

**Job Title:** Packhouse Operative  
**Reporting to:** Production Manager  
**Direct Reports:** N/A  
**Hours:** Guaranteed minimum of 35 hours, 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
<b>Education/Qualifications</b>			
GCSE grade C or equivalent in maths and English.		X	Application
<b>Experience</b>			
Of working in a fast-paced environment.	X		Application
Factory experience.		X	Application
<b>Skills</b>			
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

Angus Soft Fruits



## 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

