

Job Title: Strategic Planning Manager
Reporting to: Head of Supply Chain
Direct Reports: None
Hours: Monday – Friday 8:30 – 17:00
Location: East Seaton, Arbroath

Job Purpose: To manage the development and delivery of sales targets which consider the differences in supply and demand of product

Main duties and responsibilities:

- To develop and maintain long-range supply and demand forecasts (12–36 months), integrating sourcing, sales, and production outlooks.
- To build and manage planning tools and models to support strategic decision-making, including financial forecasting and Rough-Cut Capacity Planning (RCCP).
- To translate commercial objectives into clear supply strategies across geographies, seasons, and customer channels.
- To lead annual budget input for supply planning and support long-term programme decisions.
- To identify risks and gaps in supply network capacity, seasonality, crop performance, and varietal mix — proposing solutions proactively.
- To collaborate effectively with procurement, commercial, quality, and agronomy teams to align forecast assumptions.
- To encourage digitalisation of planning processes through systems like Prophet, Power BI, and ERP integrations.
- To prepare planning scenarios and insights to support strategic reviews and cross-functional planning forums.
- To work closely with growers, import suppliers, and packhouses to influence programme structures.
- To ensure data accuracy and process discipline across planning tools and reports.
- To continuously review and improve planning processes, tools, and governance.
- 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 Supply Chain Departmental Vision
- To undertake any other duties commensurate with the role.



Person Specification

Category	Essential	Desirable	Assessed
Education	GCSE pass in Maths and English	Degree in Supply Chain, Business, Agriculture, or related field APICS, IBP or S&OP qualifications	Application
Experience	Proven experience in strategic or long-range supply planning	Fresh produce or food manufacturing background	Application/Interview
	Experience working with planning and forecasting tools	Prophet, SAP IBP, Anaplan, Power BI	Application/Interview
	Leading cross-functional planning processes	Experience in cross-border or global networks	Application
Skills	Advanced Excel, data analysis, planning models	SQL, Python for planning automation	Application/Test
	Effective verbal and written communication skills		Application/Interview
	Ability to work across commercial and operational teams		Application/Interview
	Proven attention to detail,		Application/Test
	Ability to simplify complexity		Application/Interview/Test
	Ability to work with ambiguity and long planning horizons		Application
	Committed to embedding and living ASF Values		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 market place; customers and consumers
- Encourages people to take a wider view eg 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

