

Karem L. Sidarous

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Senior Quality and Food Safety Manager Profile

Accomplished and solutions-focused leader with 15+ years of global experience in driving quality excellence, regulatory compliance, and supplier performance across the food manufacturing industry.

- Track record of leading regional and plant-level quality operations, managing external manufacturers, and spearheading end-to-end food safety programs in high-growth, global markets.
- Successful in establishing and scaling robust quality management systems, guiding greenfield and brownfield project quality streams, and driving multimillion-dollar cost savings through supplier localization.
- Trusted cross-functional advisor, recognized for promoting a culture of continuous improvement, introducing global manufacturing standards, and aligning food safety strategy with operational performance.
- Extensive background in navigating complex regulatory landscapes, primarily HACCP, FSSC 22000, ISO, and QCMS while ensuring consumer protection and brand integrity.

Core Competencies

Quality Assurance/Compliance • Food Safety Strategy & Program • Global Manufacturing Standards (CIQ, ISO)
Supplier Qualification & Localization • External Manufacturing Oversight • Cross-Functional Project Leadership
Audit Management • Regulatory Affairs • Risk Mitigation • Quality Culture Building • Talent Development
Root Cause Analysis • Consumer Complaint Reduction • Continuous Improvement • Stakeholder Engagement

Professional Background

Mondelez International • Twin Falls Plant, ID 2024 to Present

Quality and Food Safety Manager

Lead quality and food safety operations and ensure compliance with regulatory and internal standards. Improve quality systems and eliminate risks in production and packaging processes by collaborating with cross-functional teams.

- Oversaw plant-wide food safety and quality assurance programs and maintained compliance with FDA, state, and Mondelez standards for in-process and finished goods.
- Integrated food safety protocols and promoted regulatory compliance awareness by providing technical leadership to operations and maintenance teams.
- Headed internal and third-party audit programs, ensured on-time closure of non-conformances, and maintained compliance with external certifications (ISO, HACCP).
- Analyzed trends in key quality metrics, performed root cause analysis (RCA), and led implementation of corrective and preventive actions (CAPAs) to eliminate recurring issues.
- Spearheaded Quality Management Pillar initiatives to reduce waste and improve process control using statistical process control (SPC) and RCA.
- Managed HACCP plans, sanitation programs, microbiological testing, and pest control initiatives in coordination with corporate experts.
- Investigated customer complaints, conducted root cause analysis, and developed solutions to prevent recurrence and improve consumer satisfaction.
- Delivered quality oversight on plant projects, process changes, and operational enhancements to ensure ongoing compliance and risk mitigation.

Mondelez International • Middle East, GCC, Pakistan, and Egypt 2014 to 2024

Corporate Quality Leader | 2019 to 2024

Formulated regional quality and food safety strategy across manufacturing operations to drive compliance, capability building, and continuous improvement in alignment with global Mondelez standards.

- Delivered technical oversight for new product development (NPD), supplier qualification, and quality system excellence across the Middle East region.
- Led qualification and compliance for external manufacturers and suppliers across the region to ensure alignment with Mondelez QCMS, EMQRs, HACCP, FSSC 22000, and local regulatory requirements.

- Headed all areas of quality for greenfield and brownfield projects, including the BIC Bahrain Plant, Cheese Bahrain Plant, and BEA Plant in Egypt.
- Managed quality and food safety responsibilities for innovation (I2M) and NPD projects in collaboration with cross-functional teams, including R&D, engineering, procurement, and marketing.
- Improved site-level quality performance to global benchmarks by developing and executing regional manufacturing standards and operational excellence programs.
- Supported regional quality digitalization efforts, enhanced supplier qualification strategies, and introduced best practices through benchmarking and global collaboration.
- Coordinated with global/regional experts in food safety, microbiology, and sanitation to align on policy changes, conduct risk assessments, and secure necessary approvals.
- Developed a culture of quality and compliance across diverse plant and functional teams by delivering training programs and internal communications.
- Oversaw large-scale projects, process improvements, and organizational capability building across biscuits, bakery, beverages, and meals categories.
- Drove business continuity and profitability by ensuring safe and high-quality product delivery across the region.

Biscuit Quality Lead & Supplier Development | 2014 to 2018

Led supplier development for biscuit production across key markets in the Middle East and North Africa. Played a key role in driving compliance, cost savings, and quality improvements across manufacturing sites.

- Oversaw qualification, auditing, and technical support for internal and external manufacturers to ensure compliance with quality chain management system (QCMS), EQMRs, HACCP, and FSSC 22000.
- Saved \$22M in annual costs by designing supplier localization agenda across the Middle East and Pakistan (ME&P) region and transitioning to regionally compliant, high-quality suppliers.
- Spearheaded quality improvement programs with a focus on reducing consumer complaints, elevating audit performance, and ensuring high quality/cost benefit ratio across the region.
- Supported development and deployment of manufacturing standards and best practices by benchmarking performance and collaborating with global teams in food safety, sanitation, and microbiology.
- Equipped teams with the knowledge to meet internal and external regulatory standards by delivering targeted training and change management efforts.
- Completed a six-month global assignment in North America (USA & Mexico) and led development and deployment of global manufacturing standards through CIQ (continuous improvement quality) program.

Early Career

Supplier and Co-manufacturers Quality Manager, Middle East and North Africa, Mondelez International

Quality Leader, North Africa, Mondelēz International (Kraft Foods)

QA System Coordinator, Kraft Foods Bahrain (Cheese & Tang)

QA System Supervisor, Kraft Food Egypt (Biscuit, Cake, Condiments, and Candy)

Quality Control Manager, Family Nutrition Plant (Biscuit, Cake, Condiments, Fruit Gum Laces, and Hard Candy)

Education and Professional Development

Bachelor of Food Science and Agriculture • Assuit University-Egypt

Chemical Analysis for Food Products, Chemistry Authority

Micro Analysis for Food Production, Food Development Centre

Training, Specialty Fat & Application, Karlshamns, Netherlands | **GMP Training**, Bulgarian & Boland

Lead Auditor Training ISO 9001-200, SGS | **HACCP Concept and Implementation**, Athens

Cake & Biscuit Training, CCFRA | **Lead Auditor Course ISO 9001-2000, 9001-2008, & 22001-2005**, DNV at Athens

Black Belt Training | **High-risk Auditor Training** | **HACCP Training New Version** | **Presentation Skills Training**

Steps to Problem-solving | **Communication & Conflict Management** | **Best of the Best (BOB) Training**