

**EXTERNAL JOB ADVERT**

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**POSITION:** **Ardley IVC (In-Vessel Composting) Site Manager**  
**REPORTING TO:** **IVC Group Manager**  
**RESPONSIBLE FOR:** **Direct reports**  
**Ardley IVC Facility, Ashgrove Farm, Camp Road, Ardley, Oxfordshire, OX27 7PJ**

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**WHO ARE SEVERN TRENT GREEN POWER?**

Severn Trent Green Power, part of the Severn Trent plc group of companies is a successful, national, waste company with an excellent reputation in the organic waste and renewable energy sector. We operate 8 anaerobic digestion facilities, 2 in-vessel compost sites, and 3 open windrow compost sites.

We care deeply about making a positive impact on our environment and strive to support our customers to achieve the same. We have some big commitments to our customers, our environment, our society and our colleagues that we know, can only be achieved through our inclusive and energetic culture.

Ardley IVC facility services a long-term contract with Oxfordshire County Council. The plant can process up to 35,000 tonnes of organic waste per year and has strong environment credentials. The plant's IVC tunnels are constructed from a unique gore membrane that reduces the plant power requirements to approximately one third of those needed by conventional plants.

**WHAT IS THE FUNCTION OF THIS ROLE?**

**ROLE SUMMARY:**

Severn Trent Green Power is looking to appoint an experienced Site Manager ideally with a composting or strong agricultural background at their established site in Oxfordshire, Nr Bicester. Reporting to the IVC Group Manager, this is a 'hands-on' role where you will manage the safety of all people on the site and site compliance with regard to health; welfare; people management; cost; quality; legislative; and environmental matters. You are responsible for ensuring that site targets are achieved. You will need to communicate with external customers including clients, the Environment Agency, Animal Health and any visitors.

**KEY ROLE RESPONSIBILITIES:**

- Strong communication link with the Group IVC Manager and Regional Operations Manager, reporting recording, updating and report production.
- Maximising operating efficiency/margins – site P&L, PBIT responsibility.
- Planning and managing the processing of all feedstocks.
- Bring operational synergy in terms of performance, utilisation, health & safety including safe system of work.
- Improve & develop team culture through leadership.
- Reviewing regularly STGP policies and seeking continually to improve them.
- Driving and leading H&S culture and behaviours disseminated down through the entire team.

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- Responsible for liaising with EA, State Vet, Stakeholders and any other Statutory Regulators, in conjunction with the, Group IVC Manager, Regional Operations Manager, Operations Director and Exec team.
- Responsible for the site outputs through deployments and the associated Due Diligence framework to ensure site compliance.
- Maintaining ABPR certifications. Working towards PAS 100 quality
- Land spreading compliance and securing required permits, deployments, licenses, exemptions, Spreading permit management.
- Liaising with local farmers, contractors – timings, quantities.
- Overseeing compost spreading operations, recording, and reporting across your area
- Planning of routine maintenance – daily weekly, monthly – to minimise down time.
- Management of contractors employed engineers and any agents on site.
- Balancing capex / opex and maintenance costs.
- Management and programmed maintenance & site improvements.
- Work with the Commercial Team to effectively communicate to customers.
- Assist with the recruitment process and undertake interviews as required.
- Lead a positive, productive and safe team, developing and training personnel.
- Team management, covering motivation and engagement through the Company engagement survey.
- Succession planning through development skill planning, training, objective and target setting

### AS AN IVC MANAGER YOU WILL HAVE:

#### Skills

- Proven experience in working within an industry with clear quality protocols.
- Previous ability/qualification of ensuring site and team safety.
- Previous ability/qualification of leading and motivating a team.
- Computer literate
- Knowledge and proven ability or working within an ISO Management System or similar
- Managing Budgets and KPI
- Commercially aware
- Recruitment and interviewing
- Appraisal and objective setting

#### Preferred experience/qualifications

- Mechanical/electrical aptitude
- Operation of plant and machinery
- Telehandler/ loading shovel
- Sensitivity to the biological process
- WAMITAB qualification in composting and land spreading would be advantageous.
- Weighbridge management
- Formal training in managing operational Health & Safety would be advantageous.
- Spreading Permit in place for deployments
- Plant Operator experience (Bobcat, Cherry picker & Loading shovel)
- Experience working with regulators.
- Understanding PAS100 – LPD1 Deployments
- Understanding of HACCP
- Confined Space Training

#### Attitudes

- A collaborative manager who communicates well.
- Ownership and responsibility to get the job done safely and on time
- Flexible with a can-do attitude
- Manages by example and leads through empowerment of the team.
- Good problem solver
- Continually improve what they, and the team can deliver.
- Great attention to detail in recording keeping and compliance.

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## **BENEFICIAL KNOWLEDGE & EXPERIENCE:**

It would be beneficial to have knowledge and experience of the following areas:

- Experience of working within a regulated environment, knowledge of similar process and an agriculture environment
- Managing a small team as a supervisor or above

## **WHAT CAN WE OFFER YOU?**

Our success depends on our people and it's our people that are making the difference every day - helping us create value for our customers by working in partnership with them to create an effective and sustainable organic waste management strategy.

Competitive Salary and annual KPI Bonus

Company Pension

Company Vehicle

25 days holiday + 8 days Bank Holiday

Bupa single membership

Westfield Occupational Health and Rewards

Opportunity to take part in Severn Trent Sharesave and Electric Vehicle scheme

In return, we offer great opportunities to grow in a company culture that fosters creativity, innovation, personal growth, job satisfaction and career development.