Position: Plant Manager

Location: Strathmore, AB; partly Calgary during construction

Reporting to: President & CEO

Employment Type: Full-Time

About Phytokana Ingredients Inc.
Phytokana is an independent Alberta-based innovator, processor, developer and distributor of novel, sustainable pulse ingredients for use in diverse applications in the food, beverage and baked goods industries. We are building a plant protein innovation hub in Strathmore, Alberta – our processing facility will sustainably source novel pulse crops to produce high-purity protein concentrates and flours from our low emissions fractionation facility.

Role Overview
Phytokana is seeking a Plant Manager to lead the commissioning, start-up, and ongoing operation of our dry fractionation and milling facility in Strathmore, Alberta. Reporting to the CEO, the Plant Manager will oversee production, food safety and quality, maintenance, logistics, inventory, automation, data systems, and continuous improvement. This individual will ensure the facility operates safely, reliably, efficiently, and cost-effectively while building a high-performing and accountable team.

Key Responsibilities

Commissioning & Operational Readiness

- Partner with the Engineering Project Lead to support construction, capital execution, commissioning, start-up, production ramp-up, and transition to steady-state operations.
- Collaborate across Engineering, Maintenance, Supply Chain, Food Safety and Quality, and Finance to ensure operational readiness and resolve start-up challenges.
- Develop operating budgets, staffing plans, production schedules, performance targets, procedures, training, and other capabilities required for safe and reliable operations.
- Assist with integration of Emerson DeltaV, Aptean ERP, data lakes, machine learning, and real-time process analytics into plant operations and reporting.

Operations Management

- Lead operations to achieve safety, quality, delivery, cost, productivity, yield, inventory, and customer-service objectives.
- Deliver production schedules while maintaining product consistency, inventory accuracy, traceability, and on-time delivery.
- Optimize yield, throughput, energy efficiency, asset utilization, material flow, equipment reliability, and operating costs.

- Establish and manage key performance indicators across safety, quality, productivity, yield, downtime, inventory, cost, and delivery.
- Lead Lean Manufacturing, root-cause analysis, corrective action, and continuous improvement initiatives.
- Leverage automation, process-control systems, machine learning, and real-time analytics to improve plant performance and product quality.
- Ensure operational data integrates effectively with Aptean ERP for planning, inventory control, traceability, and business reporting.

Food Safety, Quality and Compliance

- Ensure compliance with SQF requirements, GMPs, SOPs, CFIA requirements, HACCP program, company policies, and applicable regulations.
- Maintain high standards for food safety, product quality, sanitation, traceability, batch consistency, documentation, and audit readiness.
- Lead investigations into food safety, quality, and operational incidents, implementing effective corrective and preventive actions.

Health, Safety & Environmental

- Build a safety-first culture that protects employees and supports environmental and regulatory compliance.
- Ensure safe-work procedures, training, and controls are consistently applied.
- Lead incident investigations, identify root causes, and implement corrective actions.
- Monitor safety and environmental performance and drive continuous improvement.

Leadership & People Development

- Attract, lead and develop managers, supervisors, team leads, and production employees.
- Maintain a visible plant-floor presence to support employees, understand operating conditions, identify bottlenecks, and resolve issues.
- Build workforce capability through training, development, and succession planning.
- Set clear expectations and foster a culture of trust, accountability, collaboration, learning, safety, and operational excellence.

Education and Experience

- Bachelor's degree in mechanical, process, chemical, industrial, or a related engineering discipline. Professional Engineer designation with APEGA is preferred.
- 5-10 years of progressive manufacturing or plant operations experience, including leading managers, supervisors, and cross-functional teams.
- Demonstrated aptitude for overseeing production, food safety and quality, maintenance, logistics, inventory, automation, and related manufacturing functions.

- Experience managing operating budgets, workforce plans, production schedules, and cost-reduction initiatives.
- Strong knowledge of ERP, automation, and process-control systems used for planning, inventory, traceability, reporting, and performance improvement.
- Experience in applying operational data and analytics to improve yield, throughput, energy efficiency, reliability, and product quality.
- Strong analytical, troubleshooting, decision-making, communication, and stakeholder-management skills.
- Demonstrated emotional intelligence and the ability to build trust, develop talent, navigate difficult conversations, and inspire accountability.

Work Environment:

- This position is based in Strathmore, Alberta. Before commissioning, the role will require time at company locations in Strathmore, Leduc, and Calgary.

Why Join Phytokana?

- Be part of the team pioneering Alberta's plant protein industry.
- Lead the development and operation of a new, technology-enabled processing facility.
- Shape operational excellence within a high-growth private company.

Compensation and Benefits

We provide a total reward program including competitive base salary, annual bonus incentive, group health benefits and the opportunity to participate in long-term incentive programs.

Application deadline:

Please submit your credentials to ctheal@phytokana.com by November 30, 2026.