Employment Opportunity

General Manager
Van Holten's

Waterloo, Wisconsin

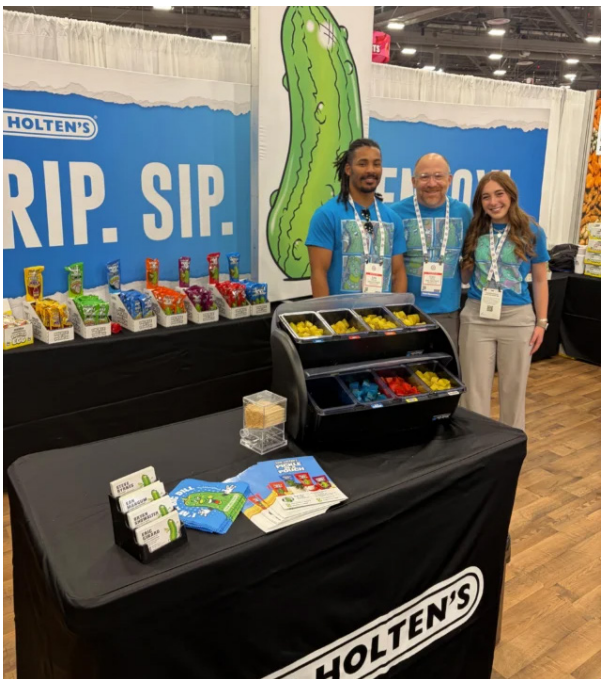
THE QTI GROUP

VAN HOLTEN'S™

Please apply on our website:
https://www.qtigroup.com/find-a-job?keyword=general+manager

ABOUT THE ORGANIZATION

Van Holten's has exclusively retained The QTI Group to lead the search for a **General Manager.**



Founded in 1898, Van Holten's is a family-owned company based in Waterloo, Wisconsin. We developed the original Pickle-In-A-Pouch as the perfect on-the-go snack for pickle lovers everywhere, and continue to bring fresh, bold flavors to our iconic pickles. From Warheads® Extreme Sour to Mega® Chamoy, we've got you covered.

Behind every pouch is a team of 115 employees at our single manufacturing facility, where we operate across two shifts to meet demand while maintaining our SQF-certified food safety standards. With a dedicated union workforce, we take pride in producing high-quality products that are enjoyed by pickle lovers around the world.

The ideal candidate is a strategic and hands-on leader who can build and develop strong teams, implement practical processes, drive accountability, and consistently deliver results in a manufacturing environment.

The fun doesn't end there. Shake things up with our Pickleback Mixer as a tangy twist to your favorite cocktail or mocktail or cool down with our electrolyte-enhanced Pickle-Ice freeze pops. Pickles are more than just a snack – they're an experience.

Rip. Sip. Enjoy!



1898:

Van Holten's was founded in Milwaukee, Wisconsin by Dutch immigrant, Jerry G. Van Holten who had a dream of building his own business.

1939:

Van Holten's developed the first, original Pickle-In-A-Pouch.

2014:

Van Holten's launches its Pickleback Mixer with real pickle brine.

2017:

Van Holten's introduces Pickle-Ice electrolyte enhanced freeze pops.

ABOUT THE OPPORTUNITY

Van Holten's is seeking a hands-on, value-driven General Manager to join their team. This Senior operating leader will oversee operations, build and development the manufacturing management team, and drive business performance. With a strong brand presence, a stable financial foundation, and expanding national and international distribution, the organization is seeking an experienced General Manager to help lead the next phase of our growth journey.

This is a unique opportunity to join an entrepreneurial organization where decisions are made quickly, ideas are valued, and leaders have the autonomy to make a meaningful impact. The General Manager will serve as the company's senior operational leader, partnering closely with executive leadership to drive performance, develop talent, and support long-term business success.

The General Manager will be responsible for overseeing day-to-day operations, improving organizational performance, developing management talent, and driving operational excellence across the business. This individual will provide leadership to Manufacturing, Engineering, Supply Chain, and Food Safety & Quality teams while ensuring operational decisions align with broader business and financial objectives.

The ideal candidate is a strategic and hands-on leader who can build and develop strong teams, implement practical processes, drive accountability, and consistently deliver results in a manufacturing environment.

Purpose of the Position: This is a newly created position as the company continues to grow, to allow current leadership team to focus more on business development and entrepreneurial opportunities for the organization. The General Manager will be expected to manage day-to-day responsibilities for manufacturing operations, strengthening the management structure and more.

Key Responsibilities:

- Connect operational decisions to financial performance, profitability, and overall business results.
- Develop a capable, accountable management team that can operate with greater independence.
- Strengthen operating processes, planning, performance measurement, and follow-through without adding unnecessary bureaucracy.
- Improve productivity, equipment reliability, cost control, quality, safety, and customer service.
- Identify opportunities and problems early, make sound decisions, and drive action through completion.
- Challenge existing practices, simplify processes, and eliminate unnecessary costs and complexity.
- Work closely with Sales, Finance, and other leaders to support innovation, growth, and capital investment decisions.
- Build the organizational structure and leadership depth needed for long-term success.

Desired Qualifications:

- 10+ years of progressive manufacturing leadership experience with broad operational responsibility.
- Demonstrated ability to develop and implement practical operating processes and systems that deliver measurable results.
- Proven ability to develop leaders, build strong teams, and establish accountability and consistent follow-through.

- Detail-oriented and organized, while maintaining a broader business perspective and knowing what deserves attention.
- Comfortable in a smaller, privately owned business with limited bureaucracy.
- Previous leadership experience in a food manufacturing operation strongly preferred, union experience a plus

Knowledge and Skills:

- Hands-on, collaborative leader with exceptional communication skills.
- High integrity, humble confidence, and a servant leadership mindset.
- Calm under pressure; decisive but empathetic.
- Comfortable leading in a family-owned, values-driven organization.
- Passionate about creating systems that enable great people to do great work.

Future Opportunity: This opportunity provides a great potential for future executive responsibilities as the company continues to grow and expand operations

APPLICATION AND SELECTION PROCESS

Van Holten's has exclusively retained The QTI Group to lead the search for a General Manager. The QTI Group is a comprehensive human resources advisory services firm founded in 1957. QTI is headquartered in Madison, WI.

Compensation & Benefits: Competitive base salary targeted at $215,000, annual performance bonus opportunity and a comprehensive benefits package.

Location: Waterloo, Wisconsin

For more information, please contact:

Jordan Hohl, CDR

Recruiting Consultant

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608-257-1057

Apply Online: https://www.qtigroup.com/find-a-job?keyword=general+manager

Application Deadline: Until filled