

JUSTIN PAUL DE DIOS TAN

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58 San Pedro Subdivision, Malabanban Norte,
Candelaria, Quezon Province



CAREER OBJECTIVES

To pursue a career with an organization that provides an excellent opportunity and platform to which will enable me to apply my profession, skills and experience to achieve organizational objectives, to excel in innovative technology application and develop world class solution to the Agribusiness and Food industry.

PROFESSIONAL HIGHLIGHTS

Seven years of work experience in an Integrated Coconut Manufacturing Industry in various management set up such as Process Engineering, Quality Assurance, Production Plant Sanitation, and Pollution Control.

PROFESSIONAL EXPERIENCE

Plant Manager (October 2022 - May 2023)
Nurture Naturals Corp.
V&F Sts. Tomas Batangas

Pilot plant for chilled coconut water, coconut cream and coconut milk using the MST (Millisecond Technology).

- responsible for overseeing the plant's entire production performance, following rigorously to the standards for food safety and quality, and exceeding customer expectations while operating at the lowest possible cost.
- Monitors the project development of the entire manufacturing plant.
- Overall responsible for the development of processes and procedures to enhance and improve the product line in both quality and efficiencies.
- Continuously develops and champions changes in procedures and standards, high levels of product quality and champions lean manufacturing processes and continuous improvement initiatives.
- Develops, implements, and monitors all manufacturing activities appropriate to the on-going operation of the facility including fabrication, manufacturing operations, assembly and production planning.
- Continuously aligns production manufacturing capacity, material, shipping activities and personnel planning to demand forecasts, including roll outs and other schedule demands.
- Establishes and monitors facility operating budget; analyzes manufacturing costs and material usage reports; develops labor models; identifies and implements improvements to positively affect profitability.
- Establishes and implements improvements for cost reduction, quality assurance and production.
- Recommends purchase of all capital equipment and plant expansion.
- Prepares and/or maintains various reports, records and/or logs (such as budget, production, environmental and safety)
- Ensures employees are properly trained in all aspects of their jobs to include safety, quality, and production.
- Ensures compliance with company policies and procedures.

PROFESSIONAL EXPERIENCE

Production Manager (July 2013 - December 2018)

Hacienda Macalauan Inc.

Brgy. Mabacan, Calauan, Laguna

Manufacturer of Expeller-Pressed VCO (dry process), Centrifuged VCO (wet process), Coconut Flour, Coconut Water Concentrate and Coconut Milk, and other Dairy Products derivatives.

- Oversaw the production process, coordinated all production activities and operations plan, and drew up a production schedule, decided on and ordered the resources that were required, and ensured stock levels remain adequate. Selected equipment and take responsibility for its maintenance.
 - Planned and organized production schedules
 - Assessed project and resources requirements
 - Monitored production processes and adjusted schedules as needed
 - Monitored productivity rates and product standards and implemented quality control programs
 - Ensured customers' orders were completed on time and to budget and that quality standards and targets were met
 - Worked with managers to implement the company's policies and goals.
 - Collated and analyzed data, put together production reports for both factory managers and customers
 - Supervised and motivated team of workers
 - Reviewed worker performance and identified training needs
 - Involved in the pre-production (Planning) in order to determine manpower and raw materials resource management
 - Developed Expeller-Pressed (Dry Process) VCO and Coconut Flour Line
 - Developed Coconut water Concentrate Line
 - Developed the Centrifuge (Wet Process) VCO and Coconut Milk Line
 - Organic Internal Control System (supervised a team of ICS) Auditor
 - Verified the Coconut Farmers in Accordance to NOP, EU, and JAS guidelines.

- **Occupied a dual role and served as a Plant Pollution Control Officer.**
 - In-charge of timely submission of reports to DENR and LLDA. Monitors the waste Water Program of the Company.

QA Chemistry Supervisor (July 2012 - June 2013)

Peter Paul Coconut Water Corporation - Liquid Line Division

Cabunag Street, Brgy. Pahinga 1, Candelaria, Quezon Province

Manufacturer of UHT Coconut Water and Coconut Water Concentrate. The company is one of the biggest Coconut Fully Integrated Facility in the Philippines with an average Daily input of 450-650 MT of de-husked nuts. It is the first factory who developed Coconut Water Plant facility to produce around 8 metric tons per day of Coconut water Concentrate using a Tubular falling film system

- Monitored overall parameters of In-Process and Finished Goods.
- Prepared chemistry laboratory reports for both In-Process and finished goods prior to release.
- Performed Accelerated Shelf-Life study for all packaged type (330ml, 500ml, & 1 liter) of UHT packed products.
- Served as a member of Internal Auditor - Performs Internal Audit in accordance to ISO 9001: 2008 and ISO 22000: 2005

PROFESSIONAL EXPERIENCE

Operational Excellence Process Control Supervisor (May 2012 – July 2012)

Peter Paul Coconut Water Corporation – Solid Line Division

Cabunag Street, Brgy. Pahinga 1, Candelaria, Quezon Province

- Processed documentation that seeks to ensure Standardization and Coordination of expectations across different processes within the same Organization or department of (Solid Line Division) Desiccated Coconut.
- Analyzed all stages in production or process including methods such as process mapping, modelling.
- Constantly monitored and suggested ways to improve, streamline the system as needed.
- Was responsible for supporting specific functional/business areas in terms of process development and improvement needs.
- Designed and implemented process improvement initiatives integrating risk and controls to increase work accuracy and efficiency.
- Identified gaps in existing processes and recommend remediation of these gaps to the process owner.
- Worked with relevant departments to identify areas or process improvements and risks.
- Designed Process Flow charting in compliance with company's desired customer journey and standards (ISO, HACCP, BRC, Fairtrade & other sanction certifications).
- Directly involved as Plant Sanitarian Supervisor
 - Review Sanitation program policies to ensure that all personnel and operations area are in compliance to Good Manufacturing Practices (GMP).

Process and Control Engineer (November 2011 – May 2012)

Peter Paul Coconut Water Corporation – Liquid Line Division

Cabunag Street, Brgy. Pahinga 1, Candelaria, Quezon Province

- Was responsible for assisting the Plant Manager in operations performance analysis to ensure that objectives and targets of the liquid lines division are achieved.
 - Monitored and analyzed the division performance through its established KPI's and work standards.
 - Gathered, analyzed and processed data necessary to achieve operational standards and metrics.
 - Coordinated with the Quality Control & Assurance department in the development of necessary controls, process improvements or changes to address potential risks.
 - Issued, and/or audited findings in the operations, preparing where necessary, budget and forecasting.
 - Analyzed and executed Value Stream transformation fostering a culture of sustainable change through the creation and embedding of LEAN and agile methodology, and the supporting framework to deliver business transformation.

Chemical Analyst (April 2011 – November 2011)

Peter Paul Coconut Water Corporation – Liquid Line Division

Cabunag Street, Brgy. Pahinga 1, Candelaria, Quezon Province

- Conducted daily routine Chemical & Physical analyses of In-Process and Finished Goods.
- Prepared daily reports on Laboratory results of goods in- process and Finished Products.

LICENSE

Registered Chemical Engineer

Professional Regulation Commission

EDUCATION

- 1999 – 2003 De La Salle University
2401 Taft Ave., Malate, Manila
Bachelor of Science in Chemical Engineering
- 1995 – 1999 Chiang Kai Shek College
1274 Padre Algue St., Malate, Manila
High School Diploma

ACHIEVEMENTS

COLLEGE	Honorable Mention Award Academic Excellence, 2003	HIGH SCHOOL	Honorable Mention Award Academic Excellence, 1999
	Dean's List 1 st Term S.Y. 2000 – 2001 2 nd Term S.Y. 2001 – 2002 3 rd Term S.Y. 2001 – 2002 1 st Term S.Y. 2002 – 2003 3 rd Term S.Y. 2002 – 2003		3 rd Placer Palig-Science Contest, 1998 – 1999

RESEARCH

- April 2003 DOMESTIC WASTEWATER CHARACTERIZATION INCLUDING NITRATE AND PHOSPHATE ANALYSIS FOR THREE SAMPLING LOCATIONS AT DE LA SALLE UNIVERSITY-MANILA
- Measured the different parameters of wastewater that De La Salle University discharged and checked whether it complies with the set standards or not.

AFFILIATIONS

- 2002 – 2003 Member
Chemical Engineering Society – DLSU
- 2000 – 2001 Member
Philippine Institute of Chemical Engineers

SEMINARS ATTENDED

- September 2014 Basic and Refresher Course For Pollution Control Officers
(In Accordance To Dao 2014-02)
by Henry Malibiran, PCAPI Region IV-A
- January 2013 HACCP And Food Safety Seminar
by Racquel Aranilla, Global Competitiveness, Inc.
- January 2013 Integrated Management System Integrated Audit Course
(In Accordance With Iso 19011:2011)
by Racquel Aranilla, Global Competitiveness, Inc.
- January 2013 Integrated Management System Awareness Seminar

	(Iso 9001:2008 And Iso 2200:2005) by Racquel Aranilla, Global Competitiveness, Inc.
April 2012	Organic Products by Patrick Belisario, Peter Paul Phil. Corp.
January 2012	Safety in the Laboratory by Fe Elaine Coronel, Peter Paul Phil. Corp.
January 2012	Basic Concepts in Microbiology by Analyn Gavino, Peter Paul Phil. Corp.
December 2011	Statistical Process Control by Analyn Gavino, Peter Paul Phil. Corp.
September 2011	Performance Line Monitoring System by Tetra Pak, Peter Paul Phil. Corp.
August 2011	Reverse Osmosis Water Treatment System and Technology by Solomon T. Puno, Peter Paul Phil. Corp.
August 2011	Package Integrity Course by Keyvan Jafari, Peter Paul Phil. Corp.
June 2011	Accelerated Shelf-Life Testing of Food Products by Jocelyn M. Sales, FDC Center
December 2002	International Chemical Engineering Congress by Chemical Engineering Department, De La Salle University
September 2002	Cloning for Curious by Biology Department, De La Salle University
September 2002	Ethics of Animal Cloning by Biology Department, De La Salle University
May 2002	Safety Seminar on Atomic Adsorption Spectrophotometer by Dr. Julius Maridable, De La Salle University
April 2002	Modeling and Proportional Control of pH of Wastewater From a Softdrink Plant by Dr. Servillano Olaño, De La Salle University

PERSONAL BACKGROUND

Born on November 6, 1982 in Lucena City, Philippines. Fluent in Filipino, English and Chinese. Knowledgeable in MICROSOFT WORD, MICROSOFT EXCEL, MICROSOFT POWERPOINT, TURBO C, DISTIL SOFTWARE and SMA4WN SOFTWARE. Interests include surfing the net, travelling, playing basketball and relating with people. Skills include driving, planning and coordinating. Versatile, dedicated and quality-oriented.