



James Jones
& SONS LIMITED

POSITION PROFILE

General Manager - North



The Organisation	3
The Opportunity	4
Preferred Candidate Profile	6
Remuneration	7
The Recruitment Process	7
Location	8





James Jones & Sons Ltd is a family owned and managed company and is one of the UK's most diversified and successful timber processors. The company has annual sales of £260 million, operating from 25 sites in the UK and employing more than 1200 personnel. Its principal activities are sawmilling, timber harvesting and the manufacture of pallets and engineered wood products. It has benefitted from having a stable leadership team which has balanced prudence with ambition. The company has committed more than £60 million in capital expenditure over the last five years alone and continues to invest in the business.

The Group Sawmill division operates eight sawlines across six separate sites in Scotland and North East England. All of the sites are well invested with modern equipment, the flagship site at Lockerbie being one of Europe's most advanced wood processing facilities. The company is continually re-investing to ensure we remain at the cutting edge of technological advances in the sector. The sawmills produce a wide range of sawn timber products selling directly to the UK's national and regional timber merchants. Roundwood supplies for these sites all comes from locally sourced sustainably managed forests. The long term sustainable nature of our supply chains is a unique feature of our industry.

The Group's Timber Systems Division, based in Forres, has recently commissioned a new £8.5million manufacturing line designed to substantially increase its JJI-Joist production. This Division sells JJI-Joists through a national network of distributors, and the product is specified by the majority of the UK's largest national and regional house builders.

The Group's Pallet & Packaging Division operates from 16 sites across the UK and is a leading manufacturer of new pallets, as well as operating pallet inspection and repair sites for all the main pallet pool companies. Several new ventures are being rolled out in this sector, and new sites are being opened to maintain market share and presence.

The company has diversified into forestry and land acquisitions and it also has an equity stake in Scottish Woodlands Ltd, the UK's leading forestry management and timber harvesting company.

The Opportunity



Job Title:	General Manager – North
Reports to:	Joint Managing Directors
Location:	Elgin area, with availability to travel between the three sites

Position Overview

The General Manager position is a newly created role that will be responsible for overseeing all of the company's sawmilling, harvesting and haulage operations in the North of Scotland. The northern region has a turnover in excess of £60million and employs over 180 people spread over three main sites:

- Mosstodloch, near Elgin – 100 employees, £35million turnover
- Aboyne, Deeside – 50 employees, £20 million turnover
- Kirriemuir, Angus – 30 employees, £5 million turnover



WHAT DO YOU DO
WITH 180 YEARS
OF INNOVATION?
PASS IT ON

FAMILY OWNED FOR
FIVE GENERATIONS



General Manager - North



Our main activities on the sites involve the conversion of softwood sawlogs into sawn timber products for the construction, fencing and pallet sectors. In addition to the sawmilling operations, we have upstream activities associated with the purchasing and harvesting of timber to supply our mills. We operate a fleet of 17 vehicles and provide contract haulage for other timber using industries in the region. We have recently completed a major £10million upgrade at the Aboyne site and are planning an ambitious redevelopment of the Mosstodloch site over the next five years involving capital expenditure more than £30million. The availability of sustainably grown softwood is forecast to increase in the North East of Scotland and the company has ambitious plans to utilise this raw material in developing and expanding the range of timber products produced in the region. The timber industry is one of the few sectors that can claim to be having a truly positive impact on reducing carbon. The more timber that is grown and incorporated into timber products the more we reduce carbon in the atmosphere. The candidate will have key role in developing and implementing a vision for the future which will have a positive impact on our environment

Key responsibilities include:

- Play the lead role in the redevelopment of the Mosstodloch site including project managing, planning and upscaling the associated recruitment strategy required
- Managing the day to day running of the business: plan and deploy resources to ensure the smooth running of operations and meet targets as set out by Board of Directors.
- To have in place a current Health & Safety policy, ensuring that this policy is being fully implemented and audited regularly.
- Overall financial control of the business, ensuring budgeted overheads and costs and being controlled and targets are being set and monitored. Ensure robust systems are in place for controls on stocks, invoicing, and credit.
- Ensure company assets are being properly maintained and operated.
- Oversee the management of the employees in the region, to enhance and develop the strong family culture that exists within the business.
- Work closely with the managing directors and senior management team to grow the business, strengthening the existing supplier and customer base.
- Develop and lead the strategy for the business in the North region.





This role requires a seasoned operations and personnel manager who has developed into a well-rounded General Manager. The incumbent should enjoy and actively seek out opportunities to engage in strategic discussion and decision making.

An engaging individual, capable of inspiring direct reports and engendering confidence from the wider management team is essential. The chosen candidate will be equally adept at working with and inspiring peers.

Essential attributes:

- The General Manager will have exceptional strategic and visionary leadership skills, able to think ahead of time and visualise solutions, efficiently turning them into reality. The ability to analyse the resources required to action plans including financial budgets, HR, and senior management will be required and the incumbent should be able to assess their own strengths to be able to identify gaps before setting out plans
- A seasoned people manager with a track record of building and developing teams to deliver sustainable results over the long term
- Experience in a relevant or related sector, the most obvious being forestry, timber processing, timber dependant construction etc. This thinking can be extended to sectors that share similar operating models/supply chains, for example agriculture (particularly linked to the food and drinks industry), manufacturing and engineering construction/building supplies and some FMCG businesses
- Candidates should have an awareness of their approach and be able to effectively communicate, negotiate and manage differences of opinion. This will include the ability to collaborate and network with stakeholders inside and outside of the organisation and establish dialogue for mutually beneficial outcomes
- Teambuilding and interpersonal skills are essential for this role. The General Manager must be able to delegate, inspire, and motivate their teams whilst also placing an emphasis on the right values and behaviours of all employees to ensure a culture of excellence

Desirable:

- A good understanding of the nuances and considerations that come with working in, and being part of a leadership team in a family business
- Experience of significant redevelopment and upgrade of a site would be beneficial
- Strong project management skills, having successfully led significant capital investment with a 5+ year project cycle



Executive remuneration package including an industry competitive salary, agreed bonus targets and full corporate benefits.



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The Recruitment Process

The recruitment for this position is being managed by our advising consultants, Livingston James.

Interested candidates should contact Jacquie Paterson of Livingston James in the first instance.

Initial interviews will be held with Livingston James.

Next steps will involve meeting with key stakeholders on the James Jones & Sons Ltd Board. Details of this process will be provided to successful candidates.



Mosstodloch is a village in the Moray Speyside region – a region with a rich history and a stunning natural landscape. Home to some globally recognisable brand names, and home to hospitable communities proud of their heritage and traditions, their fine local produce and the golden alchemy of distiller and brewer.

With a population of around 95,500, Moray nestles between the rugged and spectacular Highlands and the flat, fertile farmlands of the north-east and although it belongs to neither, it shares the best elements of both – from the snowcapped peaks of the Cairngorms to the unspoiled coastline of the Moray Firth.



Traditional industries - farming, fishing and forestry - play an important part in the area's culture whilst underpinning the economy.

The area's biggest town and administrative capital is Elgin, which is also Moray's principal shopping centre. Many leading national retailers are represented alongside long-established local outlets. Other main towns include Forres, wellknown for its successes in national floral competitions; Buckie, with its fishing and commercial harbour; and Keith, built on a once-thriving textiles industry.

