**Role Description & Competency Profile**

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| **Role** | |
| **Job title** | European Material Planning Manager |
| **Job Level** |  |
| **Division** | Germains Seed Technology |
| **Department** | Supply Chain |
| **Location** | UK (Kings Lynn) |
| **Team Structure**  Reports to, direct reports, etc**.** | Reports to EU Planning and Compliance Manager  No direct reports, but will support more junior roles within the EU Supply Chain functions. |
| **Budget Responsibility** |  |

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| **Description** |
| **Context**  Context in which the role needs to operate. In the situation of challenges or special circumstances it can be mentioned here |
| Working with colleagues across our European sites (UK, Netherlands and Spain) to produce accurate forecasts and supply plans for our raw materials purchasing and production to treat seed at our own sites and sell other materials on to our internal and external customers.   In doing so, Germains can procure and replenish appropriate stock levels and deliver excellent customer service. |
| **Role Purpose / Overview**  The contribution of the role to achieving the overall business objective. Span of impact. Main purpose, focus of the role. |
| As European Material Planning Manager you are responsible for ensuring that the supply of materials meets the production requirements across multiple locations in Europe. |
| **Role Objectives**  The key responsibilities and key accountabilities of role. (5 to 10 areas) |
| * To create, review and maintain the 12–18-month supply plan for the purchasing of raw materials into manufacturing sites based on production demand, stock levels and capacity information, in line with agreed processes. |
| * Interpret regional demand plans, ensuring flexibility to match supply and demand in a timely manner. |
| * Define, agree, review and manage inventory requirements to adapt to meet regional business needs in stock locations. |
| * Responsible for the management of site stocks and the control of stock variances. Actively challenge stock variances with manufacturing sites and report variance impact to the business. |
| * In collaboration with key stakeholders, continually look at ways to improve processes, procedures and ways of working together to optimise stock levels and reduce holding costs. |
| * To monitor and maintain the EU raw material risk model, identifying potential risks in the supply chain and developing mitigation strategies. |
| * Monitor, report and challenge on pricing changes. Analyse impact of raw material cost price changes on germains profitability and report as necessary to internal stakeholders. |
| * Supporting the sourcing and purchasing of raw materials in collaboration with internal and external procurement stakeholders. |
| * Reporting on supplier performance and ensuring commercial impact is captured and recouped from the supplier. |
| **Key Stakeholders**  Who are the main contacts for this role, internally as well as externally |
| ***Internally:***  Site Operations teams, supply chain, central and EU finance  ***Externally:***  Raw material suppliers and ABF/AB Agri Procurement teams |

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| **Required experience, qualifications, and necessary knowledge** | |
| **Essential** | **Desirable** |
| * Strong knowledge of production processes and inventory management. * Strong analytical skills and a proven ability to use Microsoft Excel and complex operating systems. * Previous experience with customs compliance such as understanding of commodity codes and Incoterms. * Understanding of regulatory and H&S compliance with regards to raw materials purchasing and transport. * Ability to anticipate and resolve potential issues and prioritise workload when under pressure. * Good communication and interpersonal skills with an ability to build collaborative relationships. * Professional level in English (verbally and written). | * Previous experience of Agricultural or Seed Industry is desirable but not essential. * Previous experience using Business Intelligence tools (particularly Qlik Sense). |

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| **Other Factors**  Travel, shiftworking, HGV Licence, etc. |
| * The role will primarily be based at our UK manufacturing site but there will be a requirement to travel occasionally to our other EU manufacturing sites and occasional travel to EU/UK based suppliers. * Driving license is essential. |

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| **ABAgri/ Germains High Performance Framework** | Our high- performance framework is a set of guiding values which have been created to enable our business to achieve our strategic ambition. The focus is on what you can do to demonstrate high performance in your role, as well as the behavioural inputs to assist you getting there.   * ***Responsibly:*** We do not comprise on health, safety or quality. We do what we say we will. We care about our impact on people, community and the environment. * ***Collaboratively:*** We start with trust and respect. We leverage our own strengths and those of others to reach our shared goals. * ***Courageously:*** We are prepared to challenge and be challenged. We try new things and we push boundaries. We are not afraid to take risks. * ***With purpose:*** We are clear about what we need to achieve and why. We are passionate about finding ways to deliver it. |