

PROFILES

The Best in Food Industry Recruiting and Professional Placement

Executive Wing
EXCUTING WINGS

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IT'S OUR MISSION TO HELP YOUR COMPANY CONTINUE ITS FLIGHT AND SOAR TO THE NEXT LEVEL.

WE WELCOME YOU TO THE INAUGURAL EDITION OF 'PROFILES,' THE EXECUTIVE WING'S FIRST NEWSLETTER THAT SHOWCASES A SAMPLE SELECTION OF THE BEST CANDIDATES IN YOUR GEOGRAPHIC NEIGHBOURHOOD.

Each of the candidates profiled here is a food industry professional and is local to the **GTA**. Whatever your need, we have a solution. This is but a small sample of the talent we have to show you. We're not kidding about this. Our database and screening skills are second to none. Call, text or email our chief food manufacturing consultant, **Dan Bennett**, to engage further about specific candidates or about our professional search service in general.

FOOD MANUFACTURING HAS ALWAYS BEEN OUR BREAD-AND-BUTTER INDUSTRY.

It is the area we are most passionate about – yet we recognize not every CPG company has become a client yet. This is our goal! We would like to offer first time customers a 5K discount for the first successful hire and an opportunity to see us at work.

We are confident that once you partner with us a first time, you will regularly renew your confidence in The Executive Wing, just as our existing clients have continued to do.

Remember, we work on a contingency basis and there is no charge to you until the candidate we submit actually starts his/her new job!



OUR GUARANTEE

An exceptional level of personal service from a Principal with 17 years of professional recruiting experience in the Food Industry, all levels, all functions.

The Executive Wing builds longterm relationships.

CALL, TEXT OR EMAIL

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PLANT MANAGER

◦ FLAGSHIP PLANT ◦

- P.Eng/MBA.
- 8+ years' senior plant management experience in the dairy, beverage, commercial bakery and meat processing industries.
- **Transitioned facility from \$5 million in annual losses to 21 million in annual earnings.**
- 10 years of continuous improvement (lean manufacturing/TPS, TOC, TQM, BPR, Six Sigma) implementation and advancement experience within diverse manufacturing environments.
- Oversaw the entire operations of a 250 employee facility – establishing both departmental and plant specific KPI's.
- Chaired projects that have reduced product waste due to non-conformance from 120K to 22K annually.
- Increased production line overall equipment effectiveness by 25%.
- Utilized lean management tools to reduce the maintenance department's annual spend by 110K.
- Responsibilities included P&L, budget calculation, process improvement initiatives, and overall management of product formulation, planning, production, quality, maintenance, HR, and finance departments.
- As a national key user for SAP maintenance, key responsibilities include: Change management administration (end user acceptance of SAP system, SRM and catalogue purchase compliance, end user skill development.)
- Contributed to creating food safety procedures, policies and standards that are being followed by food and beverage manufacturers nationwide.
- Introduced Six Sigma concepts to better manage reformulation processes. Resulted in customer portfolio growth and greater control of process.

90 - 100K
RANGE

CANDIDATES

MAINTENANCE MANAGER

◦ P. ENG, SIX SIGMA BLACK BELT ◦

80 - 85K RANGE

- P.Eng; BSc. Electrical Engineering.
- 10 years Maintenance Management experience in the food & beverage industry.
- Proven success with Total Productive Maintenance (TPM) implementation.
- Experienced with Lean management: TPM, Kaizen, 5S, visual management, root cause corrective action, 5 Why and RPS.
- Hands-on approach with strong decision making and conflict resolution capabilities.
- Achieved ISO 22000, HACCP and ISO 9001 certification.
- Achieved SQF 2000 recertification.
- Reduced the work order backlog by 50% in a period of 6 months.
- Improved productivity on a critical production line by 20% by increasing equipment reliability and cavitation of tool.
- Created a time based tool and equipment revitalization plan.
- Achieved better coordination and information flow among maintenance, production, QA and engineering.
- Included safety upgrade initiatives in yearly financial plan.
- Brought up Plant OEE to 70% from 61% in a period of 3 years.
- Ensured positive manufacturing variance for 3 years in a row.
- Successfully implemented a \$12 million new hot fill juice line project.
- Reduced maintenance OT by 40% in a period of 3 years.
- Improved PM completion rate to 92% from 70% in a period of 3 years.
- Reduced breakdown maintenance to 18% in a period of 3 years.
- Ensured inventory count accuracy to 99.8%.

2ND CLASS POWER ENGINEER, INDUSTRIAL MILLWRIGHT/ ELECTRICIAN

◦ DUAL TICKETED ◦

65K RANGE

- 2nd Class Operating Engineer (TSSA.)
- Red Seal Industrial Mechanic (Millwright) Licence.
- Bachelor's degree in Mechanical Engineering.
- Red Seal Industrial Electrician License.
- 7 years progressive experience in the food manufacturing industry.
- Seven years of experience in Ammonia Refrigeration systems 5000Hp screw & reciprocating compressors, startup compressors, shut down, adding oil and drain oil from system.
- **Take another look at the above qualifications – enough said! This outgoing candidate has the rarest combination of credentials in an area with a recognizable labour shortage.**

INDUSTRIAL ELECTRICIAN/ MILLWRIGHT+ REFRIGERATION B

◦ DUAL TICKETED ◦

\$25 -28/HR RANGE

- ▲ 442A Industrial Electrician.
- ▲ 433A Industrial Mechanical Millwright / Refrigeration B Certificate.
- ▲ 12 years food processing experience – which includes high speed filling, packaging, bakery, and dairy industries.
- ▲ Currently employed with a global food manufacturing company that is recognizable to everyone.
- ▲ Packaging technology and high speed packaging machinery expertise.
- ▲ Excellent electrical and mechanical troubleshooting, analytical skills and RPS.

SENIOR DEMAND PLANNER

◦ SAP SUPER USER, S&OP EXPERT ◦

65 - 70K RANGE

- BSc. Actuarial Science; APICS Certified.
- Over 10 years' experience in Demand Planning and Supply Chain Management within the food & pharmaceutical manufacturing industry.
- Oversee the demand planning for the regional and national accounts in the food service division.
- Super user on the transition from a legacy software system and Manugistics to SAP.
- Selected as a member of the test group for a full departmental restructuring consisting of the recognized top performers. Increased average forecast accuracy from 85% to 93% within 4 months.
- Spearheaded the SAP transition team to determine system setup parameters for forecasting/ demand planning.
- Led forecast improvement seminars for the demand planning team members to share best practices for driving top level results.
- Managed core portfolios through seasonal fluctuations.
- Coordinated efforts between Planning, Sales, Customer Demand Planners and Customer Service to optimize sales performance while mitigating shortages and aged inventory.
- Received key company awards for being performance driven – i.e. having a bias for action and for doing what's right.

PRODUCTION SUPERVISOR

◦ FOOD MANUFACTURING, TPM EXPERT ◦

- BSc. Electrical Engineering.
- Currently employed with a global food manufacturer.
- Oversees 6 to 10 high speed packaging lines and 80-100 unionized workers.
- Enthusiastic practitioner of TPM, Six Sigma and Lean Manufacturing.
- Proven change agent and experienced with organizational culture change.
- Effective and respected hands-on leader with a talent for adapting to various situations, learning systems quickly and efficiently, and a willingness to adjust to change.
- Organized and systematic. A go-getter who gets the job done, remaining calm and cool under pressure while multi-tasking to meet production demands in a fast-paced environment.
- Line Champion for highest profit production line involving the largest product launch for company. The line has an expected net profit of over 1.2 million dollars for this year.
- Reduced downtime on changeovers by 20% through the implementation of written procedures and guidelines.
- Developed and implemented a cross training program for hourly employees.
- Foster a learning environment by mentoring staff transferred from other departments; encourage job shadowing to gain experience in a variety of areas which ultimately improved department productivity.
- 20% reduction in number of holds on shift for date codes.

60 - 65K RANGE

SENIOR CONTROLLER - CHARTERED ACCOUNTANT

◦ GLOBAL FOOD ◦

90 - 100K RANGE

- Chartered Accountant – C.A.
- Key reference comment: **“he is definitely in the top 3 in his field (Canada.)”**
- 12 years executive finance and supply chain experience with one of the largest food manufacturing companies in the world.
- Results driven finance executive with expertise envisioning and leading multi-million dollar revenue and growth initiatives grounded solidly on business and economic value.
- Spearheaded Strategic Continuous Improvement Programs that delivered \$10.5 million in savings over a 3 year period.
- Lead a Six Sigma - Zero Loss Project that identified over C\$10MM in lossideation.
- Impressive fast track management career marked by demonstrated ability to build peak performance teams and achieve cross-functional business objectives.
- Provide leadership, direction and support to 700 indirect associates and 10 direct associates through a variety of business strategies.
- Collaborated business development and management of specialty food operations, including multiple product lines for healthcare institutions in total worth \$350 million dollars in sales.
- Lead operations initiatives with full accountability for all aspects of finance and demand planning.
- Management of a budget portfolio in excess of \$140 million dollars annually.
- Lead an intensive Supply Chain Review of Raw Material and Finished Goods movements that resulted in a proposed project with savings over C\$2.2MM.
- First global company site for implementation of SAP Warehouse Management System technology that improved working capital by over 20%.
- Strategically restructured US shipping lanes for direct shipping to customer resulting in C\$1.4MM in annual savings.
- Three Consecutive Years of 75th Percentile Results in the Annual Gallup Survey.

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PRODUCTION MANAGER

◦ BIG FOOD ◦

70 - 80K
RANGE

- P.Eng/MBA
- 14+ years Quality Management experience in the global food manufacturing industry.
- Recently employed with an international manufacturer of consumer packaged goods (450 employee plant with over \$300 million in sales.)
- **Led cross functional teams in developing detailed productivity improvement plans and projects (including Lean Six Sigma) resulting in \$600K in productivity. Overtime costs reduced by \$300K per year by instituting direct leadership of departments.**
- Developed \$30M SLRP to transform plant into a world class facility by eliminating dust explosion hazards, reducing direct labour cost by 85% per annum and improving annual operating efficiencies by \$3.7M. Led capital budget planning and projects totaling more than \$12M over four years. (100% approved and largest capital budget in Canada.)
- Negotiated first ever contract for plant by-products adding \$400K to bottom line. Completed second contract and by splitting by-product streams over two companies, will deliver \$2.2M to the bottom line over three years. Third set of contracts negotiated and will deliver an additional \$500K in 2012 alone.
- Led Focused Improvement, including Lean Manufacturing, bringing in automotive style efficiencies. One packaging line achieved highest TE, milling yield exceeding target by 4 points or \$418K per year to the bottom line, other packaging lines gaining additional 4 hours uptime per week, and other projects supporting a DOH reduction in FG inventory of 50%.
- Developed and delivered lean training to site, including the use of tools such as VSM, poka yoke, and standardized work.
- Led all Charity/Community team development/execution for United Way, Relay for Life, Movember, Food Share, Earth Day & Children's Christmas Party. Won several company awards and exceeded fundraising targets.

NATIONAL SALES MANAGER

◦ FOOD MANUFACTURING ◦

90 - 100K
RANGE

- ▲ Honours University Degree (UWO) + Post Graduate Adm Marketing Diploma.
- ▲ Over 10 years of exemplary sales management success in the food manufacturing industry.
- ▲ **Precise comments from key reference: "I originally hired him 7 years' ago, which later led us to promote him twice - all while building our business."**
- ▲ **More comments from same reference: "He is one of the most naturally talented sales people I've ever met (with integrity through the roof). I'd hire him again in a heartbeat and have no doubt he'll be the best on whatever team he joins."**
- ▲ Developed & Managed strategic action plans, sales budget and sales volume for #1 Account (Walmart.)
- ▲ Responsible for managing sales revenue, margins, trade spend, promotions and sales activity.
- ▲ Grew Walmart sales double digits in both years by focusing on product mix and securing numerous incremental listings
- ▲ Was able to return a record amount of trade to the company after managing ROI per feature more efficiently.
- ▲ Negotiated Annual Joint Business Plans and Investment for Growth that resulted in strong sales and brand growth.
- ▲ Managed Walmart Sales Analyst to help identify strategic opportunities for the company.

OUR SUCCESS

Earlier this year a new client retained us to recruit a Director of Quality & Food Safety. Our short list of recommended candidates was the best our client had ever seen for any other role he had recruited for in the past. Ever! It proved to be a difficult decision between outstanding candidates and in the end both finalists were hired. Another position was created to take advantage of the talent and versatility of both.

HOW TO CONTACT US:

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EXCITING MINDS

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