

Will you be our new...

Shift Leader Quality



Bringing REAL taste to life!



Shift Leader Quality

Vacancy text:

Vitacress Real is one of the leading herbal specialists in Europe. With our young and fast growing company, our mission is to let people enjoy food with natural and healthy seasonings.

Herbs are grown all year round, in order to ensure that we can offer consistent quality throughout the year. We like to grow in places where the product grows in the most natural and sustainable way. That is why we grow in the Netherlands, Germany, England, Spain and Portugal, among others.

At our location in Venlo, these freshly grown herbs are then packaged for the European market and international consumers.

When you enter our building in Venlo you can taste the freshness and energy of Vitacress Real. You become infected with the passion for the product. Central to this are four values that can be felt by all colleagues. **We Grow, We Care, We Inspire and We Smile.**

When someone in the bar asks you what your job is, you say:

“Every day I am busy with managing and coaching the quality control workers in one of the shift to get the most out of the team. Making sure that the daily quality control operation runs smoothly gives me a kick. But I also help build the future. Improving our quality processes and ensuring that we take a step forward every day.”

But of course, you do a lot more...

- ✓ Leading the team of Quality Controllers in one of two shifts.
- ✓ Ensuring that QC receive training and assisting them in carrying out their daily duties.
- ✓ Developing the team and ensuring that we get the most out of the team. Both on the short and long term. Creating an independent team, whereby the Quality Controllers are confident to make decisions independently.
- ✓ You are responsible for the correct and efficient execution of quality control processes for example: incoming check, outgoing check, and shelf-life testing.



- ✓ Where the quality of a product does not meet the requirements of Vitacress Real, you and your team will look for possible causes and you are the one who makes improvement proposals to the right department, this can be Production, but also Supply Chain or Sales.
- ✓ Monitoring the daily QC planning but also give input to the weekly Production and Supply Chain planning.
- ✓ On a daily base you are in close contact with QC Coordinator and several departments.
- ✓ Compliance with rules: Pursuing the rules and checking the pursuit of the rules by the team.
- ✓ Continuous improvement. You are assisting in developing, optimizing, structuring, and organizing our processes. You are obligated to work according to the PDCA circle, have knowledge about 5S, responsible for implementation of these rules in the company and monitoring compliance with the rules by employees.
- ✓ Understanding and following the company regulations and identifying hazards by listening to employees, investigating all accidents, frequent walkthroughs, and performing weekly GMP audit.

To give you an even better picture... Just another day at the office

Together with your shift of the quality team, you start the day by going through the planning and daily tasks, while enjoying a cup of fresh mint tea. The analysis of the day before showed that there were some issues with incoming product. You make an analysis of the cause and plan the necessary actions. You find a solution to improve this and communicate this to the colleagues involved but not before you have complemented the Quality Controller who already initiated the right actions so the product could still be used. After you meet with Piotr, our QC Coordinator, with whom you discuss your daily action plan, difficulties encountered and challenged situations.

During your break you can enjoy a delicious cup of soup. After lunch you contact Michał or Teodora, one of our Production Shift Leaders. You have a suggestion for improvement which would benefit Quality and Production. They agree with your suggestion, and you immediately start developing this.

After this, you have an evaluation meeting scheduled with one of your new team members to check how she is doing. You give her some tips on how to take the next step in her development which you will be monitoring the next days.

At the end of the shift, you check with your team whether there have been any problems that are important to know for other departments. You make a short note, so that you can discuss some action points with your Coordinator.



To be successful as our new herbal topper you have the following ingredients:

- ✓ Able to transform problems into fun challenges that are solved together with the team.
- ✓ Showing entrepreneurship is one of your strongest qualities. You strive for the maximum achievable. This gives you energy!
- ✓ We are looking for a decisive leader with a critical eye and a positive attitude. You love to motivate people and help them grow in strong and independent employees.
- ✓ Strong drive, empathic, enthusiasm, and problem-solving ability!
- ✓ You have some experience in leading a quality team and preferably within dynamic environment [food production for example].
- ✓ You are structured, accurate and organizationally strong.
- ✓ You enjoy working closely with different departments [for example Production, Logistics, Supply Chain, Sales]. You are a real team player and able to bring people and different departments together.
- ✓ You speak the English [Level B1] language..
- ✓ The quality control department works in three shifts [6:00 – 15:00 / 9:00 – 18:00 / 15:00 – 00:00 / end]. Normally as Shift Leader QC you work in two shifts [6:00 – 15:00 / 15:00 – 00:00/end], but a certain degree of flexibility is required. It's not a problem for you to work on a Saturday from time to time.

But you do not do this alone... our Quality Control dream team

Together with your 10-person team consisting of QESH Manager, QESH Officer, QC Coordinator and 8 Quality Controllers [2 Shift Leaders, 2 Seniors and 4 Quality Controllers], you ensure that the quality control operation runs smoothly! The experience of these team members varies from several years to a few months.

What makes working at Vitacress fun?

We Grow. An enormous drive, an enormous growth. Since the start of Vitacress Real about 12 years ago, we have been experiencing enormous growth every year. We will continue to achieve this ambition in the coming years. And we do this together. Our team consists of people who want to get the most out of themselves and their teammates.

We Inspire. We value initiative and input and believe that this makes our organization better. There is also plenty of room for this. After all, together we achieve more. Vitacress Real is active in a niche market. There is a lot that can be optimized, and your input is important. You are a continuous success part of the process.

We Care. We believe growth and development are essential. Furthermore, we want to take good care of people. So, you can also enjoy a delicious fresh soup with the best



quality herbs every day, together with your colleagues! People work hard, but social talk is also stimulated by working up a sweat before or after work in the equipped fitness room. Or do you prefer winning the table tennis battles?

We Smile. A great working atmosphere where hard work and having fun go hand-in-hand. Our annually recurring Social Calendar is filled with fun team events.

Are you joining our dream team?

This is what we offer:

- ✓ A super dynamic working environment with talented colleagues who want to take each other to a higher level. You will be included in a knowledge organization that is growing and that focuses on experience and quality.
- ✓ Mint, thyme, rosemary (or any other herb), as much as you want!
- ✓ Daily free fresh fruit and soup in our own "Greenhouse Café".
- ✓ Free access to the Vita-Gym, so you stay fit in body and mind.
- ✓ A great opportunity to share knowledge in an environment with room for own initiative and personal development.

We look forward to your CV! If you still have doubts or do you have questions about what makes this position so great? Then call us [Marlijn de Bruin, 0611848647]. For more information about our organization, we refer you to our website, which is worth a look.