Are you ready to join a growing, outside-of-the-box company in a niche market? We are always looking for individuals that want to become part of something great and have a purpose.

TFC Poultry is a family-owned poultry processing company with operations in Ashby, Minnesota, and Winchester, Virginia. Founded by two brothers who grew up in the Ashby area and were active in 4-H, TFC has grown from local roots into an industry-leading operation employing more than 200 team members.

TFC stands for Teamwork, Focus, and Commitment—values that guide everything we do. From local farm kids to industry leaders, our founders have remained dedicated to supporting rural communities, investing in employees, and delivering high-quality poultry products to customers across the country. At TFC, our people are the foundation of our success. We are proud to provide rewarding career opportunities while staying true to the values that helped build our company.

Title: Production Manager

Job Purpose: To manage all daily production operations ensuring policies and procedures are followed to exceed our customer and team member expectations
Location: Ashby, MN
Reports to: Plant Manager
Direct Reports: Production Supervisors and Technicians

Key Responsibilities and Accountabilities:

Maintain Safety & Compliance

- Organize and drive a culture that puts quality and safety first throughout all levels of personnel and departments.
- Comply and enforce product specifications, HACCP, GMP's, SOP's, food defense, and food safety. Take proper corrective action measures when not compliant.
- Promote continuous improvement of quality, workplace safety and general housekeeping.

Production Performance & Continuous Improvement

- Push production yield and output, maintain quality, and minimize unnecessary costs
- Assist in the design, implementation, and follow-up on process and equipment improvement projects
- Conduct frequent follow-up with reports on issues and opportunities
- Prepare and present regular reports to the Plant Manager, along with proposed action items
- Promote personal and company image throughout the community

Employee Relations

- Address employees' issues or grievances as opportunities whenever possible
- Oversee personnel development and career growth through tailored learning and ensuring to get the right people in the right spots
- Build and develop a team that is motivated through examples of leadership, ethics, and drive team value
- Continuously cultivate their personnel's knowledge and skill
- Recognize and communicate factors that constrain team members from achieving their maximum efficiencies and effectiveness

Qualifications:

Education & Experience

- Manufacturing Experience required
- 2 years of progressive leadership experience
- College Degree preferred

Skills & Competencies

- Excellent interpersonal and communication skills
- Ability to influence and build relationships at all organizational levels
- Strong proficiency with Microsoft products

Requirements:

- Ability to climb steps
- Prolonged standing and walking on concrete
- Pushing, pulling, and lifting of up to 30lbs
- Prolonged exposure to cold working conditions

Pay Range: $75-95,000/year with bonus program.