



Red Cliff Band of Lake Superior Chippewa Indians

88455 Pike Road

Bayfield, WI 54814

Phone: 715-779-3700 Fax: 715-779-3704

Email: redcliff@redcliff-nsn.gov

JOB DESCRIPTION

POSITION: Red Cliff Fish Company Assistant Operations Manager

LOCATION: Red Cliff Fish Company

SALARY: \$16.00-\$18.00/hour; 40 hours/week, Plus benefits

SUPERVISOR(S): Red Cliff Fish Company Operations and Business Managers, TNR Deputy Administrator

THIS IS A REGULAR FULL-TIME NON-EXEMPT POSITION

JOB SUMMARY: The Red Cliff Fish Company is a Tribally owned and operated company dedicated to providing the healthiest proteins. Our business model allows us to manage all parts of the supply chain from harvesting and fishing, to processing, shipping, and distribution, to provide customers with fresh, sustainable, high-quality products. The Assistant Operations Manager will aid in planning and directing processing operations of the business. The Assistant Operations Manager will serve as one of the leads on the processing floor and direct laborer staff in duties to be accomplished.

DUTIES AND RESPONSIBILITIES:

1. Process fish daily. This will include, but not limited to, grading, weighing, filleting, deboning, skinning, smoking, pickling, packaging, freezing, and selling.
2. Utilize the company's refrigerated vehicles to transport company products. This will include making frequent trips for company needs and requires both local and non-local travel.
3. Loading and unloading bulk shipments. Must be able to drive both company tractor and forklift to load and unload company shipments.
4. Demonstrate leadership abilities and direct staff in daily operations on processing floor.
5. Assist Operations Manager in management of all facility operations. This includes staff trainings, inspection, etc.
6. Maintenance of all company equipment. This includes company scaler, fillet machine, vacuum packer, coolers, tractor, forklift, box truck, transport van, smoker, and any future company purchase.

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7. Ensure compliance with HACCP (Hazard Analysis and Critical Control Point) and all other permitting requirements. Help maintain compliance records.
8. Communicate with fishermen in lieu of Operations Manager and relay information to Business Manager and other company staff.
9. Work with Business Manager to coordinate shipment and/or delivery of bulk orders in lieu of Operations Manager.
10. Help track and manage company inventory, relaying needs to Business Manager.
11. Continuously improve operations with respect to best practices for productivity, food quality, worker safety, inventory levels and management of operating expenses.
12. Perform retail duties as needed, including customer service, order packing, point of sales system operation, and inventory stocking.
13. Help oversee sanitation, and groundskeeping of the facility. Will include daily cleanings, daily disinfection, snow plowing, snow shoveling, salting sidewalks, and more.
14. Identify and explore new solutions and opportunities to push the business forward.
15. Establish effective working relationships with external regulatory agencies and community businesses.
16. Represent Red Cliff Fish Company in the local community as an active, contributing member of the community.
17. The above duties and responsibilities are not an all-inclusive list but rather a general representation of the duties and responsibilities associated with this position. The duties and responsibilities will be subject to change based on organizational needs and/or deemed necessary by the supervisor.

SUPERVISORY AUTHORITY: Supervise processing staff in daily activities.

KNOWLEDGE:

1. Strong desire to learn and be taught business skills.
2. Strong working knowledge of fish processing.
3. Ability to learn and teach about equipment in facility.
4. Strong interpersonal and relationship building skills.
5. Ability to make decisions considering the implications to the entire business.
6. Possess excellent critical thinking, creative problem-solving and decision-making skills.
7. Knowledge of and sensitivity for Ojibwe culture and traditions.

QUALIFICATIONS:

1. Degree in Fisheries Management or Business Administration is preferred.
2. Minimum of high school diploma, HSED or GED preferred with minimum two years in the food processing environment or comparable experience.
3. Must have a valid driver's license. Personal vehicle and appropriate vehicle coverage, preferred. Must maintain driver's eligibility as a condition of employment. Must be eligible to be put on the Tribe's vehicle insurance policy.

PERSONAL CONTACTS: Daily contact with TNR staff, Fish Company staff, vendors, fishermen, marketing partners, Tribal Administration, Division Administrator and Deputy Administrator, Program Directors, funding agencies, customers, technical assistance partners, etc.

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PHYSICAL REQUIREMENTS: Frequently and regularly required using the wrists, hands and/or fingers. Must be able to stand on feet for long periods of time in cold temperatures. Be able to hear average or normal conversations and receive ordinary information in person. Average visual acuity necessary to prepare or inspect product or prepare machinery. Standing and walking 90% of the time. Exerts minimum of 100 lbs. of force regularly lifting, carrying and moving product in production areas.

WORK ENVIRONMENT: Will be mainly working on processing floor. There will be limited office work at computer. Will also be working retail counter, and on the road transporting company products. Work setting must be maintained as a clean, nonsmoking, well-ventilated area in compliance with all applicable safety regulations. All tribal buildings are smoke free.

TRAVEL REQUIREMENTS: The ability to travel frequently is a must. Travel to attend meetings and trainings; overnight and out of town, both locally & nationally may be needed. Attendance at Tribal Council meetings may also be needed.

BEHAVIOR AND ATTITUDE: The vision, goals and objectives of the Red Cliff Band of Lake Superior Chippewa requires that the employee performs in both a professional and personable manner. The manner in which the employee relates to fellow employees, customers and visitors is considered parallel in importance to technical knowledge and ability. Respect and consideration given to the dignity of each customer, visitor and fellow employee is a requisite of successful job performance. Any behavior or attitude that tarnishes the name or image of the Red Cliff Band of Lake Superior Chippewa will be subject to immediate disciplinary action up to and including termination.

Indian preference will be applied in the case of equally qualified applicants, but all qualified applicants will be considered.

This job description is subject to change at employer's discretion, after consultation with the employee.

APPLICATION SUBMITTAL REQUIREMENTS: The following items are required for this position:

1. Completed Tribal Application, to include work history and references, available on the Tribal website.
2. Tribal Background Investigation Disclosure; available on the Tribal website.
3. Consent to Release Liability and Reference Information Form; available on the Tribal website.
4. Resume, required, cover letter, optional.
5. Post-secondary transcripts or certifications; if applicable.

POSTING DATE: June 15, 2023

DEADLINE: Open Until Filled

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FOR FURTHER INFORMATION CONTACT:

Red Cliff Band of Lake Superior Chippewa

Human Resources Department

88455 Pike Road

Bayfield, WI 54814

www.redcliff-nsn.gov

hr@redcliff-nsn.gov

(715)779-3700

The Red Cliff Tribal Council has a Drug Free Work Place Policy and adheres to the intent of the Drug Free Work Place Act. All new hires are subject to a drug test prior to starting.

All applicants for employment with the Red Cliff Tribe will be subject to the background investigation and other requirements of RCCL Chapter 43, and are under a continuing obligation to supplement this application for employment with information concerning any convictions that occur after commencement of employment with the Tribe.