



Night Shift Production Team Lead Rothesay Avenue Location

Crosby Molasses is a family-owned and operated business that has been successfully producing quality food products for over 140 years. Crosby's has a very strong commitment to quality and to our employees, who are a key reason for our success. While molasses continues to be the mainstay of the business, Crosby's has an ever-expanding line of dry sugars, syrups, drink crystals and jelly powders, with distribution in Canada, the New England states, and other international locations.

THE OPPORTUNITY

We are looking for a permanent full-time **Night Shift Production Team Lead**. In this role, you will have a positive and professional approach, be results-driven and work well under pressure. You will engage and lead one of our hot chocolate production teams, overseeing the day-to-day productivity, safety and quality performance of the production lines. Regular hours will be on a 12-hour shift schedule, 7:00 pm to 7:00 am, working a 2 on 2 off, 3 on 2 off, 2 on 3 off shift schedule with every second weekend off.

As a working Team Lead, your primary responsibilities will include:

- Leadership, coaching and development for the shift team, ensuring that safety, quality and production standards are met
- Fostering the company's safety and continuous improvement culture, supporting training and learning initiatives and activities within the production area
- Creating daily work assignments and executing the weekly production schedule
- Leading the identification and sharing of weekly safety talks during daily huddles
- Ensuring team members are knowledgeable of GMPs, SOPs and safety procedures, and that daily cleaning and sanitizing activities are completed
- Developing your working knowledge of the production equipment, including start-ups, changeovers and shutdowns of production lines
- Assisting in maintaining accurate raw material and finished goods inventories, tracking production results and providing required shift reports in a timely manner
- Troubleshooting and resolving issues, working with the maintenance team as required to ensure minimal downtime
- Executing and supporting employee performance management processes, including employee onboarding, feedback, development and, as needed, performance improvement
- Managing and recording employee hours in support of our bi-weekly payroll requirements
- Leading by example and demonstrating a positive attitude towards both work and the team

Qualifications - The ideal candidate will have:

- A high school diploma with previous supervisory/management experience, preferably in a manufacturing or production environment
- Ability to work in a fast-paced production environment while maintaining a personable and friendly demeanour
- Proven leadership skills to motivate and manage employee performance and achieve results
- Action-oriented approach with a strong bias for action to resolve issues effectively
- Strong interpersonal and communication skills with the ability to read and write in English
- Advanced organization and time management skills with the ability to prioritize effectively
- Experience using the Microsoft Office Suite and comfort learning new systems and technologies
- Enthusiasm, a positive attitude and a willingness to learn

As part of our food safety and hiring practices, an acceptable criminal background check and proof of both COVID-19 vaccinations (1st and 2nd shots), or a valid written medical exemption, are required as part of any employment offer.

We offer a safe and friendly work environment, health and dental benefits, a pension plan, salary increases and bonuses in line with our company and employee performance management processes, and opportunities to learn and grow.

To apply, please email your resume AND a brief note describing why you're interested, and the skills and work experience you feel make you a good fit for this role to work@crosbys.com.

Please indicate that you are applying for the Team Lead position and ensure your resume includes your phone number and email address.

We know applying for a new role takes a lot of effort and we sincerely value your time and your interest in Crosby Molasses. We're looking forward to reading the applications. We thank all applicants, though only those selected for an interview will be contacted.