



PRODUCTION MANAGER (PACKHOUSE)

JOB & PERSON SPECIFICATION

JANUARY 2025



POSITION DESCRIPTION

POSITION TITLE: PRODUCTION MANAGER

DEPARTMENT: FARMS

PRIMARY LOCATION: TWO WELLS

REPORTS TO: GENERAL MANAGER

PRIMARY PURPOSE:

- Drive safety, efficiency and maximise productivity in the Packhouse.
 - Maximise first grade pack-outs by effective utilisation of the crop.
 - Meet or exceed Packhouse budget.
 - Drive continuous improvements.
 - Ensure compliance to GMP and quality requirements.
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KEY RESPONSIBILITIES

Drive efficiency and maximise productivity in the Packhouse

- Responsible for achieving budgeted productivity requirements by effectively training and managing staff and resources.
- Planning and developing Packhouse capabilities to meet market demand and opportunities.
- Drive engagement of all employees and contractors in the Packhouse.

Maximise 1st grade packs-out by effective utilisation of the pick.

- Continual monitoring of end product quality.
- Minimise waste to achieve or exceed budget.
- Develop, implement, and lead continuous improvement.
- Engage and lead the Packhouse in continuous improvement.
- Manage resources to drive and sustain the program.

Drive and actively communicate the safety policy.

- Develop and lead the facility safety culture.
- Hold regular safety meetings.
- Drive MTIFR and LTIFR down.

Ensure compliance to GMP and Quality requirements.

- Train staff and promote GMP compliance in the Packhouse.



WHS Responsibilities

- WHS Policies are complied with at all times.
- Report all Accidents/ Near misses to the SHE Manager and complete a Communication Form.
- Report any environmental problems to the SHE Manager and complete necessary form/s.
- All employees are urged to recommend solutions as well as reporting problems.

INTERNAL CONTACTS

The position is required to communicate with:

- General Manager Two Wells
- Senior Perfection Managers
- Commercial Team
- Finance Team
- SHEQ Team
- Growers
- Maintenance

EXTERNAL CONTACTS

The position is required to communicate externally with:

- Transport Companies
- Customers
- Third Party Growers
- External Contractors

ESSENTIAL REQUIREMENTS

- Experience leading in a production, manufacturing or packaging environment
- Experience with fresh or processed food packaging, manufacturing or similar
- At least 12 months' experience successfully leading teams of 10+ people
- Demonstrated understanding of HACCAP and or GMP practices
- Forward Thinking: Ability to plan ahead.
- Able to give clear, concise and consistent direction.
- Able to develop and implement continuous improvement program.
- Strong communication skills both written and verbal

SPECIAL CONDITIONS

Seasonal production may require reasonable after hours and/or weekend work.



OUR MISSION

To lead the fresh food revolution

OUR VISION

To inspire a healthier world by connecting people to sustainable fresh food

OUR COMPANY VALUES

We pursue perfection every day, by making sure we do everything with **PRIDE**.

- First there's **PASSION**. It's not just the secret ingredient for growing delicious fruit and veggies – it's how you grow a great team, too.
- Second is **RESPECT**. We focus on building respectful relationships with our network of growers, suppliers, and customers. It's key to having happy people, and a healthy business.
- We're all for **INNOVATION**. And in our world, that means encouraging everyone to come up with fresh tastes, techniques, and ideas. Because innovation can come from anywhere.
- Then there's **DISCIPLINE**. While we love to have fun at work, we're all perfectionists at heart. Staying professional and focused is the only way we can live up to our name.
- And finally, we're **ETHICAL** – always. From our products and people to our sourcing and service, everything comes down to quality, honesty and trust. It's vital in our recipe for success.



HOW TO APPLY

Applications including a cover letter and CV should be addressed Bernie Dyer. Please visit henderconsulting.com.au to apply.

For a confidential discussion, please call (08) 8100 8827.

Please Note

Your application will be automatically acknowledged by a return email.