



<b>Job Title</b>	<b>Liquid Supply Team Leader (Tank Farm)</b>
<b>Job Level</b>	4a
<b>Location</b>	Girvan
<b>Business Unit</b>	Distilling & Technical
<b>Function</b>	Liquid Supply
<b>Leader</b>	Liquid Supply Area leader
<b>People Leadership</b>	8

### Role Purpose

To lead, develop and manage Tank Farm operations to ensure the delivery of key results in line with overall Liquid Supply strategy ensuring compliance with all relevant legislation.

### Responsibilities

- Execute the operational plans in line with Company, Operations and Business Unit objectives.
- Manage the Tank Farm budget including variable and fixed costs for maximum functional benefit.
- Ensure compliance with all H & S, Environmental and Customs legislation in order to maintain compliance with all regulatory bodies.
- Maintain strong relationships with internal stakeholders to ensure alignment of business objectives that drive essential behavioural; and process change. Strong links to be developed with the Distillery Customer Relations, Process and Compliance teams.
- Implement best practice processes and procedures maximising effectiveness and efficiency, ensuring a strong interface with all key relationship teams.
- Lead and support improvement projects to ensure ownership and knowledge transfer is effective post project implementation.
- Develop robust planning process, which will support a drive for improved operating costs and efficient resource management.
- Lead, motivate and develop the team in line with the Company Values to maximise employee engagement
- 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

### Key Performance Metrics:

KPI		Description
1.	Compliance	Manage all spirit supply activities ensuring that safe working practices and quality procedures are strictly followed to ensure compliance with HMRC, ADR, environmental legislation, ISO 9001, OHSAS 18001 & ISO14001 requirements to produce safe food and feed products.
2.	Quality	Achieve OTIF delivery requirements, as well as meeting spirit specification and quality needs.  Manage inventory accuracy and positive release processes to expected standards in line with business requirements.
3.	Volume/Cost	Management of budgeted output of tankers per man hour at each stage of the process.  Development of budgets, managing operations within required costs.
4.	Continual Improvement	Ensure housekeeping standards are maintained in all areas to achieve required 5S scores. Use structured problem-solving methodologies for continual improvement with the team.



## 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:

### 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

### Leading & Supervising

- Provides others with a clear direction
- Sets appropriate standards of behaviour
- Delegates work appropriately and fairly
- Motivates and empowers others
- Provides staff with development opportunities and coaching
- Recruits staff of a high calibre

### Persuading & Influencing

- Makes a strong personal impression on others
- Gains clear agreement and commitment from others by persuading, convincing and negotiating
- Promotes ideas on behalf of self or others
- Makes effective use of political processes to influence and persuade others

### Delivering Results & Meeting Customer Expectations

- Focuses on customer needs and satisfaction
- Sets high standards for quality and quantity
- Monitors and maintains quality and productivity
- Works in a systematic, methodical and orderly way
- Consistently achieves project goals.

### Applying Expertise & 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
- Demonstrates an understanding of different organisational departments and functions

### Coping with Pressures & Setbacks

- Works productively in a pressurised environment
- Keeps emotions under control during difficult situations
- Balances the demands of a work life and a personal life.
- Maintains a positive outlook at work.
- Handles criticism well and learns from it.

## Skills and Qualifications:

### Essential:

- Proven leader who can set objectives, performance manage a team and develop individuals to achieve their full potential
- Knowledge and experience in the relevant areas of H&S legislation, HMR&C compliance, continuous improvement and the application of best practice initiatives
- Experience of managing multiple cost centre budgets
- Knowledge of process infrastructure

### Desirable:

- Industry knowledge
- DRAMS / Inventory management system awareness

Created by:

Brian Bartlett

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HRBP:

Stephanie Craig

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