



# SUPPLY CHAIN & OPERATIONS DIRECTOR

Built on the foundation that food should never be boring, Pip & Nut is a rapidly growing award winning nut butter brand with big ambitions; in just nine years we've scaled to over 20,000 points of distribution with listings in high end stores like Wholefoods & Selfridges as well as Tesco's, Sainsbury's, Waitrose, Coop, ASDA & Morrisons and are the fastest growing nut butter brand in the UK. With this exciting growth we make sure it's not to the detriment of people or planet and profit and as a result we're proud to say we're a certified B-corporation since 2019.

We firmly believe that things should be kept just as nature intended so there's nothing nasty hidden inside our nut butters or snacks, just amazing nuts and a few other natural ingredients. Aside from the fact that our products stack up nutritionally, we've also built a serious amount of momentum & love behind our brand, with fans ranging from International athletes to top celebrities and everyone in between.

## **The Role**

The Supply Chain & Operations Director has overall responsibility for the day to day smooth management and long term strategic direction of Pip & Nut's supply chain. This includes procurement, production planning, demand forecasting, warehousing & logistics, quality/technical as well as being the operational lead for all innovation/operational projects and the strategic lead for sustainability. The role looks after a team of 5 and feeds into the Senior Leadership Team.

With big ambitions for growth over the next few years in the UK, and potentially abroad, the role will be focussed on successfully executing plans from an operational perspective whilst managing the environmental impact to ensure we are growing in a responsible way.

**In a nutshell, you are responsible for:**

- **Lead and develop a best in class operations team**— this role has a growing team of five with four direct reports who include: Supply Chain Manager, Demand Planning Manager, Demand Planner, Supply Chain Exec & Product Technologist
- **Long term strategy** - Setting and delivering upon the long term three year strategy and direction for our supply chain.
- **CLOGS Management** - Managing and reporting on the annual operations budget including monthly & quarterly COGs and LOGs analysis, operational expenses and risk and ops profile
- **KPI & Service Level** - Management and reporting of the operational key performance indicators for the business that include customer service level , OTIF, complaints, forecast accuracy, and factory performance
- **S&OP** - Overall responsibility for Sales & Operation monthly process (S&OP) by working closely with the sales and finance team
- **Procurement** - Responsible for overall procurement & future planning for key commodities in particular peanuts and almonds
- **Stakeholder management** – the lead for all key manufacturing partners and suppliers as well as responsibility for all operational contracts
- **Accountability for all operational and innovation projects**- from new innovation to supply chain efficiencies you will lead your team to ensure all aspects of projects are delivered to on time and to budget
- **Technical Lead**- Accountability for Technical and quality across our product ranges and supporting the Product team from an Operations perspective that we're continuously improving our products
- **Sustainability Lead** - Operations lead on all environmental initiatives and relevant B-corp objectives.

### **Specific knowledge, qualifications, skills & experience required:**

- The energy and self-motivation to work within a rapidly growing business that is going places
- Great stake holder management skills — to get the best out of our supply chain partner
- Proven experience of developing and implementing supply chain strategies to the success of a company
- Experience purchasing raw materials direct with suppliers & ideally some experience managing procurement teams
- Demonstratable experience of managing & delivering total CLOGs budgets
- Excellent organisational and communication skills
- Excellent negotiation skills
- Adept problem solving and resilience to tackle challenges head on
- A passion for sustainability and ideally demonstrable experience of driving sustainability projects within a supply chain/business
- A passion to work in the food and beverage industry
- But most importantly you will demonstrate how you can see an opportunity to develop your career with us at Pip & Nut and contribute to the success of our company as we grow, showing passion for your role.

## **Purpose:**

Help people love food, that loves them & the planet

## **Pip & Nut Company Values:**

*Bring the fun* – We bring fun, laughter and positive energy to everything we do

*Keep it real* – We believe in realness, from our people and ingredients, to the way we run our business

*Be Open* – We take care to listen and find ways to be accessible to everyone

*Never Settle* – We're ambitious, a little bit obsessed and will never compromise on quality

## **Remuneration**

Competitive salary - DOE

Bonus

EMI Share Options Package

## **What's in it for you?**

1. **Competitive remuneration package** including bonus structure and EMI options.
2. **Generous Pension Contribution**, and the ability to invest in a sustainable fund if you so wish.
3. **Individual L&D budget** to support individual personal development plan.
4. **Extensive physical and mental health cover** through private health care (Vitality), dental insurance, critical illness and life insurance.
5. **29 days holiday**, which includes 4 Squirrel Holidays e.g a day off on your birthday, ½ days on Friday in August, ½ on Christmas Eve, and ½ day on New Year's Eve (25 days base holiday + 4 Squirrel Holidays)
6. **3 volunteering days a year**, which can be spent with a charity of your choice.
7. **Flexi-working and working from home** allowing you the flexibility to fit in personal commitments around your work. We also have a 4 week 'work from anywhere in the world' policy.
8. **Working Hours** are 9am – 5.30pm (Mon-Thu) and an early finish on Fridays at 4pm.
9. **Free breakfast, a no desk lunch policy** and of course unlimited nut butter.
10. **Finally, our office** (aka The Nest) is based in the iconic Tea Building in Shoreditch, London, a great location for food at lunch and a drink or two after work.

## **How to Apply:**

Please send your CV and Cover Letter to [careers@pipandnut.com](mailto:careers@pipandnut.com) with Supply Chain and Operations Director in the subject title no later than 1 March 2024.

We will then be in touch to let you know if you are to be invited for an interview.

Pip & Nut values a diverse workforce, gender people of colour, people with disabilities and members of the LGBTQ community are strongly encouraged to apply. If there is anything we can to accommodate you to participate fully In the

recruitment or Interview process please let us know by email to [careers@pipandnut.com](mailto:careers@pipandnut.com).