

## Plant Manager

### Position Posting

Oberland Agriscience is a sustainable black soldier fly larvae (BSFL) farm in Halifax, NS. We are focused on closing the food loop in our region and making a positive contribution to our planet. Oberland's high-performing team rears BSFL in our zero-waste facility and delivers exceptional productivity per hectare yielding a nutrient-rich, low environmental impact protein. Partnering with local food producers and distributors, Oberland upcycles organic by-products such as spent grains from your favourite craft brewery to grow BSFL on an industrial scale. Oberland continues to play a role in a more sustainable circular economy in our region.

Deploying an organic by-products-to-alternate protein approach, Oberland produces several insect-derived products. Oberland generates high-quality sustainable protein from larvae and a fertilizer product for home gardens and agricultural lands. #closingthefoodloop

We are looking for a committed and engaged Plant Manager for our facility in Ragged Lake. The context for the role is to oversee the facility and lead the team in a way that is aligned with the company's Purpose & Values, prioritizing the health and safety of all team members and the business overall.

Reports to: Company Founder/CEO

Functional Responsibilities:

Revenue 80%

- P&L responsibility for the Grassy Lake facility
- Oversee all aspects of the Grassy Lake production facility
- Collaborate with the CEO, Board and senior management team to set all company targets and KPIs
- Monitor all company targets and KPIs and prepare regular reports on organizational performance for CEO/Board
- Manage the facility's budget and allocate resources effectively
- Manage all capital projects and expenditures
- Support CEO and Board in investment raise activities as required
- Mentor a culture of inclusion, continuous improvement and innovation

Human Dynamics 20%

- Lead, mentor and be mentored by senior leadership and support them in achieving company objectives ensuring alignment with the company's Purpose and Values



- Support functional area leads in identifying capacity and capability gaps and support recruitment activities as needed
- Collaborate with People & Culture and Finance to advise on team structure, salaries and bonus plans to optimize employee retention
- Build healthy and prosperous relationships within team, company and with external partners

To be a great fit for this role you have:

- Bachelor's degree in Food Science, Business Administration, Engineering, or a related field, Master's degree would be a plus
- Minimum 10 years' experience as a Plant Manager or in a similar senior management role in GMP facility
- Strong knowledge of production management, quality control, and regulatory compliance
- Experience successfully working with a Board would be ideal
- Excellent leadership and organizational skills
- The ability to make sound decisions under pressure and solve problems effectively
- Strong communication and interpersonal skills
- Proficiency in the use of ERP systems and other relevant software
- A strong commitment to maintaining the highest standards of safety and quality

What Oberland Offers You:

- Competitive salary
- Comprehensive health plan benefits package (upon completion of probationary period)
- Participation in company bonus programs (e.g. stock option plan)

Oberland Agriscience Inc. is committed to creating an equitable and inclusive culture with a high level of belonging. As such, we are grateful to receive applications from all qualified candidates.

This is a full-time permanent position (following 3 months' probation) based out of our facility in the Ragged Lake Business Park in Halifax.

To apply please send your resume and cover letter to Kath Perry  
[kath@oberlandagriscience.com](mailto:kath@oberlandagriscience.com).