



Job Title (Vidrala Group)	<i>Warehouse Manager</i>
Job Title	Warehouse Manager Ireland
Organizational Unit	Logistics
Business Unit	Encirc
Reporting to (Hierarchical)	Head of Logistics – Ireland
Reporting to (Functional)	Head of Logistics – Ireland

Main Purpose of Role

Manage and coordinate Derrylin and Ballyconnell Warehouse operations including Health, Safety & Environment, People, Service & Quality and Efficiency & Productivity.

Drive operational performance through Continuous Improvement, developing teams to support and meet expected service levels to production, transport and customers.

Manage resources to ensure Warehouse Capacity across both sites is optimised.

Manage labour and equipment budgets with a focus on Cost Control & Efficiency and lead Capex and Opex planning to consider future business requirements.

Key Accountabilities

- Oversee daily operations of the Encirc Irish warehouses and stock transfer fleet ensuring compliance with all regulatory, safety, and environmental standards.
- Collaborate with Production, Stock Planning and Transport Teams to ensure stock levels are optimised across both sites and meet production and customer demands.
- Manage the Shift Planning, Recruitment & Training of all Warehouse Personnel, ensuring both sites are resourced to meet operational requirements.
- Support and Develop Warehouse Teams to achieve employee engagement and productivity.
- Collaborate with internal stakeholders to ensure customer delivery expectations are met and resolve any logistical challenges that arise.
- Review, develop and implement Standard Operating Procedures (SOP's) to ensure operational consistency across sites.
- Implement and Monitor KPI's ensuring performance is measured effectively and visible, identifying improvement opportunities to drive operational excellence.
- Drive Process Improvements to reduce operational costs by identifying opportunities to increase productivity, reduce waste and optimise capacity.
- Manage Opex budgets identifying opportunities for improved efficiencies.
- Develop Capex plans and deliver Capex budgets.
- Ensure Planned Preventative Maintenance (PPM) programmes are implemented for all equipment.
- Review usage of Equipment (Forklifts & Shunters) to utilise warranties and maximise contract hire hours where possible.

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- Collaborate with the leadership team to contribute to the business's strategic planning and long-term goals.
- Lead and support projects in Despatch and Warehouses.
- Drive a culture that fosters a positive working environment for all personnel.
- Ensure compliance with Company Health and Safety Regulations in areas of responsibility and work with Stakeholders to implement and oversee Zero Harm Strategy:
 - Providing H&S leadership and demonstrating H&S excellence through leading by example.
 - Ensuring all activities are adequately assessed for risk and appropriate controls are in place where required (e.g., LOLAR, COSHH, DSE, PUWER, etc).
 - Ensure that all near misses, accidents and incidents are reported and investigated, with corrective actions implemented where required.
 - Implement a process of self-audit to monitor compliance and drive improvement.
 - Maintain a safe working environment for all Third Party Contractors on site to include Drivers, Cleaners and any other Contractors or Visitors to site.
- Other duties as assigned by the company to support the goals of the company

Knowledge, Skills and Experience

Business Knowledge

- Good level of general education & ability to learn new concepts & principles. Professional qualification is desired
- Proven experience (minimum of 5 years) in a warehouse management role in high-pressure Logistics environments within the food, drinks or packaging environments
- Experience of working within a large multinational organisation
- Good commercial acumen
- Ability to demonstrate personal success in the achievement of challenging business targets

Essential Functional / Technical Skills

- Effective team management skills
- Strong planning & coordinating skills
- Knowledge of CI practices
- Problem solving skills
- Budgetary control & understanding of business finance
- Excellent negotiation, communication & presentation skills
- Time management skills, with the ability to understand people's motives & what the priorities are
- Ability to work on short-term issues & support colleagues across the business
- Ability to make a significant contribution to the implementation of strategies for the medium & longer term success of the business
- Strong analytical skills to interpret data, monitor KPIs, and implement performance improvements.
- Flexibility to adapt & promote change & ability to learn new skills, concepts & processes

Personal Attributes / Competencies

- Commitment to Customers
- People Commitment & Development
- Sustainability
- Leadership
- Collaboration
- High Performance

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- Innovation & Continuous Improvement

Impact

Individual Contribution / KPIs

- Managerial responsibility. The role holder may also lead & support project teams in terms of Continuous Improvement
- Zero Harm

Key Financial Measures

- Warehouse Labour Budget
- Warehouse Repair & Maintenance budget
- CI Savings targets




Key Contacts

- Transport department
- Planning team
- Sales team
- Production
- Customers in the UK
- Health & Safety
- Finance team
- External business partners, i.e. (hauliers, suppliers)

Decision Making

(Outline the most important recommendations expected to be made for others to decide on)

- Accountable for decision-making on all warehouse & despatch activities
- Important contracts, long-term relationships or serious quality issues must be escalated to Head of Logistics – Ireland.

Value	Leads Others
Commitment to Customers 	<ul style="list-style-type: none"> ➢ I listen and value input from stakeholders. I am a trusted advisor. ➢ I consider big picture, I identify and communicate risks, challenges and opportunities. ➢ I empower others, together we can meet the needs of customers and the organisation.
People Commitment and Development 	<ul style="list-style-type: none"> ➢ I always provide open and honest feedback, team behaviours are values-based. ➢ As a leader, my priority is the success of others, I achieve this by offering regular feedback and development opportunities. ➢ I ensure all of my stakeholders feel safe, included and have an equal opportunity to contribute and succeed.
Sustainability 	<ul style="list-style-type: none"> ➢ I ensure others is conscious of our impact on people and environment, people and safety remain top of my agenda. ➢ I encourage others to embrace positive change. ➢ I role model how to make sustainable choices, and sustainability conscious decisions.

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High performance 	<ul style="list-style-type: none"> ➤ My interactions with others are values driven and well planned. I ensure we reflect on lessons learned. ➤ We are accountable for delivering against objectives or targets. I support others through coaching, development and regular feedback. ➤ We face challenges head-on, as a team.
Collaboration 	<ul style="list-style-type: none"> ➤ I adapt my style of communication to get the best out of others and actively seek out a diverse range of perspectives and ideas. ➤ I champion equity, diversity, and inclusion. I challenge inappropriate language or behaviours consistently and respectfully. ➤ I am comfortable with not being the expert, we play to our strengths.
Innovation and continuous improvement 	<ul style="list-style-type: none"> ➤ I create an environment where it is safe to challenge and be curious. ➤ We reflect on performance, I encourage celebration of our successes and always look for improvements. ➤ I am open to change, I communicate the reasons for change, I am transparent about the challenges.