

ROLE PROFILE

Role Title	Distilleries Operations Area Leader
Business Unit / Group Function	OBU
BU Team / Sub-Function	Group Distilling & Technical
Location	Tullamore
Team Leader Role	Tullamore Site Leader
Team Members	Yes
Role Level	3B
<p>Role Purpose To lead, direct and support the distilleries team leaders (Grain, Pot & Malt and Spirit Supply) to effectively meet all designated aspects of compliance (legislative, H&S, quality and environment) and production, ensuring that all processes are operated efficiently to scope and specification. Responsible for the long-term development of distillery operations from a manufacturing, quality and compliance perspective.</p>	
<p>Accountabilities</p> <ul style="list-style-type: none"> •Lead production for all distilleries (Grain and Pot & Malt) and Spirit Supply to ensure conformance to plan (e.g. productivity, efficiency, cost of make), quality specifications and customer service expectations. •Be accountable for the management of operational budgets; both variable and fixed costs to ensure a cost effective operation. •Develop and deliver continuous improvement initiatives and innovation to the process area to drive improvement to competitiveness, customer service and quality and efficiency •Verify, compile and publish transparent operations KPIs and term reports across distillery operations and lead formal KPI meetings with site stakeholders to drive operational performance. •Ensure that safe working practises and quality procedures are adhered to in line with both company and external regulatory requirements (e.g. Health & Safety, Environmental, ISO standards, Irish Revenue) through audit and assurance checking. •Responsible for effective risk identification and mitigation of risks across distilleries (safety, volume, quality, service and efficiency). •Work in partnership with all regulators to ensure a constructive relationship is maintained, and business objectives met, developing string relationships with internal and external stakeholders that align distilleries needs and expectations. •Assist in the development and execution of distilleries short, medium, and long term plans (budget, 5-year plans, site masterplan, CAPEX etc) that support the business strategy and objectives. •Lead, motivate and develop the operations teams in line with company values to maximise employee engagement, ensuring learning and development needs are planned and resourced. •Demonstrate behaviours in line with our diversity and inclusion aim, which is to create and promote a diverse and inclusive culture at William Grant & Sons where ideas, differences and views are respected and where all employees are encouraged to create their own personal legacy. <p>Key Performance Metrics: KPI Description</p> <p>1.Compliance:Ensure that all Distillery operations are documented and controlled and operated to ensure compliance with regards to H&S, Environmental, Irish Revenue, Food and Feed Safety, with particular responsibility for water and effluent. Responsible for ensuring that all relevant management and reporting systems are maintained.</p> <p>2.Quality: Ensure that all Distillery operations are controlled and operated in a manner to achieve spirit quality targets monthly/quarterly and across the 5-year plan. Ensure that robust processes are in place for controlling</p>	

factors which could impact spirit quality and ensure prompt action is taken if spirit quality is affected.

3. Volume/Efficiency: Ensure that all Distillery operations are optimised to deliver the quarterly/annual budgeted volume targets. Ensure distilleries operate, as per design intent, to maximise leading indicators for COM and CPC.

4. Cost: Ensure that all Distillery operations are controlled and operated in a manner to achieve monthly/quarterly Energy Consumption for production area to achieve budget (Kwh/laa). All relevant fixed cost budgets to be managed effectively.

Competencies

<p>Deciding and Initiating Action</p> <ul style="list-style-type: none"> • 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 	<p>Leading and Supervising</p> <ul style="list-style-type: none"> • 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 	<p>Presenting and Communicating Information</p> <ul style="list-style-type: none"> • 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
<p>Delivering Results & Meeting Customer Expectations</p> <ul style="list-style-type: none"> • 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. 	<p>Applying Expertise and Technology</p> <ul style="list-style-type: none"> • 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 	<p>Coping with Pressures and Setbacks</p> <ul style="list-style-type: none"> • Works productively in a pressurised environment • Keeps emotions under control during difficult situations Handles criticism well and learns from it • 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 Experience

Essential

- Educated to degree level in either Chemistry/Science/Brewing discipline or Chemical/Mechanical Engineering or acquired competency through significant experience.
- Demonstrable extensive competence in and experience of the Distilling / Brewing / Petrochemical / Pharmaceutical industries.
- Proven leader who can set and deliver objectives, develop and performance manage high performing teams and develop individuals to achieve their full potential. Desirable:
- LEAN/Six Sigma Green Belt certification or demonstrable track record of utilising continuous Improvement techniques.