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| Job Title (Vidrala Group) | S&OP Manager |
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| Organisational Unit | Encirc |
| Business Unit | Planning |
| Reporting to (Hierarchical) | Head of S&OP and Materials Management |
| Reporting to (Functional) | Head of S&OP and Materials Management |

Main Purpose of Role

A strategic and results-driven S&OP Manager to lead and optimise our end-to-end sales and operations planning (S&OP) processes. This role will be responsible for aligning supply chain, production, and commercial strategies, ensuring that capacity is fully understood and effectively utilised, and that customer commitments are consistently met. The successful candidate will drive value creation, champion sustainability initiatives, and foster a culture of high performance, innovation, and continuous improvement across multiple sites.

This role offers the opportunity to shape the direction of our high-performing glass manufacturing and beverage filling business, delivering measurable impact on efficiency, customer satisfaction, and sustainable growth.

Key Accountabilities

- Lead and mature the S&OP process, ensuring seamless alignment between sales, operations, supply chain, and finance.
- Own and communicate a clear view of manufacturing and filling capacity, enabling proactive decision-making, accurate forecasting, and effective resource allocation.
- Drive operational excellence by embedding best-in-class practices and fostering a culture of continuous improvement across all production and supply chain functions.
- Ensure customer commitments are consistently achieved through agile and resilient planning, balancing service, cost, and capacity.
- Champion innovation by identifying and implementing new tools, technologies, 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.
- Develop and lead a high-performing team to build strong cross-functional collaboration and accountability across the organisation.
- Deliver considered 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 Supply Chain & S&OP
- Capacity & Production 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.

"This is a brief outline of the role and is by no means exhaustive. The post holder will be expected to undertake duties as appropriate to the position. Significant changes to the role and its responsibilities would be subject to appropriate consultation with the post holder".



Experience

- Proven track record of leading and evolving S&OP
- Demonstrated success in optimising capacity utilisation and achieving consistent customer service performance.
- History of driving operational excellence and continuous improvement
- Leadership experience including building 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 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. |
| 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. |