



Job title	VP Human Resources
Company	Kerry Foods
Number of employees	24,000
Industry sector	Food
Region	Global
Company profile	Kerry Group is a public food company headquartered in Ireland. In March 2004 the company bought the Quest Food Ingredients Group, a food ingredients business, for US \$440m. Then in August 2005 the company acquired Noon Products, a supplier of Indian and Thai ready meals, for £124m. In September 2011 the company acquired Cargill Flavor System, a manufacturer of food flavouring, for \$230 million. In February 2015 the company acquired Rollover, a supplier of hot dogs. Then in October 2015 the company acquired Red Arrow Products, Island Oasis and Wellmune, three businesses in the US taste and nutrition sector, for US \$ 735m.

Top business challenges

CHALLENGE 1
APPRAISALS AND PERFORMANCE MANAGEMENT

Why is this a key challenge at this time?

We are in the middle of an integration project – we need to optimize the management structure so every month we get a list of assessment of competencies of management to understand who will stay, who is able to take a new opportunity in our new build organization and with who we have to manage out. My current biggest challenge is making the assessment and then to give the top managers decisions for who should stay. It is a very painful process, and it is a high risk process.

CHALLENGE 2
LEADERSHIP DEVELOPMENT

Why is this a key challenge at this time?

I am currently reviewing plans for specific leadership programmes, especially for those within management. I would like to provide digital training on specific topics. I would love to send people on training courses but it's just too expensive.

CHALLENGE 3
RECRUITMENT

Why is this a key challenge at this time?

We're investing in new recruitment strategies, trying to streamline the process. I am looking at more creative ways of recruiting candidates – different kinds of methods and the efficiency of them. Recruitment is what we are most concerned with at the moment. Selecting the right people who are aligned with our company's culture.

Personal budget
£1,500,000 - £4,999,999

Budgetary influence
Above £5,000,000