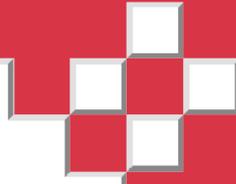
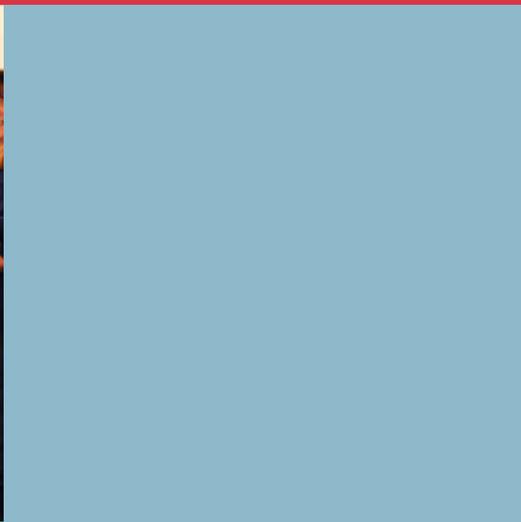


RUTH LEE™



FOR PROFESSIONALS WHO SAVE LIVES

JOIN AN AWARD WINNING TEAM HEAD OF OPERATIONS (DIRECTOR DESIGNATE)



HEAD OF OPERATIONS REPORTING TO: MANAGING DIRECTOR

There has never been a more exciting time to join our award winning team!

Established 25 years ago we are a world-leading provider of life-like manikins and training aids to rescue training experts worldwide: Fire & Rescue Services, Paramedics, Ministry of Defence, Airports, National Lifeboat Institutions & Coastguards, Offshore operators and a multitude of International Search & Rescue organisations.

Based in Corwen in rural North Wales over 70% of our business is exports and we sell into more than 50 countries. In 2018 we won the award for Welsh exporter of the year.

In response to growing global demand and structured investment we have experienced rapid growth over the past few years and have in place plans to continue this expansion and double the size of our business again in the next five years.

To support the existing team to achieve this plan we are now looking to recruit a Head of Operations (Director Designate) to lead the operational transformations required to facilitate this expansion.



ABOUT THE ROLE

With at least 10 years' experience as a foundation you will be keen to develop the next phase of your career and take full responsibility for leading all aspects of operations. You will report directly to the Managing Director.

Managing 'with and through' the team you will have a very strong commercial focus and be a great manager of people. Emphasis will be placed on establishing excellence in all aspects of operational efficiency and effectiveness. You will be an expert in systems engineering and process improvement and it is likely that you will have experience in the application of 'Lean' methodology.

The Strategic Plan has identified opportunities to enhance many aspects of operational performance to ensure we are positioned well for rapid growth. This includes managing the implementation of a complete review of our IT Systems amongst other matters.

Having gained an understanding of current operations and the plans for the future, the successful candidate will be expected to create an Operational Blueprint that delivers excellence and then bring it to life at pace.

WHAT WE ARE LOOKING FOR... THE PERSON

Values

You will have a strong set of 'family values' that inform the way you conduct yourself on a daily basis. These will include being dependable, committed, purposeful, demonstrating care and very high levels of ambition for others as well as yourself, prudence, resilience and being focused on learning and continuous improvement. You will be entrepreneurial in your outlook and enjoy the creativity and sense of control from shaping the way a business operates.

Skills

First and foremost you will be a 'People Manager'. This means you will be adept at enabling others to perform to the best of their ability through your challenge and support. Displaying strong leadership you will have demonstrated your ability to create a strong performance culture in environments where you have worked in the past.

You will be highly skilled (and ideally have had some formal training and education) in Business Operations and Process Improvement in a manufacturing environment. An operational 'all rounder' you will be fully competent when managing People, Health & Safety, OT, Production, Supply and Environmental procedure as well as ensuring that operational processes deliver maximum performance through utilising opportunities to apply technology.



REWARD

We want to recruit the right person to take us on the journey for at least the next 5 years. We are also committed to sharing the benefits of success with all who play an active part in the growth of the business. To this end we have an evolving approach to reward based on performance in the role.

We are offering a competitive salary and bonus coupled with the opportunity for significant and rapid progression for the right candidate.

OUR VALUES

Good housekeeping – always working within our means, carefully calculating the risks required to safely grow our business. Sharing the benefits of successes when they come along.

Loving what we do – genuine care for customers, staff, distributors and suppliers – they are part of our service too.

Learning and progression – listening and involving others, investing in growing the capability of our people. Innovating to constantly improve what we do.

Being dependable – function over fashion. High quality products and enduring relationships. Everything we do is built to last. Doing what we say we will.

Committed to our communities – our business was bred in the Corwen area of Wales and we are committed to this base. Our network of suppliers and customers extend around the world and we are fully committed to that community too.

Purposeful – doing work that makes a positive difference; ultimately the end product of our work is helping others to save lives and care for people.

WHY WE WORKING HERE

FAIR PAY

Ruth Lee Ltd offer a competitive basic salary for both office and factory staff, which is benchmarked regularly to remain competitive.

BONUS

There is a company-wide bonus scheme, which is specific to your job function. Details of a specific bonus scheme will be discussed at interview.

HOLIDAY ALLOWANCE

All employees receive paid Holiday Allowance, plus Bank Holidays. We have a Christmas shutdown and request 5 days are reserved to cover this period.

FLEXIBLE WORKING

We can offer a range of flexible working solutions where needed, including part-time and job sharing.

PENSION

Staff are automatically enrolled onto our Pension Scheme which is managed by the People's Pension.

FREE PARKING

If you've ever lived and worked in the city – the prospect of ample free parking on site will no doubt be a big plus point! The fact that it just happens to be in a beautiful landscape is a bonus!

TRAINING, DEVELOPMENT AND PROGRESSION

All staff complete induction training when they join Ruth Lee Ltd. This is tailored to your specific job role.

Bi-annual appraisals let you keep track of your progress within your role and we offer opportunities for professional development when possible.

We are also keen to offer progression opportunities for those who want to help the business grow. For ambitious individuals, Ruth Lee Ltd offers you a chance to thrive!

FREE TEA, COFFEE AND FRESH FRUIT

We are big tea drinkers here! But if coffee is your preferred tippie, we can offer that in abundance too.

There is also a fresh fruit delivery each week. All of which you can enjoy free of charge. After all, "an apple a day..."

SOCIALLY RESPONSIBLE

We are committed to helping the communities we serve and maintain three social commitment projects at a local, national and international level. All staff are welcome and encouraged to be part of these and to suggest ideas for various projects we can support.

WE ARE AWARD WINNERS

In 2018 we won the award for "Welsh Exporter of the Year" at the Daily Post Business Awards and in 2019, we were named "International Business of the Year" at the Federation of Small Business (FSB) Welsh Regional Awards.