

Director, Operations

Veterinary Purchasing Company Limited

Our client, Veterinary Purchasing Company Limited (VPCL), is an organization owned solely by licensed veterinarians to purchase animal health products and hospital supplies for distribution to member practices. Located in St. Mary's, Ontario, VPCL has more than 50 years of experience servicing veterinary practices and is recognized for its industry leading veterinary supply distribution and service. Veterinary Purchasing's mission is to provide the highest level of service to their member practices through personal actions of people who care along with a commitment to core values of service, care, integrity, respect and community.

Position Overview

The Director, Operations is a results-oriented and forward-thinking leader who has responsibility for the strategic direction, management and oversight of the Operations Department. The Director, Operations drives operational excellence, ensures efficiency of, and enhances overall performance across departments. The Director, Operations will develop and implement strategies that align with the company's goals and objectives and foster a culture of innovation, teamwork, and continuous improvement.

- Partner with the Leadership Team to develop and implement strategic initiatives.
- Oversee operations and supply chain logistics.
- Develop and manage department budget, analyze financial reports and communicate with Leadership Team as needed.
- Proactively identify and analyze opportunities for optimization, improvement, and cost-savings and mitigate risk to department processes.
- Establish and maintain quality standards in line with regulatory requirements and customer expectations.
- Provide leadership coaching and guidance to department managers and teams, fostering a culture of accountability and collaboration.
- Advocate for operational excellence and progressive change to support dynamic animal health markets.
- Build and maintain relationships with clients, partners, and vendors.

You'll Need:

- Minimum of seven (7) years' relevant experience with preferred knowledge of and leadership experience within operational areas of distribution, logistics, warehousing including automation;
- Experience specifically in animal health, veterinary, and/or health care is considered an asset.
- Master's degree in business administration, Operations Management, or a related field desired; applicants with a relevant BA along with extensive and related experience will be considered;
- Demonstrated ability managing operations, implementing continuous improvement and change management;
- Demonstrated experience in warehouse automation and technology.
- Understanding of B2B and B2C logistics

- Proficiency in project management and process improvement methodologies (e.g., Lean, Six Sigma), certification(s) considered an asset;
- Exceptional leadership, communication and management skills, with proven ability to inspire and motivate teams.
- Strong commitment to employee health and safety is essential.
- Bilingualism in English and French both oral and written; considered an asset
- Familiarity with applicable employment legislation both in Ontario and Quebec, considered an asset

Why join us?

- Competitive compensation and comprehensive benefits package.
- Pension plan and RRSP Top-up program
- Paid time off to volunteer
- Opportunities to innovate and shape a growing company.
- Reimbursement of approved professional designations and fees.
- Professional development and training opportunities.

If you are interested and would like to review the full job description or to submit your resume and cover letter in confidence before July 29, 2024, contact:

Ward & Uptigrove HR Solutions
Attention; Leah Frizzle
P.O. Box 127
Listowel, ON N4W 3H2
E-mail: HRresults@w-u.on.ca



As part of our selection process, successful applicants will be required to complete a criminal background check as well as provide references.

No phone calls please. We thank all applicants for their interest; however only those candidates selected for an interview will be contacted. We are dedicated to maintaining a respectful, fair and equitable work environment, and welcome submissions from all qualified applicants. If accommodation is required during the selection or interview process it will be available upon request. This job posting is available in an accessible format upon request.