

POSITION: Global Technical & Quality Director
DIVISION/DEPT: Technical Department
REPORT TO: COO
LINE MANAGEMENT: Yes (team of approx. 30)
LOCATION: Office based in Christchurch, Dorset – hybrid model
TRAVEL: Regular travel – Mostly Asia and potentially SA

About the Company

At Solent we use our entrepreneurial spirit and global market expertise to bring product ideas to life, positively disrupting markets to make people feel better in a sustainable way. We are proud to be a leading company within the private-label sector and work with a wide range of retailers in categories such as Health & Beauty, House & Home, Reusable Bags and Foods & Snacks. Our categories are dynamic, with evolving trends and exciting new products regularly hitting the market.

Our core values stand with the quality of our people, and we are committed to helping our team excel. Working for us, you'll be part of a global team with offices in South Africa, Hong Kong, Shanghai, Vietnam and the UK, as we inspire, manufacture and deliver a new wave of cutting-edge products in partnership with some of the world's best retailers.

Purpose of the role

As the Global Technical & Quality Director for Solent you will lead, influence and develop a global team across our non-food and foods business to deliver key appropriate performance measures that meets and exceeds customer expectations and KPIs. The Operational Board role will require you to take global accountability for the delivery of agreed strategies through technical product innovation, compliance and due diligence. You will lead and support all R&D projects, focusing on bringing market disrupting technologies into the company NPD pipeline and you will champion Solent's sustainability initiatives. You will provide strategic input into the Solent Business strategy that delivers sustainable profit growth.

Main Responsibilities

- Technical innovation strategy aligned to product & commercial strategies
- Manufacturing compliance strategy
- Human rights due diligence strategy
- Sustainability strategy
- Develop and maintain technical guidelines, policies & standards
- Technical team leadership and mentoring
- Contribute to business strategy and operating plans

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- Full budget ownership
- Technical team resource, skills & development and succession plans
- Manage technical aspects of supplier relationships in line with Solent policies & strategies
- Support development of sustainable, competent supplier base to deliver required technical & innovation standards
- Joint delivery of product development innovation at a strategic level
- Remain abreast of international trends in Food/Non-Food, Retail and Customer trends

Key competencies and skills

- Entrepreneurial drive – be passionate for success and good at bringing creative ideas of others to market coupled with good judgement and engages in innovative thinking in unusual situations
- Change manager – must be able to continually expect and adapt to changes in our markets
- Interpersonal skills - must be able to build strong networks and strategic relationships across a wide network including customers, suppliers, commercial, product and supply chain colleagues
- Visionary – seeing and independently developing & influencing opportunities
- Strong communicator – ability to confidently hold their own with leaders in their field with the ability to simplify complex technologies and terminologies
- Strong negotiation & influencing skills – proven track record across all levels of the organisation
- Decision making - Consistent decision making, owns decision to positive risk mitigation and execution by demonstrating strong business understanding and commercial knowledge
- Takes ownership and leads to a conclusion
- Strong leadership skills – demonstrates a passion and commitment for excellence and high performance (delivery focused, goal driven, flexible)
- Problem solving - Proactive solution seeker with relevant competence and ability to hold their own with stakeholders
- Management - manage delivery in a positive and consistent way that creates a challenging growth experience
- People management – leads by example, with the ability to play an active mentorship & coaching role for all direct reports and technical teams

Experience

- Technical or compliance management experience in an FMCG manufacturer
- Experience in a customer facing role working with high street retailers
- Retail experience for example working in a technical or compliance role at a high street retailer
- Experience in technical development of both non-food and food consumer goods

- Experience working globally, understanding different cultures and attitudes
- Experience working with manufacturing partners and teams in Asia, notably China & Vietnam
- Awareness of legislation governing the sale of personal care, household goods and food products
- At least 10 years relevant experience

What we offer

- Competitive salary with annual salary reviews
- Structured bonuses (based on company & individual performance)
- 25 days holiday per annum, increasing to 27 (3 years service) and 30 (5 years' or more)
- Salary sacrifice EVP scheme
- Extensive benefits programme including buying additional holiday, medical cash plan, access to mental health support and many other benefits
- Flexible hours and work from home available to all staff
- Great learning and development and progression opportunities
- Enhanced Maternity and Paternity Leave
- Pension scheme contribution
- Solent social events run by our inhouse Social Team
- Cycle to work scheme