



AVOCADO THE WORLD'S MOST ADVANCED NETWORK



JOB TITLE: ASSISTANT FDC MANAGER
REPORTS TO : GENERAL MANAGER
DEPARTMENT : OPERATIONS
LOCATION : LAREDO, TX

Mission Produce is the largest global supplier of the world's finest avocados. For over 35 years we have invested in people, state-of-the-art technology and avocado-specific infrastructure to expertly serve our customers, growers and partners. Throughout our history we have remained rooted in honesty, respect and loyalty.

Mission Produce owns and operates state-of-the-art avocado packing facilities in multiple global locations including California, Mexico and Peru. In addition, our global distribution network includes 11 forward distribution centers in North America, China and Europe. Over the past 35 years, Mission has become recognized as the leader in the worldwide avocado business.

JOB SUMMARY

The Assistant General Manager assists in overseeing the management of their respective facility under Mission's high-quality standards and guidelines. Proactively assist in managing the facility to ensure that it: produces value in our products and services to our customers; produces a stable, secure, and high-quality work environment for all employees; and produces company market value. In addition, this position will be responsible for the quality of ripening avocados and inventory control and quality specifications are obtained and shipped according to standard operating procedures.

ESSENTIAL DUTIES & RESPONSIBILITIES

The Assistant General Manager will be responsible for the following:

- Value Added Processes (Avocado Ripening Process, Bagging, Specialty Packing):
 - Plan, direct, execute, and monitor the ripening process. Communicate all issues that affect the ripening process.
 - Plan, direct, execute, and monitor the bagging and special packing processes. Communicate all issues that affect the processes.
- Inventory Management and Fruit Utilization

- Control of inventory daily; ensure accuracy of all inventory, documented quality evaluations of inbound and outbound product, utilization of inventory to ensure highest sales value and customer satisfaction.
- Assist in building and maintaining an organizational environment which promotes positive staff morale and performance by implementing best practices for the company.
- Communicate weekly and monthly FDC productivity including, inventory, shipments, quality, rejections, labor KPI's.
- Communicate with sales, sourcing, inventory, accounting, transportation, and HR all related FDC information.
- Assist in facilitating a profitable operation that produces safe quality service efficiently.
- Perform other duties as requested.
- Develop operations system improvements by analyzing process work flow and space requirements, and equipment layout; implement changes
- Maintain safe and healthy work environment by establishing, following, and enforcing standards and procedures; complying with legal regulations
- Act as the subject matter expert in produce and train staff on produce quality indicators and best practices
- Update job knowledge by participating in educational opportunities; reading professional publications; maintaining personal networks; participating in professional organizations
- Facilitate a profitable operation that produces safe quality service efficiently
- Perform other duties as requested

MINIMUM QUALIFICATIONS & REQUIREMENTS

- Minimum of 2 years in a supervisory role within the Produce, Distribution or other related industry
- Proof of experience developing and lead a team to obtain high performance.
- Proven ability to be result-focused, metric-driven, and translate priorities and actions into measurable results and hold self and others accountable to achieve individual, departmental, and company goals
- Demonstrated ability to remain focused with changing objectives, deadlines, and priorities beyond one's control
- Excellent problem-solving skills with a strong ability to effectively identify problems by framing issues, leveraging data, and developing and implementing solutions.
- Ability to work in temperature-controlled environment 34°F – 42°F
- Willing to travel
- Bilingual English and Spanish (Preferred)
- Forklift Certified (Preferred)