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| **Role Description** |  |
| **Job title:** | Operations Manager |
| **Reports to:** | Head of Manufacturing, ABN |
| **Location:** | Sherburn in Elmet and South Milford  |
| **Direct & Indirect Reports:** | The role has full accountability for the manufacturing of Animal Feed products at the Sherburn in Elmet site and the Anaerobic digestion plant (AD Plant) at South Milford.The role has direct line management responsibility for the Engineering Manager, Production Managers at both sites and Process Data Manager and indirectly all Office, Weighbridge, Mill and Engineering Team members.The Transport Manager reports to the Northern Regional Distribution Manager but requires excellent relationships to ensure we meet our business goals. |
| **Overall Purpose:** | Accountable for the manufacturing performance and delivery of the ABN Sherburn in Elmet site and also the AD at South Milford siteAs a leader within the ABN business, the postholder will have a shared personal responsibility to deliver annual targets and achieve the long-term growth vision, mission, and strategy for each site.Adoption and implementation of Everyday Excellence is a key aspect of this role as we seek further value from our supply chain and engage our teams in improving our business for the long term. |
| **Key Responsibilities:**  | * Provide leadership, ownership and governance of both sites to deliver the business growth plans, Partnership development and deliver operational results related to HSE, Feed safety, Quality, OTIF, Performance, Profit/Cost, Engagement KPIs
* Everyday Excellence (Continuous Improvement)-application and benefits delivery
* Profit & Loss (P & L) responsibility, budget responsibility.
* Customer main point of contact with commercial interaction and support to ensure effective service and profitable supply.
* Capital plan- to cover Plant EBIT margin improvement and maintenance, Infrastructure, and new investments to support the overall business strategy.
* Site hygiene/GMP standards- SIP result
* Training and development matrix- Linked to CSD
* Asset care - Production DTM and engineering asset care and effectiveness across all assets.
* Work with other functions and businesses to deliver the necessary capability and improvements to processes and systems.
* Develop internal processes to strengthen operational performance.
* Provide leadership to develop succession and skill sets of all employees (direct & indirect) so that the company can respond positively and quickly to changes in the industry and to changes within the business.
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| **Budget Responsibility:** | * The postholder will ensure compliance to HSE, feed safety and quality requirements.
* Financial performance- delivering against budget or better and PIP identification and delivery of benefits and savings.
* Setting of team objectives which align the team and individual objectives which are completely transparent understood and aligned to the X-Matrix and overall business strategy.
* A clear and well understood process for managing performance against objectives.
* Updates to rolling Y-Charts and site review documents to review on a monthly and quarterly basis.
* Capital planning for year 1–5-year horizon-Rolling process.
* Take immediate actions to mitigate risks and address variances from Operational performance versus budget.
* Short-term tactical actions to capture opportunities and longer-term plans for growth and partnership development.

Control to ensure that the team operate compliantly within internal processes and financial standards and policy. |

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| **Person Profile/Knowledge** Experience, any formal qualifications and necessary keys areas of knowledge or experience. |
| **Essential** | **Desirable** |
| * Proven Manufacturing leadership experience at a Senior level.
* P&L and or management of a significant budget
* Capital projects sponsorship/ Management.
* Continuous Improvement knowledge and capability to drive performance improvements.
* Experience of improving culture and performance within a manufacturing environment
 | * Customer and Commercial Experience inc B2B and B2C
* Feed milling or similar industry experience.
* Anaerobic digestion plant or similar process experience
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| **Key Behaviours** | * Excellent leadership and Engagement skills with the ability to foster influential relationships at all levels.
* Excellent communication, interpersonal and presentation skills with the ability to sell concepts in a compelling way.
* Sound understanding of business drivers with the ability to translate that knowledge to create and deliver cohesive plans.
* Ability to support and coach colleagues to facilitate high performance.
* Commitment to drive performance and risk management to optimise business delivery.
* Excellent commercial and financial acumen with the ability to prioritise focus and resources.
* Readily challenges with clarity and insight.
* Ability to inspire the team to deliver business goals.
* Strength of personality to lead through change and ambiguity.
* Well-developed analytical and problem-solving skills.
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| **Other Factors**Trave, shift pattern, working hours, Licence type etc. | Sherburn in Elmet is the main role location/Base site. |