

REBBL *Quality Manager*



WHO WE ARE

REBBL was lovingly crafted to inspire the world to drink differently, with clean ingredients and real functionality, and to support a future without exploitation of at-risk people and the planet – a rebellious approach to creating delicious, authentic nourishment.

Our goal is to consciously grow a performance-driven, best in class team that shares our REBBL-hearted values:

We care about our team, community and environment. We champion and celebrate justice, equity, diversity and inclusion, embodying a spirit of warmth and belonging where everyone is welcome.

We communicate honestly and transparently, building trust and having fun.

We collaborate and encourage creativity and innovation to surprise and delight our consumers and customers.

As owners, we hold ourselves accountable for driving results. Our behavior reflects our scrappiness, our passion for winning and our ability to do more with less.

COMMITMENT TO IMPACT

Based out of Emeryville, California, REBBL was founded to create an innovative business solution to help communities vulnerable to human trafficking. REBBL has donated over \$1 million to Not For Sale, our co-founder and nonprofit partner, to help create a future without human trafficking and support the healing of those who have been trafficked. We are deeply committed to supporting human dignity through impact sourcing and supply chain integrity. Through initiatives with our grower communities, we strive to stop trafficking before it happens.

REBBL is not only a Certified B Corp, but in the top 10% of all B Corps. Our coffee and tea are Fair Trade certified. We are founding members of OSC2 (One Step Closer to an Organic Sustainable Community), Climate Collaborative and JEDI (Justice, Equity, Diversity, Inclusion)

Collaborative. For more information on REBBL's impact initiatives, see our Impact Report (2018) and documentary *REBBL With A Cause*.

POSITION

As we continue to grow, we are seeking a **Quality Manager** to join our team in a full-time, long term role. This position will interact cross functionally with all key functions in the business R&D, Sales, Marketing and Finance and report to the SVP of Operations.

KEY ROLE RESPONSIBILITIES

- Implement, monitor, and enforce Food Safety and Quality Assurance systems, policies, documentation, procedures, specifications, and standards internally and externally to maintain and improve practices
- Own the Contract Manufacturing Quality Team relationship – support, improve performance, problem solve, manage CAPAs, implement corrective actions
- Own and improve product manufacturing quality and consistency by assessing finished product and driving process and product quality improvements
- Own and manage positive release program
- Monitor consumer complaints and be responsible for any food safety and quality issues. Assess trends and address quality issues to reduce complaint rate.
- Manage organic certification process and ingredient COAs
- Manage and streamline supplier documentation for quality and certification and retention
- Conduct annual Mock Recall, report, improve
- Deliver on Product Launch / Product Initiative responsibilities
- Modest travel required
- Other Duties as assigned

EDUCATION AND EXPERIENCE

- Bachelor's Degree in a Quality, Food Science or Science-related field
- 3-5 years of QA leadership experience in a Food & Beverage environment (natural, plant-based industry preferred)
- Demonstrated experience in process improvement
- Previous contract manufacturing management experience desirable
- FDA, FSMA, HACCP, HARPC, GMP, PCQI, ISO, and SQF compliance and certification experience

WHO YOU ARE

- Entrepreneurial: energized and invigorated in a fast-paced, dynamic organization and able to focus on getting the job done
- Ready & willing to roll up sleeves to tackle the projects that keep our business flowing

- Exceptionally organized, responsible, and dependable with strong sense of ownership
- A builder; focused on building our business in creative, efficient, effective ways
- A team player; a great listener and communicator
- Creative problem solver - taking an optimistic approach to challenges and never settling for the status quo
- Manage multiple projects while meeting schedules and deadlines
- Passionate about sustainability, people, the planet, making a difference at REBBL... and the work we do every day