



JOB DESCRIPTION

Job Title:	Senior Production Manager	Reports to:	Director of Packing Operations
Department:	CTP Days & CTP Nights	Supervises:	Supervisors & Line Staff
FLSA Status:	Exempt (Salary)	Job Code:	

Purpose: To improve people's lives.

Vision: To grow and deliver the highest quality fruit and create value for our customers, employees, and growers.

Mission: The Sage family is admired for being the industry leader. We are passionate about creating value and improving people's lives.

Role Summary: As a Senior Production Manager, you will oversee the production process, coordinating all production activities and operations. Organizing workflow to meet specifications and deadlines. Supervise and evaluate performance of production leadership/supervisors and staff.

Values: Demonstrates behaviors which contribute to the growth and achievement of Legacy's mission:

- Integrity: We do the right thing, even when no one is watching
- Respect: We practice the "Golden Rule"
- Teamwork: We work together to achieve common goals – no barriers
- Excellence: We continuously look for ways to creatively improve
- Accountability: We are personally responsible for delivering desired results
- Passion: We earnestly care about outcomes and perceptions of others

Leadership Responsibilities:

- Lives our Purpose, Mission, Vision, and Values.
- Serve as an accountable leader and quality hiring advocate.
- Supervises team by providing coaching, performance management, and ensuring compliance with appropriate laws and practices and requests for information.
- Ensures excellent leadership is provided to employees, applicants, managers, and other community members.
- Completes performance evaluation and planning (PEP) on employees in a timely and constructive manner.
- Works with management to understand current and future needs and develops process improvement plans.



- Participates in intra-departmental and inter-departmental efforts for continuous safety, quality, and productivity improvement.
- Designs methods for continuous improvement in the delivery of services by soliciting internal and external feedback, using best practice models and organizational goals.
- Provides counsel to management team on policies and practices regarding employment issues.
- Participates in the strategic planning process and directs team to achieve the plans goals and objectives.
- Leads efforts in continuous improvement innovation.
- Prepares budgets, develops business plans, identify opportunities for improving budgets.
- Promotes and completes required training.

Job Duties/Responsibilities:

- Monitor employees behaviors to our values
- Monitor employees efficiency and quantity
- Supervise the training of supervisors and employees
- Oversees the responsibility of programming and operating sizer computers
- Overall responsibility of payroll timecards and other records
- Collaborates with sales team on packing needs
- Overall responsibility of overseeing of repacking/repackaging process
- Applicable supervisory responsibilities include; training, coaching, planning, assigning and directing work, reviewing performance, performance improvement process of employees when necessary
- Must adhere too and set the example pertaining to all company policies and programs
- Must be available for flexible hours, overtime and weekends
- Other duties as assigned

Education & Experience:

- Education in engineering, manufacturing or computer science preferred
- At least 5 years of experience/training in production preferred
- Previous supervisor/leadership experience required
- Knowledge of grades, sizes, defects, packing requirements and procedures preferred
- Knowledge of fruit industry preferred
- Food safety knowledge
- Regulatory compliance knowledge

Certificates & Licenses:

- First Aid card

Pre-Employment Requirements:

- Drug test & background check required



Equipment/Technology Skills:

- Ability to operate and oversee packing equipment; sizer, defect/color sorter, pressure tester, scale, ORP, etc. preferred

Physical Requirements/Knowledge/Skills/Abilities:

- Ability to occasionally perform various activities that require, sitting, standing, walking, pulling/pushing objects, climbing, grasp & reach
- Ability to speak clearly & communicate with others
- Must have good vision, smell and hearing
- Ability to occasionally lift 40 lbs. from floor to waist level
- 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.

“Legacy Fruit provides reasonable accommodations to assist qualified individuals to perform the essential duties/requirements their job requires. The description is intended to provide only basic guidelines for meeting job requirements and serves as merely a summary rather than a complete listing of duties. Responsibilities, knowledge, skills, abilities, and working conditions may change as needs evolve. This job description does not constitute a contract as employment is at will.”

<p>Employee Signature:</p> <p>Print Name:</p>	<p>Date:</p>
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