



Centered in the heart of Muskoka, Muskoka Brewery is a caring and open-minded Ontario Craft Brewery. Our grassroots culture is inspired by the natural wonder that is our backyard. Our brands have been recognized as Canada's top beer brands amongst the craft brewing industry. We have resolve: we work hard and are unwavering in our beliefs. The connection to each other and to this place that we share has made us strong and determined. We are passionate about our beer and we will make our mark. We are Muskoka Brewery!

Muskoka Brewery now seeking a technical leader for our operations team.

JOB TITLE: Operations Manager

Location: Bracebridge, On

Department: Operations

Job Type: Full-time/Permanent

JOB OUTLINE:

Reporting to the Vice President of Operations, the Operations Manager will provide coaching and guidance to our packaging and maintenance teams to improve our production performance to exceptional levels of safety, quality, efficiency, and environmental impact. The Operations Manager will be responsible for the process flow, scheduling of packaging operations from raw material to finished goods, yield loss management, and key performance outcomes. Through authentic communication and detailed analysis, the Operations Manager will collaboratively lead the team to drive effectiveness in the production environment, enrich our Work Safe culture, and be a key liaison between other department managers and the VP of Operations.

RESPONSIBILITIES:

- Lead the packaging and maintenance teams. Communicate values, principles and key indicators to build a high-performance team and unite our common goals (KSI's).
- Enrich our work safe culture. Set procedures and protocol expectations, enable engaged training, and actively participate as a management member of the JHSC team and reinforce and establish policy and provide operational insight on program development.
- Monitor the team's training and development. Ensure department team members are properly trained and their skills are regularly assessed, communicate process changes, and identify development opportunities through our performance management program.
- Align demand plan with production facilitation. Work closely with the Operation department managers, facilitate daily production flow schedule to execute on demand plan and order fulfillment requirements on time.
- Lead and provide coaching on maintenance projects. Oversee maintenance improvement projects and preventative maintenance timelines and manage the autonomous maintenance team to meet project goals with a high service mindset.
- Manage the budget. Working with the VP of Operations to annually build forecast based budgets for direct labour, raw materials required, capex and other applicable expenditures. Manage direct labour cost/variances through scheduling based on production volumes. Ensure raw materials usages yield losses are monitored and addressed beyond standards.

- Be an authentic coach and guide. Working with production supervisors/leads to ensure production schedules are met and process flow is effective and efficient. Coach the Supervisor and leads on corrective action processes, counseling team members, and ensure safety and people practices are applied.
- Be a champion on Lean. Work closely with the Continuous Improvement Manager help champion a Lean principles and tools specifically as it relates to change overs, efficiencies and costs per hectolitres, losses and waste. Active resource technical advancements and equipment for advancements.
- Advisor and collaborator of operational innovation. Work with a cross-functional team to brainstorm and advise on process requirements for product and packaging innovations and actively participate in our Critical Path meetings.

QUALIFICATIONS:

Our ideal candidate has a passion for making a difference, collaborating with all aspects of our Operations team and loves a technical challenge.

- 5+ years of experience in industrial/process engineering and/or production management with a bachelor's degree in a related field
- 10+ years of progressive experience in a manufacturing environment, brewery or beverage industry is preferred
- Proven technical aptitude and strong understand of manufacturing process flow and scheduling
- Certification in lean manufacturing, 5S, and safety is preferred
- Ability to manage various resources and project planning skills in a high pressure, high energy environment
- Experienced with budget management
- A clear and positive communicator with the ability to engage others
- Excellent analytical and problem-solving skills
- Proficient in ERP databases (Nav is preferred) and MS Office, particularly Excel

Please note only those shortlisted will be contacted. Muskoka Brewery is an equal opportunity employer encouraging diversity in the workplace. All qualified applicants will receive consideration for employment without regard to race, color, national origin, gender (including pregnancy), age, religion, disability, sexual orientation, or veteran status, or any other status or characteristic protected by law. If you require assistance or a reasonable accommodation in completing the application materials or any aspect of the application process, please contact Human Resources. We thank you for your interest.

Muskoka Brewery is proud to be the first Canadian brewery to be a Living Wage Employer and recognized as one of Canada's 10 Most Admired Corporate Cultures.

