

## Production First Line Manager Fairview Mill, Ingliston

**Basic Salary:** Dependant on skills & experience

**Additional Benefits:** Company Pension, Life Assurance, Discretionary Bonus Scheme.

**Shift Pattern:** 40 hours per week, 5 days over 7. Days of work will predominately be Monday to Friday, however, there may be a requirement to flex to an alternative working pattern during peak periods.

### Background

Following a period of growth and investment, 2Agriculture are offering an exciting opportunity for a Production First Line Manager to join the team at Fairview Mill on a permanent basis.

### About 2Agriculture

2Agriculture is an independent milling business which has been supplying feed to the poultry industry for the past 50 years.

Every day here at 2Agriculture we work with talented, dedicated colleagues to produce sustainable, premium quality feed enabling our farming partners achieve the highest standards of poultry and positively impact on our health, communities and the environment.

Service is at the heart of the team at 2Agriculture where over 250 employees work across five sites. Our feed mills operate to the highest standards set for product quality, with a specialist production team monitoring output ensuring zero or minimal mill downtime. Our fleet of over 40 Lorries operate 24/7 ensuring feed arrives on time and in full, with a real focus on biosecurity prior to delivery, on site and during departure.

### Role Profile

The role of the Production First Line Manager is to manage the mill team to carry out the efficient operation of all aspects of the feed mill production system, deputising for the Mill Manager as required.

As a Production First Line Manager you will manage and implement Health and Safety policies and procedures, ensuring compliance with legislation and aligned to best practice. You will manage the mill team, driving consistently excellent performance to deliver KPI's for Safety, Quality, Service and Cost. You will have responsibility for core decision making during day to day activities, escalating complex matters to the mill management team where necessary. A key aspect of this role is the ability to promote an inclusive culture, focussing on employee engagement in order to deliver business objectives.

Your daily duties will include managing team performance, setting targets and undertaking regular appraisals whilst dealing with absence, capability and disciplinary matters when required. You will also

be required to assist in co-ordinating the activities of workers and the daily operation of the feed mill. This will involve daily stock takes and completion of statutory records and production sheets. You will need to consistently liaise with other operational areas to ensure the efficient flow of information and where required, conduct basic level routine maintenance, assisting the engineering team where possible, so all internal and external customer requirements are met.

### **Essential Skills and Experience Required**

To be successful in this role, the desired candidate should have strong experience within a team-based manufacturing/production environment, working with strict safety and quality control procedures and KPI's, preferably with a relevant management qualification. You should also have good experience of proactively working within a lean manufacturing site.

The successful candidate will have the ability to motivate and empower others, making prompt clear decisions which may involve tough choices or considered risks whilst taking full responsibility for their actions. You should also be able to demonstrate an interest and understanding of others, adapting to the team and building team spirit, by listening, consulting and communicating proactively and effectively. You should be able to proactively develop job knowledge and expertise through continual professional development and drive continuous improvement by suggesting changes to current methodology in order to improve efficiency and performance. Strong attention to detail whilst working in a fast-paced and dynamic environment, whilst ensuring compliance with all legal and safety requirements of the role is essential.

If you are interested in applying for the post, please send your CV and covering letter along with details of your current employment package to [HR@2agriculture.com](mailto:HR@2agriculture.com). Please note, due to the volume of applications we will only be contacting the candidates selected for interview.