



Production Manager Bawsey, Kings Lynn, PE32 1EP

Basic Salary: 40k dependent on skills & experience

Additional Benefits: Company Pension and Life Assurance Scheme, Annual Discretionary Bonus Scheme, Employee Savings & Discount Scheme which grants you discounts to high street stores, gym memberships, travel and much more. Employee Assistance Programme with access to a wellbeing hub, including a 24hr GP and counselling service. Free Uniform/PPE, Free Onsite Parking, and many other benefits.

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 Manager to join the team at our Bawsey Mill.

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 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 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, focusing 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.

Job Purpose

Responsible for ensuring the mill team carry out the efficient operation of all aspects of the feed mill production system, including all relevant Health & Safety and quality control procedures relating to the production of compound animal feed are adhered to in order to deliver business objectives. Deputising for the Mill Manager as required.

Key Responsibilities

- Lead the mill supervisors to ensure the implementation of Health and Safety policies and procedures ensuring compliance with legislation and aligned to best practice.
- Lead the mill supervisors, driving consistently excellent performance to deliver KPI's for Safety, Quality, Service and Cost.
- Responsible in ensuring mill supervisors are capable to make core decisions during day to day activities and complex matters are escalated to you and the mill management team where necessary.
- Promote an inclusive culture, focussing on employee engagement in order to deliver business objectives.
- Manage supervisor performance, setting targets, undertaking regular appraisals. Dealing with absence, capability and disciplinary matters.
- Flexibility to work alternative shift patterns as required.

- Lead the mill supervisors to ensure all operational areas required are aligned to allocate resources to meet changing business and customer needs.
- Ensure where required, the mill supervisors and their shift conduct basic level routine maintenance and assist the engineering team where possible to minimise production downtime.
- Ensure the mill supervisors are 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.
- Ensure the supervisors have the capability to work with other operational areas to ensure the efficient flow of information so all internal and external customer requirements are met.
- Lead and implement key projects and initiatives as required in order to deliver business objectives.
- Drive continuous improvement, proactively reviewing current methodology and opportunities to improve the sites efficiency, safety, quality and performance.
- Undertake any reasonable task related to the operation of the mill as required and as directed by the management team.

Person Specification

Qualifications & Experience

- GCSE Level 4 or equivalent in Maths and English preferred.
- A Level/Higher grade pass in English and Maths preferred.
- Relevant management qualification preferred.
- Qualification/Apprenticeship in a relevant field preferred.
- Strong experience within a team-based manufacturing/production environment, working with strict safety and quality control procedures and KPI's.
- Good experience of proactively working within a lean manufacturing site.

Key Competencies & Skills

- **Leading & Supervising:** Motivates and empowers others and makes prompt clear decisions which may involve tough choices or considered risks. Takes responsibility for actions.
- **Working with People:** Demonstrates an interest and understanding of others, adapts to the team and builds team spirit, listens, consults and communicates proactively and effectively.
- **Supporting & Co-operating:** Works effectively as part of a team and collaboratively with other operational areas to meet increasing productivity and quality targets.
- **Relating & Networking:** Establishes good relationships with customers and staff, builds wide and effective networks of contacts inside and outside the organisation relating well to people at all levels. Manages conflict.
- **Persuading & Influencing:** Makes a strong personal impression on others, gains clear agreement and commitment from others by persuading, convincing and negotiating. Promotes ideas on behalf of self or others.

- Presenting & Communicating: Speaks clearly and fluently. Expresses opinions, information and key points of an argument clearly. Responds quickly to the needs of their audience and to their reactions and feedback. Projects credibility.
- Creating & Innovating: Produces new ideas, approaches or insights, produces a range of solutions to problems. Seeks opportunities for organisational improvement. Devises effective change initiatives.
- Applying Expertise & Technology: Develops job knowledge and expertise through continual professional development and drives continuous improvement by suggesting changes to current methodology in order to improve efficiency and performance.
- Planning & Organising: The ability to prioritise and use own initiative in order to meet the demands of a fast-paced work environment.
- Adapting & Coping: Demonstrate flexibility within the role, adapt approach and priorities in support of business needs.
- Following Instructions & Procedures: Strong attention to detail whilst working in a fast-paced and dynamic environment, ensuring compliance with all legal and safety requirements of the role.

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. Please note, due to the volume of applications we will only be contacting the candidates selected for interview.