



Rainbow Chicken
currently has the following Vacancy:
Central Laboratory Manager - Hammarsdale
Hammersdale

RAINBOW Chicken is currently seeking a **Central Laboratory Manager** to join the Animal Feed business. The role will be required to maintain first class technical and scientific support services and facilities by planning, leading, organizing and controlling the operations, resources, and outputs of the Central Laboratory.

Qualification & Experience:

- A BSc in chemistry or animal nutrition (a master's would be preferable)
- 5 years in a laboratory environment, with at least 2 years in a supervisory position
- Completed management courses (preferable laboratory management)
- Laboratory Information systems experience
- Valid EB drivers' licence.

Roles & Responsibilities:

Operational Management

- Schedule and oversee the activities of the laboratory as appropriate.
- Ensure tests and procedures are properly understood, carried out and evaluated and that product modifications are investigated, if necessary.
- Establish and maintain an appropriate test review system to ensure that all tests results are reviewed prior to their release.
- Initiate and develop new test methods and validate them prior to adoption.
- Facilitate the evaluation of test methods through inter-laboratory testing with accredited laboratories.
- Liaise with Research and Development and the technical manager regarding trials in the chicken trial facility.
- Oversee the use of the NIR instruments country wide and address problems and issues.
- Ensure that NIR bias calculations are done frequently to keep the NIR results in line with chemical analysis.
- Oversee and manage the Lims information system.
- Address problems with the instruments at the feed mills and assist in repairs.
- Visit and perform and database management on the instruments at the feed mills.

Information and Data Management, Analysis and Reporting

- Conduct trend analyses for clients.
- Ensure the generation and reporting of accurate and reliable results from the relevant departments.
- Compile monthly and daily report for clients and ensure that they reach the intended recipient.
- Provide interpretations of results from the various departments in the laboratory and report any deviations to the regional technical manager.
- Ensure that clients are communicated with to clarify requests and to get client input.
- Establish and maintain a process of collecting feedback from clients on an ongoing basis.
- Resolve complaints received from clients.
- Update Lims product specifications and versions daily when received.
- Analyse the results from the collaborative check sample programs.
- Report on NIR, Aunir ring tests, AminoNIR, Corn quality (report to AUNIR UK) and Control and Standards.

Quality, Health and Safety Assurance

- Ensure that all aspects of the Occupational Health and Safety Act are observed.
- Identify opportunities for procedural and quality improvement.
- Participate in annual laboratory management meetings to standardise methods and procedures.

Financial Management

- Draw up the annual budget and ensure that the laboratory operates within it.
- Analyse the monthly Income and expense statement for the appropriate cost centre. React on errors and un-budgeted expenses.
- Identify CAPEX requirements.
- Assemble CAPEX information and request approval.
- Implement and monitor approved CAPEX programmes.

Supply Chain Management

- Provide input into supply contracts and select suppliers from which to purchase supplies.
- Ensure that stock records and levels are maintained and that regular stocktakes are performed.
- Ensure that all buying requisitions are completed, authorised, and activated.
- Search for the optimum suppliers and products.
- Keep abreast of the latest technology and obtain quotes for buying fixed assets.

Maintenance Management

- Ensure that equipment is tested for functionality and reliability on a regular basis.
- Ensure that an equipment maintenance service schedule is compiled and adhered to across the laboratory.

Staff Management and Development

- Administer the following human resource processes:
 - employee leave
 - employee queries
 - employee appraisals
 - first level labour relations matters.
- Ensure the accurate recording and maintenance of all employee information.
- Manage delivery against talent management action plans.
- Clarify roles and responsibilities for subordinates.
- Complete skills and competency matrices for all subordinates.
- Formulate/update job profiles for all subordinate jobs.
- Conduct meetings with subordinates to plan, assign and manage work.
- Sign performance contracts with all full-time staff members.
- Manage the personal development and regular performance assessment process based on 360-degree feedback.
- Coach and mentor subordinates and potential successors.
- Develop and drive the training strategy.
- Develop and drive progression and career paths for subordinates.

Closing Date: 27 August 2024

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