



Sunrise Soya is Hiring a Director, Quality Services Vancouver, BC

ABOUT SUNRISE SOYA FOODS

A Sunrise Soya Foods product in every fridge.

From our humble beginnings as a “mom & pop” shop, Sunrise Soya Foods has grown to be Canada’s largest manufacturer of tofu and soy products. We are committed to producing high quality, healthy products. By combining Asian authenticity with modern technology, we strive for utmost freshness, taste, texture and nutrition in our all-natural, non-GMO soy products. We are committed to product quality, food safety, environmental sustainability, and corporate citizenship. What was started by Leslie and Susan Joe in the back of their Chinatown grocery store over 50 years ago now employs close to 200 employees in Vancouver and Toronto, producing multiple soy brands including Sunrise Soya Foods, Soyganic, and Mandarin Soy-foods. We still are a family business, and treat our employees like family, while we honour loyalty, honesty and hard work.

PLANING FOR GROWTH

As we near 60 years in business, we are embarking upon a new direction for Sunrise Soya Foods. The market is competitive, though opportunities abound. We want to be the recognised leader in the tofu and soy products market. To this end, we are making some big changes so that we can adapt to the demands of the marketplace. One of these changes is hiring a Director of Quality Services.

The Director of Quality Services will be responsible for providing leadership to the Quality and Technical Services Functions Group in all aspects of quality, new to company equipment, regulatory affairs, quality systems, innovation, sanitation, as well as continuous improvements of existing products. In addition, the Director of Quality Services will be establishing and managing the nutritional requirements of all products manufactured and providing technical support to internal departments as well as external customers. The incumbent will also hands on manage the Quality Departments of all our manufacturing facilities.

This will be an exceptional opportunity for a senior quality manager in the food industry to take that next step in their career and to make their mark in an established business that is looking to go to the next level.

THE ROLE

The Director of Quality Services role will consist of the following responsibilities and expectations:

Strategy & Leadership

1. In coordination with the COO and the senior leadership team, establish goals and targets for the company and ensure that a strategy and plan are in place to attain those goals.
2. Effectively manage staff, financial and material resources to carry out current and planned products and strategic initiatives
3. Ensure overall achievement of the highest quality and service demanded by customers and consumers.
4. Develop quality metrics to ensure attainment of company goals and targets and determine plan to address any areas which are off-track.
5. Work closely with research and development, operations and production teams to profitably expand product line and to ensure customer and quality requirements are met on a timely basis.



Quality Culture & Quality Services

1. Develop and deploy a “Living Breathing Quality Culture” across the organization.
2. Clearly define roles, responsibilities, and the points of connection within Continuous Improvement, Operations, Quality, and Regulatory Affairs.
3. Understand plant production systems, manufacturing equipment, processing and filling equipment, maintenance of and development of GMP, HACCP, SQF, sanitation, plant safety, defined quality systems, kosher and organic regulations, and others as they become commercially relevant.
4. Perform process capability studies to verify that all manufacturing specifications can be met within co-pack and company owned manufacturing facilities.
5. Provide supportive guidance with manufacturing processes such as lean manufacturing.
6. Work with authoritative bodies, government, suppliers, and customers etc. to meet company goals and exceed consumer expectations.
7. Perform technical and food safety assessments with new partners and within the company.

Innovation & New Technology

1. Implement commissioning protocols for new process equipment installed at both co-pack and company owned manufacturing facilities.
2. Support innovation in the company, new products new processes and new equipment.
3. Provide guidance and direction on new product start-ups.

General Office & Staff Management

1. Manage the Quality Assurance and Technical Services functions, including QA, QC, regulatory affairs and all food safety requirements
2. Manage, train and coach employees (currently 5 direct reports) to create high performing individuals and teams.
3. Conduct staff performance reviews, encourage strong performance, address deficiencies and provide opportunities for improvement.
4. Maintain favourable work environment and culture in order to attract and retain employees.
5. Ensure timely and transparent communication with employees so they are kept apprised on company developments.

WHAT SKILLS & QUALIFICATIONS DO YOU NEED?

Education

- Must have degree in Engineering, Food Science or related technical field
- Masters degree in related field would be an asset
- Continuous education in leadership/management would be an asset

Experience

- Must have minimum of 7 years of progressively responsible management positions with a track record of stable work history
- Must have minimum of 7 years of Quality Assurance experience in food manufacturing environment.
- Must have minimum of 2 years of Sanitation experience
- Must have minimum of 2 years of Lab Management experience
- Minimum of 5 years of multi-plant QA/QC responsibility preferred
- Soya industry/process experience an asset.



- Minimum of 2 years of experience in or exposure to R&D and/or Commercialization preferred
- Familiarity and experience in the development and implementation of corporate and operational strategies and business plans would be a definite asset

Technical Skills

- Must have knowledge and experience leading SQF initiatives
- Must have ability to write up experimental design reports, evaluations and results
- Excellent knowledge of the Canadian & USA Food & Drug Regulations, labeling laws and regulations, nutritional regulations and organic requirements
- Excellent knowledge of Food Composition & Food Chemistry
- Knowledge and experience with nutrient composition & nutrient databases
- Knowledge of health & safety issues including: allergies; genetically modified foods; organics; irradiation; functional foods, herbs & supplements
- Knowledge of HACCP and QC methods in the food industry

Soft Skills

- Must have superior leadership and management abilities with demonstrated record of gaining trust and respect of staff, external partners, and diverse personalities in a manner that promotes positive relationships.
- Must possess superior ability to team build, mentor, and, teach others with a positive attitude.
- Must have strong written and verbal communication skills and be able to communicate with all levels of the organization in a positive, respectful manner.
- Must have strong cultural/ethnic understanding & exposure and be able to manage a culturally diverse workforce.
- A passion for food.
- Able to travel on a limited basis.

CORE VALUES

At our core, we believe in the fundamental values of customer focus, honesty and integrity, respect, teamwork and corporate citizenship.

Aligning those core values into everyday behaviours expected of all employees can be summarized as follows:

1. **Handle with care** – treat employees, customers and products with care and attention
2. **Continue our legacy** – respect and continue to build Sunrise's reputation as a positive contributor to the community
3. **Family** – Sunrise is a family business and treats all employees as part of the family
4. **Pride** – be proud of the work you do
5. **Fair & balanced** – be consistent and be willing to make tough decisions
6. **Entrepreneurially-minded** – think like a business owner
7. **Nimble & flexible** – be willing to adapt to market opportunities and customer interests
8. **Strong follow-through** – do what you say you'll do
9. **Fiscally responsible** – maintain and build value in the company and invest money wisely
10. **Team-focused** – work together to build a strong team

The Director of Quality Service will have the ability to influence employees to live and breathe these basic rules of engagement at Sunrise Soya Foods.



WHAT WE OFFER OUR EMPLOYEES?

Sunrise Soya Foods has a strong history in Vancouver. We are now looking to expand our reach and need experienced individuals throughout the company to help us reach our vision. As Director of Quality Services, you will be one of the leaders who will drive the change that will be coming to Sunrise Soya Foods. We won't make any promises that the job will be easy. However, it will be exciting and challenging, and you can take pride in knowing that your work is making a difference to the lives of our staff, the community in which we operate, and our customers.

HOW TO APPLY?

If this opportunity sounds interesting to you, please email your resume and cover letter to careers@clearhrconsulting.com and reference "**Sunrise – Director, QS – BCFT0717**" in your subject line.

In order to be considered for this position, you **must** answer the following questions in your cover letter:

1. What was the biggest quality project you have led and what were the results?
2. How have you inspired and motivate a team in a previous position to ensure their actions, roles and priorities are aligned?
3. Describe your experience with SQF.
4. Which companies do you feel have an exceptional quality focus? Why?

We thank all candidates for applying. We look forward to hearing from you!