



Team Manager

job description



the finer details

Which site am I based at?

Which team am I a part of?

Who do I report to?

Who do I look after?

Team size?

Do you have responsibility for a budget?

the purpose of your role

As a Key Member of the Department Leadership Team, you will identify, lead and drive performance capability improvements within your area of responsibility through the Engagement and Development of your Operational Team and the Ways of Working supporting the strategic plans

Key responsibilities:

- ♥ Planning, organising and directing day to day operations to deliver the operational flexibility that exceeds our customers' expectations, supports the development of our people and champions operational excellence.
- ♥ Effectively monitor the team's performance against our business KPIs, identifying and leading improvement plans, corrective actions and embedding ways of working to deliver ongoing sustainable performance
- ♥ Support and coach your team to deliver effective cost control of labour, service delivery and material usage. Own, develop and lead the ongoing improvement of our "Cost to Manufacture", working across functions and engaging stakeholders with opportunities and improvements.
- ♥ Develop and implement a plan for your team that delivers an improvement to your overall team capability, ensuring that it is in support our operational design framework and is fit for the future.
- ♥ Embed the physical and cultural safety and environmental management systems within your team. Ensuring successful delivery of the standards, performance metrics and underpinning values.
- ♥ Lead and nurture the business and site culture within your team and through the role modelling of the Yeo Valley values and Leadership principles demonstrate a personal and leadership commitment to "Our Yeo Valley".
- ♥ Develop the quality and food safety culture within your team, ensuring compliance to the Yeo Valley Manufacturing standards and enabling your team to deliver best in class product quality which exceed customer quality standards.

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qualifications & experience

Essential:

- ♥ Proven experience of applied knowledge of High Performing Workplace / TPM / Lean within large complex FMCG operations
- ♥ Proven experience managing teams
- ♥ Proven experience of leading Continuous Improvement teams

Desirable:

- ♥ Short shelf life / high care / dairy category experience preferred
- ♥ Proven experience as a successful cultural change agent
- ♥

Key accountabilities:

Employer of Choice

- ♥ Health & Safety of employees and visitors to the site
- ♥ Employee engagement
- ♥ Labour productivity

Supplier of Choice

- ♥ Raw material yield
- ♥ Equipment OEE
- ♥ Manufactured cost of goods
- ♥ Compliance to plan
- ♥ Customer service

Brand of Choice

- ♥ Consumer complaint ratio CPMU
- ♥ Right first time manufacture

what good looks like for this role

Leadership Principles:

- ♥ **Everyone is the same;** We're all human, with similar needs
- ♥ **Humble, high performing leadership;** We don't rely on hierarchies and have high expectations of ourselves
- ♥ **Transparency;** We share as much information as possible
- ♥ **Listen first;** We actively seek feedback from as many colleagues as possible on our performance, the business and the work experience
- ♥ **Inclusivity;** We value the contribution that every individual can make -bringing different skills, perspectives, personalities and cultures to help our business flourish
- ♥ **Trust;** We have faith in each other to do the right thing
- ♥ **Good humour and generosity;** Working here should be fun, we recognise the importance of small acts of generosity, celebrating success and focusing on the value of spend and not just the cost

Personal contribution attributes:

- ♥ **Insightful;** Substantiates intuition, vision and action with data led validation to provide compelling cases
- ♥ **Commercially astute;** Demonstrates an ability to prioritise both short and long term actions against an accurate assessment of organisational impact
- ♥ **Engaging;** Excellent listening, communication and influencing skills, in all environments; individuals, large groups and small teams
- ♥ **Collaborative;** works effectively with colleagues from across all levels and disciplines within the site
- ♥ **Motivational;** Displays energy and inner confidence which inspires others
- ♥ **Confident and assertive;** Drives action to yield improvement and address issues

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♥ **Resilient and tenacious;** Overcomes obstacles and challenges to meet objectives

HR use

Date of last review:

Job reference no:

Job level:

Job family:

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