

Join us on  
the route  
to success



## Passionate about growing talent

Here at Browns Food Group we are passionate about developing talent. We have a wide range of exciting career paths available in areas such as Production, Food Technology, Engineering, Sales, Finance, Human Resources, Marketing and Design, Purchasing and New Product Development, some of which can lead to external recognised qualifications.

So which path to an exciting career will you take?

100s of career opportunities available across the UK

9 Locations across the UK

1300+ Employees, nationwide

SVQ & MA training available for all employees

Holder of the customised management award



"After leaving university I applied for a job and was taken on working within the New Product Development department as an administrator. This was a varied role which led me to become involved with both Sales & Marketing. It was this experience that led me down the path to become a Technical Specifications Writer.

My role allows me to work both independently or within a team, liaising with several departments within the company and at a variety of levels; from shop floor to senior management. This has enabled me to enhance my communication skills and has also given me opportunities to work as a mentor helping to train others. I have completed 'off-site' specification training and a Campden food labelling course at group level, which has further increased my knowledge of the food industry.

Every day brings something new with different challenges – my time management skills have never been so good! I fell into the food industry but have not looked back since."

**Rebecca Hill – Technical Specification Writer**

"I've worked for the company for over 12 years now and have held a variety of roles – from office work to driving a fork lift! Originally taken on via an agency, I soon obtained a full-time permanent role; moving to the role of an administrative assistant processing orders.

As the business grew and developed, a transport department was established to cope with the increase in business. It was then that I was given the opportunity to take the Transport Managers course. This was supported with a clearly defined training path, which ultimately led me to becoming the head of the department as a fully-fledged Transport Manager.

I have a varied and challenging role that ensures every working day is different; you definitely have to be able to get on with people and have great communication skills! So if you think you have what it takes for a career in the food industry then why not apply..."

**Grant West – Transport Manager**



I didn't have any experience in the food industry when I started with the company. Starting out as a general hatch operative, my duties were varied. I'd describe the 'Hatch' a little like a service centre – the work we do there has an effect on many different departments and people. Senior management saw my potential and I was given more responsibility such as completing paperwork and then becoming a trainee team leader – much of my learning has been 'on the job' giving me opportunity to put my new learning and skills into practice.

When a Team Leader position became available, I applied and was given the role. The company has grown considerably since I started and continues to do so. Along my career journey I have seen my personal skills set develop – I am able to work under pressure, manage my time effectively and help others learn from my own experiences. In particular, I feel my communication skills have really come on – I am approachable, work in a calm manner and can speak confidently to a variety of people at a variety of levels – from getting involved in audits to welcoming visitors into the department.

I have a strong work ethic and care about doing my job well – I am now Hatch Supervisor; using my knowledge and experience to spot issues, solve problems and make decisions to ensure the department runs smoothly and effectively.

**Gary Wilkinson – Hatch Supervisor**

"When I started with FoodPro I was a packing operative working online. My potential was 'spotted' and I moved onto becoming a machine minder.

I've been given different opportunities to show what I am capable of and have moved up from being a Team Leader to a Supervisor. My learning and development have been supported during my career path. I didn't have a food background when I started out, but that didn't matter as I learnt on the job and with work relevant training. I have now completed several courses – such as Health & Safety in the Workplace and Managing a Team.

Every day can bring something new as the food industry continues to change – from the types of machinery, variety of products and the amount of production that now goes out the factory doors!"

**Brian Unsworth – Supervisor Low Risk**



## Your career could start with us at *FoodPro*

FoodPro Manufacturing has over 30 years in the ready-meal industry and boasts a diverse range of quality and convenient meal solutions. FoodPro is part of Brown's Food Group – one of the UK's leading food manufacturers based in Scotland. Quality and consistency underpin everything we do here. Our state-of-the-art production facility holds a Grade A BRC (British Retail Consortium) Global Standard accreditation. We supply both retail and wholesale sectors, and have supplied products to many of the UK's biggest retailers, including ASDA, Morrisons, Iceland, Tesco, Lidl, Aldi, NISA, P&H, Spar and Birds Eye.

Here at FoodPro we pride ourselves on supporting our team to achieve their career goals. We do this by providing a working environment based on the group values of Honesty Environment Action Responsibility Team (HEART). We are currently recruiting for a variety of different roles – so if you are looking for career with a clear path of training and development, whilst working within a dynamic, fast-paced industry; then why not send your CV into our HR Manager (rebecca.mccarthy@foodpro.co.uk) and see where a career in food manufacturing could take you ...don't just take our word for it read the success stories of some of our people. We look forward to hearing from you .....

# We'd love you to join, what route will you take?

I love to lead from the front

I want to work with people and help them

Can I fix it? Yes I can!!

I'm a certified computer geek and proud of it

Getting from A to B quick is my speciality

I'm a number crunching genius

## Finance and Accounts

This critical department oversees the financial strategy and overall health of the business. Their function and responsibilities include financial accounting, preparation of accounts, reporting, analysis, budgeting, project management and more. Working closely with Directors/ CEO's the Finance department produce a variety of financial reports, direct investment activities and assist with the development of strategies and plans for the long-term financial goals of their organization.

## Logistics & Transport

Transport & Logistics plan and coordinate road haulage, distribution and passenger transport operations, including routes and schedules. They make sure that goods and passengers reach their destinations safely, on time and in the most cost-effective way.

They are responsible for managing the execution, direction, and coordination of all transportation matters within the organisation. This includes managing budgets, organising schedules & routes, ensuring that vehicles are safe and meet legal requirements, and making sure that drivers are aware of their duties.

## I.T Department

The I.T department oversees the installation and maintenance of computer network systems. Its primary function is to ensure that the network runs smoothly. The I.T department must evaluate and install the proper hardware and software necessary to keep the network functioning properly, provide programming and technical support for the company employees.

Also assists marketing when changes or development to the company website or social media platforms are required. If you're good with technology and want to be 'in the thick of it' then come and apply for an I.T role.

## Engineering

A critical department that is responsible for the ongoing maintenance, upkeep and installation of all site machinery to ensure that production downtime is minimised at all times. A busy and often challenging environment needing good time management and analytical problem solving skills to be able to solve problems and get things running as quickly as possible. Engineers are often needed to be multi-skilled with mechanical and electrical knowledge - to keep the 'heart' of the business running.

## Training and HR

Human Resource Management deals with issues related to compensation, performance management, organisation development, recruitment, health & safety, wellness, benefits, employee motivation, training, learning and development; to name but a few! HR plays a strategic role in managing people and the workplace culture and environment. HR is often referred to as the 'lifeblood of the company' as it is their job is to ensure that the business gets the most out of its employees and that employees reach their full potential - in order to provide a high return on the business's investment in its people. If you have an interest in making the workplace a better place to be and to help others become the best they can be - then a role in HR may be the place for you!

## Operations

This is a critical part of the food manufacturing procedure - Operations oversee the process of transforming resources into goods and services. The role of an Operations Managers in the manufacturing sector includes working within production planning, production control and quality control areas. An opportunity to work within the 'heart' of the food manufacturing journey.

Meeting people and selling is my passion

My cookery experiments are legendary!!!!

I love being creative and influencing others

I want to help turn recipes into production

I have the perfect schedule for everything

## Planning

Planners are responsible for the planning and smooth running of production processes. They draw up schedules of work, which is agreed with the Production Manager or Director. The basic objectives of production planning are to evaluate and appraise the resources at input stage, like the raw materials needed on the factory floor to produce the finished product.

To also look at labour and how many production 'lines' need to be run in order to achieve output targets. Planning and time management skills are essential when working within this dynamic department.

## Technical

This department shapes the organisation's technical strategy. Responsibilities include overseeing hygiene, housekeeping and food handling processes, advising on nutritional, food quality and packaging regulations, and liaising with customers on any quality matters or concerns.

Knowledge and understanding of GMP's, BRC's and HACCP are essential for technical food roles and for keeping up to date with food legislations.

## Design and Marketing

A marketing department promotes your business and drives sales of its products or services. It provides the necessary research to identify your target customers and other audiences. Your audience wants to form a relationship with your brand, and marketing can be used to do just that. It sells: Marketing is important because it helps you sell your products or services. The bottom line of any business is to make money and marketing is an essential channel to reach that end goal. The marketing function is also tasked with branding of the organisation, participation in publicity activities, advertising & customer interaction through feedback collection. If you want to work in a creative and dynamic environment, then this is the area for you!

## New Product Development

A key department within food manufacturing, NPD is a creative, busy and often challenging environment which deals with - new product strategy, idea generation, research & development, recipe creation & testing, commercials, pricing and product launches.

The NPD facility researches and works with all other critical departmental areas such as Technical, Operations and Business Development; in order to assess feasibility in terms of profitability, resource availability and compliance with the necessary food regulations.

## Sales

Having a strong sales team is crucial to the success of a company. Sales are responsible for making sales, growing the business, retaining and maintaining relationships with existing customers and building relationships with new customers; to secure further growth for the organisation. Analysis of product and marketing data by the sales force helps drive new business and give feedback for existing products & sales campaigns.

Excellent inter-personal and communication skills are required to work within this vibrant and exciting area.

Food Pro



Visit [www.brownsfoodgroup.com/careers](http://www.brownsfoodgroup.com/careers)  
or email us at [vacancies@brownbrothers.net](mailto:vacancies@brownbrothers.net)