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| Job Title | Liquid Quality Team Leader |
| Job Level | 4A |
| Location | Tullamore Distillery |
| Business Unit | Distilling & Technical |
| Function | Quality |
| Leader | Head of Quality |
| People Leadership | Liquid Quality Analysts |
| Role Purpose To ensure liquid quality of all WGS bottled product through the bottling processes and to deliver customer requirements for analysis and certification of bottled product. To drive continuous improvement of liquid quality during the various bottling operations across all WGS bottling locations. | |
| Accountabilities <ul style="list-style-type: none"> To implement processes that optimises bottled product quality to maintain our global reputation for quality. To lead, motivate and develop SBP Laboratory Team members in line with the Company Values to maximise achievement and engagement within the team To facilitate and drive improvements & compliance within the Integrated Management System. To support compliance with all global food safety and mandatory legislative requirements so maintaining key contracts with new and existing customers. To deliver customer requirements for analysis and certification of all bottled product To work with the NPD and NLD teams to ensure optimum liquid handling processes are implemented for all new products. To assist with the preparation of Team budget and provide input to the three year capital expenditure plan. To benchmark our spirit handling and filtration systems with comparable organisations to ensure that best practice is adopted and maintained within the company. 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. Leads, motivates and develops their team in line with the Company Values to maximise employee engagement. | |
| Values <div> <div>  <p>BE PROUD We are proud of our brands, our heritage, and our commitment to superior quality in our products</p> </div> <div>  <p>BE RESPONSIBLE We expect every individual and their teams to be accountable and to perform to their full potential</p> </div> <div>  <p>BE SUSTAINABLE We wish to make a positive contribution to our communities and to our environment</p> </div> <div>  <p>BE PROFESSIONAL We value integrity, transparency, professionalism and constructive debate within a team working culture</p> </div> <div>  <p>BE ENTREPRENEURIAL We foster a forward thinking and innovative culture that recognises the need for innovative thinking and continuous improvement</p> </div> <div>  <p>THINK LONG TERM We are proud of our brands, our heritage, and our commitment to superior quality in our products</p> </div> </div> | |



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 under own direction
- Initiates and generates activity

Persuading and 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

Leading and 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

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
- Demonstrates an understanding of different organisational departments and functions

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

Delivering Results and 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

Essential

- Educated to degree level in a Science/Brewing discipline and/or demonstrates significant technical competence or experience in either Science/Brewing/Chemical Engineering or Pharmaceutical fields.
- Proven team leader who can set objectives, performance manage a team and develop individuals to achieve their potential.
- Knowledge and experience in the relevant areas of H&S legislation, Irish Revenue and environmental compliance and the application of best practice initiatives.
- A personal drive for continual improvement and executional excellence in everything they do and can demonstrate successful use of Quality Tools / Techniques.

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| Created by: | Jane Millar |
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| HRBP: | Marie Harte |
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