# Operations Manager

**Location:** Moycullen, Co Galway
**Duration:** 1 year maternity cover (plus early onboarding for approx. 3-month handover)
**Companies:** HiveAlive & Nuasan
**Reports to:** Managing Director

## About the Companies

**HiveAlive** is a global leader in honeybee feed supplements, exporting to over 40 countries.
**Nuasan** is a performance-focused natural bodycare brand designed for active lifestyles, sold in leading retail and pharmacy chains and online.

We’re a dedicated and collaborative team that supports each other, works hard and all enjoy the highs and lows of running a company together.

## Role Overview

We’re seeking a strategic and highly organised **Operations Manager** to join our team for a fixed-term maternity cover. This is a key leadership role overseeing critical operations across regulatory compliance, manufacturing, HR, marketing, sales and product developmen**t** for two innovative Irish brands – HiveAlive and Nuasan.

You’ll play a hands-on role in maintaining seamless day-to-day operations while helping to drive long-term strategy. With early onboarding, you'll have ample time for knowledge transfer and training before fully stepping into the position.

## What makes this job exciting?

* **Impact & Autonomy:** You’ll have real influence across both brands, shaping strategy and seeing your ideas implemented.
* **Diverse Experience:** This is a unique opportunity to gain hands-on experience in both the animal feed and natural cosmetics industries.
* **Career Development:** Ideal for someone looking to step into a senior leadership role or gain cross-functional operations experience.
* **Flexible & Supportive Culture:** We value balance and are open to flexible working arrangements where possible.
* **Team Environment**: You’ll join a close-knit, supportive team that works hard but enjoys what they do.
* **Global Exposure:** With international customers and the potential to attend global trade shows, you’ll gain valuable international experience.
* **Innovation-Driven:** Be part of a company that’s constantly evolving, launching new products and investing in R&D.

## Key Responsibilities

**Regulatory Compliance**

* Ensure ongoing compliance with animal feed and cosmetic regulations across all markets
* With the support of our Quality Co-ordinator, manage up-to-date product documentation and certifications
* Liaise with legal and regulatory consultants as required

**Manufacturing & Supply Chain**

* Oversee production with manufacturers and raw material suppliers
* Manage inventory and forecasting across both brands
* Address and resolve supply chain issues to ensure on-time delivery and optimal stock levels

**Human Resources & Performance**

* Oversee HR functions, including employee onboarding, contracts, training and performance management
* Manage relationships with external consultants and partners, including Amazon account managers, external sales consultants and industry specialists. This includes coordinating activities, aligning goals with company strategy and ensuring measurable outcomes are delivered.
* Support the team with guidance, reviews and performance goals
* Cultivate a positive, collaborative workplace culture

**Grants & Reporting**

* Identify, apply for and manage grant opportunities relevant to R&D, innovation, exports or sustainability
* Ensure timely reporting and compliance with grant conditions
* Liaise with funding agencies and consultants

**New Product Development**

* Manage the development of new products from concept through to launch including formulation, packaging and approvals
* Coordinate testing, regulatory checks and labelling compliance
* Work closely with marketing and sales on go-to-market strategy

**Marketing & Brand Oversight**

* Review and sign off on all marketing and sales materials (online, print, packaging) to ensure compliance and brand consistency
* Support alignment between product claims, scientific data, regulatory compliance and marketing language

**General Operations & Strategy**

* Contribute to high-level business strategy and planning with the senior team
* Oversee operational budgets and costs, contribute to financial planning and ensure ongoing profitability. Decide budget allocations and identify cost-efficiency measures across departments.
* The role may require occasional international travel to attend industry trade shows or represent the company at strategic events.

## Required Skills & Experience

* 5+ years’ experience in operations, supply chain, or general management (experience in regulated industries an advantage)
* Proven leadership and team management experience
* Strong organisational skills and attention to detail
* Ability to manage multiple priorities and deadlines
* Some knowledge of product compliance and regulations a plus (animal feed, cosmetics, or similar)
* Experience with grant applications or public funding desirable
* Confident communicator with excellent written and verbal English
* Proficient with Microsoft Office; knowledge of Sage 200 a plus
* Fáilte roimh iarrthóirí le Gaeilge, ach níl sé riachtanach don ról seo

## Contract Details

* **Duration:** Fixed-term (approx. 16 months, including 3-month handover) This is a maternity cover contract, but as our business grows, there may be potential for a permanent role within the wider team, depending on performance and business needs.
* **Start Date:** ASAP
* **Location:** Moycullen, Co. Galway
* **Hours:** Full-time (Monday–Friday)
* **Salary:** dependent on experience

## Get in touch

If this sounds like the right fit for you, please send your CV and cover letter to Linda at linda@advancescience.com