

Job title: Farm Operations Manager

Core information

Location: The Waitrose Farm, Leckford Estate, Stockbridge, Hampshire. SO20 6DA	Profession: Rural Enterprise
Reports to: General Manager, Commercial Operations	
People Management: Yes Assignment Management: No	
Partnership Level: Partnership level 6	Manager's Partnership level: Partnership level 5
Number of direct reports: Upto 7	Partnership level(s) of direct reports: Partnership level 8Partnership level 9

About the John Lewis Partnership

The Partnership is the UK's largest employee-owned business and home to our two well-loved retail brands - John Lewis & Partners and Waitrose & Partners, as well as expanding into new areas beyond retail.

We aren't an ordinary business though. The Partnership is different because everyone who works here isn't just an employee. We are Partners, with a shared responsibility for our success, and we share the rewards when we're successful.

Everything we do is powered by our unique purpose: **Working in Partnership for a happier world.** Our Purpose inspires our principles, drives our decisions and acts as our guide, so that everything we do contributes to Happier People, Happier Business and a Happier World.

Critical purpose of the role

Operational leadership to optimise the commercial performance of the Waitrose & Partners Farming enterprises and exemplify Regenerative Farm Management, ensuring we never deviate from our Waitrose Farming For Nature commitments. Input into the Leckford strategic plan to ensure alignment between strategy and operational priorities.

By working in an agile, fast learning, innovative and cross-functional way, you will be a highly effective Operational leader.

Leading by example, ensure relentless focus to deliver operational outcomes and its contribution to the Leckford plan and purpose.

You will ensure collaboration locally and across the business to deliver annual business plans. You will have the opportunity to develop and stretch personally and professionally to achieve your potential across the wider Estate and in the Farming operation of Beef, Arable, Fruit and Vines.

Primary Outcomes & Accountabilities

- With Technical Lead, Regenerative Agriculture, set operational plan to achieve farming outcomes
- Lead the Farming enterprises, developing the skills and capabilities of Partners aligned to this Profession.
- Accountable for the financial performance of the Operational areas, contributing to setting budgets (maximising eligibility for external income through Incentives (e.g. SFI, CS and grant funding).
- Identify operational imperatives and ensure all actions are in place to optimise the performance of each operation.
- Collaboration with the Biodiversity Officer to ensure the farming methods deliver the Biodiversity Plan and ensure all Partners are engaged in the process.
- Lead on compliance in all areas of environmental, animal welfare and safety. Understanding and achieving all legal/regulatory requirements (e.g. environment, health & safety, food safety, livestock identification and movements, etc.)
- Upholding of Red Tractor Assurance and LEAF Marque Standards and work to regenerative principles (soil health and nature). Complete and submit all associated paperwork.
- Establish an annual management plan for the timely improvement of farming infrastructure and input into capital planning enabling ongoing operational resilience
- Ensure effective resourcing with adequate supervision throughout the entire operational window, ensuring adequate rest times and holiday periods.
- Ensure safe and compliant working practices at all times.
- Ensure best value from procurement of inputs and maximise the market value of end products.

Measures of success

- Financial performance of all farming enterprises.
- Achievement of all farming goals set as part of Farming for Nature
- Commercial KPIs (yield, quality, health, welfare, soil, resource use efficiency)
- Strategic KPIs (biodiversity, soil carbon sequestration, innovation and learning)
- Accuracy, completeness and timeliness of record keeping and analysis
- Communication style and customer service
- Legal/regulatory compliance (including government schemes for agriculture, land management and the environment)
- Conformance to Red Tractor and LEAF Marque Standards
- Health and safety performance (including the reporting and investigating of incidents and near misses)
- Technical and commercial contribution to farming strategy
- Active participation in hosting visits (e.g. Open Farm Sunday, schools' day, etc.)
- Participation in the democratic structure of the business
- Active personal development plan in place

- Accurate and timely completion and submission of all appropriate subsidy and initiatives paperwork
- Maintain internal and external networks to build community relationships and ensure the Waitrose Farm carries positive influence
- Own, review and document business processes, frameworks and tools within your area, continuously improving them to drive efficiency and effectiveness.

Skills

- People - leadership, team management, training and development
- Organisation - efficient, effective and safe planning and delivery
- Regenerative Farming - expert practical knowledge of farming techniques and track record of delivery
- Flexibility & resilience - adaptable, dynamic and proactive in the face of challenges
- Financial - able to interpret a profit & loss account, and identify the required management responses

Six capabilities for recruitment

- Customer & Performance Focus
- Empowered Partner
- Planning & Delivering Excellence
- Collaborating & Supporting
- Agility & Resilience
- Unlocking Potential

Qualifications & Experience (where applicable)**Essential**

- Minimum of 5 years farm management
- Minimum NVQ level 4 (HND level) in agriculture or related subject (essential)
- Full driving licence (essential)
- Relevant NPTC qualifications (e.g. safe use of telescopic handler, ATV, livestock medicines)
- FACTS & BASIS (desirable)
- Trailer licence (if applicable)
- Minimum 2 years' arable management experience, including grain store management (essential)
- Minimum 3 years' ruminant livestock husbandry experience (ideally cattle)
- People management
- Crop and livestock record keeping and management information reporting (ideally on Omnia software)
- Basic farm machinery maintenance

Desirable

- Degree level educated (Agriculture)
- Organic, IFM, regenerative farming experience

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