



What if the #1 solution to climate change is also a billion-dollar market opportunity?

At ReGrained, we are building the leading platform for upcycled food ingredients and innovation. Through our partnership model, we are launching a versatile range of upcycled products and value-added applications to tap into this opportunity to authentically, impactfully, and profitably align the food we eat with the planet and people we love.

Do YOU have a track record of operational success in the B2B food space and the desire to get in on the ground floor? Are you detail-oriented, but also big-picture-minded? Can you plan strategically and execute tactically? Do you have a no-task-too-small attitude and interest in building and managing a team? Then you have come to the right place!

We are seeking an Operations Director to drive all manufacturing, logistics, inventory optimization, facilities management, safety, transportation, R&D, FSQA and controls for the business. This role will continuously improve quality, develop new processes, optimize operations, and reduce cost. It is critical that the Director of Operations plan strategically for the future by building teams, systems, and processes capable of scaling to a substantially larger capacity, while optimizing all existing company assets. They will drive and champion all operating objectives while maintaining alignment with ReGrained's vision, mission, and strategy.

LOCATION: Berkeley, CA.

DUTIES*

- Manage logistics, production, and safety based on current process and future demands. Work with leadership improve.
- Balance long range strategic initiatives while executing shorter term, practical efforts that have an immediate and quantifiable impact
- Ensure that the manufacturing production lines run smoothly and generate a consistently suitable output of product that meets all quality, safety, and efficiency standards
- Set requirements for raw materials acquisition and QFS. Supervise/manage inspectors, technicians, and other contract and staff members to ensure compliance.
- Ensure that all legal and regulatory standards are achieved and all health and safety guidelines are met.
- Work with leaders across functional areas to achieve operating goals and cost measures.
- Leverage partnership with other business leaders and support teams for alignment with the vision and goals, recommend new solutions and products to enhance customer experience, grow market share, and provide end-to-end solutions for all processes/stakeholders
- Develop team, mentor, and coach all direct staff. Help develop organizational capacity and build future leaders for the organization.
- Improve, and review new specifications and procedures for products and processes, training staff and manage staff to implement.

JOB REQUIREMENTS

- Bachelors degree or equivalent work experience required
- 8+ years of operational experience in positions with increasing responsibilities required; previous experience in a Director level leadership role preferred
- Excellent communication and interpersonal skills; ability to deal effectively with people at all levels
- Strategic thinker, team leader and hands-on problem solver with demonstrated ability to effectively delegate and build a results-based culture of accountability
- Demonstrated change agent with documented, continuous process improvement and implementation of lean principles
- High level of business acumen and problem-solving skills including financial/cost management, planning, strong knowledge of mathematics, data analysis, and statistical method,
- Ability to consolidate operational details and effectively communicate to high-level stakeholders.
- Ability to achieve business results through influence, management presence, strategic thinking and effective problem-solving skills.
- PCQI preferred (required to achieve post hire)

COMPENSATION:

- Equity + Base salary (ranges depending on experience) + for commissions/bonus



- Healthcare, Paid Vacation, Paid Sick, Paid Holidays, Wellness stipend, Travel
- We prefer to promote from within—loyalty and longevity with the company are highly valued and rewarded

DIVERSITY:

- ReGrained is committed to creating a culture that celebrates diversity—a progressive work environment where talented people want to rally together to do their best work. The environmental impacts of our food system are universal, and to build a better, more resilient future, we need contributions from humans from all walks of life. We are an Equal Opportunity Employer and our employees are people with different strengths, experiences and backgrounds, who share a passion for better aligning the food we eat with the planet and people we love. Diversity not only includes race and gender identity, but also age, disability status, veteran status, sexual orientation, religion, and many other parts of one's identity. All of our employee's points of view are key to our success, and inclusion is everyone's responsibility.

APPLICATION PROCESS:

Please email your resume & a brief note to info@regrained.com

*This job posting is intended to describe the general requirements for the performance of this job. It is not a complete statement of duties, responsibilities, or requirements.