

## COLIN RUSHTON – PROFESSIONAL WORK HISTORY (December 2016)

I am an experienced Food Technologist who has worked in a number of different areas as can be seen in my Resume.

I am now seeking contract work that can utilise my professional skill set.

### Personal Information

- Date of Birth: 9<sup>th</sup> June 1956
- Married
- Enjoy caravanning, cycling, gardening, and wood working.
- Email: [cfree2run2@gmail.com](mailto:cfree2run2@gmail.com) Mobile: 0432464430

### Qualifications and Other Training

- Bachelor of Science (Food Technology), University of NSW, graduated 1979.
- Certificate of Attainment in Organic Farming Methods from Armidale TAFE 2007.
- Certificate IV Training and Assessments, August 2016
- Certificate of Attainment in Management Systems Auditing and Leading Audit Teams, October 2016
- Training Courses:
  - Completed 4-Quadrant Management training
  - Completed Australian Institute of Management “Train the Trainer”, Category 1
  - Successful Presentation Skills by Rogen Australia
  - Project Management by Management Technology Education.
  - Managing Safety with Audit Training by DuPont
  - Presentation and Facilitation Skills by Power Talk Consulting
  - Various computer courses in Microsoft Word, Microsoft Excel, and Microsoft Project
  - External Food Safety Auditing with Food Operations May 2001
  - Principles & Application of HACCP with Advancing Food Safety Pty.Ltd
  - Internal Food Safety Auditors Course with Advancing Food Safety Pty.Ltd
  - SQF Practitioner (Food Safety and Quality System) course with Advancing Food Safety.
  - Kepner-Trego Project Management & Decision Analysis
  - Environmental Management Systems Training with NATA Training Services Sydney

### Professional Memberships

- Member of the Australian Institute of Food Science and Technology
- Member of velg Training

### Free-2-Run Consulting and Training – July 2016

- Set up own company to conduct consulting work or training in the food industry or VET sector on a contract basis
- Currently working on a contract basis with:

### Newskills Limited – Casual Contract Trainer & Assessor - October 2016 to Present

- Provide training services to deliver and assess units for Certificate 2 and Certificate 3 in Food Processing. Units Cover Food Safety Systems, OHS, Quality Systems, Environmental Sustainability, Provide and Apply Workplace Information, Basic Tests and Measurements, etc.

### Training Coordinator – Costa Tomato Exchange January 2016 to July 2016

- Delivering training modules to train new and existing staff at Tomato Exchange, both sites.
- Writing and maintaining all Standard Operating Procedures for both sites of Tomato Exchange. The SOP's are kept in Skytrust cloud based database.
- Training needs analysis for staff, and organising external training through TAFE using the “Smart and Skilled” funding available through the NSW Department of Training.
- Re-wrote the company induction presentation and handbook to train new staff in company policies and procedures to enable them to start work at Tomato Exchange
- Maintain the company training register to satisfy the requirements of the various standards the company is certified against.

### **Quality Manager – GH 3 Costa Tomato Exchange, Guyra, NSW July 2015 to January 2016.**

#### **Key Responsibilities:**

- Responsible for the food safety and quality management system for Tomato Exchange Glasshouse 3. This is the new 10ha glasshouse and state of the art automated packing facility producing snacking tomatoes.
- 2 full time staff members reporting to me.
- Have been responsible for purchasing all site material requirements such as all fertilizer and glasshouse operating supplies.

#### **Key Achievements:**

- Developed the Operational Plan of Management as required under the terms of the Development Application from Guyra Council, completion certificate was not granted until this document and system were in place at the new site.
- Implemented quality and food safety system to achieve accreditation under Woolworths Quality Assurance standard in October 2016, and preparing documentation for Safe Quality Food International Standard, Coles Supplier Requirements, Aldi Supplier Requirements audit in February 2016.
- Managed the tender process for the furniture purchase for the new site.

### **Quality Manager - Costa Tomato Exchange original site October 2007 to July 2015**

- Lead the certification of the Tomato Exchange site to certification against SQF, WQA, Coles, and Aldi Standards in 2008 and maintained them.
- Quality Management Liaison with Third Party Growers to ensure their systems met all necessary standards to supply Coles, Woolworths, Aldi, and Markets.
- Have managed the tendering process for fertiliser supply (worth approx. \$2 million per annum)
- Lead the formation of the original site OH&S committee in 2008 and introduced staff training in OH&S issues, which lead to a 25% reduction in Lost Time Injuries and a 50% reduction in incidents in the first year of operation.
- Implemented a phytosanitary compliance agreement (CA-01) with NSW DPI that involved using an inspection procedure to send Tomatoes interstate rather than having to spray the fruit for Queensland Fruit Fly. We are the only company currently certified to be able to use this agreement.

### **May 2007 to October 2007 - Baking and Organic Food Consultancy**

- Contracted to Goodman Fielder to run special project for the Baking Division, developing a range of new in-store bakery bread premixes, and a range of par-baked and frozen bread rolls.
- These projects were completed by October 2007. Goodman Fielder did some restructuring and did not require an external baking consultant due to cost cutting. This required me to gain full time employment as there were no other companies requiring project work in my areas of expertise.
- Completed organic Farming course at TAFE NE Armidale
- Grew organic vegetables which were supplied to the local organic grocer in Armidale

### **April 2003 to April 2007 - National Product Development Manager, Goodman Fielder Baking Australia**

#### **Key Responsibilities**

- Management of new product development from concept, formulation, test bakery work through to factory trials and full factory production.
- Involved with technical support to bakeries nationally (22 bakeries) to help with production problem solving, new equipment commissioning, and general support for technical information and training of staff to improve their understanding of baking processes..
- Dealing with raw material suppliers to obtain new ingredients or improvements to current ones.
- Responsible for the supervision of the work of 3 food technologists.

#### **Key Achievements:**

- Successful project management and product launches included new variants of Wonder White Bread (Australia's biggest selling white high fibre bread), Helgas range extension, Vogels heavy

grain breads, Molenberg range of breads, lavash, tortilla and naan breads under the Buttercup brand.

**September 1999 to April 2003 - Technical Support Manager with George Weston Foods Baking Division (Tip Top Bakeries – National Technical Operations Department)**

In September 1999, commenced working for Cereform Pty.Ltd (Ingredients Division of George Weston Foods Aust.) as **Technical Support Manager**.

**Key Responsibilities:**

- Responsible for the supervision of 4 technical staff.
- Maintaining the competitive performance of the Cereform range of product sold through Weston Milling, and products made exclusively for use by Tip Top Bakeries. This involved maintaining regular contact with ingredient suppliers, trailing new and improved ingredients, and keeping up with the latest developments in the baking industry.
- To provide technical assistance to all customers using our products. This involved visiting and working with customers who purchased our products through Weston Milling, and full technical support to the GWF Baking Division (Tip Top Bakeries) both in Australia and New Zealand.

Following restructuring, when Cereform became part of Weston Technologies, my title was changed to **Sales Support Manager**.

- This added the responsibility for setting and achieving the sales budgets for all Cereform products in Australia and New Zealand.

**Key Achievements:**

- Set up local blending operation in New Zealand in conjunction with Weston Milling New Zealand, to blend Bread Improvers for the local market using concentrates from Australia. This allowed us to replace NZ Bakels Bread Improvers with Cereform Bread Improvers into all Tip Top New Zealand Bakeries.
- Increased sales opportunities to external customers through Weston Milling NZ.
- Export of the concentrates to New Zealand increased sales by \$200,000 per annum.
- Revamping of the improver range for TipTop Bakeries Australia allowed Cereform to rationalize and streamline improver production, raise manufacturing efficiency in the Cereform plant because of less changeover to make different products, and save Baking Division \$500,000 annually

Following further restructuring, in September 2000, I transferred into the GWF Baking Division to become part of the National Technical Operations Team as **Technical Support Manager**, reporting to the General Manager – Technical Operations.

**Key Responsibilities:**

- Oversee the implementation and maintenance of third party accreditation for all Baking Division plants, through maintaining HACCP Food Safety Plans that meet ISO and Aus/NZ Food Standards. This involves working closely with the Technical Managers at all bakery sites as the first point of contact for advice or any issues that may arise. Co-ordinate regulatory reporting for environmental issues such as the National Pollution Inventory, and monthly collation of environmental reports from all bakery sites for reporting to GWF Corporate Office.
- As part of the Technical team, provide technical support on product or operational issues at bakery sites, helping to solve problems or improve processes.
- As part of a multidisciplinary team, be involved in the introduction of new products from concept, through to bakery trials and launch of the product into the market place.
- Accredited as an Associate Food Safety Auditor with the Quality Society of Aust.

**Key Achievements:**

- Involved with the successful introduction of the Noble Rise Bread Range
- Involved in the commissioning of major new plant (Tweedy PV Mixers and associated works such as prover extensions, new muffin plant installations at 2 sites).
- Coordinated HACCP Food Safety accreditation of the final 3 bakeries in the Tip Top group.
- Successfully organized first Technical Managers conference for all Technical managers from around the country.

**January 1993 – September 1999 - Bakery Support Technologist with Goodman Fielder Milling and Baking Division, Summer Hill, NSW**

Commenced employment with Quality Bakers Australia (Division of Goodman Fielder) in January 1993 as Test Bakery Manager and survived the frequent re-structuring of the Milling and Baking division.

I provided Technical support to GFM&B bakery operations nationally, dealing with all levels of management.

**Key Responsibilities:**

- Close liaison with R&D in development of new products, and facilitation of transfer of new products to the manufacturing sites nationally.
- Maintain up to date knowledge of developments in baking ingredients and technology.
- Process problem investigation and resolution.
- Assist with Operations Improvement projects aimed at improving the efficiency of bakery production lines.
- Training of personnel in all aspects of bread manufacturing from a technical and practical perspective.
- Follow the development and training of apprentices at bakery sites nationally.

**Key Achievements:**

- I played key roles in new product introductions as part of cross-functional project teams. My most successful project being Buttercup Wonder White (and its recent re-launch), which is Australia's top selling white high fibre bread. Other products launched include Molenberg, Uncle Toby's breads, Quality Bakers Bakehouse range of breads, and Buttercup Crumpet Splits.
- Involvement in coordination of the Process Optimisation studies at all major Buttercup bakery sites. The aim was to improve operational efficiency by 5%.
- Conducted Bakery Hygiene Audits at bakery sites.
- Conducted training at bakery sites using the GFM&B Operations Support training modules. These training modules covered topics such as the bread ingredients and the bakery process, product evaluation, the use of check weighing equipment, and initial training for implementation of HACCP.

July 1991 to November 1992 - Completed a Diploma in Ministry with the Central Coast Bible College, Gosford, NSW.

**August 1988 to June 1991 - Research Food Technologist, Bakels Research Centre, Australian Bakels, Lidcombe, NSW.**

**Key responsibilities:**

- Project management of development work on a range of bakery micro-ingredients, premixes, shortenings, and pan-greasing/release agents, from concept to full-scale factory production.
- Customer support involving plant trials and problem solving.
- Setting up of new Test Bakery and staff supervision.

**Key Achievements:**

- Successful development and launch of a range of natural bread improvers, a shortening based complete bakery premix, and complete bakery mixes.

**August 1982 to July 1988 -Senior Food Technologist, Mauri Food Ingredients, North Ryde, NSW.**

**Key Responsibilities:**

- Project management of development work on a range of bakery micro-ingredients, premixes, shortenings, and pan-greasing/release agents, from concept to full-scale factory production.
- Customer support involving plant trials and problem solving.

- Supervision and training of Laboratory assistants.

**Key Achievements:**

- Improvement and maintenance of the performance the company's range of bread improvers, bakery shortenings, and bakery premixes. This enabled the company reputation for quality products to be maintained.
- Development and successful launch of a new range of bread premixes.
- Successful commissioning of the company's new shortening processing plant in Melbourne. This involved reformulation of the range of shortening and pan release products, and process development to suit the new equipment. There were significant cost savings made with the reformulation and new processing techniques.
- Development and successful launch of a new pan-greasing agent for use by pastrycooks.
- Development and launch of a new pumpable emulsified bread shortening for larger plant bakeries.

**December 1981 to August 1982 - Shift Production Foreman, Weston Biscuits, Camperdown, NSW.**

**Key Responsibilities:**

- Production management and line supervision responsibilities from mixing to packaging.

**Key Achievements:**

- Maintenance of production line efficiencies.
- Improved labour utilisation by changing the way certain tasks were being performed.

**February 1981 to November 1981 - Laboratory Supervision, Woolworths Food QA Laboratory, Lidcombe, NSW.**

**Key Responsibilities:**

- Supervision of laboratory assistants in the Quality Assurance Laboratory, reporting results and allocation of tasks.

**Key Achievements:**

- Improvement in time taken for reporting of results by reorganisation of tasks being performed by laboratory assistants, and improved skills through training.

**January 1979 to February 1981 - Production Management Trainee, Arnott's Biscuits, Homebush, NSW.**

**Key Responsibilities:**

- Training in all aspects of production management and line supervision, project work and problem solving.

**Key Achievements:**

- Successfully maintained line efficiencies and improved labour utilisation on the production lines I was assigned to oversee as a foreman.