

HEAD OF ENGINEERING (PRODUCTION)



Why Riverford?

Each week, Riverford delivers outstanding organic food to around 65,000 homes across the UK. This takes loads of brilliant people, from veg growers and box packers to IT experts, and more besides.

We're a friendly, forward-thinking bunch, and our core values run through everything we do. Riverford is 100% employee owned, so working here makes you a 'co-owner' – and it's not just a name! Everyone can play a part in shaping our business. Success means much more than just profits; we want this to be a place people enjoy coming to work, and a business our co-owners feel proud of.

Riverford is proud to be a B Corp; the certification for ethical businesses which work to benefit people and planet. In 2022, we were named one of the Best for the World™ B Corps! This means that our positive impact on staff scored in the top 5% of all B Corps of our size worldwide.



We're owned by our employees



Best for the World™ B Corps of 2022



Using business as a force for good



We're committed to paying the Real Living Wage

What you'll be doing

Our Head of Engineering role is a critical position that will shape the future success of Riverford. Reporting directly to the Production Director and as a key member of the Production Leadership Team, you'll oversee operational management across our Engineers, Facilities, and Cleaning Teams at our production sites.

This role is responsible for driving day-to-day improvements, driving projects from small-scale enhancements to large-scale capital expenditure initiatives and guiding our mechanisation strategy for the future. Balancing the needs of co-owners, suppliers, customers, and environmental sustainability is essential in this multifaceted role.

We are seeking a candidate with a strong engineering background, complemented by proven experience in continuous improvement and proven supportive management skills. Over the past two years, we've developed a robust skillset within our continuous improvement, "Improving Tomorrow Together" (ITT) programme, and this role will be crucial in delivering measurable improvements on an annual basis.

The Head of Engineering will empower and coach their team to build both technical and leadership capabilities while tackling complex projects across production. From the

initial stages of requirements gathering and business case development to the final operational delivery, you'll play a hands-on role in major projects. In addition, you'll contribute to shaping our next 5-year investment plan and 10-year engineering vision, ensuring long-term success for the company.

The role is 40 hours per week. Normal hours are Monday to Friday. Based at Wash Farm, Buckfastleigh, Devon, TQ11 0JU.

Your responsibilities

Strategic Leadership:

- Lead, mentor, and develop a high-performing engineering team.
- Align engineering activities with company goals and production requirements.
- Collaborate with senior leadership to define and implement engineering strategies to improve productivity, reduce costs, and increase output quality.
- Coach and mentor the co-owners of today and tomorrow on CI techniques and support the entire business in adapting an excellent CI mindset with production and engineering leading the way.
- Encourage and support apprenticeships and Personal Development Plans that build skills and capabilities and contribute to a culture of engagement of co-owners.

Production Support & Optimisation:

- Ensure production equipment operates efficiently, minimising downtime through preventative maintenance and quick troubleshooting.
- Collaborate with production managers to identify bottlenecks and drive improvements in efficiency and output.
- Implement automation and modernisation efforts to enhance production capacity and efficiency.
- Contribute to shaping the operational vision for Riverford as part of the production leadership team.
- There will be a need to plan for and deliver construction projects which could be large new buildings which then need to be fitted out or work on live sites retrofitting new capabilities

Project Management:

- Lead and manage large-scale engineering projects, from concept through execution, ensuring on-time and within-budget completion.
- Develop project plans, assign resources, track progress, and report on project status to senior leadership.
- Ensure compliance with timelines, cost estimates, and technical requirements.

Budget & Resource Management:

- Manage the engineering budget, including capital expenditures, operational costs, and resource allocation.

- Analyse cost efficiency and optimise resources, including personnel, equipment, and technology investments.
- Coordinate with procurement teams for equipment purchases, ensuring cost-effectiveness and quality.

Technology & Innovation:

- Evaluate and implement new technologies and systems that improve production capabilities and competitiveness.
- Promote innovation and explore emerging engineering trends to maintain a technological edge in the industry.
- Run multiple process improvements from single line/modifications through to totally new layouts with new technologies from outside the food sector
- Foster partnerships with external stakeholders, including vendors, to enhance production technologies

Skills & experience

- Proven experience in a similar role, ideally having delivered the mechanisation to automation journey.
- HVAC, picking and packing technology, electromechanical systems, building standards, and design are all required or expected within this role.
- An expert in all things CI; running Kaizen events, waste identification, downtime reduction and TPM.
- Ability to build product specifications for design, tender and purchasing of equipment and services
- Experience in delivering CAPEX projects with mechanisation and automation.
- Knowledge of Process validation procedures and techniques, e.g. Process and product FMEA, and process capability studies.
- Able to identify, prioritise, and manage initiatives and change strategy implementation as and when business priorities change.
- Be an advocate, coach, and mentor for lean flow, layout, manufacturing, and pick-and-pack technology development.

Personal qualities

- Ability to manage and solve complex challenges across the entire supply chain.
- Excellent attention to detail.
- Able to work within a fast-changing environment balancing multiple tasks and projects.
- Exceptional inclusive leader – be assured in your choices and approaches to collaborating with others.

- **Be motivated by change and improvement with a natural ability to inspire others to follow and share ideas.**
- **An open approach to engaging with all stakeholders is critical.**
- **Ability to travel within the UK with limited foreign travel.**

Salary

£80,000 to £90,000 per annum depending on experience.

WHAT'S IN IT FOR YOU?

33 days holiday pro rata (including bank holidays), plus an extra 2 days when you hit 5 years with us

Generous & ethical co-owner pension scheme

Annual profit share; at least 10% of all our profits are split equally between all co-owners.

Free organic fruit and veg – you'll never need to buy a broccoli again!

30% off everything we sell

Organic breakfasts and lunches, home-cooked by our canteen chefs, at our two biggest sites

Enhanced maternity/paternity pay (plus six months of free organic veg boxes for you and your new arrival)

An annual allowance to spend on Riverford branded clothing

Lots of free co-owner social events

Flexible working options

Bike loan scheme (we'll cover the cost initially so you can get your bike tax-free)

Life assurance cover

A generous thank-you gift if you 'recommend a friend' to work with us too. Lots of people work alongside their loved ones at Riverford.

Wellbeing resources, including Mental Health First Aiders and access to free health and wellbeing services such as counselling and physiotherapy. Your wellbeing is a top priority, and there's lots of support at Riverford and beyond.

Training and progression opportunities open to all, including fully funded apprenticeships.



Riverford's values

