Dairy Senior Production Manager

Dairy processing

Job title	Dairy Senior Production Manager
Department	Dairy processing
Reports to	Site Director
Direct reports	Production, packing and shift managers
Location	*[To be confirmed by the employer]*
Contract type	*[Permanent / fixed-term / other]*
Salary and benefits	*[To be confirmed by the employer]*

Job purpose

Leads all production and packing at a large, highly automated dairy plant running around the clock. Manages a team of production managers and, through them, a large shift-based workforce, setting standards for safety, quality, cost and efficiency and building a lean, continuous improvement culture.

Key responsibilities

Leadership and culture

- Lead, coach and develop production managers through annual objectives and reviews
- Set a strong safety, quality and food safety culture on the shop floor
- Model and embed lean ways of working, including 5S and daily performance meetings
- Take the lead on employee relations and work constructively with trade unions
- Build succession plans and develop future leaders

Production performance

- Turn site goals into production targets, standards and action plans
- Monitor safety, sustainability, quality, cost, delivery and morale measures and act on gaps
- Use OEE and loss data to drive decisions and target improvement
- Keep labour standards and line capacities up to date for all products
- Organise people and resources to deliver the production plan on a 24/7 basis

Continuous improvement

- Lead productivity and loss reduction projects using lean, TPM and Six Sigma tools
- Challenge current methods and set improvement priorities with the team
- Support scale-up and launch of new products with the development team
- Share good practice with other sites and functions

Food safety and compliance

- Make sure production complies with HACCP, company standards and the law
- Champion food safety and quality training in all production areas

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- Ensure health and safety procedures are followed and incidents are investigated
- Prepare areas for audits and close resulting actions on time

Budget and stakeholders

- Help build the annual production budget and KPI targets
- Own and control the production budget once approved
- Work closely with maintenance, quality, planning, product development, supply chain and finance
- Report results and corrective actions to the site leadership team

Qualifications and experience

Essential

- Degree in dairy technology, food science, production engineering, engineering or operations management, or equivalent experience
- Significant management experience in food production, typically 7 years or more
- Proven record of leading large teams in a 24/7 manufacturing operation
- Working knowledge of HACCP
- Experience of lean manufacturing and continuous improvement
- Experience managing a production budget

Desirable

- Dairy manufacturing experience, especially cheese
- TPM or Lean Six Sigma qualification
- Experience of working with trade unions
- Experience in a multi-site or international business

Skills and attributes

- Inspiring leadership and change management
- Coaching and developing people
- Data-driven decision making
- Technical problem solving
- Financial awareness
- Building teams and holding people to account
- Stakeholder management

Measures of success

- Safety incidents and near-miss reporting
- OEE and line efficiency
- Production cost per tonne against budget
- Right-first-time quality and customer complaints
- Delivery against the production plan
- Employee engagement and absence

Working conditions and safety

Site-based role in a continuous 24/7 operation, with PPE and hygiene rules in production areas. Some out-of-hours and on-call cover is expected.

- Follow health and safety rules and safe systems of work, and wear the correct PPE
- Follow food safety, hygiene, HACCP and quality procedures at all times

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- Report hazards, accidents, near misses and concerns promptly

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.

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