Rebellyous Foods (RF) is an early-stage, plant-based food start-up. As a food production and manufacturing technology company, we are working to substantially increase the volume and lower the price of specific, high-quality plant-based meat products to effectively serve the foodservice market to replace animal-based meat on a large scale.

Rebellyous Foods is seeking a dedicated, focused, flexible, and detail-oriented Director of Production who enjoys making a difference, leading a team, and takes pride in working in a fast-paced, constantly changing startup environment and who thrives working in an intensive manufacturing work environment. We are seeking a mission-focused and dedicated director to manage our facility and all food production efforts and to strategically grow production to meet internal and external volume targets.

Flexibility, hard work, and keen follow through are critical for success for employees in a startup environment. Frequent after hours and weekend availability are required. This position is an extraordinary opportunity to get in on the ground level with a fast growing, mission-focused start-up and help build the company. This position reports directly to the CEO.

**Director Responsibilities:**

- Manage food production (both internal and external) team on-site at the West Seattle facility including safety, hiring, insurance, training, subleasing, MEP, and equipment management.
- Direct the efficient operation of our pilot scale, automated food manufacturing facility via scheduling, product planning, sanitation, and line change-overs which will occur frequently.
- Establish and maintain department KPIs and OKRs that are aligned with company-wide metrics and goals.
- Develop and maintain on-going facility and production company strategy including new equipment implementation, new production lines, food safety/compliance (SQF, GMP, HACCP), and scale up and manufacturing product support.
- Manage supply chain, distribution and inventory management team to support production efforts.
- Oversee efforts to scale supply chain operations, including integrated technological and systems improvements to achieve optimal efficiency and accuracy.
- Lead and develop the production teams.
- Lead operations and improvements to the company’s ERP system(s).
- Manage budget constraints for production and support budget expansions and conservation as necessary.
- Implement SQF schema or similar facility-level food and quality control program.
- Lead production team’s support to implement growing new production lines and novel...
production technology in collaboration with the Equipment R&D team.

- Provide reports to company management, external regulators, investors, and others on food production and facilities activities.
- Provide strategic direction for the company to ramp up production and support new production.
- Manage all aspects of production partnership (co-manufacturers) and suppliers.
- Seek out new opportunities for the company to stay current on partnerships, technology, and impact and support internal engineering efforts to develop new technology.
- Report on weekly activities to the whole team using reports, pictures, and wiki for ease of reference.
- Regularly seek and implement new effort to improve production and supply chain management.

Qualifications: Candidates should have all of the following credentials:

- At least 5-8 years experience managing a food (or similar) production facility or operations.
- Engineering, logistics, operations, or business or similar bachelor’s degree required. Relevant graduate degrees highly preferred, but not required with relevant experience.
- Experience directly managing an operations and/or supply chain team.
- Exemplary leadership, facility, and people management skills.
- Formal training to manage workforce and safety compliance (a variety of trainings might apply).
- Compassionate people-management skills.
- Strong attention to detail and a commitment to excellence.
- Training in Lean Six Sigma preferred.
- Experience implementing SQF schema or similar facility-level food and quality control program.
- Experience in a start-up environment is highly desirable.
- Mission focused. Our company works to end factory farming.
- Excellent communication skills – written and verbal.
- Flexible and willing to take on any tasks to support team efforts.
- Good research skills and highly organized.
- Must operate with a sense of urgency and attention to detail.
- Capable of making decisions independently and exercising excellent judgment.
- Handles confidential information with discretion.
- Strong work ethic, integrity and personal accountability.
- Proficiency in G-Suite applications as well as MS Word and Excel.
- Strong proficiency using ERP systems. NetSuite expertise is highly desired.
- Ability to obtain a WA state food worker card to support training of staff, as necessary.
- Must have a valid WA State driver’s license.

Position Type/Expected Hours of Work: This position regularly requires long hours and may require weekend or after-hours work.

Highly Desirable Characteristics

- Interest in the plant-based meat industry
- Experience in the food industry

Physical Demands: Ability to stand for long periods of time, stoop, kneel, and reach regularly. Ability to lift, push, pull up to 35 pounds.

Location: Production facility located in West Seattle.
Salary: Competitive. Commensurate with experience. Company offers a vacation package for salaried employees, and equity packages on a case-by-case basis. As an early stage start-up, Rebellyous does not currently offer health insurance packages.

How to apply: Please submit a resume and cover letter to apply@rebellyous.com explaining how your experience fits the skills needed for this position. In your cover letter, please answer the questions below.

Questions for candidates in this position:

1) Why do you want to work on plant-based meat?
2) Why do you want to work at Rebellyous Foods?
3) Tell us about your experience managing a food production facility. What size facility have you managed? What volume and type of food was produced?
4) Tell us about any experience you have running facilities working on proteins, fried foods, or managing allergens in a food production facility.
5) Describe your leadership style.
6) How large of a team have you managed and what was your role and responsibilities in this position?
7) Tell us about your technical background. What technical expertise do you have in food production or facilities management?

Non-Discrimination and Anti-Harassment Policy: At Rebellyous Foods, we aim to attract the most qualified and creative problem-solvers to the mission of providing sustainable, affordable meat alternatives. In achieving that goal, RF does not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of our operations. Women, minorities, people of color, and those with non-traditional educational and experiential backgrounds are encouraged to apply. Further, we are committed to providing an inclusive and welcoming environment for all members of our staff, subcontractors, vendors, and clients. Discrimination or harassment in any form or based on any of the above factors is prohibited, as is retaliation against a person who has made a complaint or given information regarding possible violations of our policy.