**Job Title**: **Operations Manager  
Hours:** 40 hours per week (Monday to Friday – 8.30am to 5.00pm)  
**Location:** Great Blakenham, Ipswich   
**Duration:** Permanent   
**Reporting to:** MD

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| Sackers is a family owned and managed business, with revenues of over £36 million per year. We employ over 85 staff and have strong future growth plans. We pride ourselves on being the sustainability experts and aim to recycle over 90% of the material we receive.  Sackers provide full waste solutions for Suffolk and has two sites situated near Ipswich at Great Blakenham and Needham Market. One site is for scrap metal processing and the other is for commercial waste disposal. We offer commercial waste collections, skip hire and scrap metal recycling.  We have invested heavily in equipment to give us cutting edge technology to create a strong and competitive position in the area. We have the only processing plant of its type in East Anglia, we are unique to the area and able to recover, process and sell the metal and recycled commodities to many different countries.  We care about and invest in staff and their personal career development. We have a track record of growing our own talent, we’ve had staff grow with the business into senior leadership roles.  If you have the desire, we will embrace it. |

**KEY RESPONSIBILITIES**

**Plant Operations and Production**

* Lead the Operations, Production, Maintenance, and Planning teams
* Align high level company strategy to the role’s areas of responsibility
* Ensures production planning processes are totally aligned with customer demand and shipping needs.
* Driving end to end efficiency in terms of resource deployment (people, plant and financial).
* Works with the SHEQ manager to ensure all production is in line with relevant commitments.
* Ensures the maintenance plan is aligned with production requirements and shipping plans through leadership and ownership of outputs
* Using continuous and lean improvement values to drive efficiencies within the business.
* Develops the 3 and 5-year operational strategy. Making structured and costed recommendations for implementation of this strategy through people and capital investment programmes.

**Leadership, Management and Communication**

* Ensure the team are clearly led and communication to them is exemplary and deploys both management and coaching styles as appropriate for team and wider site personnel
* Leading, coaching and developing a team of 20+
* Define the team competency model with gaps identified and addressed through suitable competency and capability development
* Employs professional performance management standards and techniques when managing teams, ensuring that good performance is recognised and that poor performance is actively addressed

**Continuous improvement**

* Leads improvements in operational processes using world class lean techniques
* Responsible for driving the company’s go to Gemba and Kaizen methodology
* Develops standard operating procedures (SOPs) for appropriate tasks

**MEASURES OF SUCCESS**

Meeting and beating financial and operational metrics

**KEY RELATIONSHIPS**

Maintenance team, Procurement team, Contractor workforce, Senior Management team, Supervisors, Managing Director

**KNOWLEDGE AND QUALIFICATIONS**

* Degree level of qualification or experience – Essential
* Continuous improvement awareness – Essential
* Project management recognised qualification - such as Prince 2 – Desirable

**EXPERIENCE**

* Experience in manufacturing, process and production - Essential
* Leadership of significant size of operations team- Essential
* Able to lead root cause analysis investigations- Essential
* Be knowledgeable of safety, quality, and environmental processes- Essential

**ESSENTIAL SKILLS AND ABILITIES**

* Ability to deal with and rationalise many complex dependencies and issues, and present recommendations and options to meet business needs
* Effective communication and influencing skills
* Excellent leadership and management skills
* Tenacity and appetite to challenge current thinking
* Ability to prioritise effectively and remain focused on these priorities
* Numerate, comfortable with the numbers
* Natural mechanical aptitude

**PERSONAL QUALITIES AND BEHAVIOURS**

* Results focused “can do” attitude
* Determined and resilient - not afraid to challenge the norm and drive change
* Demonstrates commitment to the Company, the culture, values and behaviours

**Closing date 4th September 2020.**

**Please send your CV and covering letter to Helen.crapnell@sackers.co.uk**