



Certified Public Accountants & Business Consultants

Client: Runamok Maple

Position: Director of Woodlands and Sugaring Operations

Location: Cambridge, Vermont (with occasional travel to Bolton, VT)

Runamok Maple, a celebrated producer of smoked, infused and classic maple syrup products is seeking a Director of Woodlands and Sugaring Operations to provide leadership, strategic development and hands-on production management for their state-of-the-art sugarhouse in Cambridge, VT.

Runamok Maple employs a dynamic team of sales, manufacturing, operations and administrative staff who are changing the way people think about and use maple syrup. Runamok is a fast-growing, locally owned business with a sugarhouse in Cambridge, VT and remote woods in Bolton. Grounded in tradition, they take great pride in having an active role in developing the future of the industry. To accomplish the goal of being one of the most widely recognized brands in the maple industry they are building a cross-functional management team.

Are you a proven leader who is passionate about maple syrup and natural resource management?

AND:

Love working outside in Vermont's glorious mountains and forests?

Enjoy strategic planning AND physically active work?

Have an entrepreneurial spirit?

Want to work for an innovative industry leader committed to sustainability?

If so, we have an exciting opportunity to join the leadership team as the Director of Woodlands and Sugaring Operations!

The Director of Woodlands and Sugaring Operations is responsible for growing the sugaring business by meeting with land owners and customers to expand natural resource capabilities and producing exceptional products.

In the summer and fall the sugaring team builds and installs maple pipeline systems and high tensile agricultural fences, a seasonal line of the business that compliments the sugaring operation and supports a stable year-round workforce. Both operations are physically demanding and involve strenuous tasks.

If Selected for This Role, You Will

- Serve as an active collaborator on the senior leadership team to support a high-performance, result focused organization and culture
- Oversee the production of maple syrup from tree to finished product—woods and sugarhouse
- Manage operations across 2 large sugarbushes with a total of 100,000+ taps

- Hire, schedule and manage of a team of approximately 20 employees
- Work as a hands-on leader producing maple syrup and constructing fencing systems
- Coordinate movement between multiple off-site properties
- Communicate with multiple landowners to maintain positive relationships
- Play a contributing role in the creation of budget planning and growth strategies for our sugaring operation and sugaring expansion efforts
- Ensure expertise and effectiveness across the sugaring operations
- Create and/or refine reporting to the leadership team
- Maintain accurate records for all business activities
- Drive employee development to ensure an engaged and skilled workforce
- Build an environment of collective responsibility and accountability
- Develop and ensure adherence to key performance indicators (KPI's) to meet business, and land owner, expectations
- Forge new relationships with additional landowners with the intent to purchase sap, manage woods, lease woods, or explore purchasing of land
- Establish standard operating procedures, institute strict safety protocols and standards to ensure the safety of our team

Qualifications and Experience:

- Bachelor's degree is preferred
- Must have exceptional leadership, talent development and sugaring expertise
- Proven success in operational and financial management
- Strong people skills to build lasting relationships with land owners, team members, and customers
- 5 – 10 years' experience in maple sugaring with at least 5 years in a leadership role is preferred
- Demonstrated track record of mapping and implementing new processes and procedures in a complex environment
- Self-motivated leader of both people and projects, a highly effective manager, and a passion for developing talent
- This position requires an individual to be extremely organized, have keen attention to detail and the flexibility to work within different aspects of a business.
- Thrive working independently and meeting multiple deadlines
- Must be comfortable with technology and software—including spreadsheets, etc.
- Enthusiastic, positive attitude, and strong communicator

Gallagher, Flynn, & Company, LLP has been retained to conduct this search. Interested candidates are encouraged to apply by sending a resume and cover letter to Dan Lyons, Director of HR Consulting and Shane Capron, Director of Talent Acquisition at talentsolutions@gfc.com or call 802-556-1167. While we appreciate all interest in this opportunity only candidates whose experience most closely aligns will be contacted.

Disclaimer: What's listed above is representative of the responsibilities of the position but are not meant to be an exhaustive list. Responsibilities may change during employment at the company's discretion. Gallagher, Flynn & Company, LLP and our client does not discriminate in employment based on race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.

