

BELLA CUCINA

Artful Food



Head of Production / Plant Manager Application

Bella Cucina – FDA-Regulated Food Manufacturing Facility

Position Overview

We're seeking an experienced Head of Production / Plant Manager to lead safe, compliant, high-quality production operations for our artisan food manufacturing facility in Atlanta. This role requires deep expertise in FDA-regulated food manufacturing, FSMA Preventive Controls, and both hot-fill pack and cold pack production systems.

Candidate Information

Full Name: _____

Email: _____

Phone: _____

LinkedIn Profile: _____

Current Location: _____

Willing to relocate to Atlanta, GA: Yes No

Required Qualifications

BPCS Certification

Do you currently hold Better Process Control School (BPCS) certification? Yes – Date obtained: _____ No – Can you obtain certification prior to start date? Yes No

FDA-Regulated Manufacturing Experience

Years of experience in FDA-regulated food manufacturing: _____

Years in plant/production facility leadership role: _____

Please describe your most relevant manufacturing leadership experience (facility size, product types, regulatory environment):

FSMA & Preventive Controls

Are you PCQI (Preventive Controls Qualified Individual) certified? Yes – Date obtained: _____ No – Have you completed FSPCA training? Yes No

Describe your hands-on experience implementing FSMA Preventive Controls programs:

Audit & Compliance Experience

Check all audit programs you have direct experience with: GMP compliance programs Internal audit management SQF certification BRC certification FDA inspections Third-party audits Other: _____

Describe your most significant audit preparation and execution experience:

Process Control Experience

Check all applicable thermal/process control experience: Hot-fill processing Acidified foods Thermal processing Scheduled processes Refrigerated/cold pack handling Shelf-stable product manufacturing

Describe your experience with process controls for hot-pack and/or cold-pack products:

Core Competencies

Food Safety & Quality Systems

Rate your expertise level (1-5, with 5 being expert) and provide specific examples:

| Area | Rating | Brief Example |
|-------------------------------|---|---------------|
| HACCP/Preventive Controls | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 | |
| Sanitation programs (SSOPs) | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 | |
| Allergen control programs | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 | |
| Traceability/recall readiness | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 | |
| Deviation & CAPA management | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 | |

Operational Excellence

Describe your experience with:

Production planning, scheduling, and daily operating rhythm:

KPI tracking and performance management (yield, waste, OTIF, etc.):

Continuous improvement initiatives (5S, layout optimization, waste reduction):

People Leadership

Size of largest team directly managed: _____

Describe your approach to building accountability and training-first culture:

Experience with shift structure design and staffing models:

Additional Qualifications

Nice-to-Have Experience

Check all that apply and provide details:

Co-manufacturing or contract manufacturing experience Details:

Product formulation collaboration or R&D handoffs Details:

ERP or production management system implementation Systems used:

New SKU launch support or scale-up experience Details:

DTC + wholesale operations experience Details:

Scenario-Based Questions

1. Risk Assessment

You join Bella Cucina and complete your 30-day facility assessment. Describe your methodology for identifying the top 10 compliance/food safety risks and how you would prioritize immediate controls.

2. Audit Readiness

An FDA inspector arrives unannounced. Walk us through your preparation approach and the documentation systems you maintain to ensure audit-ready operations at all times.

3. Process Control Challenge

A batch of hot-fill product shows temperature deviation during processing. Describe your immediate response, investigation process, and how you would prevent recurrence.

4. Scaling Operations

Bella Cucina is growing from regional to national wholesale distribution. What systems, capacity planning, and operational changes would you implement to scale production while maintaining compliance and quality?

5. Team Development

Describe how you would build a "calm, disciplined plant culture" with high standards and accountability in a hands-on, small-to-midsized manufacturing environment.

Operational Philosophy

Describe your approach to balancing regulatory rigor with practical, efficient operations:

How do you maintain data-driven decision-making in daily production management?

References

Please provide three professional references from FDA-regulated food manufacturing environments:

Reference 1: Name: _____ Title: _____
_____ Company: _____ Phone: _____
_____ Relationship: _____ Email: _____

Reference 2: Name: _____ Title: _____
_____ Company: _____ Phone: _____
_____ Relationship: _____ Email: _____

Reference 3: Name: _____ Title: _____
_____ Company: _____ Phone: _____

_____ Relationship: _____ Email: _____

Compensation & Availability

Salary expectations: _____

Earliest available start date: _____

Current notice period required: _____

Additional Information

Is there anything else you'd like us to know about your qualifications for this role?

Certifications & Attachments

Please attach the following with your application:

- Current resume/CV
 - BPCS certification (if applicable)
 - PCQI certification (if applicable)
 - Other relevant food safety certifications
- _____

Signature: _____ Date: _____

Thank you for your interest in Bella Cucina. We review applications on a rolling basis and will contact qualified candidates for initial interviews.