



Night Shift Manager - Andover

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

We're on the hunt for an experienced Shift Manager to oversee the multiple functions carried out by our teams on the Night Shift. Based out of our Andover facilities and reporting to our Production Operations Manager you will be responsible for Staff welfare, health, and resource management. This position will be responsible for implementing the requirements and workload from the directing departments ensuring that performance management and legislative compliance remains a focus. This is a great opportunity to make your mark in a company that has a big personality, big ambitions, and a real passion for making a positive impact on this world we live.

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

- Ensure all health and safety standards are maintained and adhered to on-site, including induction training for all Warehouse staff.
- Implement a highly pro-active approach and tackle any issues that arise regarding health and safety.
- Ensure all new staff receive induction training and ongoing support from relevant team leaders/mentors.
- Ensure all training relevant to night shift staff is documented and recorded.
- Manage workload requirement for the night shift and ensure staff levels are well managed to effectively complete all tasks.
- Ensure Fresh Produce daily stock count and regular cycle counts are completed accurately and in a timely fashion, supervising if required.
- Management of staff including the monitoring of performance, absence and conduct while on site.
- Build and maintain strong relationships with day shift management and ensure seamless production.
- Ensure that any major issues are flagged up to the Production Operations Manager or Delivery Operations Area Manager. Where necessary follow the company incident escalation process.



- Ensure all production reports and supporting administration is completed accurately and in a timely manner.
- Ensure all our company policies are adhered to and enforced across your area of responsibility.
- Exemplify the values of the business in all actions and ensure that our brand and the company name are always protected.
- Act as an ambassador for our B Corp values: making all decisions with our social and environmental impact in mind and look for opportunities, no matter how small, to use our business as a force for good.

Here's what we are looking for:

- Excellent supervisory and communication skills are essential.
- The ability to motivate and lead a team is very important.
- Strong organizational skills, planning and prioritizing workload for the teams to maximize quality and productivity.
- A strong desire to train and develop the team.
- Ability to work within a budget and ensure your team delivers to targets
- IOSH level 3 (training supplied)
- First Aider (training supplied)
- Fire Warden (training supplied)

What we offer

- 9:00pm – 5:30am hours per week, Saturday - Wednesday.
- 33 days holiday inclusive of bank holidays (FTE Pro-rata)
- A free box of fruit and veg every week (It's pretty delicious!) alongside company discount of up to 35%.
- Cycle to Work Scheme.
- Grants for sport, performing arts, education and non-vocational courses.
- Contributory pension scheme

If you are interested in this position then please submit a copy of your most up to date CV and the cover letter 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.