



BLUE STAR GROWERS

General Manager

Position Specification

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BLUE STAR GROWERS, INC.

Blue Star Growers (**BSG**) is a 75-member, grower-owned cooperative based in Cashmere, Washington. It processes fruit, primarily pears, from its members who grow fruit mostly in the north central area of Washington State known as the greater Wenatchee Valley. BSG's member growers represent over 2800 acres of the best pear growing region in the world. The members elect a Board of Directors which guides and directs management of BSG's operations.

The cooperative receives, stores, packs, and ships its members' fruit and returns the net proceeds to the members on a pooling basis. It also stores, packs and ships non-member fruit. BSG markets its fruit through Rainier Fruit.

BSG has a long history exceeding 115 years of leading the market in pear production innovations, being the first in the industry to build Controlled Atmosphere Storage Rooms (CA), being one of the first to use washers, and were the first to use state-of-the art ripening rooms. Its pear growing and packing expertise is world renowned.

THE POSITION

The General Manager reports directly to BSG's five-member Board of Directors. He/she collaborates with the Board and leads the executive team in setting and driving the cooperative's vision and operational strategy. The GM translates strategy into actionable goals for performance and growth as well as goal setting, performance management and business planning for the company. Overseeing day-to-day operations, the GM is responsible for ensuring that organizational outcomes are met.

Essential Functions:

- Positively impact the company's operations resulting in competitive cost structures.
- Represent the organization and build industry relationships.
- Manage, lead and motivate the organization's executive team and employees.
- Continuously assess and improve Operating Strengths, Grower Retention & Recruitment and Fruit Volume to maximize Asset Utilization to position growers for Competitive Returns.
- Proactively manage member grower relationships.
- Manages and executes BSG's market plans in a collaborative relationship with Rainier Fruit.

Essential Duties:

- Responsible for driving operational excellence to achieve and surpass profitability and business goals and objectives.
- Provides timely, accurate and complete reports to the Board of Directors.
- Collaborate with BSG's management team to develop and implement plans for the operational infrastructure of systems, processes and personnel designed to accommodate the growth objectives of the cooperative.
- Foster a success-oriented, accountable environment.
- Advocate and provide a safe work environment for all employees as well as enforcing compliance with all safety rules.
- Direct a robust food safety program.

Specific Responsibilities & Tasks

- Effectively interact and communicate with the Board of Directors on a regular basis to ensure big-picture vision with pragmatic direction, alignment, and achievement of business objectives.
- Develop and implement BSG's strategic plan to increase focus and identify business opportunities.
- Apply strong organizational skills to support the vision of the cooperative.
- Model the Core Values of the company.
- Communicates regularly with BSG's marketing partner Rainier
- Continually analyze operating results relative to established objectives.
- Establish objectives and real-time corrective action for unsatisfactory conditions, shortfalls and negative variances to plan.
- Establish key relationships with customers, vendors and proprietary brands and products.
- Provide direction, support, timely decision making while holding direct reports accountable for results aligned with objectives.
- Perform consistent performance reviews with employees.
- Oversee facilitation of supply chain management and process to ensure efficiency and cost-effectiveness.
- Drive cultural values and results through management via team development, training and talent acquisition.
- Consistently supply the organization with tools, equipment and knowledge as a diversified fruit entity.
- Drive the working environment to make it the responsibility of every employee to perform all job duties and other activities in a manner that upholds the Core Values, the Safety and Quality of the facilities and products produced.
- Oversee remote locations as applicable.
- Ensure strong relationships with key suppliers and vendors, oversight of supplier and vendor agreements.
- Empower cross-functional and departmental teams to design and implement processes in a continuous improvement fashion with a consistent regard to increasing internal and external customer value and eliminating waste.
- Maintain an open mind personally and departmentally regarding new technologies and innovation that may produce greater value for BSG, its producer members, employees, customers, and stakeholders.
- Be a strong and honorable representative of BSG in the Cashmere community and the world at large, both within its industry, and in general.
- Lead first with BSG core values and culture in all aspects of the business and decision-making.

IDEAL CANDIDATE

The ideal candidate must possess a bachelor's degree. A master's degree is highly desirable. He/she must have ten or more years or the equivalent experience as an executive and/or senior manager in an applicable fruit packing or food processing companies with at least \$50 million in revenue. He/she also must exhibit excellent leadership and organization skills; outstanding communication skills; and must demonstrate a track record of execution in the position requisites. He/she must be a strategic and creative thinker with an entrepreneurial mind set and demonstrate financial and analytical skill proficiency. Superior talent management and team building skills are critical with a track record of collaboration, building successful teams, growing organizations, fostering open and transparent communications, and member and customer engagement. Exemplary negotiation and people skills are essential. The candidate must be of impeccable character and integrity.

He/she must be willing and able to travel, and pro-actively interact with the board, staff, grower members, customers, employees, suppliers, fruit industry representatives, and the cooperative's stakeholders. Alignment with BSG's ethical standards and practices and its value system is paramount. Experience working in agricultural cooperatives especially those in the fruit industry with annual crop challenges and in leading and managing financially challenged organizations to sustained profitability is highly desired.

LOCATION, TIMING

Blue Star Growers, Inc. is located in Cashmere, Washington (11 miles/17 minutes from Wenatchee, WA) in central Washington state www.cityofcashmere.org Bordered by the Wenatchee River and steep hillsides, Cashmere offers the benefits of rural living coupled with highly rated schools and access to outdoor recreation and cultural activities. This position requires year-round full-time on-site management of warehouse and does not include a remote work option. This position is available immediately.

COMPENSATION

The salary range for this position is between \$200,000 and \$275,000 per year. We offer a full range of benefits including Health, Dental, Vision, Life and Long-Term Disability insurance, and a matching 401K program. In addition, the GM will have potential for additional compensation through a performance bonus program.

CONTACT

Please submit a letter of interest and resume in Word or PDF format referencing **BSG General Manager** to:

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