



## **Plant Manager**

Baltimore, MD

Reports: VP of Operations

### **THE ROLE**

Gotham Greens is seeking passionate, driven, and hardworking individual to fill a position as a Plant Manager for our new Baltimore, MD. location. This is a hands-on visible position requiring direct oversight of labor management, production process, packaging, and distribution. The ideal candidate will be results driven, comfortable rolling up their sleeves, and capable of interacting with individuals at all levels of the organization. Experience with harvesting, packing and warehouse operations, managing inbound and outbound logistics, staff training and shift schedules; and proven success in achieving cost reductions and efficiencies in plant operations is required. Experience opening and establishing a new manufacturing facility is highly preferred.

Prior experience in the natural and organic food industry a plus but not required. This is an opportunity for an enthusiastic, self-motivated and organized individual to assume a position at a rapidly growing, innovative, disruptive company in the 21st century food system.

### **AREAS OF RESPONSIBILITY**

- Manages day-to-day operations of plant performance, product and packing quality, inventory control, cost, productivity, distribution, food and employee safety
- Ensures ongoing facility compliance with company quality, sanitation, and Food Safety standards
- Implements and maintains standardized procedures and protocols for staff training and management, inventory distribution and logistics; sanitation, overall safety of the facility and its personnel, and compliance to the Food Safety Plan
- Oversees Greenhouse Supervisor, Pack House Supervisor, Distribution Supervisor and Production Assistants
- Works closely with Logistics Manager to support Logistics Specialist in supervision of drivers
- Collaborates with Senior Grower to operate a productive and cost effective Greenhouse facility, organizes shift schedules with Senior Grower and coordinates purchasing
- Partners with the Facilities Manager to identify structural and maintenance related areas of concern, arranges repairs, and negotiates related costs. Ensures resolutions occur timely
- Evaluates current procedures and practices for accomplishing department objectives; develops and implements improved procedures and practices
- Gives work direction, resolves problems, and sets deadlines to ensure timely completion of daily tasks
- Monitors and analyzes costs, prepares budgets and has direct oversight of the Green House P&5
- Maintains and reviews quality reports/statistics to ensure consistent, quality finished goods



- Negotiates vendor pricing for supplies and related contracts
- Communicates with Sales and Marketing to support continued company growth
- Promotes a culture of high performance and continuous improvement that values learning and a commitment to quality
- Mentors and develops staff using a supportive and collaborative approach: assigns accountabilities; sets objectives; establishes priorities; and monitors and evaluates results
- Complies with established State and Federal Regulations, Environmental, OSHA, and Safety programs.

## QUALIFICATIONS

### Requirements:

- Bachelor's degree and 5-8 years of relevant related experience in plant operations or manufacturing with proven success.
- Strong mentoring, coaching experience to a team with diverse levels of expertise
- Entrepreneurial team player who can multitask and roll up their sleeves
- Superior management skills; ability to influence and engage direct and indirect reports and peers
- Successful leadership in early-stage start-ups or other rapid growth environments
- Experience working with ERP systems, material handling suppliers, trucking and logistics, and contract negotiations.
- Excellent analytical, problem solving, and negotiating abilities
- Excellent verbal, written and interpersonal skills, high attention to detail; highly organized, and passionate commitment to company vision
- Appreciation to principles of sustainable agriculture and food and experience in specialty food, agriculture, natural and organic CPG a plus
- Strong knowledge of MS Office,
- Adjusts to changing conditions and willingness to works off-shift, holidays, and weekends as needed. Understands and complies with company policies.

### The ideal candidate:

- Excellent verbal, written, and interpersonal skills
- Reliable and highly motivated with a creative flair and lively personality
- Passionate commitment to the company vision
- Appreciation to principles of sustainable agriculture and food



## WHO WE ARE

Gotham Greens is a global pioneer in the field of urban agriculture and a leading producer of year-round, hyper-local produce and fresh food products. The company provides its retail, restaurant, and institutional customers with produce grown under the highest standards of food safety and environmental sustainability. Gotham Greens has built and operates 4 greenhouse facilities spanning over 170,000 sq. ft. in New York City and Chicago. Gotham Greens was founded in 2009 in Brooklyn, NY.

We are farmers that live in apartments. Our team is hard working, supportive, and passionate about sustainable urban agriculture. We work to create an environment that is caring, fun, and collaborative.

Gotham Greens is proud to be an Affirmative Action/Equal Opportunity Employer. We thank all applicants in advance for their interest in this position, however, only those selected for an interview will be contacted.



**GREENHOUSE  
GROWN**



**PESTICIDE  
FREE**



**SUSTAINABLE  
AGRICULTURE**



**URBAN  
FARMING**



**PREMIUM  
QUALITY**

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