**Job description**

**Company overview:**

Our company owns and manages a portfolio of businesses that includes a farming enterprise, a renewable energy company, land and estates and meat manufacturing. Our meat manufacturing business, We hae meat Ltd, has recently come under new management and an exciting opportunity has arisen for a shift manager to join the new management team.

This role, newly created will bring a strong leadership presence to the factory floor. We produce a wide range of meat products for breakfasts, BBQs, “fake – aways” for our customers across Scotland and the UK.

And what can be better than putting smiles on the faces of our customers? Being able to do so in the most sustainable way using renewable energy sources. We are ranked within the top 20 food and drink business in Scotland for our sustainable operating practices.

We have exciting growth plans for the future, which are backed by our owners and customers.

The production site is located in the coastal region near Girvan, which means beautiful views throughout the year. There are nature walks all around the factory for you to enjoy.

Do you like Tomahawk steaks? Being part of this multi-award winning butchery business will allow you to enjoy restaurant quality cuts of meat for a discounted price. You will be popular with your family!

**Job Purpose:**

To provide a single point of leadership on shift ensuring day to day alignment of stakeholders and direct reports to deliver shift performance. The role holder will be responsible for managing all people related issues on shift as well as identifying opportunities for future improvements to shift performance.

The role holder will also be a designated senior manager for the business outside of office hours (Mon – Fri, 08:00 – 17:00) by providing the leadership and decision – making for the whole site.

**Working hours:**

Pitman shift pattern 7.45am – 8pm

Rotating weeks of:

Week 1: Mon, Tue, Sat, Sun (45 hours)

Week 2: Wed, Thu, Fri (33.75 hours)

**Reporting to:**Factory Manager

**Responsibilities:**

* To lead the factory team in achievement of daily site’s KPIs (Hazards/Accidents, GMP, Product Quality, On time in Full, Line efficiencies, Giveaway, Waste).
* To take pro-active approach in driving the health & safety, food safety and quality culture on site.
* Accountable for ensuring the correct execution of daily management systems, as well as identifying opportunities for improvements.
* Engaging team to drive performance improvement across all elements of the site’s balanced scorecard.
* Conduct Development/Performance conversations with team members and hold regular 1-2-1s.
* To ensure that the lines are not underperforming due to the lack of technical process capability or knowledge by transferring the knowledge to the factory team.
* To provide coaching, teaching and assessment of problem-solving and people capabilities within the team.
* To provide direction and prioritisation for the team through robust execution of SIC.
* To ensure that the appropriate data is collected and understood for unplanned stops, action plan devised and implemented with results-driven approach.
* To ensure that the planned stops are executed to the right standards and work with management in developing and implementing improvements.
* Carry out investigations with regards to performance/people/quality/safety/environmental matters when an incident occurs with root cause identified and clear action plan proposal.

**Qualifications/Skills:**

* Minimum of five years of experience in a Leadership Role within FMCG (Chilled Food is advantageous but not a requirement).
* H&S qualification (eg. IOSH).
* Food Safety qualifications (eg. Level 3, HACCP).
* Understanding of machinery and autonomous maintenance (advantageous)
* Results driven individual who sees actions through to completion.
* Ability to engage with and inspire others.
* Strong interpersonal collaboration skills.
* Good understanding and experience of Lean processes (SIC, RCA).
* Good coaching skills.
* Good analytical skills and ability to use computer for basic analysis (eg. Excel).
* Be personally committed to the self-development required for the role and the career.

**Job Types:** Full-time, Permanent

**Pay:** £37,500.00 per year

**Benefits:**

* Company pension
* Discounted or free food
* Employee discount
* Free parking
* On-site parking
* Store discount

**Work Location:** In person