

Job Description

Job Title	Regional Manager (South)		
Department	Operations		
Location	Corby		
Reports To	Operations Director	Date Prepared:	6 Feb 2017
Direct Reports / Subordinates: General Manager & Site Leadership Team			
Key Relationships: Exec Team, Operations Team, Finance Team, HR Team, Functional Heads			
Main Purpose of Role: The role will lead the Commercial & Operational strategy including all aspects of planning, financial, people and Customer. Through your leadership you will deliver a highly performing and engaging operation.			
Key Tasks & Accountabilities: Lead a senior team of Operational Leaders across the Corby site <ul style="list-style-type: none"> • Assess operational capabilities and ensure strategies are implemented that meet company & customer needs across the site • Develop and lead all customer relationships on site • Prepare the Region for accelerated Growth • Develop and implement strategic initiatives to improve operational processes, aligned to our growth strategy • Identify and resolve all operational issues and drive continuous improvement initiatives at site level • Ensure that operating systems, processes and current technologies are optimised; • Anticipate and react to changes in customer's businesses • Ensure delivery of KPI's by leading, monitoring and measuring the Site's Operations' team • Ensure site teams are fully resourced • Identify, review and implement new techniques, technology, systems and tools to maintain operational excellence • To engage with customers in the development of mutually profitable and beneficial relationships, measuring satisfaction performance on an on-going basis. • To steer and facilitate the personal development of individuals within the team. • Working closely with the Operations Director, provide direction and leadership to the whole business, driving for sustainable results, raising morale and inspiring individual commitment. • To ensure that the Region achieves its operating profit targets. 			
Performance Indicators <ol style="list-style-type: none"> 1. High levels of Employee Engagement across all employees within the Region 2. Customer retention and growth 3. P&L measures v agreed targets 4. Customer Retention & organic growth 5. Operational Excellence 6. Leadership Development of the P&L owners 			

Person Specification:

Behaviours:	
Skills	<p>Essential:</p> <ul style="list-style-type: none"> • High Achievement Drive • Directs and drives strategic change • Creates a dynamic and hi performance work place environment • Develops others through sophisticated coaching interventions • Acts on values in face of significant risk
	<p>Preferred:</p> <ul style="list-style-type: none"> • Displays a deep understanding of others • High levels of Commercial awareness • An ability to encourage “wild ideas” that drive real Commercial and Operational differentiation
Knowledge	<p>Essential:</p> <ul style="list-style-type: none"> • Up to date knowledge of the latest operational tools • Significant transport/logistics and production experience • The ingredients of an Inclusive Leader • Leadership expertise
	<p>Preferred:</p> <ul style="list-style-type: none"> • Sector experience
IT Skills & knowledge	<p>Essential</p> <ul style="list-style-type: none"> • Experience and understanding of bespoke business solutions and operational infrastructure • Excellence in personal usage of Microsoft tools
	<p>Preferred:</p> <ul style="list-style-type: none"> • Experience of using IT as a business growth engine
Qualifications	<p>Essential:</p> <ul style="list-style-type: none"> • High level degree in a related discipline • Change Management practitioner • Six Sigma
	<p>Preferred:</p> <ul style="list-style-type: none"> • MBA • Prince 2 Project Management
Potential Career Progression	<p>Possible next role/s.</p> <ul style="list-style-type: none"> • Operations Director/Exec Team