

## Role Description & Person Profile

<b>Role</b>	
<b>Job title</b>	LGV Driver
<b>Division</b>	AB Connect – Supply Chain (ABN)
<b>Department</b>	Supply Chain - Logistics
<b>Team Structure</b> Reports to, direct reports, etc.	Reporting to Transport Manager No Direct Reports

<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	Effectively and safely perform animal feed deliveries to our customers. Maximise efficiency, service and feed consistency whilst 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>• Adhere to all site and Company Health and Safety regulations. To be familiar with the requirements and implications of the Health and Safety at Work Act</li> <li>• Completion of daily walk round checks in accordance with the ABN Drivers Handbook before leaving site and or commencing shift</li> <li>• Ensure that the achievement of food safety is always a priority</li> <li>• Completion of defect paperwork in line with Company procedures</li> <li>• Drive responsibly within speed limits and staying within parameters of EU Drivers hours and Road Transport Directive working time regulations</li> <li>• Loading and unloading of the vehicles as instructed with regard to gross weight, axle weight, road safety and product quality</li> <li>• Conduct feed deliveries accurately and efficiently</li> <li>• Ensure all delivery paperwork is completed as required by Company procedures</li> <li>• Liaising with management to ensure the needs of the customers are met</li> <li>• Maintain vehicle hygiene in accordance with Company procedures</li> <li>• To ensure all bio-security procedures and legislation, and the associated paperwork is completed</li> </ul>

	<p><b>Measures</b></p> <ul style="list-style-type: none"> <li>• Distribution KPI's (daily/weekly/monthly)</li> <li>• Internal employee survey score</li> <li>• EU Drivers hours and Road Transport Directive working time infringements</li> <li>• Health &amp; Safety audit scores and accident statistics</li> <li>• Internal Hygiene Scores.</li> <li>• Monthly QA results for feed analysis.</li> <li>• Internal Quality Audit scores and external reports.</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/ Transport Manager/Production Manager/ Operations Support Manager/ Team Leaders</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> <li>• <b>Customers</b> – Be an ambassador for the business</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 distribution 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>• HGV Class 1 and Driver CPC</li> <li>• Weighbridge Operations</li> <li>• Experienced in agricultural -based deliveries</li> <li>• Food Manufacturing</li> <li>• Experience with the use of blowing equipment</li> <li>• Basic IT skills</li> </ul>	<p>E</p> <p>D</p> <p>E</p> <p>D</p> <p>D</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>	<p><b>Be Responsible – Own it</b></p> <ul style="list-style-type: none"> <li>• Prioritise animal welfare and the safety of our people, partners and customers</li> <li>• Drive a 'target zero' culture for Health and Safety</li> <li>• Do what you say you were going to do</li> <li>• Own your decisions and mistakes with honesty and respect</li> <li>• Take responsibility for your own progression</li> <li>• Be well organised and show ability prioritise tasks and workload</li> </ul> <p><b>Be Inquisitive – ask more</b></p> <ul style="list-style-type: none"> <li>• Challenge the normal and don't accept the status quo</li> <li>• Learn from all parts of the business</li> <li>• Be innovative, make suggestions on processes, systems and products</li> </ul> <p><b>Be Inclusive – talk more</b></p> <ul style="list-style-type: none"> <li>• Value the contribution of everyone irrespective of role</li> <li>• Take a one team approach</li> <li>• Listen and share ideas even if not your 'day job'</li> <li>• Demonstrate strong communication skills</li> </ul> <p><b>Be Brave – push the boundaries</b></p> <ul style="list-style-type: none"> <li>• Challenge decisions/behaviour and yourself to do better</li> <li>• Be respectful in your approach</li> <li>• Respond positively to changing business priorities</li> </ul>	
<p><b>Other Factors</b> Travel, shiftworking, HGV Licence, etc.</p>	<ul style="list-style-type: none"> <li>• Shift work - patterns vary by site</li> </ul>	