

Role Description & Person Profile

Role	
Job title	Operations Manager
Division	AB Connect Mono
Department	Supply Chain Operations
Team Structure Reports to, direct reports, etc.	Reporting to the Mill Performance Manager Direct Reports : <ul style="list-style-type: none"> • Production Manager • Engineering Manager

Description	
Impact Statement The contribution of the role to achieving the overall business objective. Span of impact. Main purpose, focus of the role.	Management of the Feed operations assets, personnel and site in a manner that meets the commercial requirements of the individual business unit. Ensure feed safety, maximise process efficiency, and provide service, feed consistency and a safe working environment within a best cost framework.
Role Objectives The key responsibilities and key accountabilities of role. (5 to 10 areas)	<ul style="list-style-type: none"> • Responsible for the achievement of agreed budget (dependent on volume and product mix) whilst continually striving for greater efficiency. • Maintain and manage a site structure which enables the production (and delivery) of feed of consistently satisfactory quality and the requirements of health and safety and environmental legislation / policy to be met at minimum cost. • Ensure that the achievement of food safety is always a priority • Improve leadership, team building and empowerment skills of individual managers. • Continued compliance with Health and Safety and Environmental Law and Policy. • Demonstrate leadership and motivation together with the creation of a team that readily accepts responsibility and ownership. • Champion the Continuous Improvement Programme and encourage a culture of engagement across the team. • Through plant review and idea generation, support the creation of a capital plan which aligns with ,and delivers , the business strategy for the site. • Work with the Central Engineering Team, to jointly deliver capital projects in line with budgeted costs and timescales • Communicate with other functions to understand and ensure customer expectations are met. • Own and manage the manufacturing factors to maximize finished product quality standards and consistency. • Maintain hygiene standards and the implementations of all procedures to meet the requirements of Assurance schemes and law.

	<ul style="list-style-type: none"> • Support the National Engineering Improvement Manager in ensuring an effective maintenance programme is devised and implemented. • Manage the site stock check process and ensure variances are investigated. • Support the QA team in maintaining HACCP systems to Company requirements. <p>Measures</p> <ul style="list-style-type: none"> • KPIs, budgets, costs and performance assessments for mills • Internal employee survey scores • Health & Safety audit scores and accident statistics • Monthly QA results for feed analysis. • Internal Quality Audit scores and external reports. • Customer Complaints
<p>Key Stakeholders What are the challenges of the relationships, communication strategies required, etc</p>	<p>Mill Performance Manager – Routine progress updates, awareness of issues and resolutions, communicate on performance progress (reliability, cost, energy efficiency).</p> <ul style="list-style-type: none"> • Regional E,H&S – Update on action status from Audits, communication of identified issues. • Regional Quality - Update on action status from Audits, communication of identified issues. • Regional HR – Comms on training, people performance. • Commercial Team – Understand customer requirements , awareness of issues • Transport and Demand Planning – plant capacity and capability, improvement opportunities, major downtime • Finance – Capital plans , performance measurement, improvement opportunities • Direct Reports –_Comms business strategy , personal feedback , site progress against objectives and KPI.
<p>Scope Depth, breadth of knowledge application, ability to innovate, complexity of tasks, budgetary responsibility.</p>	<ul style="list-style-type: none"> • Leadership and Ownership of the Mill operations with Asset Value range of £5M - £15M • Full legislative responsibility (E,H&S) • Full accountability and ownership of site production budget (c.£1million to £4 million per annum) • Full Leadership of all direct and indirect reports • Personal Accountability to Continued Professional and Personal Development

Person Profile		Essential or Desirable
<p>Knowledge</p> <p>Consider experience, any formal qualifications</p> <p>genuinely necessary or any key areas of knowledge.</p>	<ul style="list-style-type: none"> • Experience of managing a whole site through a period of change in either Feed, Food or Chemical manufacturing environments • Accountability in middle management role with H&S and Compliance (Feed, Food Safety) responsibility • BRC or equivalent standards of operation • Experience in Food / Agricultural Industry • Lean Manufacturing / CI Experience • Capital planning and implementation • Budget management preferably with forecasting capacity • People management and development • Constructive leader, able to influence both direct reports, peers and the wider business • Project Mgt. exposure • Commercial management skills 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p>
<p>Key Behaviours</p> <p>In line with our 'Winning Ways'</p>	<p>Be Responsible – own it</p> <ul style="list-style-type: none"> • Prioritise animal welfare and the safety of our people, partners and customers • Do what you say you were going to do • Own your decisions and mistakes with honesty and respect <p>Take responsibility for your own progression</p> <p>Be Inquisitive – ask more</p> <ul style="list-style-type: none"> • Challenge the normal and don't accept the status quo • Learn from all parts of the business • Be innovative, make suggestions on processes, systems and products <p>Be Inclusive – talk more</p> <ul style="list-style-type: none"> • Value the contribution of everyone irrespective of role • Take a one team approach • Listen and share ideas even if not your 'day job' <p>Be Brave – push the boundaries</p> <ul style="list-style-type: none"> • Challenge decisions/behaviour and yourself to do better • Be respectful in your approach 	
<p>Other Factors</p> <p>Travel, shiftworking, HGV Licence, etc.</p>	<ul style="list-style-type: none"> • Hours to do the role, which will vary according to business priorities 	

