

# AVICHAITZVI

*A passionate and driven professional with several years of people leadership, team building and experience in planning, implementing and directing successful system solutions.*

## EDUCATION

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**Master of Science,  
Data Science** *(enrolled)*  
Eastern University  
St. Davids, Pennsylvania

**Bachelor of Arts, Mathematics  
Summa Cum Laude**  
SUNY Empire State College *(now  
Empire State University)*  
Saratoga Springs, New York

**Associate of Science,  
Engineering**  
Kalamazoo Valley Community College  
Kalamazoo, Michigan

## SKILLS SUMMARY

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- *Specialized Software: SAP, Kronos, Datamatics and C-Cure*
- *Standard Software: MS Excel, MS Access, SQL, Python, R, Visual Basic, Tableau, Qlik and Git*
- *People Management and Performance Metrics*
- *Labor Relations and the Union/ Company Environment with Processes and Procedures*
- *Cross-Functionality*
- *Collaboration and Teamwork*
- *Drives Innovation*
- *Acts Like an Owner*
- *Inspires Others*
- *Develops of Self and Others*
- *Growth Mindset*
- *Performance Driven and Accountable*
- *Fast and Agile*
- *Empowered*

## PROFESSIONAL EXPERIENCE

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**Workforce Planner**  
*April 2022 - Present*  
Refresco Beverages, Paw Paw, MI

Currently serving as a member of the Refresco Beverages, Paw Paw, MI, Leadership Team, providing assistance and solutions to meet business objectives.

- **Production Coordination** – Manage union workforce planning to meet efficiency goals and reduce overall labor cost for the 350+ facility.
- **Human Resource** – Support varied aspects of Labor Relations activities: CBA compliance, Corrective Actions, Investigations, Grievance Preparation and Payroll.
- **Production Supervision** – Provide first line management support for production departments, as required.
- **Continuous Improvement** – Identify, develop, institute and manage cost savings initiatives to meet annual fiscal targets. Develop and manage continuous improvement strategies and solutions to establish the Paw Paw, MI, facility as the Flagship Operation of the North America Group of Refresco Beverages.

**Interim Production Supervisor**  
*May 2021 – April 2022 (concurrent with Production Facilitator role)*  
Coca-Cola North America, Paw Paw, MI

Oversaw the production workforce to ensure the safe and efficient delivery of finished goods.

- Monitored and oversaw production systems, procedures and crewing to meet production demands, increase USLE and reduce overtime.
- Provided effective and meaningful forward and back communication to associates and management.
- Maintained a safe and clean working environment, adhering to GMP, HACCP and CIP standards.
- Participated regularly to address current issues, process improvements and continuous improvement projects.

**Production Coordinator/Facilitator**  
*July 2011 – April 2022*  
Coca-Cola North America, Paw Paw, MI

Managed the weekly production scheduling and provide HR assistance and coordination for 300+ Union Employees.

- Produced weekly schedules in compliance with the CBA, Company/Union constraints and regulations while serving as SME in all production scheduling and Union job placement matters.
- Supported management in varied Labor Relation activities including investigations, grievance response preparation, corrective actions review and payroll.
- Established and implemented efficiency and cost saving improvements.

# AVICHAITZVI

## PROJECTS

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- **Continuous and active participation in support of safety goals and initiatives.**
- *Union Contract Negotiation*
- *Kronos Implementation Team*
- *Scheduling Export Project for Third-Party Call-in Line*
- *Automated Vacation Scheduling Program Development*
- *PCA – Document Housing Database for Scheduling Records*
- *Disk Paging System*
- *Warehouse Racking Project*
- *Self-Governing Principles for Dispatchers*
- *Logistical Dispatcher Training Manual*
- *SAP Implementation and Training Coordination*
- *LMC Team*
- *Paperless Shipping and Detention Reduction - \$100,000+ savings*
- *Efficiency Reporting and Tools*

## INTERESTS

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My interests include:

- Continuous Education,
- Data Science,
- Database Design,
- Full Stack - Program Development, and
- Housing/Real Estate needs of disadvantaged communities.

## CURRENT LICENCES AND CERTIFICATIONS

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- Notary Public
- Licensed Real Estate Agent
- Licensed Individual Builder
- Certified Credit Counselor

## PROFESSIONAL EXPERIENCE (CONT.)

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### Lead Logistics Dispatcher

*April 2008 – July 2011*

Coca-Cola North America, Paw Paw, MI

Developed and led the Logistics Dispatcher team.

- Reviewed, updated, created and instituted standard processes for efficiency and effectiveness while serving as SME for all Dispatcher related concerns.
- Conducting meetings, round tables and training sessions to implement new work methods and self-governance.
- Encouraged growth and responsibility amongst peers to fortify the Dispatcher role as being a significant decision maker in reference to staffing, leading to a reduction in overtime.
- Created and instituted paperless processes and systems, leading to an excellence award for reduction in detention costs.
- Facilitated shipping and receiving of materials and finished goods.
- Oversaw dock associates, organizing workflow and assigning tasks, to ensure proper loading and timely completion of loads.

## COMMUNITY WORK

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### KALAMAZOO COLLECTIVE HOUSING, BOARD CHAIR

*2016 - 2020*

Kalamazoo Collective Housing, Kalamazoo, MI

Led seven-member organizational Board of Directors.

- Addressed enduring financial inadequacies with implementation of a Capital Improvement Strategic Plan and Budget.
- Led and directed development of organizational policies and processes in alignment with Articles of Incorporation and by-laws.
- Developed and implemented comprehensive Performance and Evaluation Plan for the Executive Director and staff.
- Provided leadership and facilitation in Board participation, increasing regular attendance to 100%.

### PARADOX: THE METAPHYSICAL BURN, DIRECTOR

*2015 - 2018*

Center for Metaphysical Exploration, San Diego, CA at Otsego, MI

Interviewed, selected, delegated responsibility to and oversaw a seven-member leader and 35+ volunteer team to successfully host a 3-day and 4-night art and music festival for up to 350 participants in 2016 and 2017.

- Worked with landowners, insurance underwriters, local and state officials to ensure proper permitting and compliance in all aspects including Kalamazoo Sheriff's Department, Otsego Fire Department and MI Department of Environmental Quality.
- Created, developed, and approved all policies, procedures and processes required to satisfy all regulatory agencies.
- Secured all necessary funding and oversaw all budgetary actions and demands.
- Acted as final decision maker and authority for all aspects of the event.