



Regional Engineering First Line Manager

(Bawsey, Billingham and Chettisham)

Basic Salary: Dependant on skills/experience

Additional Benefits: Company Pension, Life Assurance, Discretionary Bonus Scheme, 33 days annual leave.

Hours of work: 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 fully qualified multiskilled Engineering FLM to lead our Engineering teams, covering three of our sites, Bawsey, Billingham and Chettisham. 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 six 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

Within this role you will lead three of our Engineering teams, ensuring all safety, quality and productivity targets are met. You will also support group engineering with key projects and capex, whilst driving consistently excellent performance and delivering KPI's for Reliability, Safety, Quality, Service and Cost.

As a line manager you will be responsible for setting your teams targets, undertaking regular appraisals and dealing with any absence, capability and disciplinary matters. You will be required to organise full engineering coverage at your sites and manage the recruitment and selection process for Engineering teams. This role will focus on continually promoting an inclusive culture and furthering employee engagement.

Your daily routine will involve planning and monitoring PPM, whilst co-ordinating the activities of the engineers to address any breakdowns or interruptions to production in order to minimise downtime. This will involve

supporting engineers with plant maintenance when required, leading engineers and technicians through new or more complex tasks, ensuring that valuable learning is embedded. You will also oversee the maintenance of engineering materials and equipment, effectively liaising with suppliers to meet the needs of the department. Holding responsibility for the R&M budget, you will be expected to guarantee cost effectiveness at all times by reviewing works to ensure that costs and timescales are met, escalating any discrepancies. You will also have the opportunity to propose, lead and implement key projects and Capex plans as required in order to deliver business objectives.

Person Specification

To be successful in this role, the desired candidate should ideally have a qualification/apprenticeship in both mechanical and electrical fields and be at minimum 17th Edition certified. With strong leadership skills, you will have demonstratable experience of delivering results, by managing performance and developing skills across the team.

As an experienced engineer, ideally within the food and drink sector, you will have an excellent understanding of working with strict safety and quality control procedures and KPI's. This should include good experience and understanding of both Health & Safety and Environmental regulations and their impacts. You will have a background of implementing both short term and long-term solutions and projects in an engineering function covering both electrical and mechanical equipment. In addition, you will have experience of working within a lean manufacturing environment, if you hold a green belt qualification this would be advantageous.

If you are interested in applying for the post, please send your CV and cover letter to HR@2agriculture.com. A copy of the job description for this role is available. Please note, due to the volume of applications we will only be contacting the candidates selected for interview.