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| the finer detailsWhich site am I based at? CanningtonWhich team am I a part of? ManufacturingWho do I report to? Site LeaderWho do I look after?Base Supply, Packing and Operations TeamsTeam size?Direct - 3Span of control – 180Do you have responsibility for a budget?Yes | Manufacturing ManagerJob Descriptionthe purpose of your role**Nurture & Nourish People & Planet by****making great food the right way forever.**The Cannington site is at the forefront of our strategy to expand the Yeo Valley brand and offer Good Food for All. Cannington plays a unique role within the strategy to make great food for every occasion. The site is stabilising following a shift into 24/7 production to meet customer demand and is the home to the rapidly growing pouch and bottle formats. Team engagement and improving efficiencies is key to delivering on the wider company strategy. You will be responsible for leading the manufacturing team within a rolling 18 month horizon, enhancing and optimising our operational performance and sharing best practice to provide the best product, service and cost proposition.As a key member of the Site Leadership Team as Manufacturing Manager, you will be influential in shaping the sites strategic direction and execution of, enhancing and optimising performance through the development of high performing teams whilst supporting and nurturing our cultural journey.You'll be inspiring and leading teams in an established, distinctive and ambitious food manufacturing company that is committed to making great food the right way. Forever.We encourage you to bring your whole self to work; we value diversity and believe that everyone can make a positive impact in an environment where we feel we belong and where we feel we have a future.**Key responsibilities will include:*** Creating a culture and environment that enables the site to perform at the highest possible level supported by the role modeling of Yeo Valley’s core values of togetherness, trust, ambition and distinctiveness
* Safe working environment
* Safe working practices
* Proactive Safety culture and behaviors
* Contributing to the shaping of the site vision as part of the senior management team (SMT) providing an integrated strategic plan which incorporates all dimensions of people, plant and process development
* Providing visionary leadership for the operations teams through the development and implementation of High Performing Workplace systems of work
* Workplace structure and flow
* Packing scheduling and utilisation principles
* Packing constraint investigation and capacity release
* Early equipment engagement in new assets
* Equipment ownership and operational maintenance
* Continuous improvement planning, involvement and governance
* Providing pace-setting leadership for the operations teams through the development and implementation of High Performing Workplace systems of work
* Leader standard work and consistency of operation
* Labour optimization, planning and control
* Packing waste optimization and control
* Right first time (RFT) product realization control
* Operational performance delivery governance (SIC, Daily, Weekly, Monthly formats)
* Understanding of performance indicators to team members who are able to control and influence
* Root cause analysis (RCA) and 100 year fix
* Developing engagement and empowerment at all levels of the operations team building of skills and contribution through the development and implementation of High Performing Workplace systems of work
* Communication and engagement planning
* Personal development planning and contribution coaching
* Team capability development; learning needs analysis (LNA) and supporting delivery structures
* Succession planning
* Collaborating, influencing and aligning High Performance Workplace systems of work with other departments, sites and central functions where appropriate

Key accountabilities: Employer of Choice* Health & Safety of employees and visitors to the site
* Employee engagement
* Labour productivity

Supplier of Choice* Raw material yield
* Equipment OEE
* Manufactured cost of goods
* Compliance to plan
* Customer service

Brand of Choice* Consumer complaint ratio CPMU
* Right first time manufacture
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| qualifications & experience**Essential:*** Proven, demonstrable experience within FMCG and a track record of delivering sustainable improvements.
* Excellent Leadership Qualities.
* Proven ability to set, manage/control revenue and capital budgets.
* Knowledge of Lean Manufacturing and CI Techniques.
* Proven track record of specifying and running medium to large scale projects from conception to completion.
* Demonstrable knowledge of Health & Safety and Environmental compliance and standards.
* Short shelf life / high risk / dairy category experience preferred

**Qualifications*** Degree qualified in relevant discipline preferred
* Recognised leadership qualification in Health and Safety preferred
 | what good looks like for this role**Leadership Principles:*** **Everyone is the same**; We’re all human, with similar needs
* **Humble, high performing leadership**; We don’t rely on hierarchies and have high expectations of ourselves
* **Transparency**; We share as much information as possible
* **Listen first**; We actively seek feedback from as many colleagues as possible on our performance, the business and the work experience
* **Inclusivity**; We value the contribution that every individual can make -bringing different skills, perspectives, personalities and cultures to help our business flourish
* **Trust**; We have faith in each other to do the right thing
* **Good humour and generosity**; Working here should be fun, we recognise the importance of small acts of generosity, celebrating success and focusing on the value of spend and not just the cost

**Personal contribution attributes:*** **Insightful;** Substantiates intuition, vision and action with data led validation to provide compelling cases
* **Commercially astute**; Demonstrates an ability to prioritise both short and long term actions against an accurate assessment of organisational impact
* **Engaging;** Excellent listening, communication and influencing skills, in all environments; individuals, large groups and small teams
* **Collaborative**; works effectively with colleagues from across all levels and disciplines within the site
* **Motivational**; Displays energy and inner confidence which inspires others
* **Confident and assertive**; Drives action to yield improvement and address issues
* **Resilient and tenacious**; Overcomes obstacles and challenges to meet objectives
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### HR use

Date of last review: Job reference no: Job level:

Job family: