



Production Operations Manager

Who are we?

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 food 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

Reporting to the Head of Operations you will be responsible for all of the production from our sites here in Andover. Currently we have four production lines dealing with fresh produce, chilled goods, ambient products and recipe boxes. We have some big goals here at Abel & Cole for our production and are looking for an experienced leader to come in and help our extremely talented team from ideation to execution of fresh and innovative ideas to help drive our productivity. We do things a little differently here at Abel & Cole and we are ideally looking for someone who has a measurable track record of providing bespoke solutions.

Mentoring and development will be key in this role alongside coaching for success and getting results through others. This role will be fast paced with multiple projects ongoing at any one time; to help you succeed you will find we are big on communication and collaboration with dedicated employees across the organisation. You will work closely with all stakeholders on site in Andover as well as forging strong links with other areas of the business as we strive for safety, productivity, quality across all of our lines. We aren't just looking for someone who can crunch the numbers – we are looking for someone who is passionate about people and getting the best from those around them. If this sounds like you then read on to find out more:

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

- Management, setting and control of the budget for the warehouse and production sites.
- Working through the production Managers to achieve all productivity KPI's.
- Work with the supply chain team to understand volume and resource requirements in advance.
- Development, management and improvement of our production.
- Work with depots and site services to achieve a positive safety culture.
- Ensure all personnel are trained for and adhere to both Abel & Cole's H&S and Drug and Alcohol policy.
- Design and implement and maintenance of Safe Systems of Work (SSWs) in all areas of responsibility.
- Represent the production facility in the company H&S meetings.
- Attend regular planning meetings with the Head of Operations and other senior managers.
- With the support from the HR Manager, ensure that all HR records are accurately kept and updated ensuring data security.
- Regular and competent use of standard, company bespoke, and 3rd party software is required to support and monitor the operation.



Here's what we are looking for:

- A strong people manager with experience of running big teams – you will have 2 production managers reporting into you
- Experience working in a fresh produce or food preparation environment is desirable.
- Passionate about treating team members at all levels equally and fairly developing mutual respect at all levels.
- Someone willing to embody Abel & Cole's values and culture. We are passionate about what we do and stand for and want you to be as well.
- Enjoys pressure, responsibility and measurable risks.
- Leadership experience in an autonomous environment.
- Strong strategic and analytical skills.
- Ability to influence wider business and operation.
- Thrive on accomplishment.
- Attention to detail and organized.
- Innovative thinking with the ability to influence others.

What we offer

- This is a full-time position as we want to spend lots of time with your wonderful self – 37.5 hours per week five over seven days. Some weekend work will be required.
- 33 days inclusive of bank holidays running from the 1st May to 30th April.
- 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.

To apply, please email your CV and covering letter to careers@abelandcole.co.uk