

# Vice-President of Operations

## The Organization

The Freshwater Fish Marketing Corporation (FFMC) is a self-sustaining federal Crown Corporation established in 1969 and is the leading buyer, processor, and marketer of commercially wild-caught freshwater fish from Manitoba Saskatchewan, and the Northwest Territories. Headquartered in Winnipeg, in the heart of Canada's inland commercial fishery, FFMC operates a complex supply chain of delivery points, processing facilities and sales distribution systems. FFMC's brand represents a global benchmark of top quality wild-caught Canadian freshwater fish, and the Corporation has earned a solid reputation across the globe based on product reliability, quality assurance and food safety. FFMC is a recognized industry leader with an internationally established and highly endorsed brand of excellence.

## The Opportunity

Reporting to the President and CEO, the **Vice-President, Operations** (VPO) is responsible for overseeing fishery activities throughout FFMC's supply region and operational leadership of FFMC's Winnipeg processing plant. For the fishery, the VPO is accountable for forecasting, delivering, and monitoring fish supply, managing contracted and corporate owned field facilities, engaging with government and regulatory stakeholders, and maintaining fisher relations. Responsibility for the plant in Winnipeg includes all processing operations, quality assurance, purchasing and health and safety. The VPO plays a key role in collaborating with the senior leadership team in developing FFMC's strategic direction and future.

## Key Responsibilities

- Full responsibility for and proactively lead Plant Management and Field Operations organizations in developing, implementing, and achieving corporate goals and objectives.
- Identify and implement strategies, technologies, and process improvements to enhance operational performance.
- Provide regular status and corrective actions on fishery and plant operations, including financial management, processing yields, product quality, fish deliveries and labour efficiency.
- Ensure compliance with all government and regulatory requirements.
- Maintain strong relationships with represented employees and union leadership and participate in negotiating collective agreements.
- Develop and maintain relationships with fishers, agents and other external stakeholders in Western Canada based on trust, accountability, open communication, and decisive action.

### **Selection Criteria**

- Bachelor's degree in Engineering, Management, Operations, Business, or related discipline.
- 10 years of leadership experience in a senior manufacturing/operations role; food processing is an asset.
- Strong leadership experience, including building and developing diverse teams and managing collective agreements.
- Experience leading organizations using continuous improvement and change management.
- Proven resiliency with an ability to overcome challenges or obstacles to achieve results.
- Results driven with strong analytical and problem-solving skills and a willingness to 'roll-up-your-sleeves' and be hands-on to achieve goals.
- Proven track record of building relationships using excellent verbal and written communication skills with an innate ability to connect with diverse stakeholders.

*The position is based in Winnipeg, but some travel is required to field agencies, fisher co-operatives and fishing communities throughout Manitoba, Saskatchewan, and the Northwest Territories.*

For more info or to apply in confidence to this exciting opportunity, contact Jen Sklar at 204-333-7314 or [jen@harrisleadership.com](mailto:jen@harrisleadership.com).

Please send a resume and cover letter quoting project #30127