The Regenerative Agriculture Alliance, was created in 2018 to build a regenerative, equitable, and socially just agriculture sector. We are focused on scaling up a systems-level regenerative poultry solution that restores ecological balance, produces nourishing food, and puts money back into the hands of farmers and food chain workers. To do this requires building a supply chain from the ground up, that integrates grassroots organizing of farmers with physical infrastructure and other regenerative enterprises.

Position Summary: The primary responsibility of the Plant Manager is to manage the RAA’s poultry processing facility out of Stacyville, Iowa. A primary outcome of this job is to ensure timely and cost-efficient processing and management of poultry processed from coordination of farmers and other custom processing clients through the shipping of the product out of the facility. Key roles include; day-to-day supervision of the plant’s staff to achieve required production and quality standards are met and ensuring the safety, sanitation and other critical regulatory and managerial aspects of the processing facility as well as building and maintaining a healthy working environment. The RAA plans to transition the processing facility operation to local farmer and worker ownership and management in the next 12 months, and being the first of its kind, for it to serve as a model for expansion.

Essential Duties and Responsibilities: include the following, other duties may be assigned.

- Manage daily operations of USDA inspected poultry processing facility
- Conduct employee interviews and hire to fill general plant labor positions.
- Train and supervise plant workers and production.
- Serve as the Quality Assurance Monitor at the current start up stage of the plant
- Establishes, measures, and is accountable for operating and capital budgets for the processor and ensuring the efficient and effective use of the property, plant, equipment.
- Manage all facility operational plans, and ensure daily recordkeeping is completed adequately to fulfill HACCP and SSOP plans and requirements.
- Lead training processes to ensure worker competency and that HACCP, SSOP plans are carried out effectively on a daily basis, to improve skill sets of the staff to optimize the results of the team efforts and to reduce employee turnover.
- Tend to plant customers, maintain all plant customer records.
- Troubleshoot and manage employee and facility issues as they arrive
- Knowledge of Title 9 Code of Federal Regulations Chapter III
- Collaboratively lead investigations relating to non-conforming events driving to root cause(s) and effective resolution.
- Participate in RAA staff development, organizational planning, and check-ins
Qualifications: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education/Experience:
Bachelor’s degree from four-year college or university in business, ag-business or related discipline; and/or five+ years related experience and/or training; or equivalent combination of education and experience. Prior experience in USDA meat processing facility preferred.

Language Ability:
Read, analyze and interpret business, professional, technical or governmental documents. Write reports, business correspondence and procedure manuals. Effectively present information and respond to questions from managers, customers and the public. Bilingual Spanish-English language skills preferred.

Mathematical Ability:
Calculate figures and amounts such as discounts, interest, commissions, proportions, percentages, area, circumference and volume. Apply concepts of basic algebra and geometry.

Computer Skills:
Microsoft Office Products, basic networks troubleshooting or capacity to interface with technical service providers, internet and basic computer set-up and management for desktops and portable computers, QuickBooks accounting software preferred.

Certificates and Licenses:
Previous HACCP certification strongly preferred, or willing to complete 2 day training course.

Supervisory Responsibilities: Carries out supervisory responsibilities in accordance with the organization’s policies and applicable local, state and federal laws. Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; assessing performance; rewarding and disciplining employees; addressing complaints and resolving problems.

Competencies: To perform the job successfully, an individual should demonstrate the following.

Problem Solving - Identifies and resolves problems in a timely manner; gathers and analyzes information; develops alternative solutions; works well in group problem solving situations; uses reason even when dealing with emotional topics.

Communication - Expresses ideas and thoughts verbally; expresses ideas and thoughts in written form; exhibits good listening and comprehension; keeps others adequately informed; selects and uses appropriate communication methods.
Managing People - Includes staff in planning, decision-making, facilitating and process improvement; takes responsibility for subordinates’ activities; makes self-available to staff; provides regular performance feedback; develops subordinates’ skills and encourages growth.

Visionary Leadership - Displays passion and optimism; inspires respect and trust; mobilizes others to fulfill the organization’s vision; provides vision and inspiration to peers and subordinates.

Judgement - Displays willingness to make decisions; exhibits sound and accurate judgment; supports and explains reasoning for decisions; includes appropriate people in decision-making process; makes timely decisions.

Travel: Minimal, occasional travel for offsite business meetings.

Salary: $70,000-80,000 annual salary, full time position.

Benefits: Competitive health, dental, vision plan options. Relocation assistance is available.

The above job description is not intended to be an all-inclusive list of duties and standards of the position. Incumbents will follow any other instructions, and perform any other related duties, as assigned by their supervisor.

ACKNOWLEDGED: Applicant Signature Date

PRINT: Applicant Name

ACKNOWLEDGED: Supervisor/Manager Signature Date

For questions or to request an application, email tony@regenagalliance.org

Regenerative Agriculture Alliance is an Equal Opportunity / Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or protected veteran status.