



Open Position: Sustainability Manager

Location: Reedley, CA

Dayka & Hackett LLC. is a leading grower, packer, shipper and importer of fresh fruit to North American supermarkets and club stores. The Company specializes in the global sourcing of table grapes, citrus, tree fruit, avocados, mangos, kiwi and Asian pears from Brazil, California, Chile, Columbia, Mexico, Morocco, Peru and Uruguay. Dayka & Hackett LLC. maintain offices in Wilmington, DE, Edinburg, TX and Ventura, CA with headquarters in Reedley, CA. Dayka & Hackett LLC. is currently seeking a Sustainability Manager to join our Reedley, CA team.

Job Description:

The Sustainability Manager implements, manages, and champions Dayka & Hackett’s sustainability strategy. They own ambitious targets related to renewable energy, corporate GHG footprint (scopes 1, 2 & 3), packaging, waste, community engagement, and supply chain sustainability. They lead Dayka & Hackett’s B Corp Certification process, prioritizing environmental, social, and governance investments and collaborating across departments and geographies to achieve certification by 2024.

A newly created position, the Sustainability Manager reports to Dayka & Hackett’s Chief Operating Officer and partners with Frutura’s (holding company) VP of Sustainability to coordinate strategy, reporting, and communications. On a day-to-day basis, they operate with broad autonomy.

The Sustainability Manager must be a self-starter who can also lead project teams and influence others without formal authority. The ideal candidate possesses sustainability experience and knowledge of ESG topics, proven stakeholder and project management skills, and a resourceful, resilient, and practical approach to building a best-in-class sustainability program. For this individual, the position offers an exceptional degree of responsibility and growth.

Job Duties:

Strategy Implementation & Program Management

- Refine and implement existing plans to achieve ambitious targets related to renewable energy, GHG footprint, packaging, waste, community engagement, and supply chain sustainability, among other areas
- Serve as internal champion of B Corporation certification and project manager for US operations, partnering across departments to achieve B Certification by 2024
- Own and drive progress on Dayka & Hackett sustainability priorities, policies, targets, key performance indicators, standards, programs, projects, and timelines, in coordination with Frutura’s existing initiatives
- Collaborate and project manage across functions including operations, sourcing, transportation, sales, finance, and human resources to accomplish sustainability priorities
- Develop an annual budget for staffing and implementation of sustainability programs; evaluate ROI of potential projects and communicate the business case to company leadership
- Partner with Frutura’s VP of Sustainability to strengthen Dayka & Hackett’s sustainability strategy based on evolving science, market trends, and Frutura platform vision and objectives

Internal & External Stakeholder Engagement

- Proactively engage at the individual, department, and company-wide levels to educate various teams on sustainability priorities and programs and communicate their day-to-day relevance and business value
- Facilitate cross-functional sustainability committees and working groups (e.g., B Certification, Frutura CoLab) to drive sustainability performance
- Conduct annual Stakeholder Engagement and Materiality Assessments and translate findings into recommendations for Senior Leadership and Frutura’s VP of Sustainability



- Represent Dayka & Hackett in industry and topic-specific working groups and initiatives to share lessons learned, deepen knowledge of relevant sustainability topics, and develop partnerships and shared value supply chain projects
- Support Dayka & Hackett Sales organization in developing talking points and marketing materials on sustainability and ESG-related topics for engagement with external stakeholders

Data Management & ESG Reporting

- Own all D&H sustainability metrics; Collect, analyze, and report on sustainability data and key performance indicators related to energy, water, waste, and supplier-related impacts
- Monitor and incorporate as needed external accounting standards and reporting frameworks (e.g., 100% Renewable Energy, GHG Protocol, Zero Waste, Food Loss and Waste Protocol) to verify and validate sustainability performance
- Manage reporting of ESG data to interested stakeholders including retail customers, Frutura, and investors, complying with any requirements and evolving regulations

Candidate Qualifications:

Education & Experience

- Bachelor's Degree and 5-10 years' experience in sustainability or related field (e.g., environmental management or engineering, CSR), ideally in manufacturing and/or food and agriculture industries
- Experience with some or all the following sustainability topics: renewable energy, GHG footprinting and reduction, packaging, waste, community engagement, supply chain sustainability
- Knowledge of external sustainability standards (Zero Waste, Food Loss & Waste Protocol, GHG Protocol) and ESG reporting frameworks (GRI, SASB, and CDP) beneficial but not required

Skills & Characteristics

- Measurable success as self-starter with limited direction; Resourceful, resilient, and practical
- Strong project management skills; translates plans into action and drives results
- Comfortable in a fast-paced and evolving environment; navigates uncertainty and roadblocks with maturity and humor
- Excited by challenge of engaging, educating, and influencing diverse stakeholders (e.g., executives, front-line employees, suppliers, NGOs) who bring varying levels of sustainability knowledge
- Ability to travel domestically and occasionally internationally up to 20% of the time
- Excellent verbal and written communication skills.
- Proficient in Microsoft Office Suite or related software as well as other accounting software programs.
- Ability to operate related office equipment, such as computers, 10-key calculator, and copier.
- Ability to work independently and in a fast-paced environment.
- Ability to anticipate work needs and interact professionally with customers.
- Excellent organizational skills and attention to detail.
- Working knowledge of Famous Software is preferred, but not required.
- Spanish proficiency beneficial, but not required.

Compensation:

- Competitive pay
- Company paid medical, dental and life insurance
- Vacation and paid time off
- 401(k) program with employer contribution
- Bonus plan

For consideration, please submit your résumé and a brief cover letter to: careers@daykahackett.com