

Our client is a progressive, sustainability driven Agri-business with a diverse portfolio of companies that range from producing top quality fruits and vegetables to livestock management. A *People First* approach to organizational structure, processes and culture has made them a regional leader and sought-after employer. As a member of the leadership team, the Director of Operations will oversee all operations managers across two greenhouse facilities. Focus on the development and progress of the operations center of excellence, team and structure within the organization and alignment with the company purpose and vision. This role will be a catalyst for systems and process improvements and integration across all departments. The primary objective will be to elevate the company's operations and empower its people as further growth projects are planned and executed.

Director of Operations

Southwestern Ontario

Reporting to the President, you will:

- Lead, coach, and mentor the operations department and oversee operations managers from all facilities, while nurturing strong relationships with all employees and senior management.
- Develop and foster a culture focused on high performing teams by developing growth plans, individual objectives, effective communication channels, and conducting performance reviews.
- Support cohesive relationships with cross functional departments, recommend innovative practices, processes, and systems improvements, while keeping a pulse on new industry trends.
- Manage relationships with marketers, suppliers, and build and maintain industry relations with the goal to seek out potential new business endeavours, sector collaborations and grant opportunities.
- Lead departmental projects, manage team dynamics, and focus on deliverables with a continuous improvement mindset, including energy management, efficiency, compliance, and responsibility.
- Identify new technology, tools and equipment to enhance the efficiencies of the business and work closely with the project and technology division through new initiatives and overlapping projects.
- Effectively lead weekly senior management meetings and participate in strategy planning meetings with a growth mindset, reporting on facility achievements and obstacles, while identifying goals and objectives, KPI's and a plan to measure.
- Lead the operations center of excellence within financial management, modelling of operations and budgeting implementation, and guide operations manager to forecasting production numbers.
- Be a positive role model and change agent, provide input and direction on the organizational purpose, and lead by example to engage, empower and influence the operations team in the vision.
- Help lead in the responsibility and accountability of health and safety protocols for employees, on-site emergency management systems, CanadaGAP compliance and other food safety programs.
- Ensure the operations team follows biosecurity protocols, safety equipment and heavy machinery operating procedures, and has all training and certifications necessary to do their job.
- Manage external relations with government agencies at the local, provincial and federal level that relate to the sound, safe and effective operations for all facilities, teams and equipment.

Your background includes:

- 5+ years of experience in a senior-level Operations Management role.
- A track record of strategic planning and execution, leading by example, and demonstrated knowledge of contracting, negotiating and change management.
- Working knowledge of data analysis and performance/operations metrics with the ability to turn data into a vision for future growth potential and a desire to facilitate its development.
- Extensive experience and knowledge in dealing with operations and facilities management systems, budgets, business planning, and asset management, while rolling up your sleeves from time to time.
- Effective attention to detail, a strong work ethic and a high degree of accuracy, paired with a high level of integrity, confidentiality, and accountability to develop a positive and inclusive work environment.
- A well-defined sense of diplomacy, conflict resolution, and people management skills with the ability to lead and develop a positive and collaborative team attitude.
- Able to effectively communicate both verbally and in writing, including presentations to external stakeholders, senior management, and large operations teams.
- High level of proficiency and productivity with Microsoft Office suite.

LITHERLAND & CO

To learn more about this position and our client, contact Brook Coatsworth at bmc@litherlandco.com or by phone at 416-868-4888 Ext. 5 quoting **“Director of Operations - 220405”**

Litherland & Co. is dedicated to fair and equal opportunities for all applicants. Candidates are selected upon the highest level of equity, diversity, and inclusion across the organization and throughout its hiring process. If you are selected for an interview and require accommodations, arrangements will be made for your convenience throughout the recruitment.