Dairy Vice President (VP)

Dairy leadership and board

Job title	Dairy Vice President (VP)
Department	Dairy leadership and board
Reports to	Group Chief Executive or Group Chief Operating Officer
Direct reports	Divisional heads of operations, finance, sales and marketing, milk supply, quality and HR, some of whom also report to group functions
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 the dairy division of a larger food group with full profit and loss responsibility. Sets and delivers the division's strategy within the group's framework, growing profitable sales while managing milk supply, commodity exposure, plant performance and food safety. Represents the division to group leadership and works across group functions to make the best use of shared resources.

Key responsibilities

Divisional strategy and performance

- Develop the division's strategy and multi-year plan and gain approval from group leadership
- Own the division's profit and loss, balance sheet and cash flow, and deliver budget commitments
- Present the annual budget, forecasts and performance reviews to group leadership
- Allocate resources between products, plants and markets to maximise return
- Identify acquisitions, partnerships and disposals that strengthen the division, and lead the business cases

Milk supply and commodity exposure

- Secure milk supply from farmers, co-operatives or third parties at competitive cost
- Oversee milk pricing and supply terms in line with group policy and competition law
- Manage exposure to butter, powder and cheese prices with group finance and treasury
- Adjust the product mix to get the best return from each litre of milk across market cycles

Commercial growth

- Grow sales with retail, food-service, ingredients and export customers
- Develop the division's brands and value-added products with group marketing and innovation teams
- Lead negotiations with strategic customers and approve major contracts and pricing
- Open and develop export markets in line with group trade policy and risk appetite

Operations, investment and food safety

- Oversee the safe, efficient running of the division's processing plants and supply chain

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- Plan plant capacity and make the case for capital investment to the group investment committee
- Ensure food safety and quality systems meet customer, regulatory and group standards
- Lead the division's response to serious incidents and product recalls

Group integration and governance

- Work with group finance, procurement, HR and IT to deliver shared services and savings
- Apply group policies, delegated authorities and internal controls across the division
- Report risks, compliance issues and sustainability performance to group leadership and its committees
- Deliver the division's share of group targets for emissions, water use and animal welfare

Leadership and people

- Lead, develop and hold the divisional leadership team to account
- Build a strong culture of safety, quality and performance
- Plan succession and develop talent for the division and the wider group

Qualifications and experience

Essential

- Senior general management experience with full profit and loss responsibility in food, dairy or consumer goods
- Experience of working in a matrix structure within a larger group
- Strong commercial and financial understanding, including budgets and capital investment cases
- Knowledge of dairy supply chains, milk procurement and commodity markets
- Track record of leading multi-site operations and senior teams
- Experience of managing food safety and quality risk at a senior level

Desirable

- Degree in business, food science, agriculture or engineering, or an MBA
- International or export market experience
- Experience of mergers, acquisitions or integration projects
- Experience of developing dairy brands or value-added products

Skills and attributes

- Strategic and commercial thinking
- Influencing senior stakeholders across a group
- Financial analysis and profit and loss management
- Leading and developing senior teams
- Negotiation with major customers and suppliers
- Managing risk and making decisions in volatile markets
- Clear, concise reporting

Measures of success

- Divisional revenue, operating profit and margin against budget
- Return on capital employed and cash conversion
- Milk cost and security of supply against plan
- Safety performance and food safety incidents
- Customer service levels and growth with key accounts

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- Progress against group sustainability targets

Working conditions and safety

Based at the division's head office with frequent travel to plants, customers, group offices and international markets. Attends group leadership meetings and investment committees, some of them outside normal working hours.

- 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

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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