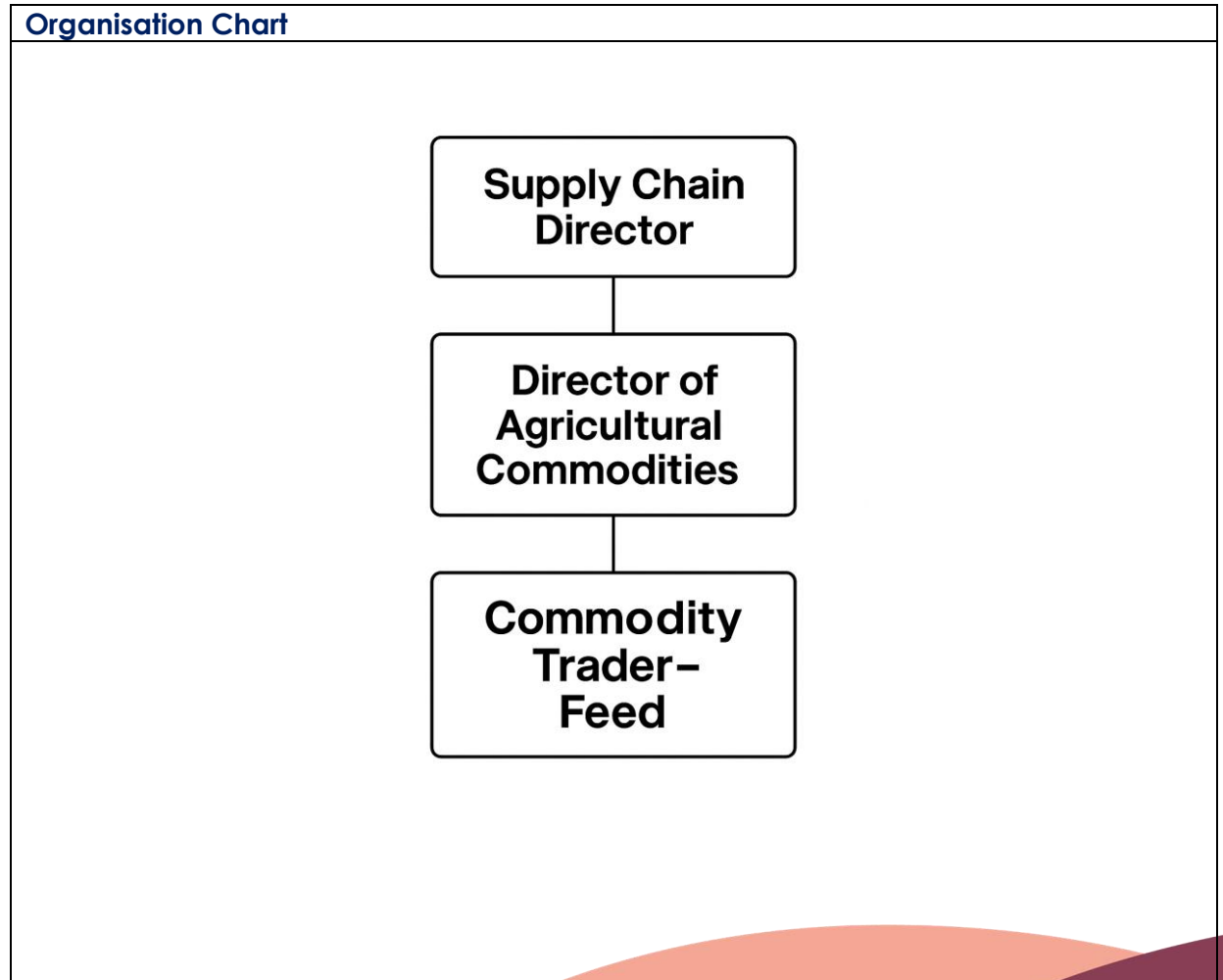


Role Description

Job Title	Commodity Trader - Feed
Line Manager	Director of Agri Commodities
Department	Procurement
Location	Uxbridge
<p>Purpose The Commodity Trader – Feed is responsible for sourcing, negotiating, and managing the procurement of key bulk feed commodities for Pilgrim’s Europe. This role ensures a reliable, cost-effective, and sustainable supply of raw materials for pig and poultry feed production. The ideal candidate combines strong commercial insight, market awareness, and analytical capability to drive value while effectively managing risk within dynamic global commodity markets.</p>	

Organisation Chart



Sincerity

Humility

Discipline

Simplicity

Determination

Avallability

Ownership

“Delivering business success through our people”

Key Responsibilities\Measures of Success

Commodity Trading & Procurement

- Source and purchase assigned bulk feed commodities (e.g., cereals, oilseeds, proteins, by-products) essential for pig and poultry nutrition.
- Execute daily trading activities aligned with Pilgrim's Europe's procurement strategy, risk appetite, and volume requirements.
- Develop and manage supplier relationships to secure competitive pricing, supply continuity, and quality assurance.
- Negotiate contracts, terms, and logistics to optimise landed cost.
- Accurately record trades
- Deal with queries arising from invoices or the feed mills

Market Analysis & Risk Management

- Monitor global commodity markets, price trends, supply/demand shifts, currency movements, and geopolitical developments relevant to feed ingredients.
- Provide timely insight, forecasts, and market intelligence to internal stakeholders, including nutrition, finance, and leadership teams.
- Support risk management strategies including hedging, futures, and options (where applicable) in collaboration with the risk team.

Operational Excellence

- Ensure all procurement activities comply with company policies, sustainability standards, and industry regulations.
- Maintain accurate market data, pricing records, and contract documentation.
- Collaborate closely with supply chain, nutritionists, mill managers, and finance to ensure alignment between procurement decisions and operational requirements.
- Support continuous improvement initiatives to enhance procurement efficiency, data quality, and process automation.

Stakeholder Engagement

- Act as a key commercial link between Pilgrim's Europe and global commodity suppliers, traders, and industry partners.
- Communicate market updates and procurement positions clearly to internal stakeholders.
- Participate in cross-functional projects related to feed optimisation, sustainability, or sourcing strategy.

Key Deliverables

Sincerity

Humility

Discipline

Simplicity

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Avallability

Ownership

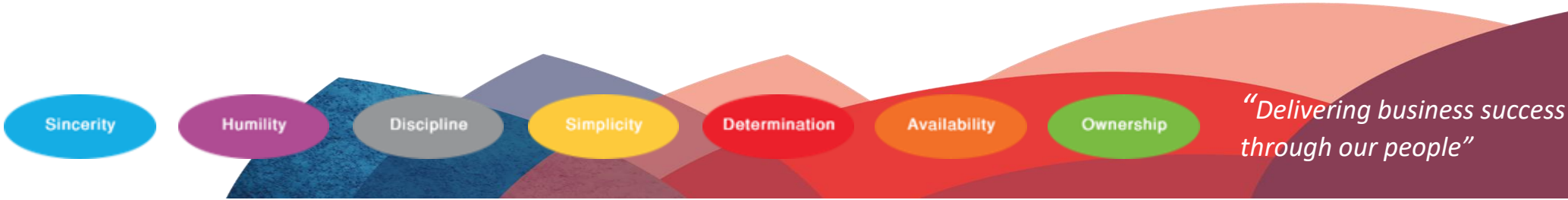
“Delivering business success through our people”

- **Secure Supply:** Ensure continuous availability of key feed commodities in line with production needs and stock coverage targets.
- **Cost Performance:** Deliver competitive buying results versus market benchmarks and achieve annual value-creation goals.
- **Risk Management:** Maintain accurate exposure positions and execute hedging or coverage strategies within risk policy.
- **Market Insight:** Provide timely, actionable market intelligence to nutrition, finance, and leadership teams.
- **Supplier Management:** Negotiate and manage contracts that optimise price, quality, terms, and service reliability.
- **Cross-Functional Alignment:** Collaborate with nutrition, supply chain, and feed mills to support cost-effective formulation and planning.
- **Compliance & Governance:** Ensure all purchasing adheres to sustainability standards, policies, and regulatory requirements.
- **Data & Process Improvement:** Maintain accurate procurement data and contribute to process optimisation and automation initiatives.

Skills & Knowledge	Desirable
<ul style="list-style-type: none"> • Proficiency in data analysis, processing, reporting tools, and advanced Excel functions. Familiarity with Python, Power BI and systems for process optimisation is a plus. • Strong understanding of global markets for grains, oilseeds, proteins, and related feed ingredients. • Excellent negotiation and commercial decision-making skills. • Analytical mindset with the ability to interpret market data and manage price risk. • Strong communication skills and the ability to influence across departments and external partners. • Proficiency in MS Excel and trading/market analysis tools. • Ability to work in a fast-moving, market-driven environment. 	<ul style="list-style-type: none"> • Experience with risk management instruments (futures, options) is an advantage. • Knowledge of sustainability standards and responsible sourcing frameworks.

Qualifications	Essential / Desirable
<ul style="list-style-type: none"> • Degree or equivalent in Business, Agriculture, animal science or supply chain management 	<ul style="list-style-type: none"> • Essential

Behaviours



Our values are at the heart of our business and drive everything we do. *Availability* is key as we are receptive and open and prepared to take on new challenges. *Humility* is important to us as we listen and respect each other and value opinions of others. *Discipline* is vital to fulfil commitment internally and externally. We need to be truthful to each other and respectful of other opinions, so *Sincerity* drives us. At Pilgrim's we focus on what's practical and important so through *Simplicity*, *Ownership* and *Determination* brings success.

Sincerity

Humility

Discipline

Simplicity

Determination

Availability

Ownership

*"Delivering business success
through our people"*