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| ROLE PROFILE | | | |
| Job title | General Manager – Transport & Fleet | Date | 12/11/2024 v1 |
| Business | Samworth Brothers Supply Chain (SBSC) | | |
| Department | Transport | | |
| Location | Oak Meadow based with travel to other sites as required. | | |
| ROLE SUMMARY | | | |
| This key leadership role will have full responsibility for the national transport operations for Samworth Brothers Supply Chain. You will set the standards for the team and strive to continually raise the bar. Through a culture of excellence, you will drive the network to deliver optimum performance where KPI's and annual operating profit becomes common language. Embedding a health and safety culture, and playing an active role in the environment agenda, will be top priorities whilst driving our operational strategy in a way that inspires people to deliver. In addition, you will have control of all overhead budgets for each operating centre including resources, fleet, and other overhead costs to maximise profitability in line with Annual Operating Profits targets. As a commercially astute individual, you will ensure the site leadership teams are aware of their financial and nonfinancial KPI's.  A key element of this post will be focussed on innovation and skill at bringing winning solutions, along with the ability to challenge and consistently drive new improvement replicating best practice across sites. | | | |
| REPORTING STRUCTURE | | | |
| Reports to | Operations Director | | |
| Direct & indirect reports | Transport Manager (Leicester/Penrith)  South West Operations and Bakery Manager (Bristol/Callington)  National Academy Manager  Planning Manager  Transport Improvement Manager | | |
| Key internal stakeholders | Managing Director, Financial Director, Commercial Director  SLT – Personnel Manager, General Manager Operations, General Manager Projects, Safety, Health and Environmental Manager.  Samworth Brothers – Bakeries (SLT)  Group IT function | | |
| Key external stakeholders | Systems - Microlise, Mandata. +  Fleet – Mercedes, Volvo, MAN, Gray Adams, Carrier, Cargo Schmitz. +  Subcontractors – Pulleyns, Fowler Welch, Long Lane, Fresh Freight. + | | |
| KEY ACCOUNTABILITIES AND RESPONSIBILITIES | | | |
| * Responsible for Transport Health and Safety across all sites. * Lead and develop the transport teams by translating a vision and strategy into reality. * Working in collaboration with the bakeries and external customers to provide exceptional levels of service. * Lead the “whole life cycle” of vehicle ownership providing clear recommendations on vehicle specification, manufacturer, length of term for both units and trailers * Produce and deliver stretching transport operational budgets and KPIs that drive continued improvement in operating costs. * Support the development and implementation of transport change programs. * Champion world class legal compliance and operational standards * Benchmark and implement best in class policy and procedures. * Lead the service culture across the transport functions that enables colleagues to do the right thing for our customers. * Establish sustainable continuous improvement activity that delivers competitive advantage. * Participate in commercial reviews alongside SMT incl. Finance, Operations and Client representatives. * Ensure risk is effectively managed through compliance with all company policies including Health and Safety as well as operating within legal and regulatory requirements. * With commercial acumen, you will recognise when investment needs to be made to support profitable business growth and ensure that the necessary resources are in place to enable the delivery of budget targets. Cost and waste reduction are also important to the role. * Manage the performance of the team through the group values to drive development. * Manage subcontractor relationships and service levels to against agreed commercial terms. | | | |
| QUALIFICATIONS, EXPERIENCE, TECHNICAL SKILLS / KNOWLEDGE | | | |
| To succeed in this role the Transport General Manager will be well versed in contributing to a strategic agenda and leading change programmes, inclusive of high impact transformation programmes, along with demonstrable success in identifying, developing, and retaining high performing talent.  Strong organisational, financial, and budgetary skills along with familiarity of PC packages - particularly Word and Excel programs is essential. Prior exposure to Lean methodologies and working within a six-sigma culture is to be expected.  Senior transport management experience is a prerequisite as well as a background within operations, supply chain or engineering would be beneficial. You will have developed skills to motivate and engage teams remotely creating an enthusiastic atmosphere for improvement and positive change. You will be passionate and enthusiastic about demonstrating your leadership skills through strategic projects and cost optimisation initiatives.  **Essential**   * Have a minimum of 5+ years Transport / Fleet / Vehicle Compliance experience. * Proficient in transport and vehicle compliance. Operating licences, Roadworthiness, etc * Have worked within a fast-paced sector previously - 3PL / FMCG / Food. * Knowledge of the Health and Safety Executive (HSE) applicable legislation and any developments that affects our industry, especially CDM, LOLER, PUWER, Working at Height, Risk Assessment, Safe Systems of Work, COSHH, Workplace transport, etc. * Be CPC National / International qualified. * CI led - Be inquisitive, innovative, and focused on delivering the best possible service to the customer. * Proven track record in process improvement in Cost, OTIF and Driver Engagement * Flexible around what is a 24/7 operation. * Be results driven and commercially aware.   **Desirable**   * A Chilled Logistics Distribution and Supply Chain background. * Significant health and safety management experience of HGV transport and distribution * Previously purchased fleet based on full lifetime cost analysis and justification. * Have had exposure to either in-house or outsourced vehicle maintenance. * Have strong passion for the role and drive to make change. | | | |
| CORE COMPETENCIES, ATTRIBUTES & BEHAVIOURS FOR SUCCESS | | | |
| **Competency** | **Descriptors** | | |
| Values People | *Demonstrates the belief that people are our most important asset and central to the success of the organisation. Everybody should be always treated with dignity and respect.* | | |
| Customer Focus | *Demonstrates the understanding that the satisfaction of our internal and external customers is the foundation of our success* | | |
| Collaborative Team Working | *The willingness to act as part of a team and work towards achieving shared objectives through adopting best practice in line with PQP and Federalism.* | | |
| Flexibility & Adaptability | *The ability to change and adapt own behaviour or work procedures when there is a change in the work environment, for example because of changing customer needs.* | | |
| Initiative & taking ownership | *Steps up to take on personal responsibility and accountability for tasks and actions in line with PQP and Federalism.* | | |
| Drive for Excellence | *Knows the most effective and efficient processes for getting things done, with a focus on continuous improvement.* | | |
| Resource Management | *Effectively manages resources and cost drivers to achieve sustainable productivity and profitability.* | | |
| Technical Expertise | *Has the skills, knowledge and experience required to excel in own area of specialism and the willingness to further grow and develop.* | | |
| Self-Management | *Uses a combination of feedback and reflection to gain insight into personal strengths and weaknesses, so that own time, priorities, and resources can be managed to achieve goals.* | | |