



Job Title: FDC Manager
Reports To: Regional FDC Manager
Department: Operations
Locations: Calgary, Alberta

We've grown to become the world's leader in producing, distributing and marketing fresh Hass avocados. As a vertically integrated company, our total focus is avocados. We provide customers all over the world with the complete package—year-round supply, global availability and value-added services.

Our partners are passionate and experienced growers from the most ideal avocado growing regions in the world. To supply customers with the world's finest avocados, we operate packing facilities in five countries and own eight regional ripening centers in North America. Our distribution centers and transportation capabilities ensure peak eating-quality avocados from the tree to the customer. And when it comes to food safety, we adhere to the Good Agricultural Practices (GAP) program and Good Harvesting Practices (GHP). We proudly share responsibility with our growers to ensure total satisfaction for our customers

Job Summary

The FDC Manager oversees the management of their respective facility under Mission's high-quality standards and guidelines. Proactively manage the FDC 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 for all stockholders. 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 General Manager will be responsible for the following:

- ❖ Value Added Processes (Avocado Ripening Process, Bagging, Specialty Packing):
 1. Plan, direct, execute, and monitor the ripening process. Communicate all issues that affect the ripening process.
 2. Plan, direct, execute, and monitor the bagging and special packing processes. Communicate all issues that affect the processes.
- ❖ Inventory Management and Fruit Utilization
 1. Control of inventory on a daily basis; ensure accuracy of all inventory, documented quality evaluations of inbound and outbound product, utilization of inventory to ensure highest sales value and customer satisfaction.
- ❖ Customer/Buyer Relationships
 1. Collaborate with sales to interface with customers, buyers, and/or receivers on a regular basis to ensure customer satisfaction in their particular region

- ❖ Build and maintain an organizational environment which promotes positive staff morale and performance by designing and implementing best practices for the company that results in the best human capital and skills to accomplish the organizational mission.
- ❖ 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
- ❖ Develop operations system improvements by analyzing process work flow and space requirements, and equipment layout; implement changes.
- ❖ Act as the subject matter expert in produce and train staff on produce quality indicators and best practices
- ❖ Facilitate a profitable operation that produces safe quality service efficiently
- ❖ Perform other duties as requested

Minimum Qualifications & Requirements

- ❖ Bachelor's Degree in Business or related field or minimum of 5 years of work related experience within the Produce Industry, Distribution or other related industry
- ❖ Business acumen essential
- ❖ Proof of experience developing and lead a team to obtain high performance. Able to coach, develop, and motivate others within and across the organization.
- ❖ Rely on extensive experience and judgment to plan and accomplish goals. A wide degree of creativity and latitude is expected
- ❖ 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
- ❖ Bilingual (English and Spanish) a plus
- ❖ Ability to work in temperature controlled environments that can range anywhere from 34 – 42 degrees.
- ❖ Willing to travel