



# Production 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 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 Operations Manager, the Production Manager directs and controls the plant's day-to-day production operations. This position requires a deep understanding of manufacturing processes, quality control standards, and compliance with regulatory requirements specific to infant nutrition. The Production Manager is dedicated to producing the highest quality product and creating an environment where employees take pride in their work. They emphasize food quality, safety, and security, complying with all regulatory requirements and meeting the expectations of Canada Royal Milk's customers. An experienced leader, the Manager will be responsible for hiring and building a 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

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: Bachelor's degree in food science, Engineering, or a related field; an advanced degree is preferred.

Experience:

- Minimum of 5 years of experience in a manufacturing leadership role, preferably in the infant formula or food industry.



- Strong knowledge of food manufacturing processes, quality management systems, and regulatory requirements.

### **Key Duties and Responsibilities**

1. **Production Oversight:** Plan, organize, direct, control, and evaluate the production process and activities to meet production targets while maintaining high-quality standards.
2. **Quality Assurance:** Implement and enforce strict quality control measures to ensure the consistency and safety of our products. This includes adherence to the Quality Management System (QMS), CIP matrix, Good Manufacturing Practices (GMP), Hazard Analysis and Critical Control Points (HACCP), and other relevant regulatory guidelines.
3. **Team Leadership:** Lead and develop a team of production staff, providing coaching, training, and making oneself available to staff to provide regular performance feedback to foster a culture of continuous improvement and accountability.
4. **Safety Compliance:** Foster a safe work environment by promoting adherence to safety protocols, compliance with occupational health and safety regulations, conducting regular safety inspections, and implementing corrective actions to mitigate hazards.
5. **Continuous Improvement:** Drive initiatives and identify opportunities for process optimization and improving lean manufacturing practices, 5S, cost reduction, and efficiency improvements within the production facility. Implement best practices and innovative solutions to enhance overall operational performance.
6. **Regulatory Compliance:** Ensure full compliance with all national and international regulatory requirements and industry standards related to infant formula manufacturing, including CFIA, FDA, USDA, GB, and GMP guidelines.
7. **Cross-Functional Collaboration:** Collaborate closely with other departments such as Quality Assurance, Research & Development, Engineering, Maintenance, Supply Chain and Planning, HR to drive continuous improvement initiatives, resolve production issues, and support new product development efforts.
8. **Performance Monitoring:** Monitor production metrics and KPIs to identify areas for improvement and implement corrective actions as needed to maximize OEE and minimize manufacturing Loss and deviations.
9. **Training and Development:** Hire production employees, plan and oversee training production staff to ensure their continual growth and development within the organization.
10. **Budget Management:** Plan and manage the establishment of departmental budgets, including forecasting production costs, labor expenses, and capital investments necessary for maintaining and improving production operations.

### **Working Conditions**

The company's administration hours are Monday to Friday, 8:00 am to 5:30 pm. The Manager may be required to work outside of regular business hours, which includes, but is not limited to, evenings, nights, weekends, holidays, and on-call duties. Non-standard hours worked are determined by the requirements of Production to ensure efficient and safe operations.



Working conditions are normal for a manufacturing environment. Machinery operation requires the use of safety equipment including, but not limited to, eye safety glasses, hearing protectors, work boots, and hard hats. Loose-fitting clothes and jewelry are not permitted. 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 must frequently lift or move objects up to 10 pounds and occasionally lift or move objects up to 25 pounds.

### **Covid-19 Vaccination Policy**

The health and safety of our employees and customers is a top priority for Canada Royal Milk. Therefore, applicants will only be considered who are fully vaccinated, subject to human rights considerations and recognized medical exemptions.

### **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 at [careers@canadaroyalmilk.com](mailto:careers@canadaroyalmilk.com).