



El Pájaro Community Development Corporation

Production Line Worker

Reports To: Co-Packing Line Leader & Production Manager

Department: Food Business Development Program

Location:

El Pájaro CDC's Commercial Kitchen Incubator,
Watsonville, CA

Employment Type: Full-time, Regular

FLSA Status: Non-Exempt

Pay Rate: \$18.00–\$20.00 per hour

Position Summary

The Production Line Worker supports daily food production operations at El Pájaro CDC's Co-packing facility by performing assigned tasks safely, efficiently, and consistently while maintaining the highest standards of quality, food safety, and teamwork. This position works under the direction of the Production Line Leader and closely with the Production Manager to help produce safe, high-quality products. At El Pájaro CDC, we value teamwork, food safety, quality, and continuous improvement, and we are looking for individuals who take pride in their work and are excited to grow with our team.

This position is responsible for supporting high-volume food production and processing operations.

Key responsibilities include:

Production Line Operations:

- Load and unload jars, ingredients, containers, packaging materials, and finished products.
- Operate filling, sealing, and packaging equipment after receiving training.
- Perform assigned production line tasks safely and efficiently.
- Maintain work pace and attention to detail to meet daily production goals while maintaining product quality.
- Inspect products for quality, including labels, seals, and packaging.
- Assist with equipment setup, changeovers, cleaning, and end-of-day sanitation.

Food Safety, Sanitation & Workplace Safety:

- Follow all Good Manufacturing Practices (GMPs), food safety, sanitation, and workplace safety procedures.
- Conduct cleaning tasks for utensils, equipment, and work areas.
- Maintain a clean and organized work area.
- Notify the Line Leader immediately of equipment issues, product defects, or safety hazards.

Teamwork & Production Support:

- Support teammates and assist in other production areas as needed to ensure smooth operations.
- Provide backup coverage for other trained Line Workers as needed.
- Participate in staff meetings, trainings, and food safety trainings.
- Perform other duties as assigned.

Required Skills & Abilities

- Ability to follow verbal and written instructions and repeat tasks consistently.
- Strong attention to detail and commitment to producing high-quality products.
- Dependable, with excellent attendance and punctuality.
- Willingness to learn new equipment, processes, and responsibilities, and openness to feedback.
- Flexible and adaptable to changing production needs and daily assignments.
- Able to multitask in a fast-paced environment while maintaining accuracy and efficiency.

- Positive attitude, strong work ethic, and ability to work well as part of a team.
- Takes initiative and is willing to help wherever needed.

Requirements and Desired Qualifications

- California Food Handler Card/Certification required.
- Basic understanding of workplace safety and cleanliness practices.
- Previous food production or manufacturing experience is preferred but not required.
- Bilingual (English/Spanish) is a plus but not required.

Physical Requirements

- Ability to stand for extended periods and lift up to 50 pounds.
- Ability to perform repetitive tasks in a food production environment.

Position Details

- This is an in-person position based at the El Pájaro CDC's Co-packing production facility in Watsonville.
- Ability to work a flexible schedule as needed to meet production demands.
- Backup coverage for this position is provided by another trained Line Worker.

Salary Range and Benefits

Competitive pay based on experience. Benefits available after successful completion of the probationary period.

This role reports to the Production Manager and is part of a dynamic and collaborative environment. Competitive compensation offered based on experience.

To apply, do not call our office please send your resume and a short cover letter to jobs@elpajarcodc.org or visit our careers page on the El Pájaro CDC website: www.elpajarcodc.org. Position open until filled.

Confidentiality Agreement – Required Upon Hire

Upon being hired, all team members are required to read and sign the El Pájaro CDC Co-packing Confidentiality Agreement before beginning work.

As part of the co-packing operation, you may have access to proprietary recipes, formulations, and production information belonging to El Pájaro CDC or its clients. By signing the agreement, you commit to:

- Keeping all recipes, formulas, and production processes strictly confidential.
- Using confidential information only to perform your assigned duties.
- Returning or destroying all confidential materials upon request.
- Reporting any suspected unauthorized disclosure to your supervisor immediately.

These obligations remain in effect during and after employment. Unauthorized disclosure of confidential information may result in disciplinary action and/or legal liability.

About El Pájaro CDC:

For more than 45 years, El Pájaro Community Development Corporation (CDC) has supported disadvantaged entrepreneurs achieve their business goals and enhance their economic autonomy through business advising, training, access to capital and technical assistance. Building on this legacy, our Food Business Development Program supports food entrepreneurs, small-scale producers and farmers with commercial kitchen access, co-packing services and the resources needed to develop value-added food products, access new markets and grow sustainable businesses. To learn more about El Pájaro CDC, visit www.elpajarcodc.org.