

Role Description & Person Profile

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

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| 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. |

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| | <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> | <ul style="list-style-type: none"> • Area Manager – Routine progress updates, awareness of issues and resolutions, communicate on performance progress (reliability, cost, energy efficiency). • 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, breath 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 |
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| <p>Knowledge Consider experience, any formal qualifications genuinely necessary or any key areas of knowledge.</p> | <ul style="list-style-type: none"> • At least 5 years in high care manufacturing environments • At least two years with accountability in middle management role with H&S responsibility • BRC or equivalent standards of operation • Experience in Food / Agricultural Industry • Lean Manufacturing / CI Experience • Capital planning and implementation • Budget management • People management and development • Internal communications management and influencing skills • Project Mgt. exposure • Commercial management skills | <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p> |
| <p>Key Behaviours Consider which of our Guiding Principles are particularly relevant and also any role specific behaviours.</p> | <ul style="list-style-type: none"> • Responds positively to changing business priorities • Keeps their head whilst others lose theirs. • Innovative • Resilient • Applies discretion; communicates to the right people about the right things • Champions change and overcome employees' objections • Organisation/prioritisation skills • Recognises when to persist and when to change course | <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>Other Factors Travel, shiftworking, HGV Licence, etc.</p> | <ul style="list-style-type: none"> • Hours to do the role, which will vary according to business priorities | <p>E</p> |