

Job title: Head of Agriculture, Aquaculture & Fisheries

Core information

Location: Bracknell	Lines of business or shared capability area: New Business Directorate Ethics and Sustainability team Waitrose - Line of Business
Reports to: Director of Sustainability & Ethics	
People Management: Yes	
Assignment Management: Yes	
Partnership Level: L4	Manager's Partnership level: Partnership level 3
Number of direct reports: 5	Partnership level(s) of direct reports: Partnership level 5 & Partnership Level 6

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 and Waitrose, 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:

To set the strategy and lead the Partnership's Agriculture, Fisheries & Aquaculture Agenda. With accountability for creating the strategy and direction in line with the wider Partnership Ethics & Sustainability Framework and the strategic plans in each Line of Business. Set the Partnership's ethics & sustainability standards in supply chains, specifically for livestock, fresh produce, fisheries and aquaculture. Lead other SMEs with deep expertise, utilise their knowledge and ensure they understand how their contributions support this. Prioritise and drive activities which will protect, enhance and differentiate the Partnership's position as a market leader in this area, and play a critical role in the overall leadership of the Ethics & Sustainability function.

Be the figure head of the strategic relationship between Waitrose and their Farmers, Growers and Fishers. Ensuring Waitrose builds and maintains a resilient supply chain

Primary Outcomes & Accountabilities

Develop and drive the comprehensive, long-term strategy for the sustainable sourcing across the portfolio: meat, dairy, fresh produce, fish, and seafood. This includes setting clear objectives and establishing relevant policies that align with both the Partnership's Ethics & Sustainability framework and the wider Waitrose Strategy/Commercial priorities

Ensure relevant policies are in place to deliver the strategy and maintain the Partnership's integrity, with a clear ownership and review process.

Relevant internal or supplier-based governance groups effectively managed to ensure implementation of relevant policies, standards and protocols

Performance in area recognised by key NGOs; relevant customer perception metric(s) improves

Supply Chain Resilience: Lead and oversee robust frameworks for financial and risk management to identify and mitigate supply chain volatility and shocks in agri and fish supply chains (e.g., climatic, disease, financial), building on existing resilience programmes and ensuring the long-term security of the Waitrose farming supply chain

Stakeholder Leadership & Governance: Act as the principal relationship holder and "figure head" for the Waitrose brand with farmers, growers, and the entire supply chain. Lead governance groups to ensure delivery against sustainability objectives (e.g., net zero, Farming for Nature) and manage the reporting and progress against agricultural, aquaculture, and fisheries targets.

External representation and Advocacy: Represent the Partnership externally as the spokesperson on all relevant issues, engaging government (including Ministerial level and DEFRA), NGOs, and industry groups to actively shape national policy and defend the Partnership's reputation. Be the spokesperson for the Partnership across all issues within the agricultural, aquacultural and fisheries agenda. Both promoting and publicising positive coverage, and defending the Partnerships reputation against any negative coverage. This includes live radio interviews, televised interviews, podcasts recordings, opinion editorials within trade press, providing quotes to media enquiries and internal Partnerships platforms and communication channels.

Be accountable for the delivery of the cross-functional Farm Metrics Programme and hold standing authority for the Waitrose Gate I product approval process, ensuring all new

Measures of success

Progress against defined targets (including existing public commitments and the Waitrose Agriculture Plan) and defined additional targets as required.

Performance in agriculture, aquaculture and fisheries metrics recognised by key NGOs; and relevant customer perception metric(s) are market leading.

Ensure teams like Farming for Nature have the necessary access, support and clear pathways to execute their plans across the farming and fisheries supply base.

Ensure JLP meets legal obligations and stakeholder expectations relating to external disclosure for areas of responsibility, including reportable and assurable compliance against policies & relevant legislative/regulatory requirements
Budget, risk register and associated actions robustly managed

High team satisfaction with development and succession planning in place

Develop and maintain strong, positive internal stakeholder relationships, including those at Waitrose leadership team. This extends to building effective relationships across the supply base and within the broader farming and fishing industry.

product development aligns with overarching sustainability objectives	
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Skills

Key Leadership Competencies: Agriculture, Aquaculture & Fisheries

Strategic Leadership & Responsible Sourcing

- Define and lead the visionary strategic direction for Responsible Sourcing, translating it into a commercial agenda that delivers superior business results and positive environmental and social impact.
- Proactively identify and monitor emerging trends and opportunities, keeping the business current on external developments.
- Advise on and implement solutions to mitigate risks and capitalise on opportunities presented by the external landscape.

Stakeholder Management & Influence

- Build and maintain robust internal and external relationships to maximise the delivery of the agriculture, aquaculture, and fisheries strategy.
- Confidently navigate and influence complex, multi-layered stakeholder relationships through negotiation, challenge, and persuasion to drive commercial benefit.
- Establish and leverage a comprehensive external network to advance and influence the Partnership's E&S agenda.

Commercial Acumen & Ethics

- Demonstrate a deep understanding of, and passion for, Ethics & Sustainability, particularly Responsible Sourcing, within the retail sector and wider industry.
- Apply strong business acumen to unlock competitive advantage and identify commercial opportunities across the business.
- Understand the operational and financial impact of the E&S Strategy, specifically Responsible Sourcing, and assist the business in identifying new commercial opportunities.

Resilience & Personal Growth

- Navigate overtly challenging situations with a positive and proactive approach, underpinned by strong self-awareness.
- Actively seek and accept developmental and reinforcing feedback to ensure continuous personal and leadership progression.

External Representation

- Serve as the lead representative for the Partnership in all external events and media engagements pertaining to agriculture, aquaculture, and fisheries.

Qualifications & Experience (where applicable)

Essential

- **Deep Sectoral Expertise:** Demonstrable, in-depth knowledge of agriculture (both livestock and fresh produce) and fisheries/aquaculture, including external market trends and best practices.
- **Operational and Supply Chain Knowledge:** Detailed understanding of the production, manufacturing, and supply chain processes within the relevant sectors.
- **Policy and Governance:** Working knowledge of applicable law, governance structures, and policy frameworks.
- **Regulatory Compliance:** Extensive experience in understanding, interpreting, and applying relevant legislation, certification standards, and assurance schemes within a commercial context.
- **Strategic Leadership:** Proven, extensive experience in leading successful strategic projects, programmes, and complex multi-stakeholder groups.
- **Impact Measurement and Communication:** Broad experience in defining, measuring, reporting, and effectively communicating impact within the subject area.
- **Networking:** A wide, established network within the relevant fields.
- **Team Management:** Experience in leading and managing teams.

Desirable

- Degree level qualification or relevant experience in relevant subject area