

# Engineering Manager

## About the Company

Canada Royal Milk is a member of the Feihe International group of companies, Asia's number one infant formula brand. Canada Royal Milk is the only producer of infant formula in Canada, manufacturing quality products from Canadian cow and goat milk, ensuring the highest quality and nutritional value for our customers.

We are building a new Canadian company that will combine best practices in the production of infant formula from our parent company, a technology from around the globe, and the knowledge, skills, and expertise of Canadian talent. We are an international company with a multicultural workforce that is committed to diversity and inclusion. Our team members value and embrace different perspectives and new ideas.

## What We Offer

The opportunity to build and grow a progressive company, competitive wages, and extended health benefits.

## What We Look For

Curiosity, commitment to learning, and a winning mindset.

## About the Role

Reporting to the General Manager, the Engineering Manager directs and controls the plant's engineering, maintenance, and utility operations. The Manager works cooperatively with Production, Quality Assurance, Supply Chain, Human Resources and Health, Safety & Environment to accomplish the goals and objectives of the company. The Manager ensures the operation of Canada Royal Milk's mechanical, electrical and utility systems in accordance with all applicable regulations.

The Manager is dedicated to achieving production and quality targets, and creates an environment where employees take pride in their work. An experienced leader, the Manager will be responsible for developing an effective team.

Ensure that there exists within the engineering team an attitude of absolute intolerance for unsafe situations. That all those in engineering are encouraged never to implement any change, whether directly instructed to, or under his/her own initiative, without first questioning its impact in relation to product safety/quality, people safety and the environment. No compromises should be tolerated.

## Job Requirements

Applicants must be legally entitled to work in Canada and have strong English language skills. The ability to read and understand written English and communicate in English both spoken and in writing is a requirement of the job.

Education: Engineering Degree/ Diploma preferably in Mechanical or Process engineering

Experience:

- Minimum of 5 years of experience managing cross-functional teams in a manufacturing environment.
- Experience in the food manufacturing or industry considered an asset.

Experience in mechanical engineering and the use of computerized process control systems will be a definite asset.

### **Key Duties and Responsibilities**

1. Responsible for planning and directing all aspects of engineering activities within the company and take innovative initiatives in organizing and prioritizing engineering resources.
2. Plan and manage the establishment of departmental budget.
3. Responsible for matters concerning electrical, mechanical, powerhouse, wastewater treatment and on-site supervisory inspection and evaluation of production equipment and assisting the production lines in solving quality and technical problems.
4. Frequent communication with regulatory agencies and the coordination of inspections and reporting as required.
5. Liaise daily with Production and Quality Assurance to resolve technical issues and to ensure optimal operation.
6. Ensure that all the team members are familiar with and implement Good Manufacturing Practices (GMP).
7. Manage a cross-functional multidisciplinary team.
8. Provide leadership and supervision to staff by providing work direction, performance feedback, and recommendations for training and development.
9. Ensure tasks are assigned to appropriately trained, qualified engineering resources and that mentoring is available or provide oversight to ensure this occurs.
10. Promote a positive working environment, including continuously improving/maintaining the team culture and establishing high levels of employee involvement.
11. Oversee the plant maintenance activities; ensure that preventative maintenance and equipment optimization programs are implemented and reviewed on a frequent basis.
12. Maintains & operates plant as per Technical Safety and Standards Authority (TSSA) regulations
13. Ensure OSHA regulations and Quality Assurance protocols are fully complied with.
14. Write plant or building operation reports.
15. Oversee plant maintenance and cleanliness.
16. All other duties as assigned.

## **Working Conditions**

The standard office hours are Monday through Friday, 8:30 am to 5:30 pm. Most of the work occurs during regular weekday office hours. However, as an international company with continuous 24-7 operations, hours of work involved may vary to accommodate business needs. Flexible hours are required and may include evening and week-end hours from time to time.

As a dairy processor and infant formula manufacturer, CRM strives to exceed regulatory requirements for food safety, quality, hygiene, and good manufacturing practices. All employees who enter the processing areas for any reason must comply with all food safety protocols in addition to health and safety best practices.

Most work is performed in an office environment, with some requirements to work in other areas of the facility as needed. While performing the duties of this job, the employee is regularly required to sit. The employee frequently is required to walk; use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee is occasionally required to stand. The employee must frequently lift or move objects up to 10 pounds and occasionally lift or move objects up to 25 pounds.

## **Commitment to Diversity & Inclusion**

We strive to build a team that reflects the diversity of the community we work in, and encourage applications from traditionally underrepresented groups such as women, visible minorities, Indigenous peoples, people identifying as LGBTQ2SI, veterans, and people with disabilities.

If we can make this easier through accommodation in the recruitment process, please contact us by visiting [www.canadaroyalmilk.com](http://www.canadaroyalmilk.com)