

**Job Title:** Packhouse Operative  
**Reporting to:** Team Leader  
**Direct Reports:** N/A  
**Hours:** Guaranteed minimum of 32 hours over 4 days  
**Contract:** **Fixed term for 6 months**  
**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 safe and clean work areas
- To work collaboratively with other departments
- To comply with all Angus Soft Fruits' and food hygiene policies and procedures.
- To comply with health and safety legislation.
- To proactively participate in the individual performance management process, achieving SMART targets and continuous personal developments.
- To fully participate in the development and achievement of the Production Departmental Vision.
- 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

.....  
Employee name

.....  
Employee Signature

.....  
Date



## **Angus Soft Fruits Company Values and Behaviours**

### **With Integrity - we do what we say we will**

- We are respectful and understanding of others, always
- We treat people like people and look to help each other
- We honour agreements and develop long term trusting relationships
- We are patient, tolerant and show gratitude to others
- We do the right thing for ourselves and others

### **Excelling - we always aim high**

- We seek to raise the bar in our industry in everything that we do
- We are positive, proactive & fun with ambition and drive
- We set clear targets & we aim to exceed them and even if we don't, we will next time
- We are learners, we develop & inspire our colleagues

### **With Efficiency - we keep it simple**

- We are organised and structured in the way that we work
- We work smarter not harder
- We communicate clearly and concisely
- We get it right first time, everytime
- We avoid unnecessary waste

### **Innovating - we challenge the status quo**

- We are adventurous
- We are brave in trying new ways of working
- We are passionate in the development of new varieties and products
- We lead in the development of new technology

### **Collaborating - together we go further**

- We work together as ONE TEAM to deliver outstanding results
- We actively listen to each other & engage in positive & challenging debate

### **With Curiosity - we dig deeper**

- We explore new opportunities & approaches
- We look at things from other points of view
- We are open minded
- We use creative solutions
- We are eager to learn

