

Vice President, Business Unit Operations

About the Role

Midwest Dairy is seeking a motivated, dynamic, self-starter to serve in the role of Vice President, Business Unit Operations. Qualified individuals must have at least ten years of experience in related roles, or an equivalent combination of education and experience. Candidates must live in Iowa, Minnesota, South Dakota, North Dakota, or Nebraska.

In this role, you would be responsible for developing and executing a localized action plan focused on Nebraska and South Dakota market opportunities, managing daily operations, and providing coaching to support team performance and professional growth. Additionally, this role oversees the Business Unit budget and evaluates tactical projects to ensure alignment with Midwest Dairy's strategic objectives.

Principle Position Responsibilities

- Guide a multidisciplinary team to develop and execute an action plan of projects and initiatives that align local market opportunities with strategic goals.
- Establish effective collaboration processes and project management norms, utilizing tools like RASCI, Success Labs, after-action reviews, and digital communication platforms in compliance with company policies.
- Provide coaching on consultative selling skills to support staff performance and goal achievement.
- Oversee budgets, personnel, and physical resources to ensure successful implementation.
- Assign and direct budget managers to achieve fiscal objectives.
- Collaborate with leadership to shape strategic initiatives, develop management policies, and address reputation challenges.
- Share feedback on successes, challenges, resource needs, and content gaps to inform strategic direction.
- Serve on the Leadership Team to influence strategic planning and policy decisions.
- Participate in the Crisis and Issues Management Team to plan and respond effectively to consumer and industry concerns.
- Clearly defines and communicates job responsibilities and performance expectations to ensure mutual understanding of desired outcomes.
- Evaluates employee performance, providing continuous feedback to reinforce and improve results.
- Identifies and facilitates training and development opportunities to enhance employee performance and support career growth.
- Recruit, select, and onboard staff to meet the business unit's needs.

About Us

Midwest Dairy is a non-profit organization striving to achieve the mission of Bringing Dairy to Life for a Better World. Sharing the story of dairy from farm to table is at the heart of everything we do. We are a strengths-based organization where we focus on the contributions of each member of the organization to achieve our goals and objectives. We provide opportunities for team building, volunteer time off, as well as:

- Retirement Savings Match Program
- ICHRA Benefits
- Dental Insurance
- Generous PTO
- Tuition Reimbursement

Salary: \$112,000 – 160,000 annually

To apply, please visit this [link](#).

Midwest Dairy is an equal-opportunity employer. Midwest Dairy does not discriminate against employees or applicants for employment because of race, color, creed, religion, national origin, gender, sexual orientation, disability, age, marital status, status in public assistance, or status as a Vietnam-era veteran.

Midwest Dairy represents 4,000 dairy farm families and works on their behalf to build dairy demand by inspiring consumer confidence in our products and production practices. For more information, visit MidwestDairy.com.