

FOOD SAFETY SUPERVISOR- COLDWATER, MI

Clemens Food Group is the industry leader in customer solutions. Originally founded in 1895, the Company has a long rich heritage, deeply rooted in values. Clemens Food Group is a vertically coordinated company that includes hog farming, food production, logistical services, and transportation. To this day, it remains steadfastly dedicated to continuing previous generations' commitment by operating as good stewards of the community and the environment, offering quality innovative products and services, and working with our business partners, customers, employees, and family members with the highest degree of integrity and ethics.

The Food Safety Supervisor is responsible for administrating and analyzing all activities in support of CFG's regulatory compliance programs. This individual will also serve as the main CFG contact for all outsource vendor approval communications and activities.

Program Administration

- Monitor, revise and implement HACCP and Pre-Requisite Programs/Policies and changes at Plant Level
- Point person to maintain, monitor and audit NR's, Unforeseen Hazards Records, CAPM, and Critical/Non-Critical HACCP Failures
- Review, revise and audit all records pertaining to HACCP and Pre-Requisite Programs/Policies at a defined frequency (ex: Pest Control, Sanitation, Foreign Material, Regulatory)
- Initiate, review and monitor compliance to Recall Program
- Maintain "FSQA Library" on SharePoint/in the "Document Room" and all necessary lab documents
- SME for Technology Platform at a plant level (TraceGains) and SAP BI Tool (Lab)
- Lead the team in conducting, organizing and executing Annual HACCP Reassessments and Proficiency Testing (Lab)
- Complete Initial and On-Going HACCP/Pre-Requisite and Lab Validations
- Manage, Maintain and Execute FSQA PIR Changes- updating programs as needed
- Research and seek best practices and update / improve Programs/Policies as needed
- Responsible for Internal Audit/Gap Assessment and Alignment of Program/Policies at a Plant/Systems and Lab Level

Plant Functions

- Lead person for Food Safety and Lab Audits/Assessments
- Point person for programs, policies and compliance as it pertains to Audits and addressing the findings (Internal, Customer, 3rd party)
- Able to perform duties of FSQA Supervisors and Lab Technicians in their absence
- Provide troubleshooting resources for plant team
- Provide answers and feedback to Consumer/Customer questions on lab related items and food safety programs/policies
- Determine and execute product cuttings and shelf life panels as programs and need dictate
- Develop and support training plans for new team members and direct reports on program/policies
- Work with Plant Management to develop CAPM action plans
- Lead person for Food Safety and Lab Challenge Studies or Plant Investigations

Lab Functions

- Oversee the performance of the lab inclusive of coaching and training Lab Technicians, performing evaluations, scheduling the team and hiring/onboarding
- Develop and maintain sampling schedules for testing programs internal/external as per program: Shelf-life, PFF, FAW, Micro, Salt, pH, etc.
- Work cross-functionally with FS Supervisor(s) to ensure compliance and uniformity across plants when it comes to Policies/Programs/SOPs
- Responsible for Shelf Life- evaluating studies/performance, scheduling studies & evaluations, presenting and reporting on data to key stakeholders
- Determine daily scheduled tasks to be completed by lab staff to achieve timely turnaround of testing
- Evaluate and hold team accountable for program/lab deviations and trend CAPAs
- Responsible for ensuring lab validations and equipment PM's are completed

Analysis

- Annual Reassessments & Risk Assessments
- Complete all plant/lab summary reports and reassessments associated with Food Safety (NR's, SSOPs, Notifications, etc.)
- Schedule validations and write reports (CCP, allergens, SSOPs, Shelf Life Reports, Extension Letters)
- Perform Food Safety and Lab data trend analysis
- Proactively seek out process/program improvements
- Update and Maintain all USDA & Lab data, report on trending.
- Trend and report on lab and plant data/KPIs generated from the plants (Salmonella, Listeria, APC, swab/sponges, etc.)

Team CFG

- Attend FSQA meetings.
- Attend Weekly USDA Meeting
- Participate in CFG Leadership classes.
- Designated alternate food safety system representative at weekly PIR meeting.
- Designated alternate food safety system representative at weekly sanitation meeting.
- Designated alternate food safety system representative at monthly animal handling meeting.
- Designated alternate food safety system representative at weekly maintenance meeting.
- Participate in customer visits or audits to represent the lab and plant team
- Attend and participate in key operations, FSQA and CFG meetings to represent the Lab or personal development opportunities
- Participate in Operations Supervisor meeting

Required Skills

- The ability to: readily modify, respond to and integrate change with minimal personal resistance; identify elements of a problem situation and understand which components are critical.
- The ability to identify actions necessary to achieve task completion and to obtain results: the ability to meet schedules, deadlines, quotas, and performance goals.

- The ability to initiate and sustain momentum without external stimulation.
- The ability to: resolve different points of view; confront controversial or difficult issues in an objective manner; identify alternate solutions and to select the best option; be sensitive and aware of the feelings of others.
- The ability to: analyze all aspects of a situation to gain thorough insight to make decisions; identify and evaluate resources; apply problem solving abilities; develop an inner strength; be objective and fairly evaluate the different aspects of a situation
- The ability to: establish a process for activities that lead to the implementation of systems, procedures or outcomes; identify long range goals and design plans to attain them; understand the needs of a situation and establish effective action plans; evaluate future implications of current decisions and actions.
- The ability to identify alternative solutions to a problem and to select the best option; the ability to identify the system component that is causing the error, as well as the options available for resolving it and completing the task.

Position Qualifications:

- Bachelor's degree from a four-year college or university required- in the discipline of Biology, Animal Science, Nutrition, Food Science, Nutrition, Chemistry or another agriculture based major
- Experience Managing People
- HACCP and/or PCQI certification is required, SQF Practitioner preferred
- Minimum 3 years' experience in QA, Food Safety, Sanitation, or Regulatory Compliance
- Chemistry/Microbiology Lab Experience
- Technical knowledge of the meat industry
- USDA or FDA experience preferred
- Must demonstrate the ability to develop, partner and deliver food safety training and HACCP programs.
- Ability and willingness to recognize and respond to new concepts
- Excellent written/verbal communication/presentation skills
- Ability to work well with people at all levels are essential
- Multi-task oriented and a team player
- Ability to excel in a fast-paced environment where change and growth are part of the culture
- Strong MS Excel, Word, and PowerPoint skills (proficiency in MS Access a plus)
- SAP and Visio experience preferred
- Ability to travel from time to time
- Strong problem solving skills and attention to detail
- Must possess a Quality Attitude

If interested please reach out to Sarah Luchansky-Sholly at sluchansky@clemensfoodgroup.com.