



EDRINGTON

## POSITION PROFILE

# Operations Director, Global Supply Chain



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Edrington is a privately owned international spirits company headquartered in Glasgow, Scotland. A producer of single malts, Edrington's vision is to give more by crafting exceptional ultra-premium spirit brands. The Macallan is the central focus, supported by Highland Park and The Glenrothes in the fast-growing Single Malt category and Naked in the Blended Malt category.

Edrington has strategic partnerships with Tequila Partida and Wyoming Whiskey in the dynamic Tequila and American Whiskey categories. The portfolio is completed with The Famous Grouse Blended Scotch Whisky, Brugal premium rum from the Dominican Republic.

A success story, even during the pandemic, Edrington reported core revenue of £576.2m for 2021, which was down by only 15% on 2020 (£680.3m) thanks to the business adapting to the economic climate through moving into ecommerce. Net cash flow movements were up 89% demonstrating the efforts made to conserve cash, including reducing capital expenditure, lower investment in new filings, suspension of dividends and the postponement of pension deficit contributions. These measures have resulted in a strong financial position for us, and with the easing of restrictions and a post COVID world, we fully expect revenues to increase back to pre-pandemic levels.

We employ over 3,500 people in the wholly owned and joint venture companies, with over 70% employed overseas. The success of Edrington's strategy is based on the skills and dedication of every person in the business, from distillation and coopering to brand and commercial management teams. We focus on hiring exceptionally talented people and giving them the tools and support required to be the best they can be, every day. There is a genuine focus on personal development, and we continually invest in learning and well-being.

Giving more is woven into the history and fabric of our business in a way that is unique in the industry and we are proud to support every employee in becoming involved with the charitable causes they feel passionate about, helping them volunteer, raise funds and make a positive contribution to their communities. Today, Edrington's principal shareholder continues to be The Robertson Trust, and the Trust has given more than £300 million to charities in Scotland.

For further information on Edrington, visit the website: [Edrington](https://www.edrington.com) and see the [annual report](#) for more information on the financials.



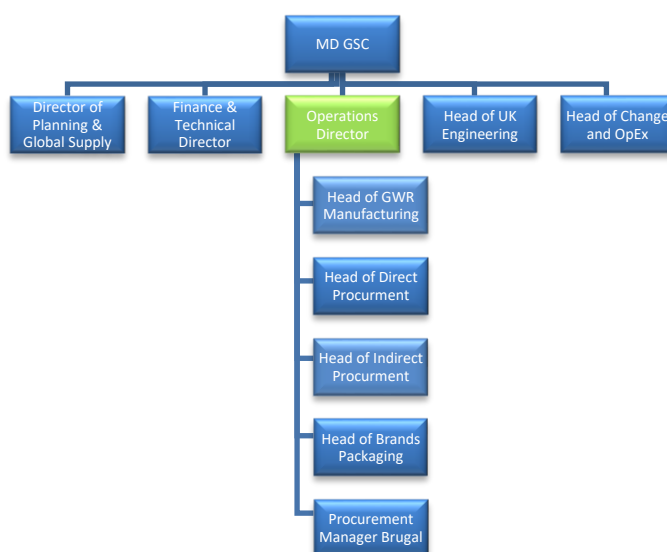
**Job Title:** Operations Director, Global Supply Chain  
**Reports to:** Luis Garrido, Managing Director, Global Supply Chain  
**Location:** Great Western Road, Glasgow

## Position Overview

As a key member of the Global Supply Chain (GSC) leadership team, the Operations Director is responsible for a diverse range of UK operational processes, including brands packaging, direct and indirect procurement, Brugal procurement and GWR manufacturing.

This role contributes to a range of strategic and tactical decisions as part of the Global Supply Chain leadership team, supporting the GSC people agenda and participation in other leadership and strategic / project forums. The role has overall accountability for outstanding service and quality.

## Organisation Chart



Budgets: Manufacturing Direct = ~£7M; Dry Materials = ~£57M; Indirect = ~£100M (note this is as a facilitator).

## Essential duties & responsibilities:

- Creation of a positive culture aligned to Edrington's overall strategy;
- Ensuring our manufacturing, procurement and brands packaging capabilities are fit to deliver exceptional, ultra-premium spirits brands;



- Collaboration with all elements of Global Supply Chain to ensure delivery of excellent quality and service to our customers and consumers;
- Accountability for driving a health and safety culture within Great Western Road, ensuring the highest level of adherence to standards;
- Accountability for risk management across GWR manufacturing;
- Development of positive supplier relationships in pursuit of the optimum quality, sustainability, and value balance both in the UK and the DR;
- Accountability for procurement category management and tactical decisions on categories;
- Overall accountability for NPD projects delivered to quality and on time;
- Positive collaboration with brand stakeholders and marketing colleagues to ensure the best quality as well as representing the needs and responsibilities of Global Supply Chain;
- Engagement with Operational Excellence to embed a continuous improvement culture in all areas of responsibility;
- Involvement in all indirect procurement activities with a value greater than £500k;
- Ensuring the positive engagement and motivation of all colleagues;
- Positive management of relationships with the GMB and Unite unions.





The Operations Director will be an ambitious individual with a positive and energetic approach. Candidates should have previous experience in driving change with the ability to engage their team and peers alike in the transformation process. They should be collaborative in nature with the ability to build relationships at all levels of the business, as well as externally as appropriate, whilst representing the Operations function effectively.

## Candidate Requirements

- A proven track record in an operational leadership role
- Educated to degree level in a technical discipline
- Track record of working in best-in-class manufacturing environment with prestige experience
- Excellent understanding of the regulatory and compliance landscape in relation to bulk / hazardous liquid processing
- Proven ability to establish excellent working relationships with a wide range of stakeholders both internally and externally
- Solid strategic commercial understanding
- Outstanding networking and communications skills
- An expert in continuous improvement methodologies and working practices
- A “completer finisher” with real focus and drive to see tasks through to completion, diligent and precise
- Prepared to positively challenge peers and above in both the GSC LT and wider business
- Confident, assertive, and fast paced
- Approachable, influential and adaptable

## Leadership & Managerial

- Extensive people management and relationship management experience
- Track record of articulating a vision and inspiring others
- Track record of building high performance teams, teamwork and collaboration
- High level of experience in talent and succession planning
- Play a key / lead role with HR in talent and succession planning
- Ability and gravitas to operate at senior director level

## We expect you to demonstrate the following Edrington Leadership Standards in your role:

- **INSPIRE** – Leads by example, creates clarity and vision, brings the best out in people, demonstrates a passion for what they do and demonstrates humility
- **CHANGE** – Embraces change, continually seeks improvement, disrupts the status quo, shows flexibility and adaptability and is curious
- **COLLABORATE** – Shares information openly, Encourages teamwork, Connects beyond their own team and is culturally aware.

# Preferred Candidate Profile



- ENGAGE – Demonstrates inclusive behaviours, is approachable at all levels, stretches and develops oneself and team members, listens to others' views and shows that they care.
- DELIVER – Takes ownership and accountability, sets clear performance objectives, provides clear feedback, is calm under pressure and makes decisions.





<b>Salary:</b>	£111,000 - £128,000 (depending on experience)
<b>Car Allowance:</b>	£10,750
<b>Pension:</b>	Contribution double matched up to 14% (e.g. 7% employee:14% employer)
<b>Share Reward:</b>	Up to 10%
<b>Bonus:</b>	x2 schemes (annual and long term); upto 50% max target in each
<b>Holidays:</b>	37 days (including statutory) plus 4 "Giving More" days
<b>Life Cover:</b>	Death in Service
<b>Medical Care:</b>	BUPA – couple / single parent cover
<b>Flexible working:</b>	37.5 hours per week, worked over 5 days, but flex in start/finish times, early Friday finishes

## The Recruitment Process

Initial interviews are with our retained advisors, Livingston James.

First stages will involve meeting the Managing Director for Global Supply Chain and HR. Second stage will involve a presentation to members of the executive leadership team.

It is likely one of these stages will be an in person meet. In addition, there will be a round of psychometric testing.

Applications should be sent to Jacqui Paterson at [jacquipaterson@livingstonjames.com](mailto:jacquipaterson@livingstonjames.com)