

Job Title: Packhouse Operative
Reporting to: Production Manager
Direct Reports: N/A
Hours: Guaranteed minimum of 35 hours 15th May – 14th October, guaranteed minimum of 45 hours per week 15th October-14th May. 5 days per week to include minimum one day at the weekend, variable working patterns available, will be discussed on the interview stage.
Location: Orchard Farm, School Road, Salford Priors
Job Purpose: To pack produce in accordance with customer specification.

Main duties and responsibilities:

- To sort produce according to quality standards and customer requirements.
- To pack produce using punnets, boxes, crates and pallets to customer specification.
- To ensure produce weight accuracy.
- To wear appropriate personal protective equipment at all time.
- To report any issues to the line leader.
- To maintain clean areas of work.
- To work collaboratively with other departments
- To comply with all Angus Soft Fruits' policies and procedures.
- To comply with health and safety legislation.
- To undertake any other duty commensurate with the role



Person Specification

| | Essential | Desirable | Assessed |
|--|-----------|-----------|------------------------|
| Education/Qualifications | | | |
| GCSE grade C or equivalent in maths and English. | | X | Application |
| Experience | | | |
| Of working in a fast-paced environment. | X | | Application |
| Factory experience. | | X | Application |
| Skills | | | |
| Ability to communicate effectively in English, verbally and in written format. | X | | Application/ Interview |
| Attention to detail and accuracy. | X | | Application/Interview |
| Ability to use initiative and work as part of a team. | X | | Application/Interview |
| Ability to live ASF Values. | X | | Application/Interview |
| Ability to work overtime hours of up to 12 per day during peak season. | X | | Application/Interview |
| Physical fitness to stand and pack on the line for up to 12 hours per day. | X | | Application/Interview |



Company Values and Behaviours

Integrity – we do the right thing; we meet industry standards

- Demonstrates an honest, ethical and authentic approach
- Honours agreements and so forms reliable, long term relationships
- Remains polite, courteous and respectful at all times
- Gives and receives objective, constructive feedback
- Trusts the team to deliver results
- Has an open and honest conversation to improve performance when necessary

Exceed – we over deliver

- Sets clear SMART targets and priorities
- Explores opportunities to exploit ASF points of difference
- Ensures colleagues have personal development plans
- Works with customers and colleagues to solve challenges
- Takes a positive approach and focuses on being the best

Efficient – as experts we continuously seek to improve our supply chain processes and costs

- Is organised and does the right thing at the right time
- Communicates clearly and concisely
- Looks to simplify work and make things more efficient
- Keeps commitments made to colleagues and customers
- Avoids unnecessary waste and costs to improve profitability
- Prepares well for meetings, manages the agenda and follows up on actions

Innovate – we develop new varieties and other creative approaches

- Encourages new ideas
- Challenges the status quo
- Understands our marketplace; customers and consumers
- Encourages people to take a wider view e.g. by shadowing colleagues in other parts of the business
- Is brave to try new ways of working
- Finds ways to promote the products as part of a healthy lifestyle

Collaborate – we work closely with colleagues, customers and suppliers to build long term relationships

- Treats people like people rather than costs
- Builds meaningful, supportive relationships
- Ensures everyone has clear roles and responsibilities
- Listens and uses appropriate words and body language
- Is positive, motivational and enthusiastic; a good role model
- Presents solutions to problems and challenges
- Works together as One Team to achieve results
- Praises and celebrates successes

