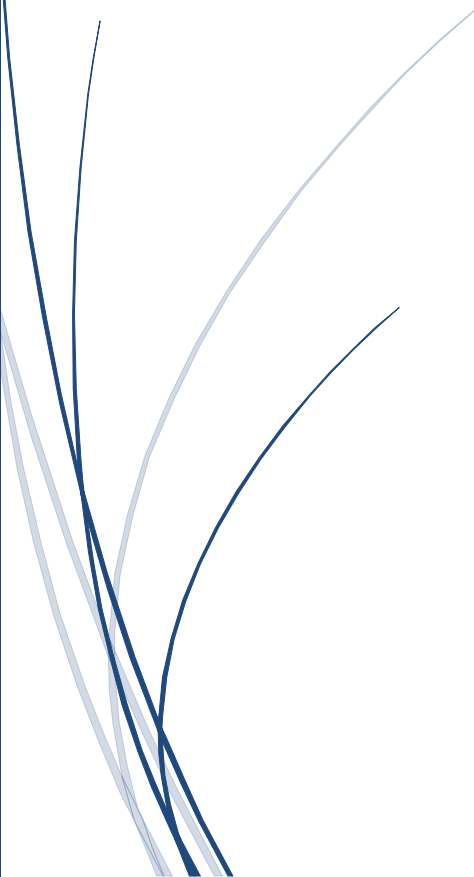




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# Curriculum Vitae

Johan Smith



Johan Smith 079 505 6988  
Janet Smith 082 770 1748

## PROCESSING MANAGER / PRODUCTION MANAGER / LIVESTOCK MANAGER

### CAREER STATEMENT

It is with great pride and honour that I present my Curriculum Vitae. I am a loyal and hardworking individual with 19 years' managerial experience. Over the years I have gained knowledge and experience, interacting with people from shop floor to board room level. I am currently employed in the field of processing and production management and I am keen to participate in any new opportunity where I can further develop towards senior and or executive level whilst adding value to your organisation. I believe I possess all the experience and traits to be considered a valuable asset to your organization. Thank you for taking the time to peruse my Curriculum Vitae

### WORK EXPERIENCE – PRESENT

Live Stock Manager ♦ Chalmar Beef Farm ♦ 01 Aug 2018 to current.

#### 1. Key Responsibilities

- Examines animals to detect diseases and injuries.
- Vaccinates animals by placing vaccine in drinking water or feed or using syringes and hypodermic needles.
- Applies medications to cuts and bruises, sprays livestock with insecticide, and herds them into insecticide bath.
- Confines livestock in stalls, washes and clips them to prepare them for calving, and assists VETERINARIAN in delivery of offspring.
- Binds or clamps testes or surgically removes testes to castrate livestock.
- Clips identifying notches or symbols on animal or brands animal, using branding iron, to indicate ownership.
- Clamps metal rings into nostrils of livestock to permit easier handling and prevent rooting.
- Docks lambs, using hand snips.
- Cleans livestock stalls and sheds, using disinfectant solutions, brushes, and shovels.
- Grooms, clips, and trims animals for exhibition.
- Maintain ranch buildings and equipment.
- Plant, cultivate, and harvest feed grain for stock.
- Maintain breeding, feeding, and cost records.
- Shear sheep.

Processing Manager ♦ Rainbow Chicken Farms (RCL Group) ♦ 6 May 2013 to 29 March 2016.

#### 2. Key Responsibilities

##### 2.1 Strategy into Action Operationalization

- Provides input into Business Strategy by keeping up with latest trends and developmental processing
- Provides input into annual SIAs and executes annual objectives
- Provides input and contributes to relationship between cross functional processing team ensuring

##### 2.2 Operations Management

- Drives Processing asset productivity through agreed KPIs and efficiencies
- Reports on weekly basis on actual Processing KPIs versus budget and addresses non-conformances timeously
- Drives processing's appearance and image through maintaining high housekeeping standards
- Responds to factors that cause variances against planned production versus size of birds and adjusts production plans accordingly
- Manages processing yield factors and initiates plans to reduce losses
- Analyses downtime provides valid explanations for loss of production and puts action plans in place to

prevent reoccurrence

- Manages labour resources within budget to obtain required outputs
- Liaises with New Product Development to ensure appropriate staff, equipment and material are available to run a successful trial
- Guides and prepares Processing team for customer and statutory audits
- Supports plant management system to ensure SIC delivery.

### **2.3 Monitor of Safety, Health Risk and Quality**

- Monitors the Processing team to ensure all legislative and industry standards are achieved and timeous action is taken where required to ensure there are no areas on non-compliance
- Chairs and facilitates regular safety meetings and ensure action points are delivered upon
- Drives the adherence and maintenance of ISO 22 000/ 14 000/ 18000 standards within the Total Integrated Management system throughout processing
- Ensures that documentation required for the Total integrated Management System is applied consistently throughout processing
- Drives in process quality control in line with the supply chain and external customer requirement throughout the processing plant

### **2.4 Financial Management**

- Reports on manages all input costs within area of responsibility and manage any over and under spend appropriately to ensure that issues are addressed before significant financial loss occurs
- Authorizes expenses within area of responsibility and within level of authority and monitors spending activity
- Innovates and implements cost containment measures

### **2.5 Outsources Contract Management**

- Manages contractor and outsourced activity in area of responsibility.

### **2.6 Leadership**

- Leads Processing teams towards meeting strategy and targets through communication and utilization of the full talent management system,
- Manages and delivers on the Processing teams; succession plans to enable the development of a future generation of leaders and specialists and ensure optimal turnover and retention levels
- Implements Employment Equity within area of responsibility to ensure diversity is achieved at all levels and statutory targets and requirements are met
- Identifies training needs of team and liaises with the training department in order to action
- Conducts operational meetings and ensures that records are kept and shared amongst all parties and objectives are delivered upon
- Manages employee relations climate and ensures corrective action arises as taken where required in line with relevant legislation and company policy
- Develops sound relationships with Unions to minimize industrial conflict

### **2.7 Project Management**

- Manage project Plans in conjunction with project teams
- Oversees project implementation

Cash in Transit Manager ♦ SBV Services ♦ 01 March 1999 to 29 December 2008.

## **3. Key Responsibilities**

### **3.1 Effective management of the branch financial performance**

- Manage relationship between actual results, budgets and forecasts, delegating accountability where appropriate.
- Initiate cost saving model and controls
- Gross Margin Management

### **3.2 Direct Wage control**

- Overheads control
- Service/Schedule profitability
- Ensuring that claims against the Company are prevented or minimized

- Recommend capital expenditure in line with authority matrix
- Effective management of staff within the branch and effective Organisation

### **3.3 Staff turnover analysis, proper allocation of staff to positions and structure.**

- Set and agree objectives and performance standards with staff, including understanding of policy and procedures
- Monitor performance and provide feedback
- Branch organizational structure is adequately staffed through effective recruitment
- Optimize resources to meet operational needs. Comply with operational and administrative procedures within defined guidelines

### **3.4 Development**

- Succession Planning and Employment Equity
- Determine training needs (in line with training and hr policy) for staff. Arrange for attendance of subordinates at scheduled training interventions and coach staff as needed.

### **3.5 Leadership**

- Monitor and address staff motivation levels
- Set and maintain acceptable standards of behaviour at work by all subordinate employees, as required by code of conduct and disciplinary code.
- Ensure that all disciplinary actions are conducted in compliance with Company policies and procedures.
- Hold branch management team meetings and communicate to all branch staff through those briefings
- Maintain and develop sound trade union relationships
- Effective management of Operations

### **3.6 Customer retention and customer service levels**

- Review and deploy resources, and thereafter continuously review operations to improve profitability and customer service levels. Make changes as necessary
- Undertake regular and consistent customer visits and assess service of personnel
- Monitor customer service levels and implement management information KPIs
- Use Branch Systems and spreadsheet software to provide management information regarding the department's performance and to improve profitability. Ensure the systems are updated and maintained according to the Company's guidelines.

### **3.7 Fleet Management**

- Ensure fleet requirements are correctly communicated to Transport department
- Monitor fleet quality and standards around vehicle appearance and running

### **3.8 Ops Process management – adherence to quality standard**

- Ensures that all relevant legislative requirements are adhered to and that Company procedures and standards (including Health and Safety, security, personnel, finance and Transport) are maintained.
- Set and maintain acceptable standards of behaviour at work by all subordinate employees, as required by company code of conduct and disciplinary code.
- Ensure that all disciplinary actions are conducted in compliance with Company policies and procedures.
- Hold daily branch management team meetings and communicate to all staff through those briefings
- Optimize utilization of resources within the branch to ensure smooth and efficient operations

### **3.9 Cash Processing**

- Conduct monthly checks on Cash reconciliation process for cash processing
- Manage the implementation of all Cash processing policy and procedures
- Manage the exception on Cash processing final release of payments and customer queries
- Effective management of the risk process and compliance within the region

### **3.10 Manage and monitor loss prevention and loss reduction procedures**

- Ensure and monitor adherence to procedures and policies around risk
- Ensure the adherence and correct utilization of company systems and procedures.
- Recommend capital expenditure for improved security
- Maintain and complete records of audits around risks/security for the branch
- Responsible for Health and Safety awareness and compliance at the branch
- Effective management of the Sales Representatives in achieving their Targets
- Conduct weekly meeting with Sales Representatives

### 3.11 Monitor Sales performance against targets

- Assist Sales Representatives in pro-active solutions towards the achievement of agreed targets
- Manage the Sales Representatives in the preparation of new business
- Manage the Sales Representatives in customer retention, terminations and service delivery
- Manage the Sales Representatives in the implementation of service level contracts with consideration to pricing and scheduling

### 3.12 Health and Safety

- Participate in the design/ development/ review/ implementation and monitoring of the branch/region/national safety plans for each year.
- Participate in safety forums created by company for example safety meetings and safety talks
- Report all safety incidents to the relevant people
- Discuss all safety incidents on all levels
- Follow-up on any activities assigned through safety meeting/committee/representative/management
- Attend safety education and refresher programmes
- Comply with safety policies and procedures at workplace
- Distribute safety information as and when required

### KPI's

- Cost management
- No. of rejects
- Product quality
- SHERQ compliance
- Adherence to equipment maintenance schedules
- Production numbers (volumes, line speed)
- Production equipment reliability (e.g.: monitoring downtime)
- Production staff retention and staff absenteeism
- Production budget vs expenditure
- Slaughter yield against target
- Strike rate mix vs. planned
- Labour costs
- Overtime
- Casual complement actuals vs. budget

### PREVIOUS WORK EXPERIENCE

- |                             |                      |   |             |
|-----------------------------|----------------------|---|-------------|
| • Processing Manager        | Rainbow Chicken Farm | ◆ | 2013 - 2016 |
| • Farm Manager (Live Stock) | JJ7 Farming          | ◆ | 2008 - 2013 |
| • CIT Manager               | SBV Services         | ◆ | 1999 - 2008 |
| • Receiving Manager         | Shoprite Checkers    | ◆ | 1997 - 1998 |
| • Constable                 | SAPD                 | ◆ | 1994 - 1997 |

### EDUCATION & QUALIFICATIONS

- HIGHEST STANDARD: Matric/Grade 12 (1993)
- NAME OF SCHOOL: MT Steyn High School (Philippolis)
- SUBJECTS: Afrikaans, English, Math's, Science, Biology, Business Economics

## **TERTIARY EDUCATION**

- QUALIFICATION : B-Tech Security and Risk Management
- INSTITUTION : University of South Africa
- COMPLETED : 2007

## **COURSES COMPLETED:**

- ASHEPP (Applying SHE Principles and Procedures)
- HIRA (Hazard Identification and Risk Assessment)
- INTRODUCTION TO SAMTRAC
- SAMTRAC

## **KNOWLEDGE & SKILLS:**

- Production principles
- Processing equipment and plant maintenance and operations
- Labour relations legislation and procedures
- ISO and health, safety and environmental legislation
- National best practice standards
- Systems for SHERQ
- Cost management
- Verbal communication
- Interpersonal
- Literacy and numeracy
- Mechanical aptitude
- Ability to balance plant with regards to man load versus product MIX
- Have systems orientation with proven administration skills and computer literacy

## **SUCSESSES:**

*RCL Foods Limited, previously Rainbow Chicken bought a poultry abattoir just outside of Tzaneen in Limpopo. We were presented with a lot of challenges with regards to legal compliance but also being profitable. I am proud to state that I am part of the team that turned the operation around. We also managed to get ISO 22000 (Food safety) implemented & accreditation from SABS. We also obtained Export accreditation in 2014. Our current objective is to implement ISO 18000 & 14000. We have passed all Risk audits over the past 3 years with MARSH (Alexander Forbes). We managed to attain more business from Galito's in October 2013, and grew that it to 3% of our current production "mix". We also managed to grow the CLC Wing business to 7% of our production "mix". I am very proud to be part of this achievement.*

## **REFERENCES:**

- Gerald Gous ♦ National Processing Manager ♦ 0317368200 / 0836274864

# Certificates available on request.