

Technical Assistant & Field Quality Inspector

Be part of something special. Join Vanden.

At Vanden, we're passionate about transforming 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."

And since we started on our journey, back in 2005, we've developed a worldwide presence, serving hundreds of customers in over 20 countries. And we've grown a strong, capable team of colleagues who are dedicated and loyal.

We are headquartered in Hong Kong with operations and representation in Australia, Finland, Ireland, Netherlands, Spain, Turkey & UK and UAE. We operate a recycling facility based in UK in Whittlesey (PE7 2EX), which opened in March 2017, specialises in the collection and recycling of a variety of plastic waste from the manufacturing, packing and warehousing industries across the UK.

Our ideal candidate

This is a highly skilled technical role to support Technical Department activities reporting to Technical Director, suited to a candidate with ability to analyse and act according to quality requirements and standards of Vanden to grow market position. Willingness to learn understand of dynamic recycling plastic sector requirements is the key. She/he will thrive in a fast-moving environment that involves communication with colleagues across the world react quickly to changing priorities without being flustered.

Goal-orientated, not afraid to get their hands dirty and love to see details and understand big picture. They turn challenges into opportunities and quickly solve problems. When things are tough, take perspective, step back and remain objective to ensure the desired outcome is achieved. In this way, we stay flexible, seek to pinpoint what really matters and find workable actions, quickly. Our people are eager to stay up-to-date by reading, attending training and take ownership of personal development.

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. Applications can be submitted to hr@vandenrecycling.com.

The selection process:

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

Step 1: Interview 1

Step 2: Interview 2

Step 3: Interview 3

Step 4: Reference Checks

Expected timeline to complete is 3-4 weeks depending on candidate & reference availability.

Job Summary

Assisting technical department daily operations that will be dedicated to support Technical Department. Will be working with a global team and being responsible of material inspections, sample collection, supplier and customer technical support, attending and guiding loadings, performing tests, analyze results, preparation of the documentation TDS, MSDS and others with the guidance of Technical Director.

Skilled at research and investigation, technical understanding of the quality requirements, time management and good at communication. Working closely alongside an experienced team, they will take an 'on-the-job' approach to learning the role, benefitting from the wealth of experience available.

Success is achieved through a disciplined and consistent approach to servicing existing and new suppliers and customers, regular quality checks, inspect quality and gather market intelligence. Follow up plastic testing and technical trends, attending training and willing to learn continuously.

It will involve lots of work in the field (must be willing to get hands dirty) and travelling to customers in different parts of the country.

This role is suited to an ambitious individual who is driven, disciplined and motivated, goal driven and wants to be part of a Values driven organisation in a growth industry.

Essential Duties & Responsibilities

Business Development & Delivery:

- Being responsible from daily activities of technical department and field inspection to work effectively with colleagues, suppliers and customers.
- Understanding technical needs of the recycled plastics, inspection and validation of the new suppliers and materials.
- Performing tests, calibration of test equipment, analyze and document properly at CRM and Teams.
- Organization of the testing, sampling and aligning to loading schedule to use the time efficiently.
- Working closely with 3rd party labs on outsourced testing needs.
- Align new suppliers quality according to Vanden standards.
- Follow up initial loadings to implement Vanden requirements at the loadings.
- Secure regular quality of supplied plastics according to customer requirements.
- Enhance relationships with existing suppliers, apply validation process and rating system to identify each source in detail.
- Search and develop new collaborations with new suppliers, test labs, 3rd party inspection companies, machinery producers to diversify business and to widen Vanden product portfolio.
- Perform site visits to identify supply suitability, gather market information & inspect quality
- Actively engage with the greater team to develop skills and share knowledge
- Gather feedback from suppliers and prospects and share with internal teams
- Develop and enhance relationships by being creative, innovative and offering excellent service that is responsive and tailored to supplier needs
- Engage in constant and active risk management, to ensure the company is not overexposed to a particular supplier, material or market

Reporting & Management:

- Maintain accurate supplier, testing and analysis records in CRM/Teams and be proactive to update with latest activities
- Provide constant feedback & market dynamics, keep rapid communication, take action at necessary points to cancel or reschedule a loading after analyzing with Technical Director.

Research:

- Develop a thorough understanding of the nature of the recycling business by analyzing established and new supplier database and from all market
- Research and develop a thorough understanding of your clients' business e.g. their customers, supply chain, production process and finished products

Person Specification

(all criteria are essential unless otherwise indicated)

Knowledge (Education & Related Experience):

- Degree in Chemistry, Chemical Engineering, Polymer Science or equivalent
- At least 2 years' experience in one of the following:
 - Research Assistant or Analyst in university/manufacturer R&D lab or QC Lab
 - Chemist, Chemical Engineer, Polymer Engineer or similar
 - Quality Control or Quality Inspector
 - Purchasing or Procurement
- Experience in project management

Skills & Abilities:

- Able to stand back and review data/information to see the 'big picture'
- Able to use logic and reasoning to appraise situations
- Able to anticipate opportunities and risks
- Able to build rapport quickly with colleagues and customers
- Able to communicate effectively with customers
- Able to effectively collaborate with colleagues to achieve results
- Able to manage and respond quickly to changing/competing priorities
- Highly organized, able to independently plan own time e.g. Outlook calendars and reminders
- Able to follow internal procedure & policy
- Able to present and clearly communicate information in speaking and writing in English
- Able to ensure tasks are completed on time and to a high-standard
- Able to use Excel, Outlook, Word and other MS Office products with high level of proficiency
- Able to undertake effective research (not only Google)

General Attributes:

- Willing to take ownership of the role, drive success and be persistent
- Attention to detail and able to think critically
- Willing to learn about suppliers, sources, technical details, internal team and customer needs
- Self-aware and reflective on successes and failures – seeks feedback
- Empathetic towards others
- Focuses on facts and evidence over 'story'
- High level of Resilience – able to quickly overcome disappointment and failure
- Not afraid to have challenging conversations
- Willing to learn and follow internal processes, yet happy to suggest improvements
- Professional and ethical in their approach
- Understands that upfront effort prevents issues down the line
- Committed to on-going personal and professional development
- Values team above self
- Curious

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!

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.