

JOB SPECIFICATION – TEAM LEADER/ CHEESEMAKER

Company Information

Cashel Farmhouse Cheesemakers is a family run and owned business, based in rural south Tipperary. The company was founded over 30 years ago and is Ireland's most well established farmhouse cheese company. The company's core product is a blue cheese made with cow's milk, Cashel Blue, but we also produce a smaller amount of a sheep's milk blue, Crozier Blue and we are currently developing a limited edition, premium hard, non-blue, sheep's milk cheese, seasonally. Additionally we work produce an organic version of Cashel Blue.

Taste is central to the company's ethos and determines all aspects of the business.

The company moved into a new purpose built facility in 2010. This is a modern facility that combines automated and computerised processes with elements of traditional cheese making that facilitate the production of a high-quality and award winning farmhouse cheese product.

The Role of Team Leader/Cheese-Maker

Due to the growth in the business a new Team Leader/Cheese maker is being recruited to strengthen the current production team of 4 and facilitate a smooth and efficient ongoing development of the business.

A key part of the role will be to work with the current cheese-making team to learn the distinctive set of cheese-making skills required to make CFC cheeses.

Key Tasks

Team Leader/Cheesemaker

To manage the existing production team of 4.

- To communicate clearly with the team and throughout the company, up the line to the General Manager and quality manager and across the line to packing and dispatch etc.
- To develop the potential of the individuals on the production team ensuring that strengths and skill aptitudes are nurtured and developed and brought into the team.
- To encourage and build mutual trust and respect amongst the existing team.

Production Management and Planning

- To ensure that all routine daily functions are carried out accurately, this involves a very tight management of milk intake, pasteurisation and production of cheese in the vat.
- To work with General Manager to plan and forecast production and staff requirements.

Cheese-making

- To make CFC cheeses to the existing high standard through the process flow system
- Pasteurisation
- Addition of ingredients
- Assessing for cutting and then cutting/stirring/moulding/turning
- Salting

Managing Quality System

- To ensure the implementation of CFC's quality management system and ensure that all records are completed and verified in real time. This includes, but is not limited to, ensuring maintenance of traceability records and environmental controls.
- To lead and record weekly production meetings.
- To assist in quality audits, both external and internal.

- Member of the HACCP team.
- Member of the product recall team.
- To ensure traceability of both ingredients and final product monitored and maintained

Managing Hygiene and Plant Maintenance

- To ensure chemical CIP and manual cleaning procedures are implemented correctly and verified in real time.

Managing Cheese Maturation

- To manage cheese maturing rooms (stage 1 – blueing) to ensure that they are kept at correct temperature and
- To carry out maturation quality checks in conjunction with current head cheese maker and General Manager to ensure the best selection of cheese for CFC's wide customer base. This will involve regular tasting of product to monitor the development of the cheeses against flavour profile.

Managing Efficiency

- As part of our environmental and social charter we are Origin Green accredited members. KPIs within this relate to water and energy management and reduction thereof. You will have responsibility for meeting these targets.
- Management of cheese size to within acceptable parameters and optimisation of automatic filling system.

Skills & Personal Qualities

Good Communicator: The candidate should be able to communicate clearly and calmly within the team and also develop clear and concise communication both oral and written.

Ability to problem solve: The candidate should be able to creatively solve problems and react quickly to changing situations.

Ability to work under pressure and multi-task: The candidate should be able to carry out daily production tasks where a number of critical tasks are carried out manually in a tight time frame.

Physical Fitness: The candidate should be able to work in a hot, wet environment and have the physical strength to manage weights of up to 20kg on a routine basis.

Ability to Innovate and embrace continual improvements within the processes: The candidate should be able to innovate and contribute to process improvements and implementation thereof.

Public Relations

To respect, engage and support visits to the facility by trade and press during production hours.

Knowledge Required:

- HACCP
- Show ability to understand the scientific process of cheese making.
- Pasteurisation

