

Director of IT & Business Process

Be part of something special. Join Vanden.

At Vanden, we're passionate about transforming plastic waste into a valuable commodity. Our mission: "Vanden make recycling part of the supply chain, to optimise the use of plastics. We add value and educate our team and customers as we go."

Since we started on our journey, back in 2005, we've developed a worldwide presence, serving hundreds of customers in over 20 countries.

Our recycling facility in Whittlesey (PE7 2EX), which opened in March 2017, specialises in the collection and recycling of plastic waste from manufacturing, distribution and retail across the UK. Recycling everything from production over-runs, offcuts, lumps/purge and packaging from polymers such as ABS, HDPE, LDPE, MDPE, PET, PP, PS and PVC. In addition, we operate a sizeable plastic scrap trading business via our offices in UK, Europe, Turkey & Asia.

Nature and scope of the role: Our ideal candidate

A leader with knowledge in all aspects of IT with strong experience in successfully integrating and supporting applications to drive the business towards its goals. Overseeing all IT and business systems, you'll be responsible for not only the implementation of new systems but increasing the effectiveness of existing systems and the people using them.

You will be hands on in our business and start off by mirroring different roles in our company. You will get a crash course in the plastics industry while literally getting your hands dirty. Ultimately you will help us define our investments in technology and build a team (internally or externally) to execute on them if required.

Listening, communicating and training our teams to use the tools at their disposal is also a key part of the role.

Our ideal candidate will be able to engage the whole team to effectively understand business needs and determine system improvements that will serve us today and, in the years, ahead.

This role will suit someone who wants to make a real difference to the business and setup and manage their own IT systems supported by partners.

Our Values:

Living the Vanden Values is a key part of our culture. Our Values were created by our people in early 2018. We brought all our teams together to determine what it meant to be part of Vanden. Through a combination of telling stories of colleagues in action and establishing the type of environment we want to create, our 6x core values were born!

These are an important part of understanding if Vanden is right for you! Please take a look on the last page for a full description.

Application Process

To apply, you are required to produce a CV and Personal Statement. These need to be tailored to the job description and person specification and show how you reflect the technical and behavioural requirements.

The selection process:

Successful candidates will be invited to attend a multi-phase assessment that includes:

Step 1: Telephone Interview (30-60 mins)

Step 2: Site visit & Interview (60-90 mins)

Step 3: Psychometric Testing (30-45 mins)

Step 4: Interview (60-90 mins)

Step 5: Reading, Writing & Mathematics Competency Tests (60-90 mins)

Step 6: Competency based exercise which may involve making a presentation based on your knowledge, experience and job requirements. (Presentation time 15-30mins, plus research & preparation time)

Step 7: Final interview (45-60 mins)

Expected timeline to complete is 4-6 weeks depending on candidate availability

Essential Duties & Responsibilities

Responsibilities:

- > Understand the global business strategy, market and IT and build a roadmap of budgeted and planned projects and initiatives that deliver commercial growth
- > Map existing company workflows from first customer contact through to sale, contracting, shipment, delivery and next contact for our trading and processing businesses
- > Ensure business systems are fit for purpose and able to deliver business objectives
- > Develop method for key information to be delivered to Commercial and Management teams live to enhance optics and decision making. For example; Customer Approvals, Credit Limits, Contract Status, Account Status and KPI's
- > Ensure all IT technical platforms globally are well managed, supported and fit for purpose working with managed service providers
- > Lead, inspire and develop the IT team and external partners
- > Create commercially astute, stable outsource partnerships with IT suppliers and partners, and ensuring that they are held to account and deliver as per the agreed service levels
- > Deliver all IT projects and share ownership of delivery of resulting business outcomes
- > Ensure compliance with all relevant legal and regulatory frameworks and requirement of client and partner contracts.
- > Lead development of E-commerce extension to website
- > Ensure a high level of engagement of all available IT systems and resources across the company
- > Ensure all staff are trained to a high level and their skills are being constantly developed
- > Ensure appropriate disaster recovery plans are in place and regularly tested
- > To ensure all marketing systems are integrated and reported on seamlessly.
- > Design and implement general IT and data security policies via internal or external teams
- > Be proactive in identifying, vetting and implementing new technologies to improve automation, speed of reporting, information flow, metrics and security
- > Deliver measurable cost savings to the business through lowering cost per transaction during growth phases
- > Enhance systems to achieve faster service and reporting times to our suppliers and customers
- > Manage the complete project delivery lifecycle of new software systems and applications; including gathering requirements, database management, software development, testing, implementation, user follow up, support and projects
- > Oversee the design, development and installation of enhancements and upgrades to systems and application software
- > Develop and update comprehensive project plans to be shared with project team and steering groups. Manage tasks, resource, deliverables, risks and issues to keep project on track.
- > Ensure that development projects meet business requirements and goals, fulfil end-user requirements, and identify and resolve systems issues

Person Specification

(all criteria are essential unless otherwise indicated)

Knowledge (Education & Related Experience):

- > At least 10 years of Business Analyst, Applications Management and Development, with a heavy emphasis on delivering systems in Global Trading Organisations, Logistics or Manufacturing
- > At least 5 years in Project and Programme Management
- > Experience in Managing Global or Regional Digital Transformation Projects
- > Prior experience of working with Microsoft Business Applications, such as Dynamics CRM, Business Central, previously (Navision), Excel VBA
- > Experience with working with Agile Methodologies
- > Proven track record of implementing solutions that significantly improved flow of information, operating speeds and performance optics
- > Bachelor Degree in Business, Software Engineering or Computer Science related field
- > Software architecture, design and development, methodologies and Systems Operations
- > Management and leadership of external partners and own team
- > Networks, PC, storage, messaging, fixed and mobile telephones
- > Cyber Security, User Authentication and Administration, Data and Systems Protection
- > Procurement, negotiation and partnerships

Skills & Abilities:

- > Able to present and clearly communicate information verbally and in writing
- > Able to use active listening and probing questions to get to the heart of an issue
- > Understands people, able to motivate self and others
- > Able to manage in a virtual team using MS Teams as the main communications vehicle
- > Builds rapport quickly with colleagues and external partners
- > Able to resolve conflict and mediate on challenging issues
- > Evaluates information by considering evidence and data before acting
- > Able to make a persuasive case for action
- > Excellent analytic and problem-solving skills for requirements gathering, and design and testing of applications
- > Resilient with the confidence to pushback when being asked to deliver low value adding tasks
- > Able to manage and respond quickly to changing/competing priorities
- > Plans time effectively to ensure tasks are completed on time and to a high standard
- > Able to independently conduct research on new and existing technologies, conduct measurable trials and develop business cases that demonstrate clear operational and/or financial benefits
- > Ability to get the best out of partners and colleagues

General Attributes:

- > Strong desire to take on constructive feedback and make definitive changes
- > Ability to adapt communication and interaction styles to best suit an audience or situation
- > Desire for excellence, strives to surpass expectations
- > A confident, optimistic, 'can do' attitude, focused on achieving the best outcomes for the people and the business
- > Willing to take ownership, get stuck in and drive success by being proactive
- > Empathetic, appreciates the impact of their own actions at a personal and professional level
- > Self-aware, reflects on successes and failures (focuses on facts and evidence over 'story')
- > Curious and inquisitive, asks the 'right' questions to establish facts
- > Able to work autonomously
- > Professional and ethical in their approach
- > Committed to on-going personal and professional development
- > Willing to make hard decisions and have difficult conversations
- > Leads with integrity, has the courage and confidence to positively challenge
- > Enjoys finding solutions to business challenges and delivering value
- > Wants to make a difference and be part of our growth

MISSION & VISION

MISSION:

- Vanden make recycling part of the supply chain to optimise the use of plastics. We add value and educate our team and customers as we go.

VISION:

- To be the company that creates the most value from plastic waste. Producing quality commodities and products or empowering others to do so.

VANDEN VALUES

Teamwork

- We pull together as one unit, not just with those in front of us, but with all of our colleagues spanning multiple continents and cultures. We seek honesty and excellence to bring out the best in each other and do so without ego. Our collective knowledge and willingness to question is our superpower.

Add Value

- In absolutely everything we do. We add value to our people, customers and product through constant education and optimisation. Vanden exceeds expectations in the Service of our customers, using each encounter as an opportunity to sharpen our skills and add more value than anyone else. When in doubt, we ask ourselves – “Am I adding value?”

Growth

- Challenge ourselves and each other to learn new things and improve our skills. Be curious and industrious to redefine the boundaries of our knowledge, service and market. We're proud of our battle scars as our failures will always be the greatest opportunity for growth.

Ownership

- Never afraid to get our hands dirty! We take pride in exercising absolute ownership over the outcome of every task or challenge. We appreciate the power of forming a plan before taking action and jump at the opportunity to take the bull by the horns when we do.

Enjoy The Ride

- It only happens once! We can't always be serious and limit ourselves to be “business as usual”, so we encourage everyone to put their personalities into everything they do.

Gratefulness

- Live everyday with an attitude of gratitude!