



(From the left) Paul, Peter and Jake Tibbs

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Operator, Planner & budding Chef

It's a family affair at Wisbech

(Peter, Paul's son and Jake's father) I started working at Greencore in 2003 at the age of 18, spending the first few years learning many of the roles in the low-risk department at Greencore's Wisbech site. I often found myself reviewing processes to create more efficient ways of working, whilst delivering the same result. I was offered a step up as team leader in low risk and, eventually took on various leadership roles, including running the department. I accepted a planning role about 6 years ago, taking the same approach to increase process effectiveness. I was given the time, tools and prerogative I needed to start making changes to the systems in planning and procurement, the impact being significant. Now, in my 23rd year, I've seen the company evolve into one focused on quality and a culture of trust and excellence. I'm proud to witness this firsthand as my son shares his excitement from his work experience in the development kitchens, often coming home with stories of new recipes, techniques and lessons learned.

(Paul, father of Peter, grandfather of Jake) Before joining Greencore, I was a steward in the merchant navy working on a ferry running from Felixstowe to Holland for about 10 years, then spent 10 years at Bernard Matthews, followed by 20 years working for Bakkavor. Having been at Greencore for 2 years in the despatch team, I enjoy sharing my ideas and solving problems with the support of my son, Peter, as we both work across Supply Chain. We tend to both be curious in our approaches, often asking why, with an urge to find a solution. With my experience and Peter's IT skills, we make quite the pair. A big attraction piece for joining Greencore was that we get to drive change from the bottom up and the team are so welcoming.

(Jake, son and grandson) I am currently undertaking my college work experience at Greencore, operating as a chef under the guidance of Chris, our head development chef. I am quite meticulous and can sometimes get in a muddle if something doesn't go to plan, but the team give me the reassurance that making mistakes is all part of the process. I had a (positive) culture shock when I began at Greencore, the atmosphere is different to a professional kitchen. I feel very supported and have been given the opportunity to lead on making things like jam and Pearl Barley Risotto. I've learnt a lot about time management and have been able to put my learnings from here into practice at college, which is a huge bonus.

Collectively, we believe there are a lot of prospects at Greencore, it is why working here has become a family affair. We would advise anyone starting out their career to come with a vision, but to not put too much pressure on themselves - acknowledge the bigger picture but embrace the short and medium term first.

