



Transport First Line Manager Stoke Ferry, King's Lynn

Basic Salary: Dependant on skills/experience

Overtime: x 1.5

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.

2Agriculture are offering an exciting opportunity for a Transport First Line Manager to join the team based at Stoke Ferry Mill. It is a fantastic time to join 2Agriculture and play a key role in realising our ambitious growth plans.

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 Transport First Line Manager is to manage the transport team to ensure the efficient and cost-effective delivery and collection of finished products and raw materials in order to deliver business objectives.

As Transport First Line Manager you will manage and implement Health and Safety policies and procedures ensuring compliance with legislation and aligned to best practice, whilst managing the transport team, driving consistently excellent performance to deliver KPI's for Safety, Quality, Service and Cost. The ability to promote an inclusive culture, focussing on employee engagement in order to deliver business objectives is essential.

Your daily duties will consist of delivering a high performing team by setting targets and undertaking regular appraisals whilst dealing with absence, capability and disciplinary matters when required. You will have responsibility for transport staff training and development as well as the preparation and management of transport KPI's. Within this role you will also be required to manage the transport

scheduling, planning delivery schedules in accordance with driver's hours in order to maximise utilisation of company resources, continually focussing on cost saving, fleet optimisation and scheduled adherence. This will include assessing requirements and co-ordinating with other operational areas to allocate resources which meet changing business and customer needs and ensuring vehicle defects are rectified in an efficient manner to minimise downtime and ensure the vehicle is in a roadworthy and legal condition. You will have to continually monitor the fleet, ensuring it is maintained, available and well presented at all times.

Person Specification

To be successful in this role, the desired candidate should have strong experience of leading a team in a similar role with a working knowledge of Driver's Hours and Working Time Directive Legislation, preferably with a Transport Manager CPC or equivalent. You should be flexible with the ability to adapt to change when necessary.

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 while continually influencing positive change. 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, remaining calm under pressure, 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 cover letter to HR@2agriculture.com. Within this application please include your current package and notice period. Please note, due to the volume of applications we will only be contacting the candidates selected for interview.