



Holistic Pet Nutrition

Co-Pack Manager

Are you looking for an exciting opportunity where you are able to enjoy the “daily grind”? If so, you have come to the right place.

We all know working with pets is fun, but when you are part of the process of making products they will love and are great for them – it just makes things even better! With a dynamic and hardworking group of individuals across the entire company, we offer collaborative teamwork between all departments encouraging you to be your best self. Join the team at Solid Gold Pet and experience an environment that is optimal for personal and professional growth!

About Solid Gold Pet:

Solid Gold Pet (www.solidgoldpet.com) formulates markets and sells premium pet food, treats and supplement products made with natural ingredients. Founded in 1974, Solid Gold is one of America’s first natural pet food companies. Solid Gold’s products are sold in Petco, regional pet food chains, independent retailers and online retailers, including Amazon.

Overview:

The Co-Pack Manager position is responsible for managing the day-to-day co-packer relationships, production and compliance to requirements. This position must ensure that companies producing co-packed product under the Solid Gold name provide safe products of the highest and most consistent quality, and meet all requirements of Solid Gold.

This position will lead the management of multiple co-packers, measuring and improving on-going performance and adherence to the company’s specifications and requirements.

Key Responsibilities:

- Manage the overall relationship, compliance co-packers(10+), including assessment of risk and providing recommendations for each facility
- Develop keen understanding of production and component costs and make recommendations for raw material volume and cost commitments.
- Determine and execute cost reduction initiatives.
- Develop and maintain risk assessment of assigned co-packers in partnership with QA manager. Risk assessment may include on-site food safety and quality audits, KPI results, business needs.
- Stay current with ongoing performance of each co-packer as well as changes that may occur that would modify a co-packer’s risk
- Communicate ongoing co-packer performance to all levels within the Supply Chain organization
- Develop and manage key metrics of the performance of finished product against specification
- Develop an effective partnership and build strong rapport with plant management of all assigned co-packer facilities
- Coordinate each functional area on a project specific basis to ensure timely execution of deliverables to co-packer, including required approval documents, graphics, packaging, ingredients, equipment, specification, production plans, shipping schedules, sales samples, etc.
- Identify and screen all potential new suppliers and their manufacturing capabilities. Seek out suppliers, or suppliers with new and evolving capabilities. Present findings to cross functional teams.
- Coordinate QA efforts with R&D and plants involving new product launches, trials and installations; responsible for co-manufacturer performance in new product startups and production.
- All other duties as assigned

Job Requirements:

Knowledge, Skills and Abilities:

- Must have strong oral and written communications skills
- Ability to work under deadlines, with multiple priorities
- Personal knowledge / experience of food plant manufacturing
- Must have excellent Microsoft Office skills esp. Excel and Access

- Ability to work cross-functionally within organization
- Must be adaptable and flexible
- Self-driven, results oriented, able to work independently
- Ability to build strong interpersonal relationships with all levels of employees and suppliers
- Able to multi-task and be comfortable in a fast-paced environment
- Negotiation skills are necessary for supplier interaction
- Must be detail oriented and possess analytical skills
- Travel: up to 30%, at least half is within MO and KS

Education and Experience:

- Minimum of BA/BS
5+ years previous experience in sourcing and co-manufacturing within pet food/human food. Pet food strongly preferred.
- Multiple co-manufacturer plant responsibility experience
- Experience utilizing influence and partnership to accomplish objectives.