



Quality, Safety and Environment (QSE) Manager

You will love being a part of our team!

You will work with people who are passionate about their jobs and take initiative; people who want to do their best every single day; people who care deeply about their customers and deliver top-quality service. You'll work with a team of people who "do the right thing". You'll have continuous interactions with our customers to ensure you build and foster a healthy relationship. You'll be a part of an entire organization that will never be satisfied with the status quo and will always be looking for ways to improve and be more efficient while taking care of the customer.

The Role

Reporting to the Chief Administrative Officer, the Quality, Safety and Environment Manager, will be responsible for developing, maintaining, and implementing company Quality, Safety and Environmental Management Systems. They will be a key member of the organization, working with their team to implement high-quality, safe work systems, processes, and behavioral practices at all levels of the company. They will lead/champion quality and safety culture in line with the company and customers' needs.

Primary Roles and Responsibilities

- Lead, manage and be accountable for team health and growth
- Champion team cohesion and engagement; anticipate and identify training, motivation, and coaching requirements to support and enhance individual and team health
- Cascade and integrate company communications, processes, and guidelines among your team
- Optimize team staffing levels, routinely review roles and accountabilities to drive continuous improvement of people and processes
- Foster a cross-functional team approach by breaking down silos and encouraging open and honest interdepartmental communication
- Conduct routine team Level 10 meetings, anticipate, identify and address issues in a timely and effective manner
- Engage, motivate, and effectively drive team member performance and promote a culture of accountability and respect in the workplace
- Collaborate with the Leadership team to create quality and safety strategic direction that aligns with company's long-term vision
- Drive continuous improvement of quality, safety, and environmental management system tools, processes, and procedures by making them simplified, consistent, effective, and efficient (E.g. COR Safety Certificate of Recognition, LIMS, SDS authoring)
- Collaborate with Leadership with the development and implementation of MTJF's Corporate Management System and ensure alignment with corporate directives, guidance and practices
- Collaborate with internal and external stakeholders to utilize GAP Analysis results, data and facts to identify risk point(s) and identify root cause(s)
- Oversee the management of internal/external audit processes, ensure pre-planning is complete, audits are facilitated, corrective actions are addressed, and close outs occur
- Develop and execute a safety improvement plan to achieve MTJF's goal of zero injuries with a focus on maintaining and improving our desired culture
- Develop, implement, monitor, and report on safety and quality processes and procedures for the organization
- Ensure safe daily operations at all locations which meet or exceed all requirements for regulatory and quality compliance through effective integrated planning and execution
- Identify, communicate, and document risks to the organization and work with appropriate stakeholders to analyze and manage these risks related to quality, health, safety and environment
- Ensure proactive regulatory upkeep and maintenance of MTJF's health and safety SOP's as required
- Identify system and process inefficiencies, redundancies and product quality issues



- Liaise with the Human Resources department to facilitate and develop employee quality and safety training
- Management and employee training on new, changed, or improved management systems, policies, procedures, and processes
- Update job knowledge by studying trends and developments in quality and safety management; participating in educational and professional development opportunities
- Passionate about creating happy internal and external customers by "Keeping it Simple"
- Other duties as required

Skills & Experience Required

- A proven leadership track record that engages motivates, and effectively drives the performance of team members, as well as promoting a culture of accountability and respect in the workplace
- Strong interpersonal and written communication skills
- Identifying resourcing and performance issues within the team, taking corrective action as necessary
- Strong verbal and written communication skills and experience working with various personality types
- Strong time management and organizational skills
- Display honesty, integrity, and a strong sense of ethics in all decisions and actions
- Resourceful with strategic and analytical capabilities
- Outstanding interpersonal skills and the ability to establish/maintain effective relationships with coworkers, vendors, and customers
- Self-starter with the ability to work independently and as part of a team

Qualifications include

- Minimum 10 years of progressive experience in a relevant role(s)
- 5+ years leading a quality and safety team
- Experience in management systems, information management, incident investigations, root cause analysis would be considered an asset
- Experience in multiple Safety Management methodologies, techniques, and processes
- Quality inspection, auditing, and testing expertise
- Understanding of CFIA, FeedAssure/HACCP and Health Canada regulatory and audit requirements
- Advanced knowledge of Microsoft Office applications
- Experience in agriculture would be considered an asset

Our current success!

Over the last 15 years, More Than Just Feed (Nutrisource) has been experiencing rapid growth as an up and coming contender in the feed industry. Our focus is to be a leading company in the modernization of an industry that is resistant to change. We are a Canadian owned, Alberta based, dairy nutrition company that provides specialized products and consulting services to western Canadian dairy farmers. We get to know the specific needs of each More Than Just Feed customer, so we can recommend and help put into place a customized, operation-specific action plan that's right for each producer and his or her operation. We are looking for an enthusiastic team member who will be a technical leader in the field, keeping our customers loyal and happy.