



Application Pack

Chief Executive Officer



Message from the Chairman

Thank you for your interest in the post of Chief Executive Officer with East of Scotland Farmers Ltd.

From its humble beginnings in 1959, East of Scotland Farmers Ltd has grown to represent a membership of more than 300 farmers. The co-operative's primary function is to provide drying, storage, market security and competitive prices for malting barley and other grains from its members; whilst also providing a comprehensive range of inputs and services to arable farmers, livestock farmers, small-holders and non-farming customers.

We are now seeking a positive, pro-active and dynamic individual to lead our co-operative, building on the strength and reputation that has been built and earned over many years.

With a high degree of autonomy, the successful candidate will be responsible for providing leadership, developing and implementing strategic and operational plans, and achieving objectives agreed by the Board of Directors. This is an exciting opportunity to make a tangible difference to our co-operative in a high profile, challenging and fulfilling role. EOSF enjoys great loyalty and respect from its membership and it has an enviable reputation within the Scottish agricultural industry.

Working with a knowledgeable and experienced Board and operating in close collaboration with a wide range of stakeholders our Chief Executive will lead a committed and experienced staff team to help shape the future of our co-operative, for the long-term benefit of our farmer members.

We look forward to welcoming an innovative, passionate and driven leader to enable EOSF to tackle the challenges that lie ahead for our industry.

Peter A A Grewar, Chair of East of Scotland Farmers Ltd

This is only the second time in almost forty years that we have recruited a new Chief Executive, such is the loyalty and long service that we have enjoyed from the previous two incumbents.

Reporting to a non-executive board, the Chief Executive of EOSF has full responsibility for the business on a month-to-month basis.



About East of Scotland Farmers

East of Scotland Farmers is a co-operative of more than 300 members, 175 of whom are active and current suppliers of grain. Proudly independent and farmer-owned, we provide a wide range of products and services in a trading area of 40-50 miles radius of Coupar Angus.

Drying, storing and marketing our members' grain, particularly malting barley, is our core business. Those farmers who supply grain to us are also members of East of Scotland Farmers (Drying and Storage) Ltd. Alongside our core activity, we also provide a range of inputs, products and services to both farming and non-farming customers. This includes Fertiliser, Seed and Seed Dressing, Agronomy and Agro-Chemicals, Animal Feed, Haulage and our Country Store.

The business has a turnover in excess of £30m. It employs 24 permanent staff and another dozen on a temporary basis at harvest when it operates on a 24/hr basis to bring in and dry members' grain. In total. The business handles and markets around 90,000t of grain annually, 52,000t of which is dried and stored on the co-ops own five hectare site in Coupar Angus. The remainder is held in rented stores, or on members' farms.

When reading this you may wonder what the key to our success has been. The answer is quite simple – people. Our members, our directors and our staff. Many of our staff have made East of Scotland Farmers their long-term career choice. They pride themselves on getting the job done and providing our members with the levels of service they have come to expect. Their contribution is invaluable and it's what makes East of Scotland Farmers reputation so strong. Meet the current team:





Recent News



October 2024: A successful harvest intake completed with excellent quality & yield. 85,000t grain was handled over the period, with 5-6,000t more dried & stored on members' farms.



September 2024: EoSf listed as a finalist in the 'Supplier of the Year' category of the Scottish Agriculture Awards.



July 2024: No 5 store re-clad completed. This 50+ year old store now looks brand new!

Decarbonising Malting Barley Production



March 2024: In conjunction with SAOS, Highland Grain and AgreCalc, EoSf complete year 2 of their KTIF funded Decarbonising Malting Barley Project with an open online webinar.



Job Description

Main purpose of the Role

The Chief Executive Officer reports to a non-executive Board of Directors and effectively leads the business on a month-to-month basis. The CEO works alongside the Board to develop business direction and strategy, and then leads the staff team in action planning and implementation.

The business has a turnover in excess of £30m, employs 24 permanent staff, and handles around 90,000t of grain annually. The effective marketing of this grain is a key remit of the CEO's role.

Key Duties and Responsibilities

- Ensure that East of Scotland Farmer's financial affairs are responsibly managed and controlled. Maintain effective strategies to support and develop the business's core functions and achieve the Board's desired level of profitability to fund reinvestment and build reserves.
- Develop strategic plans in conjunction with the Board and take the lead role in implementation. Develop a complimentary action plan in conjunction with the management team.
- Leading a team of 24 staff, provide dynamic and strategic leadership to deliver the attainment of East of Scotland Farmer's objectives.
- Ensure that the business is efficient and well run, competitive and sustainable. As a co-operative, it must be seen to deliver service and benefits to its membership. The business must also be forward looking and nimble in adapting to the changing business environment it operates within.
- Deliver growth, which will entail recruiting new members, developing sales and customers, expanding facilities and developing the staff and IT capability accordingly.
- Market up to 90,000t of grain on behalf of members. Ensure good relations with buyers to secure appropriate outlets for members' grain on a long-term basis and manage risk in a volatile market environment.
- Accountability of overall grain operations, from development of facilities and equipment to production of annual storage plans, setting drying charges for members, negotiating drying and storage terms with maltster customers, and ensuring appropriate quality control and assurance procedures are adhered to.
- Communicate to a range of stakeholders including directors, members, staff and customers. Reporting will be both written and oral, to individuals and groups.



- Lead the development and implementation of new projects for East of Scotland Farmers. Recent examples include the construction of a new entrance road, weighbridges and laboratory in 2019, erection of a new Ag-Chem Store in 2022, and recladding of existing buildings in 2023/24. The next phase of dryer & storage expansion is planned for 2027/8.
- Policy development, for example further developing the business's position and activity in regard to climate change, net zero and emissions reduction.
- Further develop the brand and reputation of EOSF using appropriate means, both traditional and contemporary.
- Represent the business on specific issues within larger industry and cross-industry forums.
- Ensure compliance with the law in areas including: health and safety, food safety, and HR, as well as complying with industry assurance schemes and specific customer protocols.

Role Details

Reports to:	The Board of Directors of East of Scotland Farmers Ltd
Location:	Coupar Angus, Blairgowrie, Perthshire Role is primarily office-based. Hybrid working will be considered.
Salary:	A competitive salary will be available, appropriate to the responsibility of the role and inline with current market values.
Benefits:	Company car, employer pension contributions, death in service & PHI cover.



Knowledge, Skills and Experience

Essential Character Skills

- Inspirational, authentic and collaborative leadership.
- Strategic, innovative thinker.
- Ambitious, competitive, driven to succeed.
- Integrity, energetic and resilient manager.
- Action-oriented.
- Organised, logical, reliable.
- Excellent communication skills and adaptable communication style. A confident public speaker.
- Highly motivated, resourceful and confident in the ability to solve problems, address issues as they arise and make decisions whenever required.
- Digitally minded and technologically forward thinking.
- Ability to have rapport and build trust in relationships.
- Excellent people manager, able to support staff whilst ensuring aims, outcomes and targets are achieved.

Essential Knowledge and Experience

- Understanding of, and empathy with, co-operatives and the value they deliver.
- Excellent knowledge of agriculture.
- Good knowledge of grain trading and marketing.
- Operational understanding and knowledge of crop production.
- Financially competent with experience of managing financial processes and profit management.
- Experience of delivering project and change management.
- Experience of business planning – strategic formulation and implementation.
- Good negotiation skills.
- Experience of marketing and digital interventions.
- Understanding of compliance requirements (Health & Safety, Quality Assurance, Carbon etc).
- Experience of leading and managing a team.



How to Apply

For a confidential discussion please contact **Gail Ellis** on **0131 557 5742** or **07753 573904**.

To apply, please email your C.V. and Covering Letter indicating how you meet the criteria for the role to recruitment@greenburn.co.uk.

Applicants will be shortlisted for interviews by matching the details given in their C.V. and Covering Letter against the Job Description. We would therefore ask applicants to provide clear evidence to show how your experience, skills and knowledge align with those requirements as well as why you are interested in the role, and working with East of Scotland Famers Ltd.

We would also be grateful if you could include the following information:

- Current salary / benefits package
- Current notice period
- Details of your two referees (please note that referees will not be contacted without prior consent)

Please note that you will receive an automatic acknowledgement of your application – if you do not receive this, please contact sophie@greenburn.co.uk.

Closing date for applications is: 6pm on 10th March 2025



Intended Recruitment Timetable

We have provided below a note of all the critical dates within this recruitment campaign which we hope will help you plan your diary:

Closing date for applications	10 th March 2025
First interviews	w/c 17 th March 2025
Final interviews	w/c 3 rd April 2025
Appointment	As agreed
Commencement of Employment	As agreed