

Role Profile

Job Title: General Manager
Department: UK Operations
Reports To: UK Operations Director

Role Overview:

UK GMs lead a complex mix of people, activities and processes to deliver large scale volumes of mushrooms to meet the daily demand of UK retail supply chains within standard cost. Doing so safely, and adhering to Monaghan and customer specified quality standards and ways of working. They lead the team to continuously improve and optimise the business through strong Monaghan team and external stakeholder engagement being the figurehead for their site.

Purpose:

To provide leadership of the site team to set and deliver objectives in line with group direction. To produce great mushrooms. Continually improving processes and people through engagement and role modelling of our values (Doing the right thing, Down to Earth, Forward Thinking, Inspiring, Egalitarian)

Key Output Metrics:

- Safety Incidents (Accidents and Near Miss)
- Growing yield (Kg per sq.m)
- Harvesting productivity (Kg per colleague, per day)
- Site P&L vs Budget
- Customer Service (Dispatch plan attainment inc. pick accuracy)
- Improvement of workstream log (Financial, Safety, Service)
- Quality Service (customer comment and rejections)
- Packing productivity (Standard hours Vs Actual Hours & Kg per direct labour hour)
- Overhead and indirect cost (spend vs budget and as a ratio to activity)
- Site Utilisation (Grown and packed volume vs capacity)

Reports (functions):

Growing, Harvesting, Packing including warehouse/dispatch, Quality, Training, Engineering and Administration.

Key Relationships:

Ireland and UK GMs, Group Technical Leads, Supply Chain Leads, Key Account and Commercial Leaders, HR Business Partners, Risk Management Leads, Substrate Supply Leads, Technical Account Managers.

Main Duties:

1. Team and site leadership
2. Team performance management and development

3. Driving daily and weekly performance against a balanced score card of metrics
4. Managing the forecast of available crop and site capacity with a structured sales and operational planning routine
5. Leading continuous improvement activates and driving improvement both in lean maturity and metrics
6. Planning resources with the team to match forecast activity demand
7. Responsible for agreeing production with the supply side of the business and following and driving the daily performance of the farm to ensure that production targets are met
8. Maintain and observe Company health, safety and hygiene standards in accordance with Company regulations and practices

This is not an exhaustive list and is subject to change and amendment.

Person Specification:

This role requires the individual to:

1. Demonstrate leadership aligned to the Monaghan values:
 - a. Doing the right thing
 - b. Forward thinking
 - c. Down to earth
 - d. Inspiring
 - e. Egalitarian
2. Build a continuous improvement culture striving for improvement across service/quality, safety and cost
3. Demonstrate the ability to manage labour performance
4. Be comfortable and effective leading within a diverse culture (Irish, British, Eastern European, Asian) from an egalitarian mind set
5. Coach and develop direct reports and wider business colleagues
6. Demonstrate structure, problem solving and recognising the need to optimise the whole value chain
7. Be effective within a fast moving supply chain, harvesting to order with changing and conflicting priorities
8. Develop a sound understanding of mushroom growing, harvesting and packing such that they can support the team and optimise the site performance

Qualifications and Experience

1. Have significant experience of managing the growing, harvesting and packing of food crops or flowers.
2. Have significant experience of supplying UK retailers within their food or flowers supply chain
3. Have lead multifunctional teams with full site accountability
4. NEBOSH certificate level in health and safety
5. Likely to have a degree in Agriculture/Horticulture, Manufacturing, Human Resource or Science

Desirables:

1. Have significant experience of leading the growing, harvesting and packing mushrooms at volumes over 50 tonnes a week
2. Experience working in both large family and corporate businesses

Performing the role in line with the Monaghan Cultural Values:

1. We do the right thing: We use this philosophy to drive every aspect of our business, from product, to process to people.
2. Forward Thinking: We think ahead and we think for the long term.
3. Down to Earth: We understand the importance of communicating our discoveries in a straightforward way.
4. Inspiring: We seek out new ways to excite and inspire each other.
5. Egalitarian: We have always been grounded in the belief that everyone is equal. That everyone deserves an equal chance to speak, be heard and make an impact