



Job Title	NPD Senior Project Manager
Job Level	4a
Location	Richmond or SBP
Business Unit	Group Packaging & Supply Chain
Function	New Product Development
Leader	NPD Area Leader
People Leadership	N/A
Role Purpose	
To project manage, through leadership of cross-functional teams, the end to end delivery of New Product introductions ensuring the final product is developed in accordance with the defined Global Gate Process and delivered to the correct standards of quality, on- time and within budget.	
Responsibilities	
<ul style="list-style-type: none"> • Leading cross functional project teams through the Global Gate Process to ensure successful delivery of development projects to the agreed shipping dates, specified Brand Quality Standards and financial targets (Project budget & Cost of Goods). • Developing technical readiness test plans to ensure all packaging components meet required substrate, structure and functionality standards, concluding in the creation of accurate material/component specifications. Have aligned trialling and qualification plans to ensure all new products are qualified within manufacturing and are fit for handover to operations • Leading the core team through identification and resolution of overall project risks to ensure successful project execution. Ensuring the risk status is clearly communicated to all key stakeholders via the Global Gate Process. Building and maintaining strong relationships with internal stakeholders and external supply partners to ensure successful project delivery. • Leading new packaging structural developments that involve new line or consumer transformations, often requiring the identification of new test methods and execution of proof of principle tests (including new decorations, component structural changes, complex material changes & significant capital projects). • Leading complex multidisciplinary communications across senior stakeholder/steering groups. Leading strategic conversations to influence the direction and outcome of product development with design agencies and senior brand teams. • Initiating leadership of an area of continuous improvement for the NPD team. Be it systems, networks, technical, training or team performance / culture. • Engaging, envisioning and influencing members of the multifunctional core team without the structure of a direct reporting line. Setting clear expectation and managing both positive and negative behaviour. • Demonstrate behaviours in line with our diversity and inclusion aim, which is to create and promote a diverse and inclusive culture at WG&S where ideas, differences and views are respected and where all employees are encouraged to create their own personal legacy. 	



Values



BE PROUD
We are proud of our brands, our heritage, and our commitment to superior quality in our products



BE RESPONSIBLE
We expect every individual and their teams to be accountable and to perform to their full potential



BE SUSTAINABLE
We wish to make a positive contribution to our communities and to our environment



BE PROFESSIONAL
We value integrity, transparency, professionalism and constructive debate within a team working culture



BE ENTREPRENEURIAL
We foster a forward thinking and innovative culture that recognises the need for innovative thinking and continuous improvement



THINK LONG TERM
We are proud of our brands, our heritage, and our commitment to superior quality in our products

Core Competencies:

Adapting and Responding to Change

- Adapts to changing circumstances
- Accepts new ideas and change initiatives
- Adapts interpersonal style to suit different people or situations
- Shows respect and sensitivity towards cultural and religious differences.
- Deals with ambiguity, making positive use of the opportunities it presents.

Applying Expertise and Technology

- Applies specialist and detailed technical expertise
- Develops job knowledge and expertise through continual professional development
- Shares expertise and knowledge with others
- Uses technology to achieve work objectives
- Demonstrates appropriate physical co-ordination and endurance, manual skill, spatial awareness and dexterity

Analysing

- Analyses numerical data, verbal data and all other sources of information
- Breaks information into component parts, patterns and relationships
- Probes for further information or greater understanding of a problem
- Makes rational judgements from the available information and analysis
- Produces workable solutions to a range of problems
- Demonstrates an understanding of how one issue may be a part of a much larger system.

Presenting and Communicating Information

- Speaks clearly and fluently
- Expresses opinions, information and key points of an argument clearly
- Makes presentations and undertakes public speaking with skill and confidence
- Responds quickly to the needs of an audience and to their reactions and feedback
- Projects credibility

Deciding and Initiating Action

- Makes prompt, clear decisions which may involve tough choices or considered risks
- Takes responsibility for actions, projects and people
- Takes initiative, acts with confidence and works,
- Initiates and generates activity

Relating and Networking

- Establishes good relationships with customers and staff
- Builds wide and effective networks of contacts inside and outside the organisation
- Relates well to people at all levels
- Manages conflict
- Uses humour appropriately to enhance relationships with others



Skills and Qualifications:

Essential:

- Degree Level qualified or equivalent e.g. Institute of Packaging Diploma or substantial experience in either an FMCG or packaging environment.
- Significant experience of packaging print processes and understanding of packaging and material componentry, its functionality and performance requirements.
- Proven extensive track record in Complex Project Management.
- Strong Organisational Skills and administrative aptitude as demonstrated via effective delivery of stakeholder requirements within a change environment.
- Good PC Applications Skills with specific expertise in JDE, (or external equivalent) Webspex, Microsoft Projects, Q-Pulse, Workflow, MSWord, Excel (competent user).

Desirable:

- Knowledge of NPD Processes
- Market mandatory knowledge
- Prince 2 qualified (or equivalent)

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