



## **General Manager**

### **Vermont Packinghouse - North Springfield, VT**

As close business partners, Walden Local is working with Vermont Packinghouse in search of an experienced, people-oriented General Manager to take the Packinghouse team and operation to the next level. You'll be taking the reins of the largest meat processing facility in Vermont, that partners with customers ranging from small homesteaders with a few animals to regional meat companies with hundreds, but is focused on ensuring a high quality, humane experience for both people and animals. The team is filled with independent contributors, but they need the guidance of an experienced GM to increase collaboration, facilitate cross-functional problem-solving and mentor high potential team members.

### **What You'll Do**

- Oversee day to day facility operations, including ensuring equipment is in safe working order and that all Federal, State and Local regulations are properly followed, including relevant USDA regulations
- Work cross-functionally across all departments and levels to resolve business challenges to proactively prevent operational delays and meet future growth plans
- Design and execute on business growth and management plans
- Monitor and maximize productivity and efficiency in all areas while maintaining safe work practices
- Foster an environment of lean/continuous improvement and champion a culture of customer-centric behaviors and problem solving to maintain positive customer relationships

- Provide direct management of and partnership with key functional personnel in each department, including facilitating cross-functional collaboration and ensuring alignment with business objectives
- Partner with the HR department and functional leads to ensure appropriate recruitment, staffing, training, cross-training and development across all departments and employees
- Oversee the execution of all production activities to ensure highest quality of handling, processing and storage of materials to ensure compliance with regulations, customer satisfaction and mitigate cross-contamination
- Manage production schedules and priorities for production of goods, including resource requirements based on production volume
- Maintain budgets and optimize expenses
- Review and implement policies and processes in partnership with key functional leads
- Proactively foster good working relationships with local and state officials, departments and agencies to protect and bolster Vermont Packinghouse's brand and reputation in the community

### **Who You Are**

- 5+ years general manager or head of operations experience in the food and beverage industry
- Bachelor's degree in Business Administration, Animal Science, Agriculture, Supply Chain Management, Operations Management or a closely related field
- Experience building and mentoring high performing teams
- Excellent oral & written communication skills
- Strong analytical and technical skills
- Working knowledge of implementing continuous improvement initiatives and managing teams through change

### **Bonus Points if you have....**

- Master's degree
- Experience in the meat industry
- Passion for sustainable agriculture and local food systems

Don't check all the boxes? Don't worry! We know that there is no such thing as a 'perfect' candidate. We're committed to building a team that brings passion for local food and a diverse set of experiences and opinions. Feel welcomed to bring your whole and authentic self and please apply if this is a role you feel passionately about! We read cover letters and encourage you to share your unique experience and interest in this role.

### **What We Offer**

- Paid time off
- Health, Dental, Disability & Life insurance
- Employee assistance program
- Flexible spending account
- Health savings account
- Retirement plan
- Employee discount
- Referral program
- Potential for relocation package to the right candidate

### **When you join Vermont Packinghouse....**

You'll be helping make meat as it ought to be - locally and humanely processed. We're committed to building a decentralized, humane and sustainable alternative to the heavily centralized and industrialized US meat industry. Our goal is to be big enough to have an impact, yet small enough to really care about every farmer we work with and every animal coming through our doors. We're proud to partner with over 300 local farmers, meat companies and restaurants. Every day, our team proves that making great meat can happen right here in New England.