Dairy Executive Director

Dairy leadership and board

Job title	Dairy Executive Director
Department	Dairy leadership and board
Reports to	Chief Executive Officer for the executive role, and the Board for director duties
Direct reports	Senior leaders within the executive area of responsibility
Location	*[To be confirmed by the employer]*
Contract type	*[Permanent / fixed-term / other]*
Salary and benefits	*[To be confirmed by the employer]*

Job purpose

Combines a senior executive role in a dairy business with a seat on the Board. Leads a major area of the business day to day while sharing collective responsibility, with the other directors, for strategy, oversight and the long-term success of the company or co-operative.

Key responsibilities

Board duties

- Act in the best interests of the company or co-operative and promote its long-term success
- Exercise independent judgement, reasonable care, skill and diligence in all Board decisions
- Declare and manage conflicts of interest, including any between the executive role and Board duties
- Share collective responsibility for strategy, risk appetite, financial statements and major investments
- Prepare thoroughly for Board meetings and contribute openly to debate and challenge

Strategy and performance

- Help develop strategy, including milk supply, product mix, markets and plant investment
- Lead delivery of agreed plans in the executive area and report progress honestly to the Board
- Bring practical insight to Board discussions on capacity, customers, commodity markets and exports
- Propose and lead major investment, acquisition or restructuring cases within the executive area

Executive leadership

- Lead the executive area day to day, setting objectives, budgets and standards
- Build a capable leadership team with clear accountability and succession plans
- Work with fellow executives to deliver joined-up plans across milk supply, operations and sales
- Make sure the executive area meets its food safety, health and safety and environmental obligations

Governance, risk and control

- Maintain effective internal controls and risk management in the executive area
- Provide accurate, timely and complete information so the Board can make sound decisions
- Attend audit, risk, remuneration and nomination committees when invited, and respect their independence

© 2026 Dairy Jobs (Specialist Recruiters Ltd). Free to adapt for your own vacancies. Not for resale.

- Uphold the code of conduct and set an example of ethical behaviour across the business

Stakeholders

- Represent the business with customers, lenders, investors, regulators and industry bodies
- Engage farmer members on milk price, supply terms and performance where the business is a co-operative
- Explain Board decisions clearly to employees and promote a culture of safety and integrity

Qualifications and experience

Essential

- Substantial senior executive experience in dairy, food, agriculture or a related sector
- Track record of leading a major function or business unit and delivering results
- Sound understanding of directors' duties, fiduciary responsibilities and the role of board committees
- Strong financial literacy, including reading financial statements and assessing investment cases
- Experience of presenting to and working with a board
- Ability to separate the interests of the executive area from the collective duties of a director

Desirable

- Previous experience as a company director
- Experience of co-operative governance and farmer-member relations
- Formal governance or director development training
- Experience of international or export markets

Skills and attributes

- Strategic thinking and business judgement
- Financial and commercial acumen
- Leadership and team building
- Constructive challenge and collective decision-making
- Risk awareness
- Clear communication with the Board, employees and external stakeholders
- Integrity and independence of mind

Measures of success

- Delivery of the strategic plan and objectives in the executive area
- Financial performance against budget, including margin and return on capital
- Food safety, health and safety and audit results in the executive area
- Quality and timeliness of information provided to the Board
- Board evaluation feedback on contribution as a director
- Leadership team engagement, retention and strength of succession

Working conditions and safety

Full-time executive role with regular travel to sites, customers and markets. Attends all Board meetings and strategy sessions, and committee meetings when invited, with time set aside to prepare for each.

- Lead by example on health, safety, food safety and animal welfare
- Uphold the code of conduct and all legal and compliance requirements
- Raise concerns and report incidents promptly

© 2026 Dairy Jobs (Specialist Recruiters Ltd). Free to adapt for your own vacancies. Not for resale.

This job description outlines the main duties of the role. It is not a complete list, and the employer may update it as the business changes, in consultation with the jobholder.

Recruiting for this role? Advertise it on Dairy Jobs and reach a combined network of over 250,000 dairy professionals worldwide: dairyjobsearch.com/advertise-dairy-jobs

© 2026 Dairy Jobs (Specialist Recruiters Ltd). Free to adapt for your own vacancies. Not for resale.