

DESCRIPTION

DEPARTMENT:	Operations
JOB TITLE:	Senior Manager, Colostrum Sourcing
REPORTS TO:	Vice President of Operations (on an interim basis: Senior Vice President of Sales & Marketing)
PURPOSE:	This role is responsible for leading and expanding ImmuCell's Source Farm Program, the network of commercial dairy farms that supply the hyperimmunized colostrum used to manufacture the First Defense® line. This role will lead an established team and develop strategies to recruit new source farms to ensure a sustainable supply of high-quality colostrum to support the continued growth of the First Defense franchise.
PRODUCTS:	First Defense®: USDA-licensed biologics and functional feed ingredients for the prevention of neonatal calf scours, providing one-of-a-kind immediate immunity through hyperimmunized colostrum-derived antibodies.
GEOGRAPHY:	This role will support current farms in New York and expansion across the United States and internationally.

RESPONSIBILITIES: The following key responsibilities, although not necessarily an exhaustive list, are intended to represent an accurate reflection of the role.

Colostrum supply:

- Source sufficient colostrum on a weekly basis to support First Defense manufacturing in Maine.
- Manage a USDA hyperimmunization program executed by source farms.
- Work directly with source farms to maximize colostrum volume, quality, compliance, and producer satisfaction.
- Organize collection, storage and shipments of colostrum for use in First Defense manufacturing in Maine.
- Ensure full compliance with USDA and quality requirements.

Leadership:

- Lead, coach, and develop an established team of ImmuCell employees.
- Recruit, retain, engage and grow source farms by continuously improving the ImmuCell value proposition such as payment terms and other communication and engagement programs, including performance reviews, educational initiatives, quality programs, appreciation events, and producer recognition.
- Manage expenses and volumes to meet or exceed budget targets.
- Establish performance metrics and accountability systems to support disciplined execution and long-term growth.
- Collaborate with Manufacturing, Quality, and Veterinary Services on continuous improvement activities.
- Contribute to company leadership as an active member of the ImmuCell Management Team

Strategic growth:

- Develop and execute strategies to rapidly expand the source farm network and increase colostrum supply.
- Recruit new commercial dairy farms into the program while strengthening relationships with existing source farms.
- Evaluate geographic expansion opportunities and future collection models to support long-term supply needs.
- Build a source farm network that producers are proud to participate in and eager to recommend to others.

JOB REQUIREMENTS:

- Demonstrated success leading teams, exceeding targets, managing budgets, and executing strategic growth initiatives.
- Proven ability to build relationships and influence producers, veterinarians, consultants, and industry stakeholders.
- Expert knowledge of dairy production and management practices required.
- Veterinary, nutritionist, or consulting experience preferred.
- Strong organizational, communication, and problem-solving skills.
- Spanish language skills highly desirable.
- Proven ability to work independently and efficiently from a home office.
- Flexibility to work extended and variable hours as needed.
- Willingness to travel overnight up to approximately 30% of the year.

COMPENSATION: ImmuCell will offer a competitive compensation package, including base salary, variable incentive compensation, travel and expense account, and a comprehensive benefits program, including 401(k).

OPPORTUNITY: Join an established, publicly traded company where individual contributions are recognized and valued. This is a growth-oriented leadership position responsible for one of the most strategic functions within the First Defense business. You will inherit an experienced team and a successful source farm network while leading the next phase of expansion. As demand for First Defense continues to grow, you will play a critical role in building the dairy farm partnerships that make that success possible.