POSITION: Operations Team Lead, Turlock

Employer: Blue Diamond Growers

Please apply at: <http://careers.bluediamond.com>

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In 1910 a cooperative of 230 California almond growers formed with the following core values:​

* To build strong relationships among growers and with their customers;
* To communicate directly and honestly; and
* To work as a team to realize the best return on their investment.

More than a century later, Blue Diamond Growers still adheres to these values at every level of our operation.  Our employees are strongly committed to the brand and to each other - the word "family" is often used to describe our culture.

Today, Blue Diamond Growers represents more than 3,000 almond growers in California - the state that provides over 80% of the world's supply.  We are one of the most recognized food brands in the world, with annual sales exceeding $1billion.

We believe in transparency and honest communication.  Our work style is team-based, working together to innovate, process, and distribute the best almond products to the world.

After more than 100 years, our core values of integrity, partnership, innovation and quality remain strong.  Our commitment to excellence has driven Blue Diamond's unprecedented growth, innovation, high quality, and value.

You'll find these values at work throughout our company.  We strive for a diverse workforce, always aiming for greater levels of inclusion.  In addition to a robust benefits package, we offer an employee wellness and fitness program, in which a majority of our workforce currently participates.

**​Blue Diamond Growers (BDG)**​ ​is seeking an experienced **Operations Team Lead**​ to join its winning team in Turlock, CA.

The Operations Team Leader will be responsible for leading department leads and frontline team members in order to meet daily production requirements, assignments, safety, equipment operation, and quality control components for the Blue Diamond production facilities. Team Leader will work for the Plant Operations Manager on activities supporting facility goals, operations continuous improvement initiatives, and business unit/manufacturing strategies and objectives.

**Responsibilities:**

* Collaborates with Plant Operations Manager to establish, communicate, and execute measurable production and cultural goals to deliver uncompromised safety, quality, service, and performance objectives in support of Plant Operations. Install measurement systems that provide an ongoing real time status towards achieving the day-to-day requirements to ensure that service levels are achieved.
* Implements production operations to meet prescribed productivity and quality goals to ensure adherence with production schedules. Foster an environment of continuous improvement and learning to achieve and maintain industry leadership. Anticipates problem issues before they arise and takes corrective action.
* Works with departmental manager in the development and implementation of production cost standards, customer and BDG product specifications; acts as a resource in team settings to better understand and meet customer needs. Stay abreast of cutting edge technology through external trade shows and benchmarking of similar facilities including professional seminars.
* Coaches the production team towards common objectives. Applies sound motivational and correctional techniques, including team member coaching and disciplinary actions and recognitions for good work. Stays abreast of employee contributions and potential growth so that opportunities for greater contributions can be capitalized.
* Contributes to the development of effective employee training programs, including areas of GMP’s and safety awareness. Helps drive our “Zero Harm” behavioral based safety program. Conducts training and promotes continuous learning of staff resulting in a flexible and agile workforce.
* Recommends and implements systems and/or process controls
* for efficient operations, quality and productivity through continuous improvement and lean principles by establishing and communicating performance measures and results.
* Assign specific duties to personnel, conduct investigations or research, write technical, informative or operational reports, work on special projects, attend and conduct meetings as required.
* Review reports, papers, and other records prepared by personnel for clarity, completeness, accuracy and conformance with company policies. Route approved reports and records to appropriate personnel.
* Performs other duties and responsibilities as required or assigned by the Operations Manager upper management.

**Qualifications:**

* High school diploma or equivalent required.
* Bachelor’s degree in Business or Engineering from an accredited university/college. Equivalent experience may be substituted for educational requirement.
* Minimum 3-5 years’ experience in a food plant environment in a supervisory capacity. Experience leading Continuous Improvement Teams and Lean Six Sigma or Lean Manufacturing is highly preferred.
* Must be a proactive team player. Will have continuous contact primarily with employees at entry levels of the organization as well as some external contacts. Must be able to function effectively as a leader or member in a team environment; able to translate concepts into concrete examples.
* Strong technical knowledge covering a wide range of food processing equipment. Good understanding of SPC and associated tools. Proficient in knowledge of SQF, quality standards, and requirements. Must possess the ability to analyze trends and determine corrective actions.
* Must be self-starter; demonstrated ability to produce on schedule; act in a constructive manner; strongly motivated to improve self, production department. Demonstrated leadership ability through discovering and utilizing people’s capabilities, recognizing good work and earning the respect of peers and subordinates.
* Must be able to physically move throughout the facility, including climbing multiple flights of stairs, ladders, elevated catwalks and tight access areas. Able to work at a desk for extended periods of time doing analytical work or preparing reports on a computer. On call 24 hours a day for emergency situations. Weekend work not uncommon.
* Must be able to work in a plant environment being exposed to dust, high noise levels, extreme temperature and humidity fluctuations, and wet operating work conditions. Typical conditions may include prolonged sitting, standing and walking. Must be able to work all shifts.
* Computer, SPC measurement tools, SAP and analytical tools.
* Must be able to work any shift based on operational needs.
* Ability to travel (15%)

​Grow your career. Partner with us. We Are the Almond People!

**​Blue Diamond Growers is an Equal Opportunity and E-Verify Employer**

**​EOE/Minorities/Females/Vet/Disability**