



Site Leader Newton Abbot

job description



the finer details

Which site am I based at?

Newton Abbot

Which team am I a part of?

Manufacturing

Who do I report to?

Manufacturing Director

Who do I look after?

Manufacturing Manager

Technical Manager

Engineering Manager

Team size?

Circa 270 employees

Do you have responsibility for a budget?

Yes

the purpose of your role

Nurture & Nourish People & Planet by making great food the right way forever.

The Newton Abbot site is at the forefront of our strategy to provide single serve dessert and ice cream under both Yeo Valley brand and own label offerings. The site plays a unique part in our operations providing unique capabilities in dessert & ice cream manufacture. The site is in a stable phase, developing new products continuously and growing its output and optimising our manufacturing capabilities to build profitability.

You will be responsible for leading the site team in the delivery of the local vision as “Creating moments of joy”, accountable for developing and executing the site strategy within a rolling 18 month horizon.

As part of the Manufacturing leadership, you will also be responsible for enhancing and optimising our operational performance, sharing best practice and in doing so fulfilling our Current Supply strategy to provide the best product, service and cost proposition in our categories realising our ambition to be the best-in-class supplier.

Key responsibilities aligned to our Long-Term Strategic Aims:

Passionate People

Building on the strengths of the family feel and culture at the Newton Abbot site by

- ♥ Providing inspirational leadership, creating a culture and environment where the site comes together as one team of co-owners who are driven by a common purpose.
- ♥ Enabling co-owners to develop and grow as experts who are empowered to take ownership, influential to create change, engaged & motivated to drive initiatives and supported to fulfil career aspirations.
- ♥ Encouraging the sharing of stories within the site to create excitement and engagement that motivates others, fosters great relationships and care for the needs of others
- ♥ Role modeling the leadership behaviours committed to our co-owners that we will thrive on taking responsibilities and delivering on our commitments, be fair, and always aspire to be the best version of our selves

TOGETHER



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Good Food for All

Developing and maintaining a positive, exciting, ambitious long term view for the site by

- ♥ Creating an environment where the site team are adaptable to and resilient through the emotions associated with innovation and always demonstrating a readiness for change.
- ♥ Being imaginative in the solutions afforded to fulfilling a diverse portfolio of value-added product categories, realizing affordable implementation plans with longer term future versatility wherever possible
- ♥ Developing expertise in the successful transition of projects from initiation, through development, to ongoing business as usual delivery

Most Sustainable Food

Enabling the business to amplify our impacts through the growth of the brand in new product areas and categories

- ♥ Sponsoring activities and projects which enhance our operations in the recognition that we cannot solve the climate crisis, or grow our business, without manufacturing in a sustainable way
- ♥ Embed sustainable practices, principles and measures which help and encourage the protection of natural resources through efficient use and waste minimisation

Proudly Independent

Providing pace-setting leadership for the site; encouraging boldness and ambition in our actions to achieve our ambitious goals

- ♥ Maintaining the brilliant fundamental basics of Health and Safety, Food Safety in all that we do
- ♥ Ensuring that there is clarity of role responsibilities, performance expectations and authority to act at all levels
- ♥ Energising the site on continued improvement, identifying opportunities to improve and enhance performance to deliver future profitability

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Key accountabilities:

Passionate People

- ♥ Health & Safety of employees and visitors to the site
- ♥ Employee engagement
- ♥ Labour productivity

Good Food for All

- ♥ Raw material yield
- ♥ Equipment OEE
- ♥ Manufactured cost of goods
- ♥ Compliance to plan
- ♥ Customer service

Most Sustainable Food

- ♥ Raw Material Waste
- ♥ Carbon Intensity
- ♥ Right first time manufacture

Production Independent

- ♥ Consumer complaint ratio CPMU
- ♥ Unit cost of manufacture



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qualifications & experience

Essential:

- ♥ Proven experience of successful leadership within large complex FMCG operations
- ♥ Proven experience as a successful cultural change agent
- ♥ Short shelf life / high care / dairy category experience preferred

Qualifications

- ♥ Degree qualified in relevant discipline preferred
- ♥ Post graduate management qualification 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 business
- ♥ **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

HR use

Date of last review:

Job reference no:

Job level:

Job family:

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