



Plant Manager - Operations

We are currently seeking a dynamic, process-driven individual to join our Operations Management Team as **Plant Manager**. The successful candidate has the courage to challenge the status quo and create positive learning opportunities for all stakeholders. An outstanding communicator, you rally a team by leading change, anticipating what needs to be done and committing to achieving goals through delegation, standardization, and accountability.

As our Plant Manager, you will be responsible for overseeing the daily operations of our 30,000 sq ft manufacturing facility, consisting of Coffee Roasting, Maintenance, Packaging, Coffee Flavouring, and Warehouse Operations. In this key position, you will be directly responsible for reduction of overall plant downtime and the assume ownership of the full suite of plant and warehouse performance reports. Organized and engaged, you are prepared to update the management team in key areas as you prioritize resources during daily direction setting. Your leadership style embraces the sharing of knowledge, involving employees when developing solutions and providing feedback/recognition to the team with clear accountability.

On a practical level, you will:

- budget for and meet annual cost targets through continuous improvement effectors, proper allocation of resources, and effective project management;
- foster a continuous improvement culture and mindset throughout the manufacturing operations using CI tools to look for trends and drive priorities;
- work with supply chain to identify principles for an optimized production plan that delivers on customer demand and minimizes inventory and operational costs;
- prove maintenance thought leadership with a strong mechanical knowledge and practical experience;
- coordinate timely and lasting down-time resolutions with the maintenance team; and
- maintain team accountability with company policies, procedures, and operational standards by setting clear expectations.

We are a vibrant, family-oriented, and socially responsible company that cares about your future and well-being. If you have the following qualifications, we want to hear from you:

- 5+ years of recent experience as a Plant Manager in a Food manufacturing facility (experience in the Coffee Industry a definite asset).



- College or University Degree is preferred, but not mandatory.
- Experience with Safety, Health and Environment, JHSC Certificate preferred, First Aid Certification a must.
- Familiarity with automated process/packaging technology.
- Strong mechanical aptitude (previous maintenance team leadership/experience an asset).
- Experience with Lean Manufacturing or Continuous Improvement methodologies; (Six Sigma, Kaizen, IPM).
- Proficient computer skills (Excel, Word Outlook and experience with ERP/BPCS systems).

About Us

As passionate coffee enthusiasts, the Reunion Coffee Roasters team is dedicated to one common goal: producing great coffee in a sustainable, accessible, and approachable way. From sourcing to production to distribution, our practices reflect the sustainability and quality that we're known for in the specialty coffee industry. We travel all over the world to find great coffees grown in sustainable ways that benefit the people and the land that cultivate them, then bring them home to roast them to perfection in our on-site roasting facility, which runs on 100% green energy.

As a family business committed to making a difference, we rely on our employees to know and uphold the values that define the company. In turn, we ensure that our employees can be proud to work for us by taking care of them and making Reunion Island a great place to work.

Working @ Reunion Coffee Roasters

Our Oakville headquarters houses our administrative offices and our 30,000-square-foot roasting facility/warehouse. We offer competitive wages and a benefits package (that includes an employer RRSP) employee assistance program, peer recognition awards, and opportunities for advancement. We are very active in our local and global communities and encourage our employees to contribute as well by giving them paid days off for charitable work.

We've been named as one of Canada's Greenest Employers and as one of Canada's Top Small & Medium Employers, and we care about our employees and giving them a great working experience.



How to Apply:

Click Apply: Please send an updated detailed resume outlining your skills and qualifications for this position based on the job qualifications to hr@reunioncoffeeroasters.com

Reunion Coffee is an equal opportunity employer offering a competitive compensation including extended benefits. Reunion welcomes applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

We sincerely thank all candidates who have applied, however, due to the number of applications received only those selected for an interview will be contacted.