



Head of Buying

Who are Abel & Cole? Check us out at www.abelandcole.co.uk, <https://bcorporation.net/directory/abel-cole>, [Instagram](#) and [Facebook](#)

A pioneer of organic home delivery, Abel & Cole is a brand famous for seasonal organic fruit & veg. Since 1988 we've built close relationships with other brilliant organic pioneers in order to deliver a wide range of fantastic organic products to people's homes across much of England. We represent a refreshing alternative to supermarket shopping, but without being worthy or preachy. No air freight, no silly packaging, no nasty chemicals – just great food produced by people who really love what they do. We deliver to around 40,000 households and we employ nearly 600 great people. We consider ourselves bold, irreverent, genuine, friendly and honest, and it is crucial that this comes across in everything we do.

Role Summary

At Abel & Cole we are passionate about great, organic food and you will be too. You will ensure that our product range continues to provide the very best selection for our discerning customers; we do the hard work and our customers trust us to have made the best decisions in terms of sustainability, taste and quality. From fruit & veg to meat & fish to wine & spirits and much more, you will oversee our growing product range, keeping it inspirational, exciting and different to the supermarkets! Of course, you'll have a close eye on the commercials too and will juggle sales, margin, availability and wastage. You will have a great team of Buyers and Supply Chain Planners and you will ensure that they have clear direction, that the Buying Department is a fun place to be and that they are continually developed for bigger and better things. Relationships with our fantastic grower and producer base are equally important and you will enjoy spending time getting to know them and working with them.

Here's what you'll be getting up to:

- Lead the Buying team to curate, develop and optimise product ranges that deliver the planned margin targets, align to the A&C ethical standards and create a point of difference to the supermarkets.
- Ensure that key new categories launch in line with the strategy plan to hit the lifting sales targets.
- Develop a strategy for own label product development and support and drive the implementation of this.
- Work to continually improve quality and be proactive in taking steps to drive this.
- Ensure that all key suppliers have joint business plans and that all risks within key categories are minimised through effective supplier management and spread of risk.
- Ensure that the Buying Team works effectively with Marketing to deliver the trading plans.
- Through the Buyers, work to improve margin performance through buying price and selling price.
- Ensure the teams work effectively to maximise availability and reduce wastage.
- Work to improve the efficiency of process and systems for forecasting and stock management.
- Provide strong, collaborative leadership to get the best out of your team and enable them to successfully implement the strategy and deliver results.



- Provide on-going coaching, support and training to successfully develop your team in terms of both behavioural and technical skills.
- Ensure that fun, pace and a good dose of entrepreneurial spirit live alongside solid experience.

Here's what we are looking for:

- Proven experience in managing and leading a team
- Demonstrable achievements of results in terms of sales, margin, availability and wastage
- Proven experience in overseeing a diverse supplier base, including relationship management, building joint business plans and negotiating contracts and price
- Solid experience in category management, product development, forecasting and stock management.
- A genuine interest in sustainability and living and doing business by the A&C values
- A passion for good food and an interest in food trends
- A high level of commercial acumen and numeracy

What we offer

- 37.5 hours/week
- 33 days holiday (inclusive of bank holidays) per year
- Location: Wimbledon & Andover (ability to work across each site is essential)
- A free box of weekly fruit and veg
- Staff discount of up to 35%
- Cycle to Work Scheme
- Grants for sport, performing arts, education and non-vocational courses
- Contributory pension scheme

Abel & Cole promotes equal opportunities for all employees. We want our employees to develop their talents to the full for the benefit of all. Members of staff are expected to take personal responsibility for keeping our workplace free from discrimination - a place where everyone is treated respectfully.