

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.

Position Overview:

The Director of Engineering is responsible for overseeing all engineering-related activities for plant infrastructure and capital expansion projects. This includes strategic planning and execution of major initiatives such as production equipment and/or line evaluation, purchase, & installation management. This role ensures that plant design, equipment, and supporting utilities align with the company's operational and food safety standards.

The Director of Engineering works cross-functionally with Production, Maintenance, QA, Finance, and external contractors to manage projects from concept through completion. The role also develops long-term engineering plans to support growth, efficiency, and compliance. The Technical Services Manager will report director to the Director of Engineering.

Key Responsibilities

- Lead the planning, design, and implementation of all plant engineering projects, including facility layout, utilities, and process flow.
- Manage full lifecycle of capital projects (scoping, budgeting, vendor selection, permitting, execution, commissioning).
- Collaborate with internal stakeholders to align engineering activities with production, quality, and safety requirements.
- Oversee installation and commissioning of new production lines, equipment, and facility systems or expansions.
- Serve as lead technical liaison with equipment manufacturers, architects, contractors, and engineering consultants.
- Ensure all projects meet applicable food industry regulations (SQF, governmental, etc.) and internal safety protocols.
- Maintain project documentation, reporting, and KPI tracking for senior leadership.

- Oversee and support the Technical Services Manager for all current and future CAPEX projects.
- Develop and maintain long-term engineering and capital investment roadmaps in collaboration with the Technical Services Manager.

Qualifications

- Bachelor's degree in Engineering (Mechanical, Electrical, or Industrial). Master's degree preferred.
- Minimum of 10 years experience in engineering roles within food or beverage manufacturing. Experience with hot fill and low Ph products preferred.
- Minimum of 5 years in a senior engineering or director-level position managing complex capital projects.
- Experience with new line installation projects and/or greenfield construction
- Proficient in technical drawings, utilities planning, and vendor management.
- Strong understanding of sanitary design principles, food safety regulations, and industrial safety standards.
- Familiar with capital project budgeting and reporting practices.
- Proficient in project management software and productivity tools.

Working Relationships

- Reports to VP of Operations.
- Works closely with Technical Services Manager, Operations, QA, Maintenance, Finance, and external project partners.
- May lead a small team of engineers or contract-based technical staff during project phases.

Success Measures

- On-time and on-budget completion of capital projects.
- Minimal disruption to ongoing operations during project execution.
- Compliance with all regulatory and safety requirements.
- Long-term scalability and reliability of installed systems.

Job Type: Full-time

Benefits:

- Company events

- On-site parking
- RRSP match
- Vision care

Work Location: In person