COMPANY OVERVIEW
Formed in 2015, Legacy Fruit Packers LLC is a vertically integrated grower, packer, and shipper of apples, pears, and cherries. Our warehouse facilities manage all aspects of putting fresh fruit to market, from receiving the product from local farms to shipping packaged product to our worldwide customers through our partnership in Sage Fruit. Our ownership is rooted in the Yakima Valley, and brings the experience of several agricultural families together: the Verbrugge (Valley Fruit of Wapato), Larson, and Walkenhauer families (Larson Fruit of Selah). In the fall of 2015, Legacy Fruit Packers LLC started operating a new, state-of-the-art packing line which, together with our pear line, supplies approximately 4 million boxes of packed fruit each year.

PRIMARY OBJECTIVE
The ownership Board of Legacy Fruit Packers LLC is currently searching for a General Manager to guide our team of industry leaders. This individual will have the opportunity to utilize their manufacturing or production background to maximize the efficiencies of our packing operations. While managing our packing lines and facilities to their maximum potential, the General Manager must also balance our grower returns as well as sales/customer needs, in order to maintain the most successful vertically integrated business model. The General Manager will have 5-6 direct reports, managing a total workforce of 400-450 people. He/she will work closely with our CFO, and report directly to our ownership Board of four.

REPORTS TO
This position reports to the Legacy ownership board.

MISSION STATEMENT
To produce and deliver the highest quality fruit and foster long-term relationships with our customers, employees and growers.

VISION STATEMENT
The Sage Fruit Family is admired for greatness through our commitment to quality, innovation, and service.

SAGE VALUES
Integrity, Teamwork, Accountability, Innovation, Passion, Pride, Respect
RESPONSIBILITIES AND DUTIES
Responsibilities and duties include but are not limited to the following:

- Oversee the management of our production, facilities, inventory/shipping, and refrigeration at our Wapato, Selah, and additional offsite plants
- Translate business vision and strategy of the Ownership Board into operational tactics in order to build the organizational support and infrastructure needed to achieve them
- Responsible for the fiscal health of the organization, work with the CFO to develop and monitor the operating and capital budgets
- Perform timely and effective reporting of pertinent information to the Ownership Board
- Work congruently with our team of orchard operation and field staff managers to ensure consistent product sources and the fiscal success of our growers
- Monitor and adjust warehouse operations to respond to the fluid needs of the Sage sales organization
- Develop and maintain relationships with business partners such as industry leaders, lenders, attorneys, accountants, growers and insurance brokers
- Negotiate and administer contracts related to warehouse operations (leases, storage, equipment, suppliers, etc.)
- Employ and manage the correct management team to execute the strategy and vision of Legacy
- Implement or enhance policies and procedures to enhance the overall performance of Legacy
- Coordinate with GM’s of Ownership’s affiliated entities for sales and orchard operations to ensure alignment of policies, short/mid/long range plans and appropriate allocation of shared/overlapping resources [i.e. Sage, Orchards, PCCP]

EDUCATION AND EXPERIENCE
Education and experience include but are not limited to the following:

- Minimum 5 years of management experience in a production, manufacturing or supply chain operation
- Bachelor degree (finance, business or industry related degree with commensurate business/finance experience) and 10+ years’ experience in senior-level management position
- Proven success implementing the vision and strategy of an ownership board into an organization
- Leadership role in a vertically-integrated agricultural or manufacturing business
- Experience with a family-owned business is a plus

PRE-EMPLOYMENT REQUIREMENTS
Drug test, credit check & background check required

CERTIFICATES & LICENSES
Washington State Driver’s License

EQUIPMENT & TECHNOLOGY
Equipment and technology include but are not limited to the following:

- Ability to use various office computer software & machinery (Word, Excel, accounting/ERP systems, etc.)
PHYSICAL ABILITIES

Physical abilities include but are not limited to the following:

- Ability to occasionally perform various activities that require; sitting, standing, walking, lifting, pulling/pushing objects, grasp & reach
- Ability to speak clearly & communicate with others
- Must have good vision
- Ability to occasionally lift 20 lbs. from floor/shoulder level

MENTAL/OTHER SKILLS & ABILITIES

Mental/other skills and abilities include but are not limited to the following:

- Ability to adapt to changes, delays or unexpected events in the work environment; ability to manage competing demands and prioritize tasks; ability to change approach or method to best fit the situation
- Ability to maintain focus for extended periods of time; ability to complete projects with resourcefulness; ability to synthesize complex or diverse information; ability to use intuition and experience to complement existing data
- Ability to follow instructions, both in written and verbal format; ability to respond to management direction; ability to complete tasks on time or notify the appropriate person with an alternate plan when necessary
- Ability to maintain satisfactory relationships with others, excellent customer service skills and a good overall understanding of appropriate human relations
- Ability to make prudent and timely decisions; ability to exhibit sound and accurate judgment; ability to explain reasoning for decisions
- Ability to identify and/or prevent problems before they occur; ability to formulate alternative solutions to problems when necessary; ability to transfer learning from past experiences to new experiences of similar nature
- Ability to complete duties, on time; ability to edit the accuracy and thoroughness of one’s work as well as the work of others; ability to constructively apply feedback to improve performance, ability to generate ideas to improve and promote quality in work
- High ability in English to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations; ability to write reports, business correspondence, and procedure manuals; ability to effectively present information and respond to questions from groups of managers, clients, customers, and the general public
- High mathematical ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals; ability to compute rate, ratio, and percent and to draw and interpret bar graphs; ability to calculate figures and amounts such as discounts, interest, commissions, proportions, percentages, area, circumference, and volume
- High reasoning ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists; ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form

WORKPLACE & ENVIRONMENTAL CONDITIONS

Workplace and environmental conditions include but are not limited to the following:

- Ability to tolerate potential harsh weather conditions for short periods of time
- Ability to travel and work extended hours on short notice
- Controlled environment (Office)