

The **Senior Supervisor for the Live and Evis** department is the key leader on the floor for all day-to-day activities and is responsible to lead and implement continuous improvements in yield and labour productivity, through the regular refinement of production processes and training. This position reports to the Plant Manager.

Responsibilities:

Production Management

- Ensure the Live and Evis rooms are set up before operations begin
- Daily inspection on the Live End, Evis, Chillers and Air Chill to ensure the rooms are ready for the operation
- Consistently ensuring the birds are treated accordingly to the Animal Welfare standards (checking the birds in the early mornings)
- Ensure compliance with GMP and HACCP plans
- Ensure productivity and yield record keeping is being measured and recorded
- Have a continuous presence on the production floor to provide immediate feedback, resolution and instruction to any issue impacting production's ability to meet its goals
- Ensure the data is collected for the applicable areas
- Determine the kill sequencing and feed withdrawal
- Schedule West Coast for offal room garbage pick up
- Approve and ensure the employee daily hours are submitted to payroll
- Analyze production and quality control to detect problems and perform root cause analysis
- Determine and implement improvements to the kill process
- Set yield standards and implement processes to be meet or exceed those standards
- Analyzing the Increase Labour efficiency

Leadership

- Ensure all staff are trained in their full-time roles
- Promote motivation, support and guidance to all employees
- Ensure staff are cross-trained and rotated to avoid injury
- Schedule according to the needs of the business
- Management of direct reports including – hiring, performance management (counselling conversations), and holding employee accountable
- Support the discipline meetings with staff members, people and culture
- Understand the Collective Agreement and answer staff questions
- Attend the Health and Safety meetings
- Promote teamwork and harmonious working relationship among all workers
- Ensuring health and safety regulations are met
- Bring forth new ideas to improve on existing production processes
- Be a leader in changing the company's culture to culture of ownership

- Attend monthly management reviews MMR
- Lead daily Red Zone huddles and KPI reports

Requirements:

- 5 years progressively responsible production supervision
- Knowledge of Animal Welfare
- Primary Poultry processing experience
- Technical Training HAACP and quality systems
- Direct supervisory skills essential
- Continuous Improvement, Lean manufacturing
- Proficient spoken and written English
- Decisive leader, action orientated, relentless focus on quality and excellent multi-tasking skills
- Process flow minded, continuous improvement mentality and strong team leadership skills
- Safety of team members a no-compromise position
- Able to treat all employees with fairness and respect