



WILLIAM GRANT & SONS

ROLE PROFILE

Role Title	Distilleries Process Leader
Internal Reference	OBU-0450
Business Unit / Group Function	OBU
BU Team / Sub-Function	Group Distilling & Technical
Location	Girvan
Team Leader Role	Girvan Site Leader
Role Level	3B
Team Members	Yes
Role Purpose To lead, direct and support distilleries leaders (Grain Whisky, Hendricks and Ailsa Bay) to effectively meet all designated aspects of production, health & safety/ environmental activity to ensure the delivery of key results in line with production strategy while ensuring all operations adhere to relevant legislation	
Accountabilities <ul style="list-style-type: none">Accountable for distilleries (Grain Whisky, Hendricks Gin and Ailsa Bay) plan attainment through direction and support to distilleries leaders and development of strong relationships with internal and external stakeholders that align distilleries needs and expectationsVerify, compile and publish transparent operations KPIs and term reports across distilleries and lead formal KPI meetings with site stakeholders to drive operational performanceAssist in the development and execution of distilleries short, medium and long term plans (budget, CAPEX etc) that support the business strategy and objectives.Responsible for effective risk identification and mitigation of risks across distilleries (safety, volume, quality, service and efficiency)Accountable for monitoring and assessment of distilleries outputs and development of continuous improvement initiatives that drive efficiencies across distilleries to increase competitiveness, customer service and qualityLead, motivate and develops their team in line with company values to maximise employee engagement and build the talent pipeline, ensuring learning and development needs are planned and resourced.Ensure that safe working practises and quality procedures are adhered to in line with both company and external regulatory requirements (e.g. ISO standards, HMRC) through audit and assurance checkingPerform the role of incident coordinator in Emergency Response situations.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.	HSE, Environmental Compliance (tbc) Ensure distilleries operate in compliance with Health & Safety, Environmental and Her Majesty's Revenue & Customs Legislation, ensuring compliance with all site licences and regulatory obligations
2.	Service



WILLIAM GRANT & SONS

Conformance to Plan Deliver distilleries budgets OTIF

3. Quality

Analytical specifications

Ensure all distilleries achieve spirit Grade 1

4. Efficiency

Deliver distilleries budgets OTIF

(Fixed and variable costs)