

## VACANCY – Shift Manager

We currently have an opening for a Shift Manager to join our passionate team. This is a permanent role and is shift based. This role involves managing people, and in particular will have responsibility for operators and FLT drivers.

The main responsibilities of this role will involve the responsibility of leading and coaching the production team. The role holder will need to deliver efficient and effective performance through continuous improvement in line with objectives and KPI's. The KPI's are in relation to our 5 pillars which include People, HSE, Quality, Service Level and Cost. But don't be put off if you're not sure on the detail of these pillars – we will take the successful candidate through the KPI's in more detail at appointment and as part of the first few weeks in the role.

An example of some of the duties involved and which are aligned to the 5 pillars are:

- Motivating, coaching and recognising the team to achieve their goals
- Selection, induction and onboarding of new operators
- Address performance issues as appropriate
- Manage behaviours within the team
- Ensuring HSE legal compliance
- Ensuring the safety of all employees in line with Standard Operating Procedure (SOP)
- Participation in risk assessments
- Support control of contractors and visitors
- Drive behaviour-based safety program i.e. near misses and tool box talks
- Ensuring communication and follow up on incidents and hazardous situations
- Supporting the site quality plan and maintaining BRC and customer standards
- Providing input for the SOP's and Working Instructions
- Participation in the weekly planning of production and the employees
- Driving Short Interval Control (SIC) reviews
- Ensuring timely close out of technical issues impacting production
- Ensuring productivity targets are achieved
- Supporting constant reduction of inefficiencies and non-value added activities
- Reporting results on a regular basis and ensuring Team meetings take place through Visual Management

We are looking for the following skills and attributes in our successful candidate:

- Ability to collaborate and communicate effectively. This role will have internal relationships with engineering, Supply Chain, Maintenance, QHSE, HR and R&D, as well as external relationships with contractors, customers and auditors
- Eagerness to develop others, support continuous improvement the organisation and to contribute to building technical expertise
- Self-motivation and the ability to drive performance and continuously improve
- Willingness to live and breathe our Company values

**Experience in the following is preferred:** RCO / CIL / CL / AM / CI / IWS

This role will report into the Production Manager. We appreciate that many candidates like to know exactly what salary is on offer, but our Company policy is to exclude this information from our adverts. Don't let this put you off from applying – our offering is competitive! We also think our benefits are pretty good too! These include:

- Life insurance
- Health insurance with the option to add family members and increase your level of cover
- Company events
- Company pension
- Employee discount off Company product
- Employee referral scheme
- Employee of the month and year schemes
- Enhanced sick pay
- Enhanced bereavement support
- Employee Assistance Program with advice, support and counselling services
- Cycle to work initiatives

- Long service awards
- Annual leave of 23 days plus your birthday off!

We would love to discuss this role in more detail with those who are interested in this rare opportunity so please let us know if you have any queries about the role or our company. Clearly Drinks processes your personal data for the purposes of employment in accordance with our Internal Privacy policy. Right to work checks will be carried out before any offers are made.