
Production Team Leader

MiAlgae applies leading advances in science and technology to improve food security and reduce the impact of humanity on the planet.

Details

Employment Type: Full-time (an average of 35 hours per week)

Location: Based at MiAlgae's site in Grangemouth, Falkirk

Salary: £34,000 - £46,000 depending on experience + shift premium

Working pattern: Initially working 6 days on, 3 days off rotation covering day and back shifts. Following an initial period, the rotation will also include night shifts.

The Opportunity

Lead a shift team delivering safe, consistent and efficient production at MiAlgae's Grangemouth site. You will take ownership of the production run while on shift, making timely operational decisions, coordinating people and priorities, and ensuring that safety, quality and production standards are maintained.

This is a hands-on leadership role. You will work alongside Production Operators and Production Technicians, provide clear direction and coaching, and use your process knowledge to troubleshoot issues and improve the success of each production run.

Key Responsibilities

- Lead, coordinate and motivate the production team to achieve safety, quality, delivery and productivity targets.
- Coordinate daily production activities, lead shift start-up meetings, allocate work and ensure clear and effective shift handovers.
- Take ownership of the production run while on shift, monitoring progress and making appropriate operational adjustments or escalation decisions.
- Allocate people and resources effectively to meet production schedules and respond to changing operational priorities.
- Monitor production performance, including process metrics, equipment downtime, work in progress, material availability and inventory accuracy, escalating risks and taking appropriate action.
- Ensure production activities, including equipment set-up and operation, CIP, SIP, media preparation, inoculation, sampling and harvesting, are completed safely and to the required quality standards.
- Own and promote high standards of health and safety, food safety, housekeeping and 6S across the production area, ensuring compliance with risk assessments, permits, SOPs, PPE requirements and safe systems of work.
- Develop a capable, cross-trained team through onboarding, coaching, training, competency assessment and constructive performance feedback, ensuring that appropriate training and competency records are maintained.
- Manage day-to-day people matters within the shift, including performance, attendance, time off, training, shift cover and the review of overtime and TOIL requests, in line with company procedures and the role's delegated authority.
- Drive continuous improvement, assign appropriate improvement and project work to Production Technicians, and work closely with Engineering, Quality, Procurement, R&D and other relevant teams to resolve issues and improve safety, quality, process consistency, output and efficiency.
- Support site audits, production planning, routine equipment care and the clear communication of production progress, issues, risks and priorities to relevant departments.

About You - Experience & Qualities

We are looking for an experienced production leader who combines a practical, hands-on approach with the ability to motivate people, make sound operational decisions and maintain high safety and quality standards.

Essential Experience

- A minimum of two years' relevant experience supervising, leading or coordinating people in a production, engineering, manufacturing or process environment.
- Relevant experience in industrial production, process manufacturing or another safety- and quality-controlled operational environment.
- Confidence making operational decisions, prioritising work and taking ownership when plans or conditions change.
- Experience working to SOPs, risk assessments and recognised health and safety requirements.
- Strong practical understanding of production processes, equipment operation and first-line troubleshooting.
- Strong people-management and communication skills, with the ability to set clear expectations, address performance or conduct concerns appropriately and motivate a shift-based team.
- Ability to coach and train team members, provide clear instructions and address performance and operational standards constructively.
- Demonstrable experience allocating work, managing changing priorities and supporting delivery of operational targets.
- Accurate documentation skills and clear written and verbal communication, including effective shift handovers.
- Ability to work the advertised shift pattern, including nights.

Desirable

- SVQ Level 4 in Operational Management, an accredited leadership or supervisory qualification, or an equivalent qualification.
 - Experience of CIP, SIP, fermentation, pasteurisation, filtration, centrifugation or hygienic manufacturing.
 - Experience in food and beverage, brewing or distilling, pharmaceutical, chemical, biotechnology, utilities or a related process industry.
 - IOSH Managing Safely, NEBOSH or another recognised health and safety qualification.
 - Knowledge of HACCP, GMP, GLP or another regulated quality system.
 - A valid counterbalance forklift licence.
 - Experience of Lean manufacturing, 6S or other continuous-improvement methodologies.
 - An interest in biotechnology or sustainable production processes.
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Not sure you meet every point? If you bring relevant process-manufacturing experience and have successfully led people in a safety-focused environment, we would still encourage you to apply.

What We Offer

- **Competitive Compensation:** A market-aligned salary (as noted). We reward high performance and business impact.
- **Holidays:** 32 days holiday per year (including bank holidays) to recharge and refresh, plus flexible working arrangements to support work-life balance. Additional annual leave per complete year of service – up to 5 additional days. Our holiday purchase scheme offers even more flexibility, allowing you to buy extra days when you need them.
- **Pension & Benefits:** 5% company pension contribution (qualifying earnings). We also offer a Cycle to Work and Electric Car salary sacrifice schemes. Free on-site parking is available for all employees.
- **Wellness Perks:** 50% company contribution to gym membership to support your health and wellbeing - terms apply. You'll also enjoy regular social events and team activities - because at MiAlgae, it's all about the folk and celebrating our successes together.
- **Growth & Development:** Join a high-growth, purpose-driven business where you can shape your own career path. We offer professional development support and opportunities to collaborate cross-functionally, helping you deliver results and make an impact.
- **Mission & Impact:** Be part of a pioneering biotech company delivering innovation with purpose - reducing reliance on wild-caught fish, supporting the circular economy, and driving a more sustainable pet food industry. Your work will directly contribute to creating a healthier planet.
- **Why Join MiAlgae:** This is an opportunity to lead a production team at an exciting stage in the development of our Grangemouth operation. You will have the chance to shape shift standards, develop team capability, improve production performance and play a visible role in the safe and successful growth of the site.

About MiAlgae

MiAlgae uses science and technology to produce a sustainable source of omega-3 from microalgae. Our process recycles co-products from the food and drink industry, returns clean water and supports a circular economy. Your work will help reduce reliance on wild-caught fish and support the growth of sustainable food and pet-food supply chains.

We are an inclusive employer and welcome applications from people with different backgrounds and experiences. If you need an adjustment at any stage of the recruitment process, please let us know.

Ready to Apply?

If you're excited by the opportunity to lead our production team and help shape a more sustainable future, we'd love to hear from you.

Please send your CV to careers@mialgae.com. A cover letter is welcome but not required. Please use your CV or application to highlight your production or process experience, the teams you have led and your approach to safety, quality and shift delivery.

Grangemouth Job Prioritisation Scheme (GJPS). If you wish to be considered under the Grangemouth Job Prioritisation Scheme, please indicate this when applying.

How to apply

Please provide your CV, cover letter explaining your interest to:
careers@mialgae.com