

About the Role

We are seeking a Vice President of Operations to lead and scale our operational functions across the organization. This role is responsible for driving execution, improving efficiency, and ensuring our operations can support continued growth.

The VP of Operations will partner closely with executive leadership to translate strategy into action, build high-performing teams, and deliver consistent, measurable results across safety, production, continuous improvement, sanitation, maintenance, and related functions.

What You'll Do

- Lead day-to-day operations across safety, production, sanitation, continuous improvement, and maintenance
- Translate business strategy into clear operational plans and priorities
- Drive performance through KPIs focused on productivity, cost, quality, and service
- Lead continuous improvement initiatives to increase efficiency and reduce waste
- Build, develop, and lead a high-performing operations leadership team
- Partner with Finance to manage budgets, forecasts, and cost improvement efforts
- Ensure compliance with safety, quality, and regulatory standards
- Support growth initiatives including capacity planning, capital projects, and new product launches
- Collaborate cross-functionally with HR, Finance, R&D, Supply Chain, Quality, Engineering, and Commercial teams
- Drive accountability and improve decision-making across the organization

What We're Looking For

- 10–15+ years of progressive operations leadership experience
- Experience in manufacturing or a regulated environment (food production preferred)
- Proven track record of improving operational performance and scaling operations
- Strong financial and business acumen
- Experience leading large, cross-functional teams
- Ability to balance strategic thinking with hands-on execution
- Strong leadership presence and ability to influence at all levels

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