

Marcin Paluch

MP Technical Solutions Limited

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PERSONAL PROFILE

Skilled senior technical manager with over 15 years of food industry experience (12 years at various managerial level roles at site and group level) including FMCG sector operations and high risk chilled products. Able to work on his own initiative and as part of a team. Leadership skills including influencing, managing, developing and motivating teams and organizations to achieve targets, designing and delivering long term business technical strategy, leading and coordinating cross department and multi site projects.

Experienced in building trust and professional relationship with retail customers and suppliers, comfortable in external and internal customer facing roles, proven organizer able to drive improvement and change across all levels of organization. Capable of excreting pressure where necessary to motivate parties to deliver. Commercially aware of his business position in supply chain.

Experienced auditor able to lead audit teams. Conversant with majority of industry recognized food manufacturing standards.

Organized, flexible person. Optimist creative in all fields, always looking for new ways of improving existing ways of working. Easily adaptable to new environments, responsible, professional and smart. Hard worker, fast learner, able to work under pressure, advocate of can do attitude.

WORK EXPERIENCE

MP Technical Solutions
Director

January 2018 – September 2018 – Bakkavor Meals London

Interim Technical Services Manager

Head raw material function for 3 ready meals manufacturing sites covering 1100 ingredients 900 items of packaging 250 suppliers. Food categories including meat, chilled, frozen, spices, produce. Customer base including M&S, Tesco, Waitrose, Sainsbury, Co-Op

Key Objective: Prepare central raw material function and take all 3 manufacturing sites through M&S Integrity Audits scheduled for 2018 as well as (3 BRC audits, 3 Tesco TFMS audits, 3 Bakkavor Pillar audits, 2 RSPO audits)

November 2016 – Jan 2018 – G's Fresh

Divisional Technical Manager – Chilled Convenience Foods

Suppliers & Raw Materials

Key Accountabilities:

- Review and align technical compliance strategy for supplier base of all added value sites in Europe (4 sites, 4 countries)
- Design and deliver overarching strategy to amalgamate various controls across NPD, procurement and technical into one group level system.
- Deliver plan of aligning M&S supplying sites with M&S Integrity COP
- Design and deploy division's food fraud strategy.
- Build strategic technical relations with key suppliers, G's Fresh Agricultural Division and Group Ethical Team
- Rewrite raw material risk assessment protocols and implement them across organization.
- Together with relevant operational teams instigate projects on collating efficiency data on raw materials and supplier performance.

- Deploy division wide supplier performance system with measurable KPIs
- Provide support to site teams in managing relationship with retailers and during 3rd party accreditation audits.
- Manage multi disciplinary technical projects focused on cost engineering, and quality consistency.
- Lay groundwork for building Central Technical team and multisite cooperation at TM level.

September 2013 – November 2016 – Yeo Valley

Group Supplier Technical Manager – (YV Central technical Team)

Head of Central Supplier and Raw Materials Team

Achievements:

- Design and overlook group technical supply base strategy driving technical and quality continuous improvement plans across multiple sites and countries including major global food industry players like Kerry Foods or Dohler. (*achieved circa 40% YoY reduction of raw material rejections and customer complaints*)
- Design fraud vulnerability assessment tools and horizon scan to be incorporated in raw materials and supplier risk assessments in line with BRC v7 and Retail Codes of Practice
- Design, implementation and management of supplier performance monitoring system: (*identify areas to set Key Performance Indicators and adjust systems to enable ongoing trending*)
- Drive group strategy for compliance with Modern Slavery Act and engagement with SEDEX (switch to B level membership)
- Ensure ongoing compliance with new industry challenges e.g. strategy for maintaining compliance with authenticity testing, acrylamides, dry fruit practices etc.
- Review and update raw materials risk assessment systems to reduce subjectivity and standardize outcomes
- Redesign existing raw material technical specification format to improve HARA assessment and additional quality parameters.
- Update and roll out across supply base process to tackle recovery of cost of managing food safety and major quality incidents as well as improvements relating to H&S impact of handling non conforming deliveries.
- Evaluate suppliers process validation, due diligence, drive change, influence and provide feedback on delivery of critical technical projects.

Role:

- Heading Yeo Valley Raw material team
- Coordinating work of 4 category technologists
- Strategic overview of technical aspects of supply base for group with turnover exceeding 300 mil/pa.
- Management of relationship between YV and its suppliers
- Supplier approval and ongoing compliance for all YV production sites.
- Management of ingredient and packaging specification systems.
- New raw material approval.
- Safeguarding group supply chain compliance with technical codes of practice and legal requirements.
- Supplier auditing and raw material quality troubleshooting.

September 2010 – August 2013 – Isleport Foods / Bakkavor Group

Site Quality Manager (2 manufacturing units)

Key Accountabilities:

- Managing a team of 10 QAs
- Site Waitrose Technical Champion
- Prepare and lead sites through 3rd party and customer audits. (BRC, PIU, Morrison and JS technical audits, Bakkavor audits)
- Managing Internal Audit System and coordinating work of 15 auditors.
- Manage all Quality Management Systems for 2 sites including prerequisites program for HACCP (implement change of number of technical systems to paperless)
- Liaising with Operations, Hygiene, NPD, Procurement and Planning on all quality issues.
- Design, implement and monitor new procedures and policies.
- Ensure ongoing business compliance with customers COPs and relevant legislation
- Driving change and improvements within department and across organization influencing and gaining commitment of other managers.
- Working to defined KPIs as well as controlling number of operations KPIs through auditing system.
- Visit customers at Taste panel and benchmarking sessions.

January 2009 – August 2010 – Tilmanstone Salads / Bakkavor Group

Raw Material Quality Manager

- Overlooking material quality of 350 ingredients from all major raw materials group.
- Managing a team of 5 Quality Inspectors
- Liaising with Production, Factory QAs, NPD, Procurement and planning on all material quality issues.
- Driving change and improvements within department and across organization influencing and gaining commitment of other managers.
- Managing material specifications for over 100 suppliers.
- Managing factory ↔ suppliers communication channels including quality reporting, non-conformance reports, seasonality issues.
- Visiting supplier sites to address quality issues, assist procurement in determining new suppliers' capability to sustain quality, assist NPD in trials of new materials, discuss intake attribute sheets and assessment methods.
- Preparing and driving continuous improvement and maximizing performance plans for the department.
- Managing and taking part in cross departmental improvement initiatives and projects.
- Carrying out internal and external technical audits.
- Managing departmental document control system, designing and updating procedures to accommodate improvement changes and ensure department's compliance with BRC and M&S Manufacturing Standard.
- Liaising with customer Food Technologists on raw material quality issues.

September 2008 – December 2008 -Two Sisters Food Group

QA Manager

- Overlooking team of QAs and System Monitors with day to day running of factory
- Monitoring production processes and taking all operation quality decisions.
- Addressing non-conformances with internal customers and managing customer complaints. (M&S, Tesco, Aldi, Ginster, Sainsbury)
- Participating and providing QMS data for technical manager during customer audits.
- Ensuring compliance with BRC and customer quality systems.
- Being part of technical auditing team
- Liaising with other 2SFG technical teams during merging procedures (Lloyd Maunder acquisition by 2SFG)

November 2007 – August 2008 Branston Ltd. (South West Site)

QA Deputy Manager

- In absence of QA Manager lead QMS gap analysis and preparations towards site first Tesco PIU audit (3 months project)
- HACCP team leader.
- Coordinating and carrying Food Safety Audits and overlooking corrective actions.
- Managing a team of 5 QAs working
- Overlooking all quality systems and procedures on late shift.
- Together with production manager working toward optimizing shift performance with best possible quality output.
- Reporting to senior management through out QSL, KPI system
- Taking active role in implementing and overseeing compliance with BRC, preparing site for Organic and Environmental accreditations.
- Carrying out site internal audits,
- Overlooking all technical requirements imposed by Tesco e.g. WIBIT levels, One Team documentation, NCR reports, MRL reports, Lab testing schedule etc.
- Being a member of H&S forum (H&S representative)

May 2003 – October 2007 Ilchester Cheese Co. Ltd.

Quality Auditor 2006- October 2007

Line leader 2004-2006

Production operative 2003-2004

2005 – 2007 Interpreting Services

- Since 2005 apart from my regular job occasionally I have provided translation and interpreting services for companies and private people. I can provide references from Lubborn Cheese Co.Ltd. and Ilchester Co Ltd.

2001-2003 Inter-Press Colportage Company

District manager

- office management and creating workflow procedures
- recruiting and interviewing drivers and store staff
- office and store workers training
- planning delivery routes
- managing the fleet of delivery cars.

TRAINING

Program Name: Global Standard for Food Safety Issue 8: Auditor Training
Organizer: BRC Global Standards
Term: October 2018
Training: BRC Auditor Training

Program Name: Lvl 3 Award in HACCP for Food Manufacturing (with distinction)
Organizer: Klenzan
Term: May 2017
Training: RSPH Intermediate HACCP training

Program Name: M&S Product Integrity Training Course
Organizer: Adele Adams Associates
Term: March 2017
Training: Methodologies of business compliance with requirements of M&S Segregation and Integrity codes of practice.

Program Name: FSMS Auditor / Lead Auditor training course ISO22000
Organizer: Campden BRI (IRCA Certified)
Term: September 2011
Training: Lead Auditor Training / ISO 22000

Program Name: Advanced Food Hygiene (Lvl 4)
Organizer: Chartered Institute of Environmental Health
Term: September 2011
Training: Managing food safety in food manufacturing environment.

Program Name: Protecting Your Customers, Your Brand & Your Profit
Organizer: Highfield Awarding Body for Compliance
Term: November 2010
Training: Seminar: Protecting Your Customers, Your Brand & Your Profit

Program Name: Sensory Evaluation
Organizer: Lincoln University
Term: April 2010
Training: Sensory evaluation of food, rules and principles, organizing and participating in taste panels.

Other: Raw Material Risk Assessment (Bakkavor), Internal Auditing, Basic Pest Awareness

EDUCATION

**September 2017 – Currently Studying - MSc Food Safety and QM
University of Greenwich - London**

**September 2009 – Feb 2012 Lincoln University
FdSc in Food Manufacture (Quality Assurance and Technical
Management) - 2.5 Year foundation degree**

SKILLS

IT: Advanced Excel 2003 and Advanced Access 2003 training.

Proficient in Microsoft Word, and Power Point, fast typing, excellent use of Outlook Express including planning and tasking systems,

Industrial software with whom I have worked in the past:
Autocoding (ACS), LIMS (Laboratory reporting system), Stevens (Recipe management), Qpulse (doc control), EFACS (QMS and planning software), Amis (Laboratory reporting system)

Hobbies: yachting, basketball, reading, film and Internet