**Wellington Complex Manager**

**Position Description**

## Purpose

Plan and coordinate the Wellington facilities in liaison with the Australian Operations Manager to ensure that best practice is being achieved and objectives are met, which ensures the overall performance of the operation is enhanced with you technical abilities and practical skills.

This position is of paramount importance in enabling Aviagen Australia Pty Ltd to produce high quality, disease free grandparent and parent stock that are capable of achieving their genetic potential. This will be realised through, but not limited to managing best practice on a daily basis, whilst ensuring strict site Biosecurity, strain security and animal welfare principles, policies, and procedures are adhered to..

This role will facilitate the implementation and ongoing adherence to sound production and production practices that will enhance the overall performance of the operation, whilst remaining cost focussed and ensuring that operational budget targets are met.

Key Result Areas:

1. **Operational Oversight:**
* Provide strategic direction and oversight for the efficient operation of the entire poultry breeding complex.
* Coordinate with facility managers to ensure smooth operations across all rearing and production facilities.
* Implement and monitor standard operating procedures to optimise productivity and quality standards.

1. **Team Management:**
* Supervise and support facility managers and their respective teams, ensuring alignment with organisational goals and objectives.
* Foster a positive work environment that promotes collaboration, communication, and accountability.
* Conduct regular performance evaluations and provide feedback to enhance individual and team performance.

1. **Resource Allocation and Budgeting:**
* Manage resource allocation across the complex, including labour, equipment, and materials, to maximise efficiency and cost-effectiveness.
* Develop and monitor budgets for each facility and the complex as a whole, ensuring adherence to financial targets.
* Identify opportunities for cost savings and process improvements to enhance overall profitability.

1. **Quality Assurance, Compliance, and Health & Safety:**
* Ensure compliance with regulatory standards, industry best practices, and company policies throughout the complex, including health and safety regulations.
* Implement quality control measures to maintain high standards of product quality, animal welfare, and workplace safety.
* Collaborate with relevant stakeholders to address any compliance issues related to health and safety and implement corrective actions as necessary

1. **Maintenance and Facility Management:**
* Oversee the maintenance and servicing of equipment and facilities to ensure uninterrupted operations.
* Coordinate with the maintenance and service team to prioritise maintenance tasks and minimise downtime.
* Implement preventive maintenance programs to prolong the lifespan of equipment and infrastructure.

**Person Specification:**

**Qualifications** (Desirable)**:**

* Formal education in Agriculture/ Animal Husbandry to Diploma or Degree level
* Certification in management or leadership is an advantage.

**Competencies:**

* Leadership: Proven ability to lead and motivate teams to achieve organisational objectives.
* Strategic Thinking: Capacity to develop and have input into operational and execute strategic plans to drive business growth and sustainability.
* Communication: Excellent communication skills, both verbal and written, with the ability to effectively interact with stakeholders at all levels.
* Problem-Solving: Strong analytical and problem-solving skills to address complex operational challenges.
* Decision-Making: Sound judgment and decision-making abilities, even under pressure.
* Team Building: Ability to build and maintain strong teams through effective coaching, mentoring, and development.
* Adaptability: Flexibility to adapt to changing circumstances and effectively manage ambiguity.

**Experience:**

* Minimum of 5 years of experience in a managerial role within the poultry industry, preferably in a complex or multi-facility environment.
* Demonstrated experience in operational management, including budgeting, resource allocation, and performance management.
* Proven track record of implementing process improvements and achieving operational excellence.
* Familiarity with regulatory requirements and quality assurance standards relevant to poultry breeding operations