

Food Safety and Compliance Manager

Category: Costa Farms & Logistics **Job type:** Fulltime

Location: Melbourne, Victoria

Closing Date: 19 December 2025

About us

Costa is a global leading grower, packer, and marketer of premium quality fresh fruit and vegetables. Our success is built on a commitment to excellence, innovation, and sustainability across every part of our business.

Costa has more than 8000 hectares of farmland planted including berries, citrus, avocados, bananas, mushrooms, tomatoes and table grapes. We also operate 40 hectares of hi-tech glasshouses and three main mushroom growing facilities. We have operations in more than 60 rural and regional communities across Australia and in China, Morocco and Laos.

About the role

The Food Safety and Compliance Manager will play a key role in supporting the site's Food Safety and Quality programs to ensure compliance with internal standards, customer requirements, and relevant legislation. The position plays a key role in maintaining certification to SEDEX/SMETA, HACCP, and customer audit standards while driving continuous improvement through proactive risk assessments and system reviews.

In this team-based role located in Melbourne, you will:

- Maintain and improve FSQMS, ensure compliance with HACCP, GMP, FSANZ, and retailer standards, and drive a proactive quality culture.
- Coordinate SEDEX (SMETA), customer, and regulatory audits, and ensure timely closeout of findings.
- Conduct risk assessments, manage registers, and implement preventative measures.
- Deliver food safety and compliance training, onboarding, and refresher sessions.
- Maintain accurate records, track performance metrics, and prepare reports for stakeholders.

To be successful in the role, you will need

- Minimum 2–3 years' experience in food manufacturing, horticulture, or FMCG environment.
- Strong understanding of HACCP, GMP, SEDEX/SMETA, and Quality Management Systems.
- Experience conducting audits, risk assessments, and root cause analysis.
- Excellent communication & organisational skills.
- Strong attention to detail and analytical mindset.

