



Job Description: General Manager, Laurencekirk

This is a new position, and you will join Ringlink at a pivotal time where you will play a key role in working for Scotland's largest rural business ring, ensuring we provide a first-rate service to our membership.

About Ringlink:

Established in 1988, the co-operative has grown to a client base of 3000 members and with a turnover exceeding £80 million, our model provides a cost-effective platform for efficient member to member trading.

Ringlink is a people-centric organisation that works solely for the interest of its members and includes haulage, construction, utilities, training and forestry together with a variety of other business activities. The business's ethos is one of transparency and we embrace the core values of: Integrity, Teamwork; providing high levels of Customer Service along with a 'Can Do' spirit for our membership.

The Role:

As General Manager reporting directly to the Managing Director, the role combines the management of the Machinery Ring divisions of Machinery, Labour and Commodities along with overseeing contracts with key clients. You will ensure that best practices are followed for maximum efficiency.

Key Responsibilities:

- **Strategic Leadership:** Develop and implement strategic plans to support and expand the membership. Drive business growth through innovative marketing, partnerships, and customer engagement strategies.
- **Operational Management:** Oversee day-to-day operations across the machinery, labour and commodity divisions, ensuring exceptional service quality and operational efficiency. Implement and maintain high standards of customer service and operational protocols.
- **Team Development:** Lead, mentor, and inspire a diverse team of 20 managers and staff based across 5 offices. Foster a positive work environment that promotes teamwork, professional growth, and high performance.
- **Financial Oversight:** Manage budgets, financial forecasts, and measure performance. Ensure financial targets are met or exceeded through effective cost management and revenue optimization.
- **Business Development:** Develop new business opportunities and negotiate contract prices with our Commodity Suppliers



- **Brand Stewardship:** Uphold and enhance the company's brand identity and reputation. Contribute to developing marketing, promotional activities, and ensure that customer interactions align with the brand's values and standards.
- **Stakeholder Engagement:** Build and maintain strong relationships with key stakeholders, including partners, suppliers, and customers.

About You

The ideal candidate will be an excellent communicator either from an agricultural background or with considerable agricultural knowledge and experience from related industries.

Strong management skills and social influence including planning, resource organisation, team building, time management, change and conflict management, influencing and negotiation, endurance, a strategic mindset, and sound judgment is fundamental for this role.

Skills & Qualifications:

- **Proven Experience:** A minimum of 5 years' experience in a senior management role within agriculture, land-based or other related industries. Proven track record of driving business growth and achieving financial targets.
- **Leadership Skills:** Exceptional leadership and team management abilities. Demonstrated experience in leading large, diverse teams to success.
- **Strategic Thinker:** Strong strategic planning and execution skills. Ability to translate vision into actionable plans and deliver results.
- **Operational Expertise:** Comprehensive understanding of operational management. Experience with multi-site operations is highly desirable.
- **Financial Acumen:** Strong financial management skills, with the ability to analyse data, manage budgets, and make informed business decisions.
- **Customer Focused:** Passionate about delivering outstanding customer experiences. Strong interpersonal and communication skills.
- **FACTS Certified:** A FACTS qualification is preferred but not essential

Why Join?

- This role offers a unique opportunity to join a leading co-operative where the successful candidate will enjoy a highly competitive salary, performance-based incentives, and the chance to make a significant impact as the business continues to evolve and expand.

Application Process:

- Interested candidates should submit their CV with cover letter and salary expectations relevant to: hr@ringlinkscotland.co.uk