

Job Title: Operations Director
Hours: 40 hours per week (Monday to Friday – 8.30am to 5.00pm)
Location: Sackers Claydon and Needham Market sites
Duration: Permanent
Reporting to: CEO

Sackers is a family owned and managed business, with revenues of over £50 million per year. A local business with a global reach. We employ 100 staff and have strong future growth plans. We pride ourselves on being the sustainability experts and aim to recycle over 95% of the material we receive and are on our net zero journey

Sackers provide metal and waste recycling, and has two sites situated near Ipswich at Great Blakenham and Needham Market. One site is for metal recycling and the other is for commercial waste recycling.

We have invested strategically in equipment to give us cutting edge technology to create a strong and competitive position. We have three metal recycling cells. Our shredding plant is the only one of its type and size in East Anglia. Our copper granulating plant and aluminium plant allows us to convert raw material into finished product efficiently and effectively.

Our products are then shipped via Felixstowe to our customers all over the world. We are one of the largest exporters in East Anglia.

We care about and invest in staff and their personal career development. We commit to supporting the Armed Forces and Women in Business. We have a strong track record of growing our own talent, we have staff that have grown within the business into senior leadership roles and have a high staff retention rate.

If you have the desire and positive attitude, we will embrace it.

SUMMARY

- Responsible for all Production operations of the company over two separate locations, from material receipt, processing to despatch of finished product
- Reporting to the CEO
- Member of the Executive Board
- Essential contributor to the success of the Strategic Growth Plans

Job Description: Operations Director

KEY OBJECTIVES AND RESPONSIBILITIES:

- Oversee all Operations of the company, driving productivity, efficiencies, process improvement and the achievement of targets
- Direct reports include site leaders at both locations, engineering and maintenance and SHEQ
- Responsible for the achievement of annual budgets and forecasts
- Own and execute all Operations aspects of the five-year Strategic Business Plan
- Translate the strategic vision into action plans, goals, metrics and KPI's for the business to ensure performance and growth. Ensuring a sustainable performance culture is established throughout the business
- Responsible for reinforcing Sackers core values, ensuring team members thrive and company expectations are consistently met
- Drive the deployment of CAPEX investments supported by strong justifications
- Ensure effective development plans, training, recruiting, performance management and retention of staff is given high value across the business

LEADERSHIP, MANAGEMENT AND COMMUNICATION:

- Ensure the team are led well and that communication to them is exemplary. Can adapt management and coaching styles as appropriate
- Leading, coaching and developing a team of 30+ in line with our core values of accountability, responsibility, generosity and courage
- Define the team competency and skills matrices model with gaps identified and addressed through suitable development
- Employs professional performance management standards and techniques when managing teams, ensuring that good performance is recognised, and that poor performance is actively addressed

EXPERIENCE

- Minimum of 10 years senior management experience in manufacturing or engineering led businesses
- High level experience of Safety, Health, Environment and Quality
- Metal and waste recycling industry experience desirable, but not essential
- Having a lean and continuous improvement background is essential
- Ability to lead root cause analysis investigations
- Track record of working in growth companies
- Experience in managing a diverse team

SKILLS

- High level of IT literacy
- Able to manage a heavy workload and prioritise
- Excellent and confident communication skills both written and face to face
- Strong analytical and problem-solving skills
- Excellent organisational skills

PERSONAL ATTRIBUTES

- Proven and natural leadership skills with steadfast resolve and a high level of personal integrity
- Enthusiastic with a positive can-do attitude
- Able to see the big picture and the smallest detail
- Outstanding strategic thinking skills
- Organised and thorough in approach to tasks
- Articulate with excellent written and spoken English
- Ability to work using own initiative with minimal supervision
- Determined and resilient, not afraid to challenge the norm and drive change
- Being able to interpret financial information

10.1.22