

Leaders

INTERNATIONAL

Executive Search



GENERAL MANAGER



FLORADALE
FEED MILL LIMITED



The Organization

Floradale Feed Mill Limited has always been committed to offering its customers the “finest in feeds and service” for over 50 years. As a HACCP certified full-service feed supplier to the livestock and poultry industries, they offer a wide array of feed manufacturing capabilities.

Floradale offers a complete line of feeds and feeding programs to meet the nutritional needs of a wide variety of species including poultry (broilers, layers, breeders, turkeys), ruminant (dairy & beef cattle, goats, sheep) and specialty (deer, elk, horses, rabbits, ratites) livestock. Floradale also has a strong hog feed operation and is committed to providing quality feeds and services.

From the office to sales and nutrition, production, truckers, and management, Floradale Feed Mill employees are friendly, knowledgeable and professional. The organization continues to invest in new technologies and equipment required of a modern, progressive feed manufacturer but maintains that it is the experience and talents of their people that make it all work.



The Position

This key leadership role is responsible for developing and promoting the strategic directions for the organization that will foster and enable continuous improvement and people development initiatives. This individual will set and deliver strategic goals for operational efficiency and increased productivity while leading the business in providing best practice organizational development, human resources, performance and risk management initiatives that will ensure the delivery of valued and quality services focused on enhancing organizational efficiency and effectiveness.

Duties and Responsibilities

A. Management & Leadership

- Provide leadership in the workplace by modelling high standards of work performance, positively influencing teams and individuals, negotiating, mediating and resolving conflict and clearly communicating the vision and values of Floradale Feed Mill Ltd.
- Lead major reviews and change management initiatives
- Manage and develop the executive employees ensuring that individual skills are enhanced and potential realized

B. Strategic and Financial Planning

- Provide initiative, innovative thinking, and strategic direction that will direct Floradale Feed Mill Ltd. to best manage its feed milling operations while coordinating efforts with the CEO of the Brochu Group and other leadership

Duties and Responsibilities (cont.)

B. Strategic and Financial Planning (cont.)

- Develop and implement an operational strategy encompassing human resource management, corporate planning, organizational performance and risk management which will continue to allow Floradale to excel within the market
- Establish and develop workforce planning initiatives
- Develop, implement and review a senior management succession plan and advise on strategies to overcome identified gaps
- Drive the organization culture

C. Organizational Performance

- Execute strategies to optimize company and asset growth
- Drive employees and leading performance reviews, to ensure an engaged and skilled workforce
- Collaborate with leadership to build an environment of collective responsibility and accountability
- Ensure adherence to key performance objectives to meet business and customer expectations

D. Feed Mill Operation

- Oversee coordination of all phases of feed manufacturing process feed mill operation
- Maintain and keep high plant efficiency for achievement of overall financial objectives
- Monitors and ensures that product quality meet standards
- Manage manufacturing cost within budget

E. Risk Management

- Ensure the effective management and implementation of Floradale Feed Mill Ltd.'s Risk Management Strategy across all services including the meeting of legislative requirements, the development and implementation of risk management strategic initiatives and the conduct of audits and inspections as required
- Ensure compliance with relevant legislation associated with Occupational Health and Safety (OHSAS) and Environmental Health and Safety (EHS).
- Ensure the training and development of all staff on relevant governmental requirements and occupational health and safety standards in the safe use of equipment

F. Policies & Procedures

- Prepare regular management reports on organization development initiatives, policies and program implementation.
- Ensure that organizational policies, practices and procedures are developed, implemented and maintained ensuring legal compliance



Qualifications

Critical Skills or Competencies Required

- Strong leadership abilities and interpersonal relations, skills in handling conflicts
- A collaborative team player – concerned with the team success as well as individual performance
- Solution orientated, decisive by nature
- Thorough knowledge of production operation and financial impact of operations in terms of efficiency
- Thorough knowledge of warehousing and inventory control
- Basic knowledge and understanding of feed mill industries is an asset
- Planning, analytical, numerical, problem-solving skills
- Excellent communication and influencing and negotiation skills
- Commercially sound with a good understanding of profit and loss accounting and the influence of operating factors e.g. volume v price
- Visible Leadership skills – can motivate others to achieve

Work experience

- 10 years' supervisory experience with a background in Production Planning
- Bachelor of Business administration or equivalent experience
- Extensive experience implementing cultural change



Additional Information

For more details or to further explore this strategic leadership opportunity, please contact:

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Leaders International specializes in the recruitment of Board of Directors, leadership succession and executive level positions. Our global network, **Penrhyn International**, is a world leader in the executive recruitment industry, with more than 47 offices in over 25 countries on 5 continents.

To learn more about **Floradale Feed Mill Limited**, please visit www.ffmltd.com