

**Campden BRI (Chipping Campden) Limited**

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**Campden BRI (Nutfield)**

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# Job Profile

## Head of Brewing

**Based at Nutfield, Surrey**

For enquiries concerning this job, please contact:

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Campden BRI provides scientific, technical, and legislative support to the food, drinks and allied industries worldwide. The practical application of technical excellence lies at the heart of all that we do and is supported by our industry-leading facilities, expertise and knowledge.

From analysis and testing and operational support to knowledge management, all our activities are built on an extensive programme of research and innovation steered by industry to ensure maximum commercial relevance.

We provide services to companies all along the supply chain, but offer discounts, access to expert advice and other benefits for those that come into membership. Many of our clients are major blue chip companies and household names.

## **Locations**

The Campden BRI Group operates from three sites in the UK and a fourth in Hungary. The role as advertised will be based at the Nutfield site but will require travel to other Group sites from time to time.

The site in Chipping Campden employs 300 full or part-time staff. A further 50 staff are employed at the site at Nutfield, Surrey and 30 staff are employed at our site in Budapest, Hungary. We also have a Consumer Test Centre in Leamington Spa.

## **Department**

Our commercial success has been reflected in our Brewing Services, which is internationally recognised for its expertise in the provision of technical services and research to support the brewing and beverages sector. Its reputation has grown steadily over the past decade, notably as a result of successful work for the public and private sectors with the ability to provide an integrated package of technical support with sector-specific advice and expertise for the interpretation of data. The successful candidate will therefore be enterprising, commercially astute, well connected and technically highly competent, working closely with the Director of Technology and colleagues across Campden BRI to grow the business.

The sector focus for the Department is alcoholic beverages (beer, cider, wine and spirits), but we also work with raw materials such as hops and malted barley, as well as with soft drinks. Brewing services cover a broad range of technical support activities including sensory, pilot brewing and malting facilities to support clients with NPD and research projects, process engineering, microbiology and a wide range of underpinning training. The Department also provides specialist trouble-shooting around issues such as taints and hazes. In addition, the majority of the member funded research activity in the sector is currently based in this area.

## **Overall purpose of position:**

The Head of Brewing will secure and grow a robust sales pipeline both for these services and the broader Nutfield site. They will lead all aspects of technical services in this area, in particular technical and/or scientific capabilities, identifying provision of resources, required skills and training, budget, performance, business management and improvement. The role will work closely with the Commercial Directorate teams of Business Development and Service Management

## **Duties and responsibilities:**

- Business generation, income and development of external business profile (60%)
- People and equipment resource management for services directly and cross-functionally (15%)
- Financial planning and budgetary management – responsible for income and hitting budget / cost targets (15%)

- Direct technical delivery (10%)

## Qualifications and competencies

- Degree in relevant science or technology subject
- Expert and demonstrable knowledge of the needs of the alcoholic drinks and related industries with the ability to use this to influence and inform strategic business decisions
- Proven strong business development and consultancy experience
- Strong network of key players in the brewing/beer industry. Recognised within the industry
- Acknowledged technical expertise in area relevant to Brewing activities
- Proven competence in identifying and bringing to market timely and cost-effective technical services/research outputs
- Well developed communication skills with a track record of collaborative team leadership, project procurement and management.
- Experience of identifying and securing successful commercial contracts

## Key skills

### 1. Communications

- Verbal and written client facing communication to impart and discuss technical and commercial detail to audiences having both specialist and non-specialist knowledge.
- Part of senior management team with requirement to communicate instructions to other Heads of Departments, Section Heads and the broader services team and to receive and contribute to company communications more generally.
- Responsible for communication to broader business / support services colleagues.
- Promotion of company-wide cooperation to enhance efficiency and to deliver client-focused services.

### 2. Analytical Skills & Creativity

- Analysis of complex financial, business and technical information and development of commercially viable plans based on these inputs.
- Ability to assimilate multiple information streams and opinions to make sound decisions/recommendations and offer a structured approach to problem solving.
- Ability to balance activities requiring deep and sustained concentration (e.g. developing budget) with day to day activities.
- Ability to balance longer term objectives and deliver against shorter term deadlines with variable notice periods.

### 3. Management of Activities

- Accountable for generation and delivery of a robust business development / sales pipeline of services to clients.
- Responsibility for strategic and operational activities within the department including health and safety and quality management.
- Management of project and consultancy -based activities.
- Coordination of cross departmental delivery against financial, technical and managerial targets.
- Development of and supervision of policies and procedures for use within the department.

### 4. Management of People

Chief Executive - Director - JOB HOLDER – dotted lines to internal service providers

- Responsible for a team of 11

## 5. Management of Finance & Resources

- Budget responsible for Brewing activities, ensuring supplying services are maintained within budget for his/her profit centre
- Responsible for generation of annual income of >£1m.
- Overall budgetary accountability for department including resource reconciliation.
- Responsible for ensuring that internal service suppliers maintain and develop appropriate Brewing service sector facilities - laboratories and associated equipment.

## 6. Autonomy & Accountability

- Working primarily unsupervised with general autonomy for decisions based on project-related and client-based activities within Brewing services scope.
- Empowered to initiate and contribute to corporate activities outside direct area focus following consultation with line management.
- Establishment and implementation of Brewing plan to drive the marketing, selling and delivery of products and services.
- Responsible for implementation and management of corporate activities and legal requirements where appropriate
- Accountable for Brewing performance in relation to finance, technical and service delivery/quality.
- Accountable as direct Campden BRI representative on projects and in client-facing activities.

## 7. Working Environment

- Based at the Nutfield site.
- Primarily office based but requirement for regular travel in the UK as well as abroad.
- Requirement to undertake consultancy activities in industrial and laboratory environments.

## Pay and benefits

<b>Salary:</b>	From £50,500pa (Salary will be commensurate with experience)
<b>Grade:</b>	G5
<b>Holidays:</b>	25 days per annum
<b>Pension scheme:</b>	Campden BRI operates a <b>pension scheme</b>
<b>Training:</b>	Campden BRI is committed to ensure all staff receives appropriate training to support their job function and business needs
<b>Health:</b>	Campden BRI operates a <b>private medical insurance scheme</b> and also operates a ' <b>permanent health scheme</b> ' if you are unable to continue work for health reasons, and a ' <b>death in service</b> ' scheme
<b>Others:</b>	Other benefits include <b>subsidised vending machine</b> and <b>parking</b> on site.

## Further Information

If further information is required, please visit our website [www.campdenbri.co.uk](http://www.campdenbri.co.uk)