



Crofters Food Ltd.  
470 Oastler Park Drive, Seguin, ON P2A 2W8

Crofters is growing and we are seeking an energetic, reliable & flexible team player to join our Team. Here's your chance to join a highly skilled team of professionals at one of North America's pioneering brands in the organic food movement! Crofters Food Ltd, known in the grocery aisles as Crofters Organic Fruit Spreads, is the leading manufacturer of organic jams, jellies and fruit spreads in North America. Headquartered in picturesque Parry Sound, Ontario, about two hours north of Toronto, we manufacture a vast array of fruit-based spreads sold in stores across Canada, the United States, and select international markets. From the way we source our fruit, to the way we carefully manufacture our products using forward-thinking sustainable processing techniques, to our innovative, health-conscious formulations, every aspect of our operations receives the care and attention they deserve. A small but mighty team, with the support of a US based private equity firm, join us as we look to aggressively scale our business on our mission to become one of the leading organic food brands in North America.

#### **Position Overview:**

The Wastewater and Quality Technician is responsible for

1. Work under the direction of the Quality Assurance Manager, and in coordination with the Water Systems Manager, Food Safety, Production and Maintenance Managers, to become familiar with all aspects of the Water Quality and Wastewater Systems requirements of the company in this role as the primary cover for the Water Systems Manager.
2. Demonstrate a thorough understanding of all requirements within the SQF program that pertain to the processes performed by the Quality Team.
3. Prioritize water quality and wastewater tasks, monitor, perform related tests and record results and provide regular reports to the QA Manager as required.
4. Coordinate and schedule, through the Quality Assurance Manager, any external water quality testing requirements in a timely and efficient manner and maintain all records.
5. Communicate regularly with all production department managers about any developing potential problems and advise Director of Operations and Quality Assurance Manager in a timely manner.
6. Follow all Water Quality, Wastewater and Membrane Bioreactor related Standard Operating Procedures. Complete all appropriate monitoring records. Advise Quality Assurance Manager of unusual wastewater values.

7. Assist Water Systems Manager with daily monitoring of water, wastewater and boiler quality; tasks to include pH, alkalinity, turbidity, conductivity, hardness, Brix, COD, phosphorus, ammonia, MLSS, TKN, sulphite
8. Monitor the volume of MBR's, RO's, 50 hp and 200 hp boiler chemicals. Depending on values, adjust chemical pump speeds.
9. Assist Water Systems Manager with tracking volumes of 4 Equalization tanks, 4 settling tanks and sludge tank and monitoring of plant water usage, well depth monitoring, maintaining ozone system, maintaining permeability of the MBR and RO filters.
10. Maintain good housekeeping practices in all locations of work to ensure an orderly and clean work environment.
11. Maintain understanding of all laboratory procedures and applicable regulations for example Organic Code, Codex Alimentarius, Safe Food for Canadians Act, FSMA and applicable CFR21 regulations
12. Conduct raw material analysis; including sorting and visual inspection of fruit, tracking of analytical parameters and supplier issues, brix, pH, microbiology, acidity, turbidity and colour, etc.
13. Inform and communicate with Supply Chain and the Quality Assurance Manager of inbound ingredients outside of specification. In collaboration with Senior Management, determine course of action for materials received outside of allowable specifications.
14. Perform finished product analysis; Brix, pH, Bostwick, viscosity, microbiology, etc. Inform and communicate with Quality Assurance Manager with out of specification product. In collaboration with Senior Management, determine course of action for finished product outside of allowable specifications.
15. Perform in-process control monitoring such as micro swabbing of equipment, air quality monitoring, compressed air monitoring, water quality monitoring for micro contamination, foreign material monitoring and equipment calibration.
16. Maintain accurate records of all analyses, data entry, tracking and trending all results to determine process effectiveness and optimization.
17. Maintain organization and filing management of all Quality Control documentation. Ensure appropriate documentation of all communications with regard to Quality issues.
18. Identify non-conformities, determine appropriate corrective and preventive actions. Assist with quality investigations.
19. Build and maintain good working relationships with manufacturing personnel to promote openness and GMP compliance.

20. Comply with the company Health and Safety practices and procedures ensuring the safety and well-being of all employees.
21. Understand and carry out company requirements as it relates to SQF, HACCP, GMP (Good Manufacturing Practices), Food Safety, Organic Certification and all other company programs and policies. Understand and carry out work in accordance with Standard Operating Procedures.
22. Receptive to a flexible work style and willingly assist with other functions where needed. Hours may vary, from time to time, according to production requirements, maintenance work, and repairs. You must be willing to work on weekends and holidays when the need arises.
23. Assist with other Quality related duties when specified duties have been completed and work as a team player to create a good, safe working environment.
24. Identify possible improvement initiatives to improve efficiencies and reduce operational costs.
25. Other duties as may be assigned to the Employee as required.

**Required experience and skills:**

The ideal candidate will have a working knowledge of wastewater treatment systems and related problem-solving skills, along with work experience in this field.

**Job type:** Full-time, Permanent, On-site (not remote)

**Benefits:** Basic Benefit Plan including Health and Medical, Vision Care, Dental, Wellness & Preventative Services. RSP and Bonus Program.

**Rate of Pay:** \$30.00/Hour (Pay band range -\$30.00 - \$40.00 per hour)  
(a minimum of 40 hours of work per week, possible evening and weekend work as required)

Please submit your resume to [hr@croftersorganic.com](mailto:hr@croftersorganic.com) indicating your experience and interests  
Crofter's Food Ltd. welcomes and encourages applications from people with disabilities.

Accommodations are available on request for candidates taking part in all aspects of the selection process.