



MEAT PROCESSING & TAXIDERMISTRY ASHEBORO, NORTH CAROLINA

About Harpley's:

Harpley's is a small meat processing and taxidermy operation located in Asheboro, NC. Female owned and operated, Harpley's was created by Jamie Crumley to meet the needs of farmers, hunters, and consumers in Randolph County and the surrounding areas. Harpley's started its taxidermy division in April 2021 with its sights on processing deer meat for the 2021 deer hunting season. It was structured to leverage the opportunity of having a one-stop-shop for hunters, a place to drop the entire deer off to have its meat processed as well as taxidermy services. The taxidermy division of the company is led and managed by Burnie Harper, Jamie's husband. While the meat processing division of the company is led and managed by Jamie.

Harpley's successfully expanded into deer meat processing in September 2021; and has now begun expanding into slaughter and processing services for cattle. For this expansion, Harpley's is currently building two facilities, a mobile slaughter unit, and a retail division of the business. Facility open date is September 2022.

Harpley's is a small, motivated, and fun team looking for an experienced person to join the team and help set the tone for fast-paced growth going into 2023. Harpley's is committed to providing additional skills and leadership training for this position.

Job Title: Production Manager (meat processing)

Job Summary: This position will join a small start-up team to help manage and directly supervise our meat processing operations. This position will ensure production meets objectives at a specified quality level consistent with cost conscious/lean manufacturing operations, while maintaining a safe and motivated work environment.

BASIC RESPONSIBILITIES:

- Managing the process flow of production
 - Carcass coolers, Carcass breakdown, Meat cutting, Further processing/Ready-to-Eat products, Packaging/Labeling, Inventory control, etc
- Coordinating the production, maintenance, sanitation, quality, shipping and receiving areas.
- Monitoring performance of each department to meet production efficiency, yields, and quality goals.
- Setting objectives and reviewing shift's performance versus objectives.
- Encouraging all employees to understand the big picture of the business and continuously finding ways of process improvement and cost reduction.
- Ensuring sanitation procedures are followed.
- Coordinating production and sanitation maintenance to meet daily needs.
- Analyzing equipment on a daily basis and reviewing with maintenance manager.

- Providing a clear sense of direction for supervisors to work toward and encourage teamwork to achieve goals.
- Establishing challenging goals and standards from each supervisor and encourage them to give their best effort.
- Ensuring effective utilization of human resources by training, motivating consistent performances, appraising performance, recommending salary action and developing for potential promotion.
- Monitoring operations to meet company policies, quality specifications, USDA, HACCP, FSIS, and OSHA standards.
- Conducting plant inspections to eliminate hazardous conditions.
- Managing all aspects of operations to assure a safe working environment.
- Taking immediate action to eliminate improper practices or hazardous conditions.

QUALIFICATIONS:

- 5+ years' experience in the meat/food industry required with at least 1 year in a supervisory role (bachelor's degree in a qualified animal science program with hands-on experience may substitute)
- Must have good leadership skills (patience, positivity, training/growth, encouragement). Jamie strongly believes in taking care of employees and her moto is "Leadership is not about being in charge, its about taking care of those in your charge."
- Must be willing to brainstorm with the owner about process improvements and cost-reduction strategies aka demonstrate critical thinking skills.
- Must have excellent written and verbal communication skills.
- Must have the ability to organize and prioritize work. Jamie is picky about collecting and analyzing data, so the right person needs to be able to collect data, organize it, create schedules, think critically about the schedule and the needs of the business, etc.
- Must have the ability to remain calm and collected in a fast-paced environment. Meat processing can have additional stressors and risks, and its important to be able to handle those with a calm and collected attitude.
- Must be excited to help build a new business!
- Must be willing to help motivate and keep a positive work environment.
- Must be able to push, pull, and lift in a physically demanding environment, standing most of the day and working in a production room that is cooled.

Please email us with an explanation of your interest, experience, and resumes to harpleystaxidermy@gmail.com