



Technical Manager, Asset Reliability and Analytics – Mississauga, Ontario

A Sustainable, Forward Thinking Protein Company

Maple Leaf Foods is a leading meat and plant-based protein company, employing over 11,500 people and publicly traded on the Toronto Stock Exchange. We are proud of our roots, which trace back well over 100 years, but our vision and purpose are decidedly forward looking. As we pursue our vision to become the most sustainable protein company on earth, we are committed to creating shared value – creative business value through addressing some of the world’s most critical social and environmental challenges. Our goal is to build a more sustainable food system, which provides nutritious affordable food, operates within planetary limits, cares for animals responsibly, and meaningfully engages with our communities to advance a more just society. We are advancing bold changes within Maple Leaf and more broadly within society to pursue our vision. We deeply believe this is the sustainable path to growth.

Our job is to make great food

Maple Leaf Foods embraces a strong values-based culture, where our people are deeply engaged in work that is purposeful, fast-paced and challenging. We cultivate an open, non-bureaucratic and inclusive workplace that fosters safety and transparency, along with individual leadership and accountability. Each Maple Leaf team member has a voice and plays an active role in helping all of us achieve our goals with passion and discipline. We support one another to grow professionally, to learn new skills and to take on challenging experiences in the spirit of continuous improvement.

Raise the Good in Food

We have united behind a shared purpose – to Raise the Good in Food. This spans a dramatic transformation of our flagship Maple Leaf brand, replacing anything artificial with simple, natural ingredients; investments and process changes to reduce our environmental footprint by 50% by 2025; building a diverse and inclusive culture where all talent thrives; becoming a leader in animal care; and advancing food security through our charitable foundation, the Maple Leaf Centre for Action on Food Security.

Our Leadership Values

Eight core values guide us in everything that we do.

- Do What’s Right
- Shared Value
- High Performance
- Diverse and Inclusive Teams
- Disciplined Decision Making
- Our Accountability
- Intense Curiosity
- Transparency and Humility

The Opportunity:

Reporting the Senior Manager of Asset Reliability Programs and MRO, this position is within the Asset Reliability Group (ARG). The ARG sets strategy and direction for reliability, asset management, and maintenance for all Maple Leaf Foods manufacturing facilities (network of 25+ sites), and precisely executes on a roadmap to move the Asset Reliability (AR) maturity toward world class.

This position is responsible for providing technical, strategic and analytical leadership to operationalize the AR strategy and roadmap across the Maple Leaf Network. The projects will be aimed at site reliability support, transformation, and modernization for reducing downtime, increasing throughput, eliminating health and food safety risks, minimizing carbon footprint, and maximizing the asset lifecycle. This position has a high degree of visibility, where focus and attention on the “voice of the customer” is key for success. This position requires frequent interactions, presentation and direct engagement with Maintenance Managers, Plant Managers/Site Leaders, and senior management in cross-functional groups (i.e. information solutions (IS), food safety, finance, engineering, sustainability and operations excellence) to advance the AR strategy towards achieving the AR Bold Goal.



A snap shot of some of the exciting things you will lead and do:

- Perform Reliability Analytics using data science principles; monitor and identify opportunities for reliability improvements, maintenance cost optimization and asset lifecycle maximization.
- Serve as a subject matter expert in identifying and balancing risks and costs to equipment reliability using statistical methods and KPIs; develop action plans for mitigating risk to uptime, costs, and customer fill-rate
- Analyze reliability trends, extract insights and develop asset strategies for common, critical and high-value assets in collaboration with cross-functional teams
- Monitor and maintain AR systems and analytical tools; identify and address chronic problems; deploy enhancements
- Enhance or develop work management processes using CMMS functions, developing standards, SOPs, guides, and training
- Measure and improve the integrity and quality of AR data by implementing network-wide standards and KPIs
- Revise AR Maturity Framework periodically to reflect industry standards, best practices and business needs
- Support AR Benchmarking exercise in People, Process and Systems areas; perform a gap analysis and define opportunities for moving network AR maturity towards world- class
- Establish new AR KPIs for measuring and monitoring the business impact of AR Annual Plans
- Attend industry events and conferences to keep AR strategy in tune with leading technologies and processes
- Assess the capabilities of predictive asset management and condition-based maintenance (CBM) technologies for advancing network AR maturity; work with plants, IS, Engineering, and the OEM's for customizations and implementations
- Develop and deploy asset health and condition indexing for long-term asset investment and capital expenditure planning
- Establish the requirements and process for asset lifecycle management, from design to decommissioning
- Coach plant teams and facilitate AR workshops for failure mode and effect analysis (FMEA), root cause failure elimination (RCFE), and preventive maintenance optimization (PMO)
- Support plants with Maintenance, Repair and Overhaul (MRO) optimization initiatives; establish processes for spares planning; identify opportunities to eliminate and prevent excess inventory
- Provide change management and training to all applicable personnel for plant reliability practices and maintenance techniques
- Provide reliability due diligence inputs to new builds, mergers, acquisitions and divestitures
- Other related maintenance and reliability problems and improvement opportunities activities, as assigned

What we have to offer you:

- Be part of a company with an inspiring and unique vision, with a deep commitment to sustainability and expanding its leadership in sustainable protein across North America
- Professional and career development opportunities, supported by our commitment to talent development through our partnership with the Ivey School of Business.
- Competitive Health and Wellness benefits that start on your first day of employment
- Defined Contribution Pension Plan
- Commitment to Learning – courses, resources and tools provided to all employees
- Employee Assistance Program

What you will bring:

- University degree
- Professional Engineering Association Membership (P.Eng.) and/or MBA preferred
- Extensive experience in reliability, maintenance and asset lifecycle management (5+ years)
- Extensive experience in technology, databases, reporting, analytical platforms
- Experience in managing strategic projects with network level impact
- Experience in client facing or site support roles including technical consulting
- Experience in manufacturing or industrial environment
- Experience with Computerized Maintenance Management Systems (CMMS)
- Advanced software skills in Word, Excel, PowerPoint, Visio, Python, VBA, BI tools
- Continuous improvement mindset, critical thinker, challenging the status quo
- Creative thinking, entrepreneurial spirit and can-do attitude



- Proven capability to provide technical leadership to business and operations
- Self-starter, high energy, customer oriented, with superb communication/interpersonal skills at all levels
- Highly results oriented, extremely organized, and capable of working independently while managing multiple priorities
- Must be highly adaptable to constant change and comfortable in a very fast-paced environment
- Knowledge of GMPs, food safety development and health & safety requirements
- Knowledge of contract development and execution

Interested candidates may email their resume to Marina.Stilli@mapleleaf.com

We thank all applicants for their interest in exploring employment opportunities with Maple Leaf Foods however only those selected for an interview will be contacted. Applicants may be subject to a background check and must meet the security criteria designated for the position.

Maple Leaf Foods is committed to Employment Equity and maintaining a diverse workforce. Job applicants with a disability who require reasonable accommodation for any part of the application or hiring process can contact our Talent Attraction Team at accommodations@mapleleaf.com. Reasonable accommodations will be determined on a case-by-case basis and your request will be responded to as soon as possible