

Chief Operating Officer (COO) – Food manufacturing

We are seeking an experienced COO who can meet the demands of a dynamic and rapidly expanding multi-brand food manufacturing company. The ideal candidate will lead and drive operational excellence, ensuring the overall efficiency of our plant, and helping us achieve our strategic goal of increasing sales 10 times in 3 years.

About Us

Northwest Frozen is a Seattle-based, Founder-led, forward-thinking multi-brand food manufacturing company, dedicated to redefining the culinary landscape with our innovative approach to food production. Our commitment to innovation and quality has propelled us to the forefront of the market. We are proud to be at the cutting edge of technology, continuously pushing the boundaries to develop new, exciting, and nutritious food products. Whether it's pioneering new ingredients, cooking techniques, or packaging designs, we strive to make a positive impact on the world's food industry.

We operate the largest sushi factory in North America, producing over one million pieces of sushi daily for national and international grocery chains. Apart from sushi, we offer restaurant-quality ready meals and an artisan pasta line. In early 2024, we will launch new product lines that will revolutionize the fresh and frozen food industry.

Our Team

At Northwest Frozen, we believe that our team is our most valuable asset. We foster an environment that encourages creativity, collaboration, and continuous learning, which makes our workplace exciting and dynamic. As we continue to expand and grow our company, we are looking for an experienced COO to join our energetic, diverse, and talented team and contribute to our collective success.

The Position

You will report directly to the CEO and Founder of the Company and be responsible for overseeing all aspects of plant operations, ensuring plant operational efficiency while maintaining a safe and compliant working environment. This is a key senior leadership role that requires a deep understanding of food manufacturing, strong management skills, and a passion for driving operational efficiency through continuous improvements.

Key Responsibilities & Tasks

You will be responsible for leading all plant operations and managing cross-functional teams, covering the areas of Procurement, Logistics, Inventory, Maintenance, Production, HR, R&D, and QA.

Your primary responsibilities and tasks will include:

- **Strategic Planning:** Responsible for developing and implementing strategic initiatives, driving continuous improvement throughout the manufacturing processes, and providing guidance on long-term manufacturing strategies and initiatives.
- **Operational Excellence:** Oversee day-to-day operations to ensure the efficient and effective functioning of all departments and implement and lead process improvement initiatives to enhance operational efficiency
- **Production Management:** Lead and manage the production team to ensure efficient and on-time manufacturing of food products while maintaining quality standards. Develop and implement production schedules, ensuring efficient utilization of resources and labor.

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- **Production Performance (KPIs) & Process Optimization:** Establish and lead essential Production KPIs to continuously monitor and improve the performance of our production process to enhance productivity and reduce cost and waste.
- **Resource Allocation:** Allocate resources effectively, including personnel, equipment, and materials, to meet production goals and budgets.
- **Quality Control:** Implement and maintain quality control measures to ensure our products meet regulatory and internal quality standards.
- **Inventory Management:** Oversee and optimize inventory control, including raw materials, work-in-progress, packaging materials, and finished products.
- **Maintenance Management:** Oversee and support the local maintenance team to ensure maximum uptime of all plant equipment.
- **Safety and Compliance:** Leading and ensuring that all safety requirements are met and that a culture of safety is maintained in the production facility. Ensure that the facility operates in compliance with all relevant laws, regulations, and company policies.
- **Team Development:** Develop, coach, and mentor employees to create a high-performing team that fosters a culture of excellence and accountability throughout the organization

About You – Skills & Qualifications

You are an energetic, result-oriented leader with a proven track record of successfully driving plant operations performance and optimization to achieve measurable results. You have extensive experience in implementing process improvements that resulted in increased productivity, reduced cost, and waste, and enhanced overall efficiency.

We are seeking someone who embodies the following skills and qualifications:

- Bachelor's degree or Master's degree in a relevant field
- 7-10 years of proven experience in a similar senior leadership role within food manufacturing or a related industry.
- Proven experience and a track record of successfully managing the operations of multiple facilities
- Proficient in implementing and using production management software and tools
- Experience in lean manufacturing and continuous improvement methodologies, including Lean Six Sigma principles.
- Proven experience in strategic planning, setting goals, and driving results
- Excellent problem-solving and analytical skills with the ability to identify issues and develop effective solutions
- Strong communication and interpersonal skills are essential! You can effectively communicate with team members and other stakeholders, ensuring everyone is aligned with production goals
- Ability to work in a fast-paced environment and adapt to changing circumstances
- Excellent leadership and communication skills, with the ability to motivate and inspire a team to achieve production targets and operational excellence
- You have experience in safety regulations and compliance in order to maintain a culture of safety
- Ability to work independently and as part of a team, with a strong sense of accountability and ownership

Join Us

If you are a forward-thinking, driven, and passionate leader who is ready to be part of an innovative multi-brand food manufacturing company, Northwest Frozen is the place for you!

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Please provide your resume directly to Director of People (HR), Mette Brogaard: mette@nwfrozen.com

We Offer

We offer a competitive salary package, ensuring that your hard work is duly rewarded, and we provide comprehensive healthcare coverage, including medical, dental, and vision, to keep you and your family healthy.

Position location: Des Moines, WA

Start Date: Immediate

Employment Type: Full-time

Salary Rate: \$200,000-250,000 per year, commensurate with experience + profit share bonus

Benefits: Health insurance, vision, dental, life insurance, and paid time off. Relocation assistance is available.