

Production & New Product Development Manager (NOC 0911)

Employer: Canada Royal Milk ULC

Position: Production & New Product Development Manager (NOC 0911)

Terms of Employment: Full-time / Permanent

Location: Kington, Ontario

Employment Address: 1680 Venture Dr, Kingston, ON K7P 0E9

Hours of Work: 40 hours/week

Language: English

Benefits: Eligible for discretionary bonuses and/or salary increases in accordance with company policy. Extended health and dental insurance package offered.

Salary: \$110,000/ year

Contact: careers@canadaroyalmilk.com

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.

About the Role

Reporting to the General Manager, the Production & NPD Manager directs and controls the plant's production operations and leads high priority and complex projects. The Manager works cooperatively with Engineering, Quality Assurance, Supply Chain, Human Resources and Health, Safety & Environment to accomplish the goals and objectives of the company.

The Production & NPD Manager is dedicated to producing the highest quality product and creates an environment where employees take pride in their work. They emphasize food quality, safety and security, complying with all government legislation and the expectations of Canada Royal Milk's customers.

An experienced leader, the Manager will be responsible for hiring and building an effective production team. With support and coordination from HR, the Manager will oversee the training and development of all plant production personnel, including coaching and mentoring.

Job Requirements

Education: Bachelor's degree or above in a related field of study

Experience: 7-10 years progressively responsible experience in dairy product manufacturing and a minimum of seven (7) years management experience in consumer goods manufacturing.

Strong preference for candidates with experience manufacturing powdered milk products or powdered infant formula.

Strong English language skills, including the ability to read, write, and communicate with others.

Key Duties and Responsibilities

Production

1. Plan, organize, direct, control and evaluate the operations of a manufacturing establishment or the operations or production department of a manufacturing establishment.
2. Plan, organize, direct, control and evaluate plant production while continually striving for improvements to increase efficiency.
3. Develop and implement plans to efficiently use materials, labour and equipment to meet production targets.
4. Plan and manage the establishment of departmental budget.
5. Hire, supervise and train or oversee training of employees in the use of new equipment or production techniques.
6. Participate in the oversight and inspection of manufacturing equipment installation and testing, ensuring safety and compliance at every stage.
7. Review processing schedules or production orders to make decisions concerning inventory requirements, staffing requirements, work procedures, or duty assignments, considering budgetary limitations and time constraints.
8. Develop and oversee implementation of production tracking or quality control systems, analyzing production, quality control, maintenance, or other operational reports, to detect production problems.
9. Ensure that all the team members are familiar with and implement Good Manufacturing Practices (GMP).
10. Support the work of the HACCP team, providing resources and ensuring team members are familiar with and follow the company's HACCP protocols.
11. Provide leadership and supervision to staff by providing work direction, performance feedback, and recommendations for training and development.

12. Review operations and confer with technical or administrative staff to resolve production or processing problems.
13. Makes oneself available to staff provides regular performance feedback develops subordinates' skills and encourages growth.

New Product Development

1. Ensure the delivery of new product project from concept to post launch are done efficiently and in accordance with project brief and compliance with assigned market regulation.
2. Leverage technology assets and supplier expertise to ensure the most efficient use of materials, labour and equipment, as well as compliance in materials and recipe management.
3. Review the new product project portfolio with relevant functions and drive the project follow with timeline of project and meet production targets.
4. Provide a comprehensive technical support service to factory and co-manufacturer, including training to build up product and production techniques, process competence, and the use of new equipment.
5. Insights of new product development and consumer preference.
6. Other projects and duties as assigned.

Working Conditions

- Ability to work outside of regular business hours, which includes, but is not limited to evenings, nights, weekends, holidays, and/or on-call duties.
- Non-standard hours worked are determined by the requirements of the Production to ensure efficient and safe operations.
- 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.
- Office environment with requirements to work on the plant floor as needed.
- Combination of sitting, standing and walking; ability to use hands to finger, handle or feel; reach with hands and arms; and talk or hear.
- Ability to frequently lift and move objects up to 10 lbs, and occasionally up to 25 lbs.

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

How to Apply

