

William Jackson Food Group

Please provide details about your company and the sector that you work in?

The William Jackson Food Group (WJFG) is a Hull-based business with five subsidiary food companies – Aunt Bessie's, our bakery Jacksons, Abel & Cole, The Food Doctor and MyFresh. Jacksons makes bread for the sandwich market in the UK and abroad. The bakery also makes Jackson's Yorkshire's Champion Bread for sale in supermarkets.

- Aunt Bessie's is the leading manufacturer of frozen Yorkshire Puddings in the UK and produces more than 20 million Yorkshire Puddings every week as well as a host of other accompaniments, meals and desserts.
- MyFresh are specialists in freshly prepared vegetables and source ingredients through our Spanish business, WJFG Europe, when they're not available in the UK.
- Abel & Cole is an online organic food delivery business which delivers a wide range of groceries to thousands of homes across the country every week.
- The Food Doctor is a healthy snacking and bread products brand, selling across major retailers as well as specialist health retail outlets.



We employ around 2,000 people all over the UK in a variety of roles such as finance, marketing, sales, engineering, food science / technical.

Developing our people is very important to us, as is encouraging young talented people to enjoy a career in the food industry. In addition to graduate placement and apprenticeship programmes we also have our own management development programme for graduates and currently have 14 working in our businesses, with 2 focusing on finance and studying towards the Associate Chartered Accountant (ACA) qualification, 4 in our technical

functions, developing their knowledge in food safety, food hygiene, food law and Hazard Analysis Critical Control Point (HACCP) and British Retail Consortium (BRC) knowledge. And finally 8 rotating between logistics, purchasing, operations, marketing and sales, to give them an understanding of our business whilst developing their knowledge and gaining an ILM level 3 qualification.

Each year around 12 of our colleagues take part in a bespoke Management Development Programme, two-week residential course which involves lecturers from Hull University plus our own senior colleagues sharing knowledge and learning with our delegates.

How does your company recruitment process work?

We recruit new colleagues by advertising our roles via our company website <http://jobs.wifg.co.uk/wifg/Search/>, which requires you to attach a current CV. The recruitment process differs for the different roles and we sent out help sheets to inform you of the different activities that you will experience as part of the recruitment process. A typical process will include a competency based interview and meeting the team.

What skills do you require from your workforce?

We look after people well. We respect them and appreciate their role in our success. We're keen to attract and develop brilliant individuals who share our passion, our pride and our values. (which include Boldness, Openness, Integrity, Commitment). We enjoy seeing colleagues succeed and encourage them to be the best they can be by motivating them and giving them the best possible training.

What do you see the skill gaps are for your company now and in the future?



We are working with a number of skill groups that have less people entering them, ie food engineering, food science, technical, however by using apprenticeship, and universities that offer focused degrees, such as food engineering, and local apprenticeship providers who offer targeted apprentice qualifications this should help to bridge the gap.

Where can you go to find out more about the qualifications you may need and where you can study?

For information on the courses and apprenticeships available across the Humber visit www.logonmoveon.co.uk (Hull and East Riding), www.lincs2.co.uk (North East Lincolnshire) and www.lincs4u.co.uk (North Lincolnshire). For more information on the growth sectors, occupational information and job search techniques/guidance please visit <https://careersyandh.co.uk/> and click on the 'contact us' button.