

ENGINEERING INDUSTRIALISATION & PROJECTS MANAGER (Facilities)



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

You will work collaboratively with the Head of Engineering, the Compliance & Standards Manager and Maintenance Manager to ensure a joined-up approach across all engineering activities. Working alongside your counterparts, you'll bring specialist focus on industrialisation, capital projects, and equipment development to ensure a balanced, efficient, and resilient engineering function.

Your primary responsibility will be supporting engineering and capital expenditure projects across the entire business within the Engineering function. You'll build robust business cases, analyse return on investment, and ensure projects are delivered on time, within budget, and with measurable benefits to efficiency, reliability, sustainability, and safety.

A key part of the role will be using data and analysis to steer decision-making: identifying which assets require increased maintenance, which equipment should be prioritised for servicing, and where replacement will deliver the most value. You will also use equipment performance data to demonstrate how new machines and

automation projects can increase efficiency, reduce downtime, improve safety performance, and strengthen Riverford's capability to scale as the business continues to grow.

Alongside this, you will manage a small team that extends engineering support and improvement work to the Riverford Home Delivery (RHD) hubs and the Farm. Here, your remit is to apply structured planning, preventative maintenance, and logical project sequencing, ensuring these areas benefit from the same professional approach, compliance, and business continuity as the rest of the business.

This is a varied and hands-on role: from shaping large-scale CAPEX investments and automation projects, to embedding Early Equipment Management (EEM) principles, developing Planned Preventative Maintenance (PPM) strategies, and ensuring strong project governance. By looking across the entire business within the Engineering function – production, RHD, and Farm – you'll deliver a joined-up, data-driven, safe, and well-planned engineering approach that underpins Riverford's long-term growth and sustainability

The role is 40 hours per week. Normal hours are Monday to Friday. Based at Wash Farm, Buckfastleigh, Devon, TQ11 0JU, with some travel to other Riverford locations as required.

Your responsibilities

Project & Capital Expenditure Delivery

- Personally manage large-scale or technically complex projects, ensuring completion within agreed time, cost, scope, and safety requirements.
- Lead and deliver engineering and capital projects across the business, from initial scoping and business case through to commissioning and handover safely and right first time.
- Present and support the build of robust business cases, clearly demonstrating ROI and alignment with Riverford's long-term strategy.
- Apply strong governance, ensuring the Capital Management process is understood, deployed, and executed in line with company standards.
- Monitor and control capital investment spending, ensuring alignment with budgets, cashflow, and lifecycle planning.
- Collaborate with procurement and suppliers to maximise value, secure best-fit solutions, and ensure compliance with safety, quality, and sustainability standards.
- Work in collaboration with the team to reduce waste, energy use, and our overall environmental impact.

Equipment Industrialisation & Lifecycle Management

- Apply Early Equipment Management (EEM) principles to optimise equipment design, reliability, maintainability, and safety performance.

- Support the development and validation of new equipment, managing trials, commissioning, and handover to operations.
- Drive the full equipment lifecycle process, from development and testing to standardisation, upgrades, and replacement planning.
- Ensure new investments and upgrades are planned with business continuity in mind (e.g. phasing installs to minimise downtime).

Maintenance Support & PPM Development

- Use equipment performance data to shape maintenance priorities and inform servicing and replacement schedules.
- Support the development of Planned Preventative Maintenance (PPM) strategies across the engineering function.
- Provide technical expertise to assist with reactive maintenance and breakdown resolution.
- Introduce best-practice approaches to reduce downtime, extend asset life, and improve safety performance.

Continuous Improvement & Efficiency

- Identify opportunities for automation, mechanisation, and process improvements that enhance efficiency, reliability, and safety.
- Support the “Improving Tomorrow Together” (ITT) continuous improvement programme.
- Share knowledge and coach teams to embed CI tools, project management best practice, and engineering excellence.
- Support the team’s development & capability in project management/automation skills.

Skills & experience

- Proven track record of delivering CAPEX projects (multi-site, large-scale, or technically complex).
- Strong knowledge of automation, industrial equipment, and engineering lifecycle management.
- Demonstrable ability to create and present high-quality business cases with clear ROI analysis.
- Skilled in using data to drive decisions around maintenance, equipment upgrades, and safety improvements.
- Experience in governance and capital management processes, including budget control and lifecycle cashflow planning.
- Familiarity with project management methodologies (e.g. PRINCE2, P3O) and application in complex environments.

- **Skilled in stakeholder management, with the ability to influence internal teams, external suppliers, and senior leadership.**
- **Previous experience in Project Management, Engineering, FMCG, logistics, or manufacturing is advantageous.**

Personal qualities

- **Safety-first mindset, always leading by example in creating and maintaining safe working environments.**
- **A problem-solver who enjoys finding practical, sustainable solutions.**
- **Detail-oriented with strong organisational skills.**
- **Flexible and adaptable in a fast-paced, changing environment.**
- **Collaborative and approachable, with an open style of leadership.**
- **Motivated by improvement and innovation, and able to inspire others.**
- **Comfortable managing both strategic planning and hands-on delivery.**
- **Willing to travel regularly to support projects across Riverford sites.**

Salary

£58,000 to £60,000 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

