



SENIOR VICE PRESIDENT OPERATIONS

Are you ready to join a team that sets the standard in the floral industry? Northland Floral, a name synonymous with trust and excellence, is looking for a Senior Vice President Operations to help us continue our legacy of success. Since our establishment in 1995, we have grown from our humble beginnings to become a leading wholesale distributor of plants and flowers across Canada and the US. Our commitment to superior service and high-quality products has made us a trusted partner for grocery stores and independent garden centers.

With our head office strategically located in the heart of the Niagara Region, we are perfectly positioned to provide our customers with the freshest floral products. Our dedication to innovation and customer satisfaction drives us to continually expand our offerings and enhance our services. Join us and be a part of a company that values excellence, growth, and customer-centricity.

YOUR DAY TO DAY

- Oversee day-to-day intercompany operations, ensuring consistency in service delivery and operational excellence across related entities.
- Serve as the central operational hub, ensuring seamless coordination and alignment across manufacturing, logistics, supply chain, and administrative departments to support unified business execution.
- Implement and refine business processes to maximize efficiency, reduce costs, and improve service delivery.
- Monitor key performance indicators (KPIs) and operational metrics to ensure continuous improvement.
- Collaborate with the CEO and executive team to develop and execute strategic plans that align with company goals.
- Translate high-level strategies into actionable operational plans and ensure their successful implementation.
- Lead cross-functional initiatives that drive innovation, scalability, and operational resilience.
- Build and lead high-performing teams by fostering a culture of accountability, collaboration, and continuous development.
- Ensure the recruitment, training, and retention of top talent across operational departments.
- Optimize resource allocation to support current operations and future growth.
- Ensure compliance with all regulatory, health and safety, and quality standards across the organization.
- Develop and enforce policies and procedures that support operational integrity and risk mitigation.
- Serve as a key liaison with external stakeholders, including government agencies, suppliers, and partners.
- Collaborate with the VP of Finance to manage budgets, forecast operational costs, and drive financial discipline.
- Identify opportunities for cost savings and revenue enhancement through operational improvements.
- Support capital planning and investment decisions with data-driven insights.
- Champion the adoption of new technologies and systems that enhance operational capabilities.
- Lead research and development efforts to ensure Northland Floral remains at the forefront of the industry.
- Promote a culture of innovation and agility to adapt to changing market conditions.

- Act as the CEO's delegate in internal and external engagements when required.
- Represent the company in high-level negotiations with clients, vendors, and strategic partners.
- Prepare and present operational updates to the board of directors and executive leadership.

WHAT YOU BRING

- Bachelor's degree in business administration, management, or a related field; MBA or equivalent advanced degree preferred.
- At least 10 years of senior-level experience managing people, operations, and resources.
- Proven track record of success in executive leadership roles, preferably in manufacturing, logistics, or a related industry.
- Experience with vertical integration
- Proven ability to lead and align operations across multiple organizations and stages of the value chain, driving efficiency, scalability, and strategic cohesion.
- Strong understanding of financial management, budgeting, and strategic planning.
- Demonstrated ability to lead cross-functional teams and drive operational excellence.
- Excellent analytical, organizational, and problem-solving skills.
- High level of commercial awareness and business acumen.
- Effective communication and interpersonal skills, with the ability to influence at all levels.
- Experience navigating regulatory compliance, health and safety standards, and quality systems.
- Commitment to innovation, continuous improvement, and fostering a collaborative culture.

WHAT'S IN IT FOR YOU

- Competitive salary.
- Health, dental and optical benefits.
- Authentic company culture
- Opportunities for professional growth and career development.
- Supportive and collaborative work environment.

Northland Floral Inc. is an equal employer recognizing diversity and inclusion. Northland Floral welcomes and encourages applications from exceptional individuals. Accommodations are available on request for candidates taking part in all aspects of the selection process.