

# John Doe

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**Campbell's (formerly Snyder's Lance, Diamond Foods, Kettle Brand) – Salem, OR**  
Producer of canned soups and related products sold in 120 countries worldwide

01/2006 – Present

**Senior Director of Operations, Continuous Integration and Procurement**

07/2017 – Present

- Responsible for ensuring processing consistency and driving continuous improvement (CI) for 5 regional processing plants/250+ employees with objectives of meeting production parameters and quality assurance standards while protecting brand integrity – promoted within to position specifically created to utilize recognized strengths and abilities to exceed set company goals and cultivate long term profitable growth
- Provide on-site direction to ensure seamless construction and startup of new \$33MM+ Pennsylvania plant with strategic goals of meeting budget, quality and productivity standards; managing and monitoring projects and schedules ensure successful compliance from plan inception to project completion - demonstrating proven expertise of managing large scale/complex projects
- Serving as key member of Operations team research and define cost effective strategic plan encompassing processing plants, labor force, and supply chain; directing implementation of new systems, innovative processes, training practices, and packaging technologies coordinate with stage-gate owners to manage phasing plans and minimize disruption to operations while maintaining project schedule and adhering to budget - demonstrating expertise and skill at planning for inevitable replacements/depreciation, growth and evolution of production
- Accountable for all aspects of purchasing, budgeting, product strategies, and supplier relations; in partnership with Finance and Operations team develop processes and plans for supplier selection/consolidation, sourcing, pricing, and request for quotation(RFQ) to deliver 660MM pounds of raw material - proven ability to utilize expertise of multiple divisions in pursuit of achieving objectives, in turn realizing an annual savings of \$8.3MM
- Collaborate in commercialization of new product launches, leveraging technical expertise, to identify and incorporate CI practices with the objective of upholding a high level of consumer satisfaction/loyalty while ensuring profitability

**Director of Manufacturing**

01/2006 – 07/2017

- Responsible for coordinating all daily operations to support CI and ensure timely production in 5 regional processing plants/250+ employees with objectives of maintaining high standards, ensuring manufacturing profitability while upholding brand identity – repeatedly demonstrated ability to convey objectives, motivate workforce, maintain efficient flow of product to accomplish set goals
- Established and successfully led succession planning team in addressing an integrated, systematic approach for identifying, developing, and retaining capable and skilled employees in line with current and projected objectives
- Collaborating with Operations team explored options to achieve cost effective strategic operating plan; managed CI phasing plans to minimize disruption to production while adhering to project schedules; monitored and reported on implementation of new systems, innovative processes, training practices, and packaging technologies - demonstrated strong ability to grasp requirements for predictable replacements/depreciation, growth and evolution of production
- Accountable for budgeting, implementing cost-effective product strategies, and developing supplier relations; working with Finance team developed long term planning for cost of goods (COG) – adept at understanding P&L and balance needed to realize set objectives and goals
- Collaborated in planning process introducing new products, identifying and supporting CI manufacturing practices with the objective of maintaining brand integrity, profitability, and consumer satisfaction – demonstrated ability to identify key CI practices to support initiatives
- Charged with hiring, supervising, evaluating performance of Site Leaders, Quality Assurance, Maintenance, Warehouse, Production, Engineering, and Site Managers; trained and guided on product knowledge, food safety/waste control, plant processes, safety and maintenance – in turn developed a comprehensive team working to their fullest potential
- Monitored, maintained, provided site leadership and promoted safety education in compliance with Company, DOT, OSHA, and FDA regulatory policies

### Director of Operations

- Responsible for ensuring production consistency and driving CI for 2 plants/200+ employees with objective of resolving plant inefficiencies and implementing improvements for optimal profitability – consistently meeting and surpassing expectations through development and implementation of best practices and capital improvements
- Researched, identified, and implemented cost effective/efficient practices for processing plants, labor force, waste reduction, and cycle time across supply chain; managed implementation of new systems, innovative processes, training practices, and packaging technologies; coordinated with divisions to manage conversion plans and minimize disruption to operations while maintaining project schedule and meeting budget - demonstrated proven ability to manage large scale/complex projects
- Accountable for budget development, identifying and implementing cost-effective product and waste reduction strategies, negotiating and tracking supplier contracts and purchases; working with Accounting developed cost flow and budgeting plans – demonstrating ability to utilize expertise of in-house divisions in collaboration to achieve objectives
- Investigated and identified opportunities to develop efficient practices, improve product quality, reduce costs unilaterally, and streamline cycle time across supply chain with main goal of achieving high consumer satisfaction and cultivating product loyalty
- Charged with hiring, supervising, evaluating performance of Site Leaders, Quality Assurance, Maintenance, Warehouse, Production, Engineering, and Managers; trained and guided on product knowledge, food safety/waste reduction, plant processes, safety and maintenance – led and trained by example to convey and instill “why we do what we do” mentality
- Collaborated in planning introduction and integration of new products, identifying and supporting CI manufacturing practices with the objective of maintaining brand integrity, profitability, and consumer satisfaction – demonstrated ability to identify key CI practices to support initiatives
- Monitored, maintained, provided site leadership and promoted safety education in compliance with Company, DOT, OSHA, and FDA regulatory policies

### Education

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- Bachelor of Science, Food Science and Technology – 1989  
Oregon State University – Corvallis, OR

### Expertise/Transferable Skills

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- Financially savvy with a command of pricing and profitability; ability to understand and work all aspects of P&L to deliver viable business propositions; knowledge in product P&L and driving increased profits
- Adept knowledge of raw materials, production processes, quality control, costs, and other techniques for maximizing the effective manufacture, distribution of goods, and complexities of new product impact on plant processes
- Highly organized and detail-oriented; demonstrated ability to successfully multi-task in a high-volume environment on a daily basis
- Advanced analytical, complex, and creative problem solving solutions applied to develop, manage, maintain workflow and operational procedures/systems
- Initiating, planning, executing, management and completion of simple to complex projects; including adept comprehension of optimal planning tools/processes required
- Strong negotiation, influence, advocacy, consultation, and facilitation skills