

The **Tallowed** Truth



Opportunity Profile

PLANT MANAGER
THE TALLOWED TRUTH

NELSON/KRAFT
AND ASSOCIATES

EXECUTIVE SUMMARY

The Tallowed Truth is searching for an entrepreneurial servant leader to join their team as Plant Manager!

Reporting to the Founder & CEO and working closely with the executive leadership team, the Plant Manager will have overall responsibility for the performance and development of the Peterborough manufacturing operation. The role leads the production, maintenance/equipment, and fulfillment functions and is accountable for safe, reliable, high-quality, and cost-effective plant execution.

The Plant Manager will connect demand forecasts, materials, labour, equipment, inventory, quality, and fulfillment into disciplined operating plans. They will advance Lean manufacturing, strengthen production scheduling and cost visibility, build practical SOPs and training systems, improve supply-chain resilience, and prepare the facility for greater GMP maturity, Health Canada requirements, and future Natural Health Product site licensing.

This is neither a desk-only role nor a strategy-only position. The successful candidate will be visible on the plant floor, comfortable solving immediate problems, and equally capable of building the systems and leaders required for the next stage of growth.

This is a new leadership role for a hands-on manufacturing builder. The Plant Manager will professionalize a fast-growing operation, strengthen the team, and create a scalable plant without importing unnecessary bureaucracy.

If you are a humble, technically credible plant leader who wants to help shape the next stage of a distinctive Canadian growth company, we invite you to reach out about this opportunity.



IDEAL CANDIDATE PROFILE

The ideal candidate is an experienced manufacturing leader who combines plant-floor credibility with the judgment to build for scale. They are energized by an environment where the business is successful and growing, but systems and structures are still being developed. They listen before acting, build confidence in others, and raise standards without relying on status, ego, or command-and-control leadership.



WHO WE ARE

The Tallowed Truth is a Canadian, founder-led natural-products company creating animal-based cosmetics from tallow and other simple, carefully sourced ingredients. Founded in 2023, the company has grown rapidly from small-batch basement production into an established direct-to-consumer manufacturer serving customers across Canada and the United States. Its products are manufactured in-house, with craftsmanship, transparency, customer trust, and practical performance at the centre of the brand.

The company has proven demand, is historically cash-flow positive, and is entering its next stage of growth. The priority now is to build the manufacturing systems, leadership depth, regulatory maturity, and operating discipline required to scale sustainably without losing the entrepreneurial energy and ownership mindset that created the business.



OUR VALUES

Radical Energy & Enthusiasm

We believe that vitality is our natural state and that how we show up in the world is a choice. We reject the modern epidemic of apathy and victimization, choosing instead to meet every challenge with the intensity and optimism required to build a better future.

Courage, Honesty & Integrity

We aren't afraid to say the quiet part out loud. In an era of manufactured narratives and corporate deception, we believe that radical honesty is the only path to true freedom and connection.

Ownership & Stewardship

We are the main characters in the story of our life, not the extras. We take full responsibility for our health, our families, and our impact, acting as guardians of the principles that will sustain the generations to come.

KEY RESPONSIBILITIES

Plant Leadership & People Development

- Provide day-to-day leadership for the Peterborough plant and develop the leaders responsible for production, maintenance/equipment, and fulfillment.
- Build a high-trust, high-accountability culture through clear expectations, regular communication, coaching, feedback, and follow-through.
- Empower employees to solve problems at the appropriate level while remaining available, visible, and engaged on the plant floor.
- Assess organization structure, staffing, skills, and succession needs; recruit, onboard, train, and develop team members as the operation grows.
- Model humility, disciplined execution, respectful candour, and a zero-drama approach to leadership.

Production Planning & Operational Execution

- Own production planning and scheduling by integrating demand forecasts, order volume, new product launches, labour, materials, equipment capacity, and fulfillment requirements.
- Create dependable daily, weekly, and longer-range operating rhythms that improve schedule attainment, throughput, service levels, and stock availability.
- Monitor plant performance, identify constraints early, and coordinate practical responses to seasonal demand, promotional spikes, and changing priorities.





- Improve workflow, space utilization, batch sequencing, line balance, equipment utilization, and visual management across the facility.
- Ensure effective coordination among manufacturing, inventory, Canadian fulfillment, and U.S. third-party logistics partners.

Lean Manufacturing & Continuous Improvement

- Lead the practical implementation of Lean manufacturing and embed continuous-improvement habits throughout the plant.
- Establish meaningful operating standards, KPIs, tiered review rhythms, root-cause problem solving, and corrective actions that result in sustained gains.
- Document, standardize, and continuously improve SOPs, work instructions, changeovers, cleaning, maintenance, training, and production controls.
- Engage frontline employees in identifying waste, improving flow, reducing variability, and strengthening quality and productivity.
- Balance greater discipline and standardization with the speed and flexibility required in an entrepreneurial scale-up.

Quality, Safety, GMP & Regulatory Readiness

- Ensure the plant consistently meets company standards for product quality, workplace safety, sanitation, housekeeping, traceability, and documentation.
- Translate applicable cosmetic, GMP, Health Canada, and relevant FDA requirements into practical plant procedures and team behaviours.
- Lead the operational work required to prepare the facility for audits and future Natural Health Product site licensing, including SOPs, training records, CAPA processes, and document control.
- Partner with, hire, or oversee appropriate quality-assurance capability as regulatory complexity increases.
- Protect customer trust and brand reputation by refusing shortcuts that compromise safety, quality, compliance, or product integrity.

Cost, Inventory & Supply-Chain Performance

- Build accurate visibility into product costs, labour, yields, waste, testing, facility costs, and overall COGS for existing and new SKUs.
- Develop and manage operating budgets, forecasts, and plant performance reporting; use data to recommend priorities and corrective action.
- Improve raw-material, packaging, work-in-process, and finished-goods planning to balance service levels, cash, shelf life, aging, and spoilage risk.
- Strengthen supplier performance and redundancy, particularly for critical ingredients and packaging with long lead times.
- Partner with leadership on fact-based make-versus-buy decisions and oversee co-packers or external manufacturing partners when appropriate.

Capacity, Equipment & Growth Enablement

- Assess current and future capacity requirements and develop staged plans for equipment, automation, layout, labour, storage, and facilities.
- Build business cases for capital investments using cost, capacity, payback, quality, risk, and strategic-fit considerations.
- Strengthen preventive maintenance, equipment reliability, spare-parts planning, and vendor management.
- Lead plant readiness for new products, line extensions, packaging formats, and channels from trial through stable production.
- Help design the future operating model, including the potential to support additional sites and develop experienced plant leaders over time.

Systems, Data & Cross-Functional Partnership

- Increase data discipline and effective use of Katana MRP and connected Shopify, shipping, and fulfillment systems as sources of operational truth.
- Ensure inventory, bills of material, routings, production records, and related data are timely, accurate, and useful for decision-making.
- Work closely with executive leadership, marketing, finance, supply chain, fulfillment, and customer service to align growth plans with operational capacity.
- Communicate risks, trade-offs, decisions, and recommendations clearly, early, and constructively.

QUALIFICATIONS

Required Experience & Qualifications

- Approximately seven or more years of progressive manufacturing leadership experience, including meaningful responsibility for people, production, equipment, quality, materials, cost, and plant performance.
- Plant leadership experience in cosmetics, personal care, natural health products, food and beverage, nutraceuticals, or another regulated batch-manufacturing environment.
- Demonstrated fluency in GMP and direct experience building compliant systems, SOPs, training, CAPA, documentation, and audit readiness.
- Practical knowledge of Health Canada requirements and useful exposure to FDA expectations or U.S. regulatory environments.
- Proven ability to implement Lean manufacturing or continuous-improvement practices with frontline adoption and measurable results.
- Strong production-planning, inventory-management, cost-analysis, and ERP/MRP capability.
- Proven success developing managers and frontline employees, strengthening accountability, and leading change.
- Ability and commitment to work fully onsite in Peterborough, Ontario.

Preferred Assets

- Experience with Natural Health Product site licensing, cosmetic manufacturing, filling and packaging, shelf-life controls, or regulated product testing.
- Experience professionalizing or scaling a founder-led, entrepreneurial, or rapidly growing manufacturing business.
- Experience with new-product commercialization, equipment selection, automation, facility layout, capital projects, co-packers, and multi-node inventory.
- Experience with Katana or a comparable MRP/ERP platform and connected e-commerce, shipping, and fulfillment systems.
- Post-secondary education in engineering, operations, manufacturing, business, science, or a related technical discipline. Equivalent practical experience and a strong record of results will be considered.

LEADERSHIP COMPETENCIES

Servant Leadership: Listens well, develops others, shares responsibility, and puts the team and mission ahead of personal ego.

Hands-On Builder: Enjoys creating practical systems in an evolving environment and is willing to work alongside the team to solve problems.

Operational & Commercial Judgment: Connects safety, quality, service, cost, cash, capacity, and risk when making decisions.

Accountability: Sets clear standards, follows through, addresses issues directly, and owns outcomes rather than assigning blame.

Continuous Improvement: Uses data, observation, and frontline insight to simplify work and produce sustained measurable gains.

Communication & Collaboration: Communicates with clarity and respect, raises risks early, and works constructively with founders, specialists, and generalists.

Adaptability: Prioritizes effectively amid rapid growth, changing demand, and incomplete information without creating unnecessary drama.

Integrity & Stewardship: Protects people, product quality, customer trust, company resources, and the long-term health of the brand.

OUR SEARCH TEAM



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JEFF PITCHFORD LEADING THE SEARCH

Jeff is an accomplished Senior Executive, with over 25 years of leadership experience across the chemical manufacturing and food processing industries. He wears many hats including Business Consultant, Executive Coach, Board Member, Forum Chair and Birkman Certified Professional. Jeff specializes in leadership development and team-based business success. He is passionate about developing leaders and building high performance teams.



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MATT ROBBERSTAD SUPPORTING THE SEARCH

Matt is an accomplished Talent Acquisition Manager with a strong background in the non-profit sector. With over a decade of leadership experience in recruitment and retention, he has a proven record of success. Matt has effectively managed end-to-end recruitment processes for a wide range of positions at Christian Horizons, a major faith-based developmental service organization in Canada. His extensive expertise in recruitment and selection enables him to identify the ideal candidates for various organizational roles.



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ALEXA KROEKER SUPPORTING THE SEARCH

With extensive experience in executive and board assistance, Alexa combines her recruitment expertise with a keen understanding of organizational needs to build high-performing teams. She's adept at crafting job descriptions and leveraging advertising strategies to attract the best candidates for your organization. From the initial kickoff meeting, Alexa listens attentively to understand the nuances of your ideal candidate, ensuring a tailored recruitment approach.

ESTIMATED SEARCH TIMELINE

While every search is dynamic and time frames are hard to predict, the following is an overview of the expected timeline and details for this search:

Location: Peterborough, ON

Application Deadline: October 30, 2026

Short List Interviews: November 2026

Start Date: TBD

Salary Range: \$120,000 to \$170,000, commensurate with experience

This position is currently available

HOW TO APPLY

Apply online at nelsonandkraft.com/jobs with your cover letter and resume. You must be eligible to work in Canada.

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