

**Mojave Foods Corporation**, a subsidiary of McCormick & Company, Inc. and nationwide manufacturer & distributor of Hispanic Consumer Products is seeking a full time **Quality Manager** in its consumer plant and distribution center located at 6200/6000 E. Slauson Ave in Commerce, CA. This position will report directly to the Plant Manager in Commerce, CA with a dotted line to a Quality Operations Director in Hunt Valley, MD.

With more than \$4 billion in annual sales, McCormick operates 9 plants in North America including US plants in Atlanta (GA), Commerce (CA), Gretna (LA), Lakewood Township (NJ), Irving (TX), Hunt Valley (MD) (3 locations) and South Bend (IN) along with international plants in London, Ontario and just north of Mexico City, Mexico.

With more than \$100 million in annual sales, Mojave manufactures, markets and distributes spices, seasoning mixes, condiments and other flavorful products to the Hispanic Community – retail outlets, food manufacturers and foodservice businesses. Additionally, we market leading brands including El Guapo, McCormick Produce Partners, McCormick Mayonnaise, as well as a range of McCormick tea, herb, spice and seasoning products. Every day, Mojave Foods is a place where you can transform, collaborate, and contribute to progress. **McCormick brings passion to flavor™!** To learn more please visit us at [www.mojavefoods.com](http://www.mojavefoods.com) and [www.mccormickcorporation.com](http://www.mccormickcorporation.com).

Mojave Foods offers a wide variety of benefits, programs and services that address the needs of employees and their families.

#### **POSITION OVERVIEW:**

Reporting to the Plant Manager and under the direction of a Quality Operations Director, the Quality Manager will be responsible for leading plant Quality improvement efforts as well as managing vendor quality programs and customer complaints. The Quality Manager will lead employees on the Quality team and Sanitation team to ensure continuous manufacturing of products consistent with established standards and customer specifications. The Quality Manager will work within the McCormick High Performance Cultural Framework, actively teaching, coaching, developing, and mentoring team members while demonstrating a deep respect for the capabilities of all people.

As a member of the Plant Leadership Team, the Quality Manager will have a comprehensive understanding of the concepts and principles within his/her own functional area as well as basic knowledge of these elements in other relevant functional areas in order to participate in the resolution of issues that have an impact beyond the area or impact multiple areas.

#### **RESPONSIBILITIES**

- Provides site leadership to meet and improve product quality and operation quality standards, engaging all employees to achieve this objective.
- Leads and manages the Quality team and Sanitation team to achieve key indicator results that support the Mojave facility's strategic objectives, goals, strategies and measures (OGSMs)
- Leads, develops, and empowers Quality Technicians engaged in inspection and testing activities to ensure continuous control over materials, lab samples, and products.
- Maintains customer quality satisfaction through the implementation and use of programs to control raw materials, in-process materials, production process, environmental conditions and finished products.

- Utilizes High Performance Work Systems to empower and develop teams using established organizational systems, core beliefs, guiding principles and attributes.
- Performs evaluations and creates development / training plans for individuals within the team; Manages employee relations.
- Actively uses employee development plans to document and facilitate improvement / recognition discussions.
- Uses continuous improvement tools to achieve results and improve the operation supporting participation of all team members in the process.
- Facilitates the resolution of complex quality issues, including identification of the root cause and development and implementation of corrective action.
- Engages across all functions within and outside of manufacturing site, including senior quality leaders & customer contacts.
- Develops long term strategic plan to lead the Quality Department through cultural change from assessment to preventative.
- Manages department staffing, expense budget, and capital projects.
- Assures compliance with Corporate and Divisional QA/QC policies and procedures, as well as applicable federal, state, and local laws and regulations.
- Supports commercial initiatives by providing sensory testing recommendations from sensory panel testing

#### **REQUIRED QUALIFICATIONS**

- Bachelor of Science in Biology, Chemistry, Food Science, or another technical field
- Minimum 5 years' experience directly supervising / managing employees in a manufacturing plant environment
- Minimum 7 years of QA / QC experience in the food, beverage and/or pharmaceutical manufacturing environment(s)
- Experience with GFSI scheme standards such as SQF, BRC, FSSC 22000, etc.
- Extensive knowledge of HACCP, Auditing, SOP's, GMP's, FDA, and Quality Systems
- Strong leadership skills with demonstrated success simultaneously managing multiple projects
- Extensive experience with root cause corrective action, resulting in the elimination of repeat defects
- Proficiency with Microsoft Word, Excel, and PowerPoint
- Excellent analytical and problem solving skills
- Detailed understanding of how all functions of the plant interact to contribute to the business
- Ability and willingness to work flexible hours across 3 shifts in order to meet business needs

#### **PREFERRED QUALIFICATIONS**

- Experience in strategic preventative Quality
- In depth knowledge of food industry
- Experience managing a Safe Quality Foods (SQF) certified facility
- Experience in an FDA regulated facility
- Bilingual in Spanish
- Ability and willingness to relocate for future assignments

McCormick and Company is an equal opportunity/affirmative action employer. All qualified applicants will receive consideration for employment without regard to sex, gender identity, sexual orientation, race,

color, religion, national origin, disability, protected veteran status, age, or any other characteristic protected by law.