Achieving Professional Sanitarian Status & The Plethora of Job Openings

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Our One Hour Agenda

- **GFSI**
  - The Food Safety Paradigm Shift and Global Food Safety Initiative (GFSI)

- **Lots of Jobs!!!**
  - Where to Look for Plethora of JOBS in Industry

- **GFSI Training**
  - Where to obtain GFSI Training

- **Exam Prep**
  - Options for RS Exam Preparation

- **NEHA RS**
  - Reciprocity with NEHA REHS/RS
And now a succinct and exciting story about the plethora of jobs for both new graduates and seasoned environmental health and food safety professionals in Michigan and around the world!
What is the Global Food Safety Initiative?

• Large food manufacturers and retailers had/have little faith in any government’s ability to ensure the quality and/or safety of the food supply they were buying or selling

• Nearly all of them had either their own food safety/quality inspection teams or utilized third party inspectors (auditors) to inspect not only their own facilities but also their suppliers and their suppliers’ suppliers (farm to fork for real)

• There are hundreds of different inspection (audit) ‘schemes’ currently in use across the globe.
What is the Global Food Safety Initiative (continued)

- This resulted in each supplier of food or food grade packaging being audited by almost everyone of their customers’ inspection teams annually!

- “Superfluously redundant” inspections resulted in:
  - Waste of time, money, and productivity
  - Wide variations in the quality & effectiveness of audits
  - Wide variations in the competency of the auditor
  - False sense of security that the inspections/audits were actually accomplishing added food safety and quality

- Many audits were only verifying and not validating that the food safety program was reducing or eliminating the hazard identified in the HACCP plan
Why was GFSI launched?

BUYING COMPANIES

- Company A
- Company B
- Company C
- Company D
- Company E

SHARED SUPPLIER BASE

Supplier A

RESULT

- Redundancy
- Confusion
- Inefficiency
- High Cost
- Verification vs. Validation

“Oversimplification”
GFSI: The Answer to Superfluously Redundant Inspections

• The large buyers, suppliers, government, academia, audit certification bodies, accreditation bodies, scheme owners, retailers, and others got together and said enough of this redundancy!

• They formed an international non-profit agency to benchmark auditing ‘schemes’, set high standards for auditors and as a group agreed that if any auditing company can meet these standards they become certified as a GFSI auditing body

• If your facility is certified by a GFSI certified body then all (most) other companies have to accept the facility as meeting the benchmarked standard. Redundancy is dead and gone and food safety, quality and efficiency is improved (allegedly)
A Collaborative Approach

- Government
- Scheme Owners
- Suppliers
- Accreditation Bodies
- Service Providers
- Food Service
- International Organisations
- Academia
- Retailers
- Certification Bodies

GFSi
Global Food Safety Initiative

**Solution:**
Build Confidence in Third Party Certification & Reduce Inefficiency in the Food System

“Once Certified, Accepted Everywhere”
Why was GFSI launched? In 2000...

Source of tainted spinach finally pinpointed
Calif. ranch likely responsible for E. coli outbreak that killed 3 people

Food safety a big problem worldwide: WHO

China's food safety woes now a global concern
Pet food crisis focuses attention on frightening potential health hazards

Improper Microwave Salmonella Outbreak

Peanut butter food poisoning cases top 500
List of recalled cookies, cakes and other treats continues to expand

Nationwide Recall of Eggs Linked to Salmonella Expanded
Companies Accepting GFSI Recognised Schemes in their Supply Chain

- Wegmans
- Daymon Worldwide
- McDonald's
- US. Foods
- Coop
- Hormel
- AEON
- The Coca-Cola Company
- Group Carrefour
- Walmart
- ShopRite
- Coles
- Vanguard
- Kroger
- Migros
- Cargill
- ConAgra Foods
- Food Lion
- Delhaize Group
- Kraft Foods
- Publix
- METRO Group
- McCain
- Ahold
- Tyson Foods
- Burger King
- Delhaize
- Danone
- Raley's
- H-E-B
- ICA

Group Strength, Local Expertise
Value of the GFSI

- **Walmart**: University of Arkansas Study shows safer food for consumers
- **Walmart**: 31% reduction in product recalls
- **Metro**: 90% decrease of recalls in Germany
- **Migros**: Reduction of audits by 50%
- **Cargill**: $5mm/year in reduced redundant audit costs, estimated $15mm/year savings once fully implemented
- **Danone**: €4 million in reduced redundant audits costs the first year, further cost saving when fully implemented
Where Are All These Jobs?

Three big job market opportunities are **begging** for qualified professionals and recent graduates:

- Become a second or third party **auditor**

- Become a certified **GFSI auditor** (40 hours training)
  - Full time
  - Part time

- Become the Food Safety or QA / QC professional at a food facility (a **GFSI Practitioner** 1st Party Auditor)
What Do These Jobs Pay?

• **1st Party Auditors**: $55,000 to over $140,000 per year plus complete benefits. Limited travel.

• **2nd Party Auditors**: $350 to $400 per day plus expenses. Lots of Travel.

• **3rd Party GFSI Auditors**: $500+ per day plus expenses. Road Warrior status.
GFSI & FSMA

• FSMA requires that Importers give the FDA ‘prior notice’ for all high risk foods entering the US.
• FSMA places the burden of proof on foreign food IMPORTERS that their imported foods are safe
• FSMA states that this safe food certification can be performed by foreign governments or THIRD PARTY Certifying Bodies (CB)
• Once fully implemented there will be a great demand for auditors in foreign countries
• [Later I predict that 3rd Party auditing will replace some of the US FDA inspections in the US]
FSMA Workforce Requirement

Goal of not fewer than—

• 4,000 staff members in fiscal year 2011;
• 4,200 staff members in fiscal year 2012;
• 4,600 staff members in fiscal year 2013; and
• 5,000 staff members in fiscal year 2014
FSMA Mandated Inspection Frequency

From the date of the President signing the law:

**High Risk Facilities:**

- Once in the first 5 years
- Once every 3 years after

**Non-High Risk Facilities:**

- Once in the first 7 years
- Once every 5 years after

**GFSI Audits:**

- Minimum once every year; more if high risk
GFSI Approved Audit Schemes

- FSSC 22000 - October 2011 Issue (5K worldwide)
- SQF CODE 7TH Edition Level 2 (5K worldwide)
- BRC Global Standard For Food Safety Issue 6 (18K)
- BRC/IOP Global Standard for Packaging & Packaging Materials
- IFS Food Standard Version 6 (12K)
- Primus GFS
- IFS PACsecure Version 1 (food contact packaging)
More GFSI Approved Audit Schemes

- Global Aquaculture Alliance Seafood Processing Standard Issue 2 - August 2012
- GLOBAL G.A.P. Integrated Farm Assurance Scheme version 4 and Produce Safety
- CanadaGAP Scheme Version 6 Options B and C and Program Management Manual Version 3
Where are These 3rd Party Jobs?

Bureau Veritas Certification
390 Benmar Drive
Houston, TX 77060
Main Phone: (281) 986-1300

www.bureauveritas.com

Contact: Mr. Tony Petrucci
Food Business Development Manager

tony.petrucci@us.bureauveritas.com

United States, Canada, Bermuda, Greenland, Mexico, Saint Pierre Miquelon
Where are These 3rd Party Jobs? (continued)

NSF International
789 N. Dixboro Rd
Ann Arbor, MI 48105

Main Phone: (734) 769-8010
Website: http://www.nsf.org

Contact
Mr. Robert Prevendar,
Prevendar@nsf.org
Global Managing Director
Where are These 3rd Party Jobs? (continued)

Complete Integrated Certification Services, Inc.
2204 Timberloch Pl, Suite 110
The Woodlands, TX 77380
Main Phone: (281) 292-8606
Ms Lori Benson
lori.benson@cicsglobal.com
Where are These 3<sup>rd</sup> Party Jobs? (continued)

FSNS Certification and Audit LLC
199 W. Rhapsody
San Antonio, TX 78216
Main Phone: (402) 452-4153
food-safetynet.com

www.FSNS.com
www.food-safetynet.com/index.html
Contact: Lori Ernst
lori.ernst@fsns.com
Where are These 3rd Party Jobs? (continued)

SCS Global Services
Emeryville, CA 94608
www.scscertified.com
Ms Heena Patel
hpatel@scscertified.com

SGS NA
Rutherford, NJ 07070
www.sgs.com
Supreeya Sansawat
supreeya.sansawat@sgs.com
Where are These 3rd Party Jobs? (continued)

Silliker Global Certification Services Pty. Ltd
Blackburn, VIC 3130 Australia
certification@silliker.com

Silliker also has a headquarters in Chicago:
111 E. Upper Wacker Drive
Chicago, IL 60601
312-938-5151
silliker@silliker.com
Where are These 3rd Party Jobs? (continued)

Global Standards S.C.
Guadalajara, Jalisco 44160 Mexico
Roberth Gaytan
rgaitan@globalstd.com

Det Norske Veritas- DNV
Orland Park, IL
www.dnvcert.com
Matt Davis
Matt.davis@dnvgl.com
Where are These 3rd Party Jobs? (continued)

ULDQS Inc.
1130 West Lake Cook Road
Buffalo Grove, IL 60089
Main Phone: (631) 546-2340
Website: http://ul-dqsusa.com/

Eagle Food Registrations, Inc.
123 Webster Street, Suite 300
Dayton, OH 45402
Main Phone: (937) 293-2000
http://www.eagleregistrations.com
Katie.easton@eagleregistrations.com
Business Development Coordinator
Where are These 3rd Party Jobs? (continued)

Intertek Labtest Ltd.
Chicago, IL 60602
www.intertek.com/food
Ms Jacqueline Polacek
Jacqueline.polacek@intertek.com
Main Phone: (630) 481-3107

Perry Johnson Registrars Food Safety Inc.
Troy, MI 48084  www.pjr.com
Ms Laurel S. Barr
Main Phone: (248) 358-3388
LBarr@PJR.COM
Where are These 3rd Party Jobs? (continued)

DFA OF CALIFORNIA
Sacramento, CA 95734
www.agfoodssafety.org

Eurofins Certification
Des Moines, IA 50321
www.eurofins.com
Ms Josey Byrne
auditing@eurofinsus.com
Where are These 3\textsuperscript{rd} Party Jobs? (continued)

AIB International
Manhattan, KS 66505-3999
www.aibonline.org
Ms Loree Allen
LALLEN@aibonline.org

Cert ID LC
Fairfield, IA 52556
www.cert-id.com
Contact: Jane S. Pappin, SQF Certification Manager
jpappin@cert-id.com
Where are These 3rd Party Jobs? (continued)

TUV SUD America Inc.
Peabody, MA 01960
www.tuvamerica.com
David M. Dougherty
ddougherty@tuvam.com

Validus
Urbandale, IA 50322
www.validusservices.com
Jonathan Tubbs
tubbsj@validusservices.com
Where are These 3rd Party Jobs?

When applying please be sure to use my name and website in the “referred by” column.
What Do These Jobs Entail?

• 1st Party Auditors are full time food facility employees that spend 80% of their day on food safety & 20% on Quality Control throughout the plant.

• 2nd Party Auditors: 1 auditor spends 1 day at a facility and completes a detailed report for a customer.

• 3rd Party Auditors: 1-3 auditors spend 1-3 days at a facility and complete a detailed report for a CB.
Where Can I Find These Jobs?

• 1\textsuperscript{st} Party Auditors:
  – If you do not want to move, search for food processors or food packaging manufacturers in your area and apply for QC and/or QA jobs. Usually you start by posting your resume on a facility’s “careers” page... and wait
  – Willing to move...use a ‘\textbf{Head Hunter}’ or internet Job Listing Service

• 2\textsuperscript{nd} & 3\textsuperscript{rd} Party Auditors:
  – use a ‘\textbf{Head Hunter}’ or internet Job Listing Service
Surfing the Internet for Food Safety Jobs

• Suggested search terms:
  – Careers in Food Safety
  – Careers in Food Quality Assurance
  – Careers in Food Quality Control
  – Food Safety Manager jobs
  – Environmental Health & Safety jobs
Internet Job Listing Services

- [http://www.careersinfood.com/jobs/JobsByCat.cfm](http://www.careersinfood.com/jobs/JobsByCat.cfm)
- [www.indeed.com](http://www.indeed.com)
- [http://www.careerbuilder.com/Jobs/Keyword/Food-Safety/](http://www.careerbuilder.com/Jobs/Keyword/Food-Safety/) (lists 375 jobs in Food Safety in MI)
Jobs at Auditing Companies


Search Results from Sun & Tues

• Food Safety Superintendent, Beef Plant - Plainwell, MI
• DFA of California is advertising for GFSI auditors
• FSSC 22000 auditor needed at Emmi Roth plants, HQ in Platteville, WI
• Food Safety & Quality Compliance Manager- Suppliers & Plants, Torrance, California $80,000+ 25-50% travel
• Quality Assurance and Food Safety Manager, Operations, Harmless Harvest - San Francisco, $80,000+
Search Results from Sun & Tues (continued)

- Kellogg Co, Battle Creek, MI is looking for an Environmental Health & Safety Senior Mgr, 25% travel required
- Judge Group is advertising an EH&S position in Eastman, MI. $75k to $85k + bonus + relocation $ 3-5 yrs experience
- Kerry Ingredients, Grand Rapids, MI: QA/QC : HACCP & SQF; BS
- ConAgra, Wyoming, MI: Quality Mgr-Food Safety; HACCP, SQF, Allergens; BS Food Science
Search Results from Sun & Tues (continued)

• ConAgra, Battle Creek, MI: Manager of Plant Quality; HACCP, AIB, SQF, FDA, 3rd Party Audits; BS Degree in Biology, Microbiology, Chemistry or Food Science

• Pearson Foods, Grand Rapids, MI: VP of Quality Assurance: HACCP, Environmental Swabbing, Food Safety; BS

• Johnsonville Sausage, Sheboygan Falls, MI; Company Sanitarian; 30% travel; Bachelor’s Degree in Food Science, Engineering, Microbiology or similar field required
Search Results from Sun & Tues (continued)

Other MI job openings in QA/QC Food Safety:
Pinnacle Foods, Imlay City, MI
Hearthside Food Solutions, Grand Rapids, MI
Litehouse Foods, Lowell, MI
Paramount Coffee, Lansing, MI
Dominos Pizza, Ann Arbor, MI; Summer Intern
Consumer Products Laboratory Division, ? MI
Flatout, Inc, Saline, MI
Mastronardi Produce, Livonia, MI
Search Results from Sun & Tues (continued)

Other MI job openings in QA/QC Food Safety:

Sunset, Livonia, MI: Food Safety Trainer

NSF, Ann Arbor, MI: Lead Auditor; GFSI: BRC/SQF

Plainwell, MI: Food Safety Superintendent; Beef

R.W. Bakers: Muskegon, MI: QA SuperV; FSSC 22000; $43k + Benes
Search Results from 2 months ago

• Consumer Safety Officer (Reg. Retail Food Specialist), GS-0696-12, FDA, Department Of Health And Human Services, $72,733 to $94,551, Dallas, TX

• Regional Quality Director, Hearthside Food Solutions, Dallas, TX $90,000 - $115,000 a year

• Sr. Director Quality Assurance, $130,000 - $150,000 Austin, TX, travel 20-30%, Masters Degree

• Quality Assurance Manager - Hereford, TX, $60,000 negotiable, SQF Third Party Food Safety + HACCP
GFSI Training

- GFSI Certifying Bodies offer auditor training
  - 40 hours of class time
  - 40 hours of homework
  - Written Examination
  - “Witness” audits
  - $$$

- NEHA’s new Certified in Comprehensive Food Safety (CCFS) credential

- NEHA’s CP-FS is focused on Retail Food Facilities

- NEHA’s REHS/RS is the Premier credential
NEHA’S CCFS CREDENTIAL

“Assuring food safety for consumers by managing and evaluating food facilities and food production processes throughout the food supply chain”
“The Food Safety Modernization Act (FSMA) has recast the food safety landscape, including the role of the food safety professional.

To position this field for the future, the National Environmental Health Association (NEHA) is proud to announce its newest credential—Certified in Comprehensive Food Safety (CCFS). An individual that earns the CCFS credential will demonstrate expertise in how to assure food is safe for consumers throughout the entire food supply chain from farm to fork.” www.neha.org
The CCFS is an entry- to mid-level core credential for food safety professionals. It tests the core body of knowledge needed regardless of where in the farm to fork continuum a food safety professional chooses to work.

A professional that earns this credential will demonstrate expertise in:

- Evaluating food facilities and equipment
- Managing the food flow
- Preventing food contamination and adulteration
- Ensuring regulatory compliance
- Managing adverse events
- Managing food defense
- Managing the sample collection process
Requirements for CCFS Examination

• BS in E.H. plus 1 year full time experience
• BS with 30 hours of core science plus 2 years of full time experience
• Bachelor’s degree and 5 years experience
• Associate’s degree and 5 years experience
• REHS/RS and 1 year full time experience
• CP-FS and 2 years full time experience

And pass the CCFS exam and pay fees
Requirements for NEHA REHS/RS

• BS, MS, PhD in E.H from NEHSPAC accredited University; no experience

• BS + Algebra or higher + 30 hrs in basic science + 2 yrs experience

• Pass the NEHA exam with at least 68% correct answers
• General Environmental Health
• Food Protection
• Wastewater
• Solid & Hazardous Waste
• Institutions & Licensed Establishments
• Vectors, Pests & Poisonous Plants
• Swimming Pools & Recreational Facilities
• Statutes, Regulations, & Standards
• Potable Water
• Housing
• Hazardous Materials
• Radiation Protection
• Occupational Safety & Health
• Air Quality & Noise
• Disaster Sanitation & Emergency Planning
NEHA EXAM STRUCTURE

• Examination consists of 250 multiple-choice questions with four options for an answer

• Time limit 4 hours with a 15 minute break

• Passing 68%

• NEHA Application Fee $90.00/$125.00

• Pearson Vue Exam Fee $100.00/$125.00

• NEHA Exam Fee $175.00/$375.00

• Credential Maintenance fee $125.00 for 2 years
NEHA Reciprocity in the U.S.

The NEHA REHS/RS credential enjoys different levels of reciprocity in ~40 states. Michigan requires the NEHA REHS/RS Exam & Qualifications.
Preparing for the Exam

• A solid collegiate background in the biological and environmental sciences


• Attend my REHS Exam Review Course ~$399.00

• Purchase NEHA’s REHS/RS Online Practice Exam $179/$249 (1,000 practice questions) [www.neah.org](http://www.neah.org)
Paint your own career future. With the advent of the Food Safety Paradigm Shift, FSMA, & GFSI many new opportunities have opened up in the world of Environmental Health & Food Safety.
Learn at every opportunity.

Become a Professional Registered Sanitarian. Become a certified auditor in one or more of the GFSI schemes, HACCP certified, Lean Manufacturing Black Belt, etc, and go conquer the job market.
For More Information:

www.mygfsi.com
www.tcgffoodssafety.com

gfsinfo@theconsumergoodsforum.com

http://twitter.com/myGFSI

Search ‘Global Food Safety Initiative’

Sign up for the Newsletter on www.mygfsi.com
Better living and better food through better chemistry?

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www.hcpcme.org/environment/swprof.gif

www.RegisteredSanitarian.com