



Draft Role Profile

General Manager: Bathgate

Role Description

The General Manager, Bathgate has full accountability and leadership for the site including production, engineering, hygiene, process functions, its people, safe working environment and assets. The focus of the role is to drive and motivate our people to achieve the most cost effective; high performance production facility with the highest quality that enshrines the Genius Gutsy culture and the health and safety of our people, consumers and products. This “hands on” leader role is key to the overall success of Genius through the performance of its No1 bakery site contributing to Gross Margin and our brand valuation plan as UK market leader.

Role Dimensions

Team of circa 200 people

Annual budget of £11M

Site Output of over 500K units/week

Key deliverables: Labour Cost per pack; headcount; accident rate; gross margin; waste, CPMU, service.

Reports to: Operations Director and is part of the senior leadership team

Role Responsibility

- Leadership, energising and motivation of the site based team of circa 200
- People engagement, performance, coaching, communication & development
- Guardian of the Genius culture & values
- Leads and drives long term manufacturing performance and continuous improvement
- Capital and Revenue Management
- Budget control & Cost Management
- Change Management & challenge of the status quo.
- Industrialising new innovative products
- Represent manufacturing across the business & externally and contributes to strategic cross functional projects
- Crisis management
- Health & Safety, Food Safety, Product Quality standards compliance
- Systems Process compliance

Package:

- Competitive base salary for the right candidate
- 25% bonus opportunity
- 6 months' notice each way
- Participation in Genius Growth Share Scheme
- 4% matching pension
- 33 days holiday



Experience

- Over 10 years production leadership experience preferably in food
- Demonstrable evidence of driving improved performance through strong leadership
- Development of people and creating an engaging working environment.
- A “can do” leader who has evidence of making an impact and influencing the “bottom” line

To succeed as a Genius Leader you must be able to:

- ✓ Be Gutsy
- ✓ Energises those around them
- ✓ Never accepts it can't be done
- ✓ Inspires others to strive
- ✓ Unites behind driving value
- ✓ Sees what's to be done and acts with pace.