



Food Safety Compliance Manager

Location: Tewksbury, MA (hybrid)

The Food Safety Compliance Manager will create and enforce food safety programs for Walden's retail and food delivery operations to ensure the highest level of safety for our members and guarantee that all regulatory compliance is met or exceeded. In addition, this role will be responsible for educating internal teams and processing partners on the food safety plan. This is a newly created position on our Operations team that will be responsible for managing and implementing Walden's food safety plan, which is currently being created by an external consulting firm. The Food Safety Compliance Manager will continually analyze and update the food safety plan to ensure alignment with regulations, as well as, oversee Walden's adherence to current procedures and best practices. This position will require regular on-site support for warehouse operations in Tewksbury, MA with occasional regional travel throughout New England. This role will have the ability to work from home 1-2 days a week, as long as you can be on-site in at least 2 hours for emergencies.

Walden Local is a Certified B Corp on a mission to change the meat industry by displacing industrial, factory-farmed meat and seafood with sustainable and ethical alternatives, raised (and caught) locally and humanely by small, independent farmers and fishers. As a small, growing company we value team members who bring a willingness to roll up your sleeves and partner across the organization to deliver on our goals and mission.

What You'll Do:

- Provide governance, execution and implementation of food safety programs for a food retail and delivery business
- Write policies, standards, and SOPs for food safe fulfillment, retail and delivery processes to ensure adherence internally with a high attention to detail
- Educate, engage, and train hourly and salaried teams on food safety best practices and complaint procedures
- Manage a full suite umbrella food safety plan and documentation including HACCP, Food Defense, SSOP, Recall Execution, etc
- Maintain and analyze data to identify food safety compliance trends, resolve food safety issues and pinpoint process improvements and/or effectiveness
- Conduct food safety diligence for expansions and partnerships
- Manage the regulatory guidance of label claims

What You'll Bring:

- Bachelor's degree in Food Science, a related field or equivalent work experience
- 4-7 years of experience managing Food Safety and Quality in a retail, delivery or manufacturing environment
- 3+ years of experience interacting with state, local and federal regulators (including USDA, FDA and the Department of Health)
- Knowledge and ability to implement continual process improvement methodologies
- Excellent written and verbal communication skills with an ability to translate requirements to cross-functional teams
- Self-motivated and ability to work independently while maintaining critical attention to detail and deadlines
- Passion and excitement for our mission to grow sustainable food and agriculture in the region

Bonus points if you have...

- HACCP Certification
- E-Commerce experience
- Experience leading a team or conducting trainings

Don't check all the boxes? Don't worry! We know that there is no such thing as a 'perfect' candidate. Walden Local is committed to building our team with a diverse group of thinkers and leaders. We value everyone's own lived experience, where it has and will take them! Feel welcomed to bring your whole and authentic self and please apply if this is a role that you feel you can grow along with us in.

What We Offer:

- Financial: Company Bonus Plan, 401k (starting at 1 year)
- Health & Wellness: Medical & Dental (starting at 90 days), Paid Sick Days, Unlimited PTO, 8 Paid Holidays, Volunteer Time Off, Parental Leave
- The Fun Stuff: up to 5 lbs of free meat weekly, 25% off up to 2 Walden monthly meat subscription memberships, 25% discount at our Boston butcher shop, family-friendly annual company picnic

When You Join Walden...

You'll be Making Local Work - contributing to a mission-driven startup committed to reinvigorating local agricultural economies, in support of healthier communities, animals and soil. Walden Local is New England and New York's leading brand of sustainable, locally-raised meat, connecting families with farmers by distributing directly to thousands of households across the Northeast. We believe in simplicity, doing ridiculous things for our members, and that the little things matter. We're building a diverse team that shares these passions. If you're inspired by ambitious missions and working hard to solve complicated problems, we'd love to meet you.