

About us...

Lincolnshire



Lincolnshire Co-op, based in the historic city of Lincoln, is one of the most successful and progressive independent co-operatives in the country, with an annual turnover in excess of £300 million.

Essential Information – what you need to know

Job purpose:

- Oversee and optimise the end-to-end flow of products from warehouse to customer for Pharmacy generics, Pharmacy OTC, Funerals, Travel and Love Local.

Your hours

- 39 hours per week

Your relationships:

- Colleagues within the wider organisation which including trading area teams, Finance, Health and Safety, Information Systems and Procurement.
- Colleagues within the Commercial Operations Management team.
- Internal and external stakeholders throughout the supply chain.

What you'll bring to us:

- Experience of transport management is desirable.
- Previous experience in production planning, inventory management, logistic and continuous improvement.
- Strong analytical and problem-solving skills.
- Excellent communication and negotiation abilities alongside experience with budgeting and strategic application.
- Experience in managing and leading change, developing/managing teams and driving effective teamwork.
- A proven track record to date with ambition to achieve and grow with the business.
- Excellent leadership and management skills.
- Excellent problem solver and decision maker.
- Exceptional client focus.
- Hold a full driving licence.



Providing and supporting
valued services



Helping to grow the
local economy



Caring for our
health and wellbeing



Looking after
our local environment

Together we are...

Your Purpose – I will contribute to my team and the Society’s ongoing success in this role by...

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| Your duties and responsibilities: | <ul style="list-style-type: none">- Developing and implementing comprehensive strategies aligned with the wider commercial operations strategy, market trends, and customer preferences, which will achieve sales and profit targets.- Monitoring and managing the end-to-end flow of products from supplier in a cost effective and timely manner.- Leading, inspiring and motivating your teams to deliver excellence.- Managing the Society’s fleet of commercial vehicles including supply, maintenance and replacement.- Monitoring inventory levels and stock turnover to ensure alignment with sales forecasts to ensure adequate stock availability while minimising excess stock.- Continually reviewing supply chain networks to optimise and improve efficiency.- Analysing and reporting on key performance indicators (KPIs) to measure and improve overall efficiency.- Working alongside the Central Operations Manager to implement, adhere to and maintain quality control and compliance measures throughout the supply chain.- Overseeing transportation logistics to ensure timely and cost-effective delivery of products and services.- Identifying areas for process improvement within the supply chain, implementing best practices and driving continuous improvement initiatives to enhance efficiency and reduce costs.- Anticipating and mitigating supply chain risks, including disruptions in supply, logistics delays, or quality issues, alongside implementing strategies to maintain continuity of operations.- Utilising and contributing to all necessary policies and procedures to facilitate management control and to ensure that all internal operations achieve their objectives. |
| Financial impact: | <ul style="list-style-type: none">- Budget - TBC |




Together we are...

- **Helpful** – we'll look for ways to make a difference
- **Inspiring** – we'll help everyone be the best they can be
- **Trustworthy** – we can be relied on

Your Approach – how you will contribute to your team and the Society’s ongoing success in this role.

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| I will be helpful by: | <ul style="list-style-type: none">- Responding positively to requests from colleagues and customers.- Trying to get it right first time.- Resolving customer complaints and take corrective action.- Sharing my knowledge with my colleagues.- Offering to help before being asked.- Going above and beyond.- Contributing to the team and its success. |
| I will inspire others by: | <ul style="list-style-type: none">- Supporting and encouraging one another.- Being a positive role model.- Listening and learning from my colleagues and line manager.- Building strong relationships with customers and colleagues.- Suggesting new ideas and trying new things.- Taking pride in my work and celebrating success. |
| I will be trustworthy by: | <ul style="list-style-type: none">- Using good judgement in all situations.- Being open and honest.- Take responsibility for my work and delivering positive outcomes.- Treating everyone fairly and with respect.- Doing my best for each other and our communities. |



Your leadership behaviours

- Adhering to Principles and Values – responding suitably to values-led decisions
- Presenting and Communicating Information – translating information appropriately
- Leading & Supervising – setting a clear direction for others
- Working with People – building a strong and adaptable team

Your Behaviours – how you will contribute to your team and the Society’s ongoing success in this role.

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| I will adhere to the principles and values of the Society by: | <ul style="list-style-type: none">- Being honest, transparent and consistent in all actions and communications.- Treating others with dignity and respect, valuing their diversity and different perspectives.- Listening actively and consider the opinions of others.- Taking accountability for my actions and decisions.- Fostering a spirit of teamwork, co-operation and positive relationships. |
| I will present and communicate information clearly by: | <ul style="list-style-type: none">- Tailoring my communication to the level of understanding and background of the audience.- Paying close attention to others when they speak.- Providing examples to illustrate complex concepts to make my message more relatable.- Encouraging feedback and questions from colleagues to clarify understanding. |
| I will lead my team effectively by: | <ul style="list-style-type: none">- Setting appropriate standards of behaviour.- Delegating work appropriately and fairly.- Motivating and empowering my team.- Providing colleagues with development opportunities and coaching. |
| I will work collaboratively with my colleagues by: | <ul style="list-style-type: none">- Demonstrating an interest in and understanding of others.- Recognising and rewarding the contribution of others.- Listening and consulting with others and communicating appropriately.- Supporting and caring for colleagues.- Developing and openly communicating self-insight such as an awareness of own strengths and weaknesses. |