

## Role Description & Person Profile

<b>Role</b>	
<b>Job title</b>	Mill Operator
<b>Division</b>	AB Connect Mono
<b>Department</b>	Supply Chain Operations
<b>Team Structure</b> Reports to, direct reports, etc.	Reporting to Production Team Leader Direct Reports : none

<b>Description</b>	
<b>Impact Statement</b> The contribution of the role to achieving the overall business objective. Span of impact. Main purpose, focus of the role.	To carry out the day to day operation of the mill production plant, equipment and processes from raw material intake to outloading. Maximise efficiency, service and feed consistency while ensuring that feed safety and health and safety standards are never compromised.
<b>Role Objectives</b> The key responsibilities and key accountabilities of role. (5 to 10 areas)	<ul style="list-style-type: none"> <li>• Production of finished product to the defined quality standard</li> <li>• Completion of the daily production plan as part of the team</li> <li>• Ensure that the achievement of food safety is always a priority</li> <li>• Achieve Hygiene levels to the required standards within their area &amp; the site</li> <li>• Ensure compliance with Health and Safety and Environmental Law and Policy while seeking to continuously improve in these areas.</li> <li>• Liaise with site management team to provide accurate information to allow effective raw material deliveries, stock control and to ensure production and feed deliveries are effectively aligned.</li> <li>• Liaise with site maintenance teams to ensure plant is effectively maintained.</li> <li>• Support stock takes.</li> <li>• Responsible for their own and their colleagues Health &amp; Safety within the production areas</li> </ul> <p><b>Measures</b></p> <ul style="list-style-type: none"> <li>• KPIs, budgets, costs and performance assessments for production</li> <li>• Internal employee survey score</li> <li>• Health &amp; Safety audit scores and accident statistics</li> <li>• Internal Hygiene Scores.</li> <li>• Customer Complaints</li> </ul>

<p><b>Key Stakeholders</b> What are the challenges of the relationships, communication strategies required, etc</p>	<ul style="list-style-type: none"> <li>• <b>Operations Manager/ Production Manager/ Operations Support Manager/ Team Leaders/Engineering Manager</b>– Routine progress updates, awareness of issues and resolutions, communicate on performance progress (reliability, cost, energy efficiency).</li> <li>• <b>Regional E,H&amp;S</b> – Update on action status from Audits, communication of identified issues.</li> <li>• <b>Regional Quality</b> - Update on action status from Audits, communication of identified issues.</li> <li>• <b>Regional HR</b> – Comms on training, people performance.</li> </ul>
<p><b>Scope</b> Depth, breath of knowledge application, ability to innovate, complexity of tasks, budgetary responsibility.</p>	<ul style="list-style-type: none"> <li>• Ownership of the Mill production processes</li> <li>• Legislative responsibility (E,H&amp;S)</li> <li>• Accountability and ownership of site production budget</li> <li>• Personal Accountability to Continued Professional and Personal Development</li> </ul>

Person Profile		Essential or Desirable
<p><b>Knowledge</b> Consider experience, any formal qualifications genuinely necessary or any key areas of knowledge.</p>	<ul style="list-style-type: none"> <li>• Prior experience in food/agricultural/production environments</li> <li>• Working with automated plant machinery</li> <li>• Demonstrated ability to multi-task in fast paced environment</li> <li>• Lean Manufacturing Experience</li> <li>• Feed Mill production experience</li> <li>• Manufacturing methods</li> <li>• Distribution methods</li> <li>• Organisation/prioritisation skills</li> <li>• PC Skills</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p> <p>E</p> <p>D</p> <p>E</p> <p>D</p>
<p><b>Key Behaviours</b> Consider which of our Guiding Principles are particularly relevant and also any role specific behaviours.</p>	<ul style="list-style-type: none"> <li>• Responds positively to changing business priorities</li> <li>• Keeps their head whilst others lose theirs.</li> <li>• Innovative</li> <li>• Resilient</li> <li>• Recognises when to persist and when to change course</li> <li>• Problem solving skills</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>
<p><b>Other Factors</b> Travel, shiftworking, HGV Licence, etc.</p>	<ul style="list-style-type: none"> <li>• Shift Patterns may vary from time to time with holiday cover required</li> </ul>	<p>E</p>