

CURRICULUM VITAE OF MRS RESHMEE BEEDASIE

Edenvale, Gauteng, South African • Mobile: +27 83 407 0648 • Email: Reshmee.beedasia@gmail.com; reshmee@foodtek.co.za

PROFESSIONAL PROFILE

A multi-skilled and naturally driven Management Professional. Offers across-the-board proficiency in the following business environments: Technical Management | Client Relationships | Reporting | Business Development | Quality Budgeting | Procurement | Staff leadership, Mentoring, Coaching and Training | Design, Execution and Control of Strategies, Vision, Systems and Policies. Furthermore possesses strong ability to build strategic partnerships and focus on productivity sharing, as well as organisational transformation. Equally maintains a proven career track record of growing company's profitability through reduced customer complaints, adherence to customer specifications, excelling in external audits, driving results and providing tangible solutions to organisational challenges. Proactive in nature, successfully implemented FSSC22000 at the Cavalier Foods Meat Plant five and a half months after start up. Has gone the extra mile to ensure that the meat plants are pathogen free by conducting testing over and above legislative requirements.

Reshmee Beedasia holds an MSc Degree in HACCP from the University of Salford, Manchester, UK, a B. Tech Degree *Cum Laude* from Durban University of Technology, and is presently completing her doctorate in the field of food safety management systems in the South African Red Meat Industry at University of Pretoria. Besides academic achievements, Reshmee was awarded the prestigious Cochran Fellowship Scholarship to attend a 3 week Meat and Poultry Seminar in Washington DC. Reshmee has 21 years of industry experience ranging from Microbiology including starting up and managing an accredited microbiology laboratory, technology transfer in the SA Food Industry, food safety management implementation, to a decade of experience contributing to the innovation and management of Quality at slaughter and meat processing plants respectively. Throughout this time Reshmee has mentored a number of young graduates who went on to become leaders in their field.

Currently a member of SAAFOST

Social Media: | LinkedIn: Reshmee Beedasia

PROFESSIONAL STRENGTHS:

- Self-motivated, adhering to service excellence.
- Proficient technical, food safety management systems, supplier auditing, microbiological and chemical analysis and analysis of results, good manufacturing practices implementation and monitoring, budget management and procurement, management of hygiene and food safety and 21 meat counters in and around Gauteng, training of internal teams and hygiene management.
- Thrive under pressure.
- Skilled staff supervision, training and mentorship.
- Extensive comprehension of organisational policies.
- High sense of urgency.
- Control of projects/re-works and the required documentation.
- Communication and interpersonal etiquette.
- Accurately identify areas of deficiency and adept at implementing suitable solutions.
- Setting of high targets and constantly meeting fixed deadlines.
- Experienced customer care skills.
- Absolute quality assurance.
- Productivity and efficiently improvements.
- Negotiation and persuasion skills.
- Excellent leadership skills.
- Excellent interpersonal skills
- High Level of Emotional Intelligence

TECHNICAL MANAGEMENT | FOOD SAFETY MANAGEMENT:

- Establishment and refinement of standards and procedures in relation to customer and product specifications.
- Research and analyse customer requirements, specifications, manuals, and other data to evaluate the feasibility, cost, and maintenance requirements of compliance
- Research, design, evaluate, install, operate, and maintain technical products, equipment, systems and processes to meet requirements and apply knowledge of technical principles to ensure excellent quality products

SENIOR MANAGEMENT PROFESSIONAL

- Formulation and implementation of policies, work procedures, work instructions, protocols and check sheets to meet quality requirements and standards in accordance with FSSC22000, ISO22000, HACCP, PRP, GLP, SQA.
- Participation in and compilation of risk and hazard assessments during product development.
- Oversee quality tests and qualify the release of products, while conducting corrective and preventative actions.
- Manage the resolution of quality-related issues in the new product development environment.
- Ensure the proper maintenance of document control processes and customer feedback
- Developing and managing the scope schedule, budget and implementation plan of technical projects.
- Preparation of the sustainable project execution plan.
- Interface with internal and external clients whilst implementing project quality programs.
- Ensure absolute adherence to the schedule and budget and also initiate and implement corrective action.
- Ensure compilation of and adherence to quality requirements in 21 meat counters for Woolworths.

TEAM LEADERSHIP AND COACHING:

- Creation of a dynamic environment orientated to trust, creative thinking and cohesive team effort.
- Coach and assist team member's development, resolving dysfunctional behaviour.
- Encourage constant improvement and focus teams on tasks at hand.
- Provide functional team guidance based on management direction.

EDUCATION DETAILS

PhD: Food Safety in progress; University of Pretoria, South Africa, 2018

Dissertation: PhD Dissertation Topic: *The Impact of Implementing Quality Management Systems at Primary Production Level on the Overall Quality of Lamb in the South African Red Meat Industry (SARMI)*

MSC: HACCP (Hazard Analysis Critical Control Points): Salford University, Manchester, UK, 2009

Subjects: HACCP Development| HACCP Consultancy| Research Methods| HACCP Management| HACCP Implementation 11| Food Safety Information Systems| Research Project

Dissertation: MSC Dissertation Topic: *A longitudinal Case Study to Determine the Viability of Implementing HACCP in a South African Meat Processing Plant using Documentary Analysis*

Bachelor of Technology Degree: Food Technology *Cum Laude*; Durban University of Technology, Kwa Zulu Natal, 1999

Subjects: Food Product Development*| Research Methods*| Food Microbial Assurance*| Entrepreneurial Skills*| Research Project*| Food Technology 1V| Food Analysis*[*Denotes passed with Distinction]

Dissertation: B. Tech Dissertation Topic: *Using the Malthus as a rapid detection of the Microbiological Quality of water as compared to Petrifilm and Conventional methods*

National Diploma: Food Technology; Durban University of Technology, Kwa Zulu Natal, 1997

Subjects: Calculation and Statistics *| Physics| Biology| Microbiology 1| Food Technology 1| Biochemistry 11| Microbiology 11| Food Technology 11| Food Technology 111| Microbiology 111| Food Control | Biochemistry 111| Food Chemistry| Food Control | Food Biochemistry 111 | Computer Skills

Senior Certificate / Matric [Grade 12]; Raisetorphe Secondary School, 1993

Subjects: Mathematics | Physical Science | Biology | Accounting | English | Afrikaans

SENIOR MANAGEMENT PROFESSIONAL

COURSES COMPLETED

A practical approach to HACCP workshop, CSIR Foodtek ,1999 | Good Manufacturing Practices as a Pre-requisite to HACCP, CSIR Foodtek, 1999 | Hazard Analysis Critical Control Points, CSIR Foodtek, 1999 | NOSA Safety Course, Durban, 1999 | Implementation and Evaluation of Quality Systems, SABS, 2000 | Presentation skills, CILLA, CSIR, 2001 | A Practical Approach to HACCP, Campden & Chorleywood Food Research Association, UK, 2002 | Advanced HACCP, Campden & Chorleywood Food Research Association, UK, 2002 | Implementation of a World Class Food Safety System , AIB, Cape Town, 2003 | Food Safety Management Systems Auditing, Linda Jackson and Associates, SA , 2004 | Outcomes-Based Assessment, Open Learning Group, SA, 2005 | Learning Program Design and Development, Maccavlei Training SA, 2005 | Moderator Training, Open Learning Group,2006 | MS Project Skills, Expert Academy, 2006 | IBL Woolworths Hygiene Course, 2007 | ISO18001, SABS Pretoria, 2008 | RMAA Conference Annually | USDA FSIS Meat and Poultry Seminar, Washington DC, USA, 2008 | ISO22000, SABS, 2011 | Advanced Traceability, AIB, 2012 | Food Quality and Consumer Trust Conference, AMC International, 2013 | Labelling Masterclass, AMC, 2013 | FSSC Symposium, Intertek, 2013 | RMAA Conference, 2014 | Laboratory Systems, Camden and Chorleywood Food Research Association and Woolworths, Cape Town, 2015 | Finance for Non Financial Managers, MS Training, 2017 | IBL Woolworths Hygiene Course, 2017 | Food Defence Workshop, ISC, 2017

CAREER SUMMARY

CURRENT EMPLOYMENT

Name of firm FoodTek Solutions (Pty) Ltd
Designation Director
Period of work July 2018- Present

Key Roles and Accountabilities

- Food Safety auditing
- Food Safety Training
- Food Safety Implementation
- Running day to day activities of the company
- Sales and Marketing visits
- Compiling of proposals and quotations
- Operational processes
- Food Safety auditing for Intertek
- Food Safety Auditing for Sai Global
- Food Safety Training for Intertek
- Food Safety Training for BSI (British Standards Institute)
- Food Safety consulting
- Assisting companies with food safety systems development and implementation

Name of firm Cavalier Group: Cavalier Foods
Designation Non-Executive Director
Period of work 1 July 2018 - Present

Key Roles and Accountabilities

- Board member of Cavalier Foods and Cavalier Abattoir divisions
- Attendance of board meetings
- Assisting with board related queries

SENIOR MANAGEMENT PROFESSIONAL

EMPLOYMENT HISTORY

Name of firm Cavalier Group: Cavalier Foods
Designation **Quality Director**
Period of work September 2015 – June 2018
Key Roles and Accountabilities

- Overall responsibility for managing quality at the Halaal and Non Halaal Meat plants
- Ensure delivery of agreed products on time and within specification,
- Maintains customer's satisfaction at acceptable levels, and resolves customer satisfaction issues.
- Continuously drive improvement in meat plant quality
- Effectively leads the implementation of productivity enhancing process changes related to process control i.e. change in process to meet product specifications
- Manage the performance management process, conducting performance appraisals, and providing coaching, training, career planning, development, salary administration and reward and recognition for direct reports.
- Compilation and management of budget >R10million annually
- Maintain audit scores within customer satisfaction index (Green WW IBL Status, 93% P n P Intertek, 100% pass rate on all other external audits i.e. Export, SAMIC Free Range)
- Liaison, Comparison and Procurement of PPE for 500 personnel achieving best quality at best price
- Management of external cleaning Contractor to ensure a 90% monthly swab average and driving of corrective actions in case of non-compliances
- Management of external pest contractor ensuring compliance to all standards and customer requirements
- Management of Hygiene services and microbiological outsourcing contract with external suppliers
- Respond to national crisis and drafting of communication to various stakeholders
- Draft and maintain food safety objectives and ensure conformance to said objectives
- Audit and maintain raw material supplier relationships
- Coordinate and facilitate all New Product Development activities prior to NPD Department
- Key Lead Auditee in all External audits interview
- Liaise with recruitment agencies, recruit and interview and train quality control personnel and facilitate correct placement inside factory

Name of firm Cavalier Group (previously known as Just lamb Trading)
Designation **Group Quality Assurance Manager (Cavalier Foods and Cavalier Abattoir)**
Period of work July 2006 – August 2015

Key Roles & Accountabilities:

- Implementation of food safety management systems at Cavalier Foods and Cavalier Abattoir
- Managing day to day running of quality department including personnel, admin, budgets
- Development of food safety management systems training for Cavalier Foods and Cavalier Abattoir
- External Audits
- Non Conformance Reports
- Investigation Reports
- Microbiological Results Analysis
- Manage Suppliers
- New Product Development
- Protocol development
- GMP/PRP Development
- GMP/PRP Implementation at floor level
- Cleaning and Sanitation Program
- Pest Control
- Construction and Maintenance
- Production and Process control
- Supplier Quality Assurance
- Supplier Interaction
- Customer Interaction and Maintenance of good customer relationships with technical departments of key retailers i.e Woolworths, Pick n Pay

SENIOR MANAGEMENT PROFESSIONAL

Name of firm Red Meat Abattoir Association
Designation Specialist: Food Safety management Systems
Period of work July 2004-July 2006

Key Roles and Accountabilities

- Development of food safety management training courses i.e. Good Manufacturing Practices and HACCP for the abattoir industry including all learning material i.e. Manuals, Tests, Assignments, Training Pack, Program, Presentations
- Facilitator of GMP (Good Manufacturing Practices) training course at abattoirs nationally
- Facilitator HACCP (Hazard Analysis Critical Control Point) training course at abattoirs nationally
- Implement and facilitate HACCP at abattoirs and meat processing plants nationally
- Perform situational analyses or pre-assessment audits at abattoirs and meat processing plants nationally
- Perform HACCP audits at abattoirs nationally
- Development of Hygiene Management Training course including all learning material i.e. Manuals, Tests, Assignments, Training Pack, Program, Presentations
- Facilitate HMS Training nationally
- Assist abattoirs in the implementation of the Hygiene Management System
- Preparation of Proposals and Quotations
- Client Liaison and Marketing

Name of firm CSIR Biochemtek
Designation Technical Specialist: Food Safety
Period of work January 2001 – July 2004

Key Roles & Accountabilities:

- Present GMP (Good Manufacturing Practices) training course
- Present HACCP (Hazard Analysis Critical Control Point) training course
- Management of Gauteng Branch with respect to Training administration and co-ordination, training budget
- Implement and facilitate HACCP at food companies
- Perform situational analyses/GAP audits at food companies
- Perform HACCP audits at food companies
- Courses presented for Jan 2001 – April 2004:
- African Products (milling)
- Bokomo Foods (cereal)
- Kelloggs (cereal)
- Dickon Hall (fruit juice concentrate)
- Enterprise (processed meat) **[HACCP Implementation project]**
- Illovo (pharmaceutical)
- Retail Brands (beverage)
- Piemans Pantry (pie)
- Unifoods (dehydrated soups and sauces)
- Specialised Protein Products (soya)
- McCaines Foods (frozen veg)
- Coca Cola Swaziland (concentrate)
- Pyramid Abattoir (red meat abattoirs)
- Kees Beyers Chocolates (chocolates)
- Coca Cola (carbonated soft drinks)
- Ola Ice-Cream (Dairy)
- Eswatini Kitchens, Swaziland **[HACCP Implementation project]**
- Fruits of the Nile, Kampala, Uganda **[HACCP Implementation project]**
- All Joy Foods (sauces) **[HACCP Implementation project]**
- Avondale Ice-Cream (frozen deserts) **[HACCP Implementation project]**
- Douglasdale Dairy **[HACCP Implementation project]**
- DD Williamson Swaziland (caramel)
- African Products (glucose products)

SENIOR MANAGEMENT PROFESSIONAL

- Red Meat Abattoir Association (red meat, sheep, pig, ostrich abattoirs) **HACCP [Implementation projects]**
- Nampack Sacks (packaging)

Name of firm CSIR BioChemtek
Designation Senior Microbiologist
Period of work July 1998 – December 1999

Key Roles & Accountabilities:

- Write and type scientific reports
- Preparation, execution and maintenance of SANAS Accreditation status of Laboratory
- Maintain adherence to SANAS standards
- Control stock of media and reagents and procurement thereof
- Maintain equipment register i.e. ensure equipment is calibrated
- Ensure that SANAS accreditation procedures are implemented and followed
- Perform Hygiene audits and inspections
- Deal with customer queries and complaints
- Advise clients on implementation of quality systems e.g. HACCP
- Prepare quotes for clients
- Write Standard operating procedures
- Develop methods
- Train staff on laboratory procedures and methods
- Supervise in-service trainee
- Perform routine and pathogen tests using the Malthus 2000 Microbiological Analyser, check Malthus results, transfer Malthus Data from the Malthus incubator to computer data base
- Enumeration, quantification and identification of microorganisms.
- Pathogen testing
- Pathogen identification systems and tests
- Weighing, processing, and inoculating food, beverage, water, and pharmaceutical samples for all types of microorganisms including pathogens

Name of firm Swift Micro Laboratories
Designation Junior Microbiologist
Period of work July 1996 – July 1998

Key Roles & Accountabilities:

- Preparation of all media, stains and standard solutions
- Maintenance of stock cultures
- Routine testing using the Malthus 2000 Microbiological Analyser, checking of Malthus results, and transferring Malthus Data from the Malthus incubator to computer data base
- Enumeration, quantification and identification of microorganisms
- Weighing, processing, and inoculating food, beverage, water and pharmaceutical samples
- Client liaison
- Research project: *The Presence of Listeria in Vegetable samples*

Name of firm Capital Oil Mills
Designation Trainee Food Technologist
Period of work March 1996 – June 1996

Key Roles & Accountabilities:

- Chemical testing of oil samples i.e. peroxide value, free fatty acid value, iodine value
- Chemical testing of margarine samples i.e. moisture content
- Chemical testing of Boiler water i.e. total dissolved solids, copper concentration
- Sample collection for margarine, oil and soap products

SENIOR MANAGEMENT PROFESSIONAL

PERSONAL DETAILS

Date of birth, Nationality	16 January 1976, South African
Languages	English
Driver's license	Code 08 [EB]
Marital status	Married
Availability	Immediate