



Head of Buying - Wimbledon

Who are we?

Abel & Cole has pioneered organic, ethical and sustainable food delivery for over 30 years. Doing things better is our bread and butter; from saving over 60 million plastic bags by using reusable boxes for our food deliveries, to finding alternatives to plastic long before it hit the headlines. We are forever challenging ourselves to find the most positive way to do business and want everyone to eat organic because it's one way to save the future. It's these values that enabled us to become B Corp certified; an optional audit we've gone through to recognise how we put people and planet before profit, as well as help us find room for further improvement.

We're looking for more people to join our team of almost 550, to share our passion for doing the right thing even bigger and better than we do already. In a fast paced and competitive market, we know it's our people who make the difference. We've learnt how important it is to recognise, develop and promote from within; and that trusting people lets them come up with the best ideas and that helps our entrepreneurial spirit to thrive.

Want to see more? Check us out at www.abelandcole.co.uk, <https://bcorporation.net/directory/abel-cole> and [Instagram](#)

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

If you feel like you would like to apply to the above role, please send your CV and a short cover letter explaining your interest in the role to: careers@abelandcole.co.uk

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.