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| Job Title (Vidrala Group) | Head of Operational Planning |
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| Organisational Unit | Encirc |
| Business Unit | Planning |
| Reporting to (Hierarchical) | IBP Director |
| Reporting to (Functional) | IBP Director |

Main Purpose of Role

The Head of Operational Planning leads the development, coordination, and delivery of strategic plans that ensures Encirc operates efficiently and meets its performance goals. This role oversees planning processes, resource allocation, performance monitoring, and collaborates with key departments to support long-term organizational growth. The role requires strong strategic, cross-functional leadership, and a deep understanding of operational systems and business rhythms. You will lead planning teams, develop integrated planning systems, and align operations with commercial demand and long-term strategy.

Key Accountabilities

- Lead and mature the short-term planning process, ensuring seamless alignment between sales, operations, supply chain, and finance.
- Own and communicate a clear view of manufacturing and filling capacity, enabling better decision-making, more accurate forecasting, successful NPD and effective resource allocation.
- Drive operational excellence by embedding best-in-class practices and fostering a culture of continuous improvement across both glass and beverages planning functions.
- Ensure customer commitments are consistently achieved through agile and resilient planning, balancing service, cost, and capacity.
- Champion innovation by identifying and implementing new processes and approaches that enhance efficiency and competitiveness.
- Shape and execute value-driven strategies, optimising performance while maintaining a strong focus on sustainability and responsible operations.
- Inspire, develop, and lead high-performing teams, building strong cross-functional collaboration and accountability at all levels of the organisation.
- Deliver strategic insights to senior leadership, providing data-driven recommendations that inform long-term business growth and decision-making.

Knowledge, Skills and Experience

Business Knowledge

- End-to-End Capacity, Production & Resource Planning
- Commercial & Customer Focus
- Industry-specific expertise in FMCG, beverages, manufacturing, or glass production.

Essential Functional / Technical Skills

- Strong leadership and cross-functional alignment capability.
- Planning excellence in high volume environments.
- Data-driven decision-making and KPI management.
- Change leadership and continuous improvement.

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Experience

- Proven track record of leading and evolving planning processes
- Demonstrated success in optimising capacity utilisation and achieving consistent customer service performance.
- History of driving operational excellence and continuous improvement
- Extensive leadership experience including building, mentoring and developing high-performing teams.
- Background in managing cross-functional alignment between supply chain, manufacturing, and commercial teams.

Personal Attributes / Competencies

- Strategic and results-driven, balances long-term vision with delivering measurable improvements.
- Decisive and resilient, thrives in a fast-paced, multi-site, 24/7 environment with strong problem-solving ability.
- Collaborative and influential, builds trust, alignment, and engagement across functions and senior levels.
- Innovative and improvement-focused – continually seeks smarter, more sustainable ways of working
- Alignment with our company values:
 - Commitment to Customers
 - People Commitment & Development
 - Sustainability
 - Collaboration
 - High Performance
 - Innovation & Continuous Improvement
- Alignment with our company purpose:
 - Great People
 - Great Place
 - Great Future

Impact

Individual Contribution / KPIs

- Capacity Utilisation
- Customer Service Level
- Continuous Improvement Impact







Key Contacts

- ExCo & SLT
- IBP Stakeholders

Decision Making

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



| Value | Leads Leaders |
|---|---|
| Commitment to Customers  | <ul style="list-style-type: none"> ➤ I demonstrate knowledge of our internal strategy, the wider industry, products and customer needs. ➤ I am responsive to changing customer needs. I maintain a broad, future-focused perspective. ➤ I continuously assess how our service compares to customer expectations and industry best practice. We listen, we learn. |
| People Commitment and Development  | <ul style="list-style-type: none"> ➤ I am a role model for cultural engagement and I ensure our people remain at the heart of everything we do. ➤ I drive the agenda for talent management, succession planning and performance management. ➤ At an organisational level, I role model how the values drive our decisions. |
| Sustainability  | <ul style="list-style-type: none"> ➤ I drive our health, safety and wellbeing culture ➤ I ensure we are ahead of industry developments and trends. I am a true pioneer of the Encirc strategy. ➤ I hold myself, others and the organisation accountable for promises made. |
| High performance  | <ul style="list-style-type: none"> ➤ I am a role model for visible and engaging leadership ➤ When making key business decisions, I consider wellbeing and safety and first. ➤ I ensure people engagement is top of the agenda |
| Collaboration  | <ul style="list-style-type: none"> ➤ I value my internal and external relationships, I make connections across the business and industry. ➤ I am an advocate for diversity of thinking I actively challenge 'silo' attitudes and remove barriers to collaboration. ➤ I call out the best in others. |
| Innovation and continuous improvement  | <ul style="list-style-type: none"> ➤ I ensure people feel engaged and able to play their part in the the company strategy and mission ➤ I create a culture of innovation, creativity and continuous learning, we are calculated but bold. ➤ I act as an ambassador for change, translating change into meaningful and logical steps. |

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