**Sebastian Pastore**

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**Operations & Supply Chain Leader**

Accomplished executive across Operations, Supply Chain, and CPG Manufacturing. Demonstrated experience establishing supply chain management systems, commercializing new products, building management teams, and managing organizational growth. Seeking a senior level Operations-Supply Chain role in a growing company that is looking for an innovation leader.

**Linking People, Process and Performance**

• Builds and manages multiple collaborative management teams with oversight of 500+ staff across five facilities

• Drives cross-functional communication and collaboration, aligning workflow across company in support of project goals

• Demonstrates extensive experience in product and packaging introduction including 200+ new product/package streams

• Streamlines business processes and systems to drive productivity while minimizing costs and increasing margins

• Embraces emerging business growth needs and adapts to changing organizational goals with a “big picture” perspective

**Functional Expertise**

**Team Building & Leadership • Organizational Development • Process Improvement • Team Problem Solving**

**New Product Development • Supply Chain & Distribution • Change Management • Performance Improvement**

**Food Safety & Regulatory Compliance • SQF & National Retailer Audits • Project Management**

**Professional Work History**

**Executive Vice President Operations** | Brew Doctor Kombucha - Portland OR2019-2020

*Brew Doctor is a leading manufacturer and distributor of 100% Organic Kombucha, brewed and packaged in Portland OR.*

• Restructured Operations and Supply Chain management teams; recruited SMEs in Brewing, Supply Chain, and Maintenance

• Implemented three streams of performance improvement projects across Operations, IT, R&D, Food Safety, and FDA Compliance

• Built and nurtured a Project Management-focused culture; included implementing PM tools and ensuring sufficient support

• Integrated multiple departments under a single Project Management umbrella to orchestrate 2020 new product transitions

• Introduced New Product Development, Sourcing/Procurement, Regulatory Approval, and Commercialization processes.

• Created and launched Supply Chain integration program to bridge gaps between Finance, IT, ERP, and Demand Planning

**President and Chief Operating Officer (2018-2019)** | Trailblazer Food Products – Portland OR 2015-2019

*Trailblazer is a Center Aisle Private Label food supplier and provider of co-pack solutions to regional and national clients*

• Charged with overseeing Sales, Operations, Supply Chain, Finance, and R&D during a period of company-wide crisis

• Coordinated price increases for all national retailers to offset continually fluctuating tariff-driven materials increases

• Strengthened relationship with largest national retailer despite market withdrawal due to component supplier defect issue

• Spearheaded cross-departmental new product development and launch tracking processes

• Led facility through three SQF audits, with audit scores of 94%-96%

**Vice President Operations (2015-2018)** | Trailblazer Food Products – Portland OR

• Increased product margin from 16% to 20% by controlling product quality specifications and reducing waste

• Installed ~$2 million in capital upgrades to replace obsolete equipment

**Executive Vice President of Brewing, Operations, and Logistics** | Craft Brew Alliance – Portland OR 2002-2014

*CBA is a nationally distributed craft beer brewing and marketing enterprise formed by the integration of Widmer Brothers Brewing, Redhook Ale Brewery, Kona Brewing Company, Omission Gluten Free Brewery, and Square Mile Cider.*

• Integrated retail division and 200+ operations personnel into a new corporate operations management structure

• Post-merger, drove combined-brewery gross profit margins from 17.7% to 30.5%.

• Integrated CBA forecasting and replenishment systems into parent company Anheuser-Busch’s Product Supply System

**Education & Professional Development**

**Advanced Project Management Certification** | Stanford University

**Executive Certificate in Management & Leadership** | MIT-Sloan School of Management

**Master of Business Administration** | George Fox University – Newburg, OR

**Bachelor of Arts in Psychology** | Reed College – Portland, OR