



Title: Operations Director

Reporting to: Managing Director

Package: To be negotiated

Holiferm invites applications from inspired, innovative and outstanding individuals for a full-time leadership role.

Holiferm is facilitating the transition of the \$36 billion surfactant market away from harmful, oil based chemicals to biobased alternatives.

Holiferm recently completed the build of its pilot facility, launching tonne scale production of sophorolipids and is working with multiple industrial partners to take the product to market. Before this position will start, Holiferm will have completed the fundraising for our first 1100 tonne a year manufacturing commercial sophorolipid plant. Holiferm is expanding its focus beyond sophorolipids and developing processes to produce additional biosurfactants in collaboration with external market facing partners. This role will be key in enabling Holiferm to transition to a successful industrial producer at commercial scale for first sophorolipids then other biosurfactants.

We offer a competitive flexible pay package and benefits to attract incredible team members to join the Holiferm family, as we understand people have different circumstance.

We are looking for people who believe in making a difference in chemical industry, to believe in change and make a meaningful impact for chemical sector and the environment.

Operations Director:

Responsibilities

- Work with the design and build teams for our new manufacturing plant making sure it fit for purpose
- Contribute to corporate strategy in the areas of production, purchase, distribution and supply chain to ensure that the company achieves its short and long-term objectives.
- Direct and oversee operations staff to ensure that they are motivated and trained to carry out their responsibilities to the required standard.
- Develop and implement policies and procedures to ensure that core operational functions achieve their business objectives.
- Develop and control operational budgets to promote profitability and ensure the company has all the resources required to meet its objectives within agreed financial parameters.
- Direct and control production to ensure that finished goods of the required standard are available to customers within agreed costs and at the right times.
- Oversee purchasing to ensure that the company has the goods and services required for production purposes within agreed costs and quality standards and at the right times.
- Direct and control warehousing and distribution functions to ensure that customers are supplied with the right quantities of goods at the right times.
- Develop all necessary policies and procedures to ensure safe and healthy working environments across all company locations.



- Maintain working relationships with all other directors to ensure effective co-ordination of all company activities in support of corporate objectives.
- Evaluate overall company performance by gathering, analysing and interpreting data and metrics for example OTIF reporting
- Act as the company's main adviser on all issues relating to operational functions and keep abreast of latest developments to ensure that the company maintains its competitive position.

Knowledge skills and experience required

- A degree or equivalent and relevant professional qualifications
- Extensive operations management experience
- Significant industry experience
- In depth knowledge of diverse business functions and principles e.g., supply chain, customer service etc
- Thorough knowledge of the company and its products and processes
- Analytical skills to evaluate data and performance/operation metrics
- Excellent inter-personal and negotiating skills
- Excellent organisational and leadership abilities
- Excellent time management skills
- Excellent decision-making skills
- Hand on experience prepared to get their "hands dirty"
- Has a "Can do" and "positive" attitude

Desirables:

- Experience working in a fast paced start-up environment
- Has a passion and drive in making greener products
- Experience with fermentations and/or surfactants

