



Live Production Manager

Position Title: Live Production Manager
Reports To: Business Unit Leader
FLSA Status: Salary—Exempt
Date Effective: December 10, 2020

About Us:

Trillium Farms is among the world's ten leading producers of eggs and egg products, with operations in proximity to Columbus, Ohio. Our fully-integrated operations raise chicks, young hens, and laying hens. To ensure our eggs are fresh, safe, and wholesome when they reach our customers, we produce and process more than 2 billion eggs right on our farms.

Our farms are committed to the passionate adherence to animal care standards for our flocks. We believe in responsibly operating our farms to help protect the environment, being good neighbors in our communities, and producing the safest, highest-quality eggs for our consumers.

We offer competitive wages, a compensation program with excellent benefits, including 401K, health, dental, Short Term Disability and life insurance.

Our business is built on one team sharing the following Guiding Principles and Core Values:

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| 1. Servant Leadership | 7. Recognition | 1. Service |
| 2. Continuous Improvement | 8. Initiative | 2. Community |
| 3. Efficiency | 9. Safety & Security | 3. Respect |
| 4. Stewardship | | 4. Integrity |
| 5. Quality & Compliance | | 5. Ownership |
| 6. Execution | | 6. Excellence |

Job Summary:

The Production Manager is responsible for the management and direction of all layer production operations at a designated site. The purpose of this role is to plan, direct, and oversee production business concerns, including safety, animal husbandry, personnel management, budget management, cost control, and operating efficiencies. This person will provide management oversight of day-to-day operations and long-term production work, activities, and project work. Oversee areas of animal husbandry, flock management, bird scheduling, and movement. Work to determine feeding recommendations. Work with specialty leaders and teams on activities, projects, and issues that address Production personnel, financial, processing, feed management, and other Production matters to ensure strategic and tactical priorities are successfully addressed. The Production Manager will also ensure proper execution of all Production SOPs.

Essential Job Functions:

- Supply the leadership required to motivate employees to work as a team in meeting corporate and production goals and objectives.
- Provide leadership, direction, and development to the production assistant managers and their teams.
- Responsible for the daily feeding schedule, availability of water, appropriate ventilation, and proper care of the birds.
- Responsible for general daily cleanliness of the layer houses (interior and exterior)
- Includes proper extraction and disposal of mortality
- Responsible for coordinating maintenance and repairs of layer facilities (exterior and interior).
- Includes all equipment throughout the layer houses and all ancillary equipment associated with any activity required for the proper functioning of the layer houses (Trucks, Skid Loaders, Tools, etc.)

- Responsible for maintaining rodent, fly, and pest control program
- Responsible for working with production staff to ensure quality product coming from the layer houses.
- Includes taking all measures to determine and minimize checks originating at any point before entering the processing plant.
- Includes adequate production results as determined by bird strain guidelines and company policies and goals.
- Responsible for working in coordinating with the feed mill to ensure timely feed delivery and proper feed formulation.
- Responsible for the general bird health, including;
- Alerting the Director of Production of any issues and following the guidance of the veterinarian and / or nutritionist as needed.
- Ensuring availability of yourself or experienced staff during off-hours in case of emergency.
- Working with compliance/veterinarian/nutritionist to ensure proper vaccination and any testing as needed or required.
- Responsible for all required record-keeping as required by management, compliance, scheduling of bird placement in concordance with the pullet facility, scheduling of production staff, and scheduling of production needs as determined by customer demand/management forecast.
- Responsible for ensuring adherence to bio-security policy and regulatory compliance.
- Responsible for proper handling of litter in accordance with company policy and any local, state, or federal regulations.
- Other duties as assigned.

Qualifications and Skills:

- Bachelor's Degree Preferred in a related field or commensurate experience.
- 5-7 years' leadership experience in previous experience in the daily operations of Live Haul, Feed Haul, and Feed Mill, Breeder, and Broiler production including Hatchery experience preferred.
- Previous experience in Management and Supervisory duties preferred.
- Previous experience in the poultry or grow out operations preferred.
- Good Communication (Written / Verbal) skills, organized, goal-oriented, accountable. Good Leadership skills. Must be competent in the Microsoft Office suite of products.
- Bilingual in English & Spanish preferred.
- Agile, able to lift 50lbs. Must be able to perform all job duties of processing supervisors. Also, must be able to work in various climate conditions, including extreme cold.
- Must be able to work nights, weekends, and holidays as needed.

Benefits and Perks:

This position starts out at a competitive salary rate with benefits that include; Health Insurance, dental, life, and disability insurance, 401(k) with match, tuition reimbursement, and an annual review.

"Trillium Farms" is an Equal Opportunity Employer. All qualified applicants will be considered without regard to race, gender, national origin, color, religion, age, genetics, sexual orientation, disability, or veteran status.

NOTE: This job description is not intended to be all-inclusive. The employee may perform other related duties as assigned to meet the ongoing needs of the organization. The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.