

## Andrew Haines

Andrew Haines is Technical Manager in the Central Technical Team at Bakkavor. The company manufactures and markets a wide variety of fresh prepared food, covering a range of categories including meals, desserts, pizza & bread and salads.

### *What are your responsibilities and how many people report to you?*

My key responsibilities are the management of our suppliers who provide us with processed raw materials, and supporting our sites with raw material queries and issues. Although I don't have direct reports, I work very closely with our site raw materials teams, which includes some elements of coaching/mentoring.

### *Thinking back to school days, did you know what you wanted to become?*

Yes. I wanted to be Han Solo!

### *What were/are your main interests, e.g. science in general, food technology, microbiology, nutrition, something else?*

I have always been a 'science-y' type person and working in the food industry gives me almost endless scope to indulge my curiosity into how stuff works – from micro-organisms to large scale manufacturing equipment and engineering projects.

### *What qualifications do you have? GCSEs? A Levels? Degree(s)/other?*

I gained GCSEs in Maths, English, the Sciences and a smattering of others, then A-Levels in Biology, Chemistry and English/Physics AS Levels. I have an entirely irrelevant degree in Applied Zoology – most of what I know I have either learnt on the job or by listening to people much cleverer than me!

### *In rough outline, what was your job pathway – companies and job titles, plus anything of particular note, e.g. level of responsibility, exposure to any particular developments/issues?*

After university I worked in my local quick service food restaurant (not giving anything away but it begins with 'M'), working my way up to shift manager. I was offered the chance to interview for a role in their Quality Assurance department. I was lucky enough to get the job, and that was my entry into the food industry.

After working with many types of suppliers (dairy, meat, vegetables, produce, sauces, fish) in that role I moved into factory Technical Manager roles. I worked in various companies at that level, usually picking roles working with food types that I had no experience of to keep things fresh and continue learning. Working for Bakkavor has been an aspiration for some time and I moved into my current role a little over two years ago.

### *What were your aspirations when starting your career and what are they now?*

I guess my initial aspirations were to find a job in which I could continue to learn new things every day and work with people who came from a wide range of backgrounds and experiences – I'm glad to say Bakkavor meets these!

### *What single piece of advice would you offer someone curious about working in the Sector?*

Go for it – try to select an initial employer who has a strong set of well-defined values as your jumping-off point.

### *What would you say to encourage them further? i.e. what are the best bits?*

Every day in the food industry offers chances to learn new skills and work with new products/processes/customers. There are almost no limits to how long you could work with food without coming across the same challenge twice!

