

GRUNDÉNS

Director of Supply Chain & Operations

About Grundens:

Carl Grundén began producing waterproof oilskins in 1911 for the fishermen of the North Sea in Grundsund, Sweden. Material Shortages of WWI forced the company to close but in 1926 Grundén Regnkläder AP was founded and has been producing quality gear ever since. www.grundens.com

Built by fishermen then, Grundens way of thinking today carries this tradition. We believe in preparation for the trip, respect for nature's beauty and power, the love of adventure and challenging exploration. We believe anyone can experience life's purest and rawest moments, with the right tools. Working at Grundens is no different. It's about finding purpose and performance in all conditions, and we work to enable people doing just that. These are our roots, and this is our future.

Job Description:

Grundens is looking for an experienced Director of Supply Chain and Operations with senior leadership experience to strategically manage cross-functional operations and global supply chain, with a proven track record delivering business initiatives. Reporting to the COO, the Director of Supply Chain and Ops will be the process owner of S&OP and will lead all sales and operations planning functions and ensure flawless execution across product lines. Focusing on consistent improvement of the customer experience across all fulfillment channels, this role is responsible for the management and coordination of the monthly global demand, supply, inventory planning processes. Responsibilities include all aspects of inventory management including inventory optimization and maintaining acceptable inventory levels in support of established objectives, safety stock strategies and product life cycle management. This role will use analytical, technical, program management, and operations management skills to develop plans for flawless execution and demand fulfillment; with the aim of supplying the right product at the right time for our customers. You will help craft new fulfillment concepts to integrate into our process, improving the customer experience and reducing total fulfillment cost.

Responsibilities

- Develops team and challenges the status quo to meet changing customer expectations
- Accountable for fulfillment performance; identifies inefficiencies, influences changes and makes recommendations to internal processes and cross functional business units while prioritizing a positive customer experience
- Research and evaluate innovative technologies that can improve our fulfillment processes; oversees the management execution of approved projects
- Cross functionally lead S&OP process - Oversees analysis of fulfillment metrics for all channels including accuracy of demand forecasting, capacity parameters by store and shelf replenishment time; works with business units to improve speed to customer
- Develop and implement order to cash process improvements - Establish, maintain and drive change management plans to support the adoption and integration of new processes
- Responsible for direct to customer inventory fulfillment process and systems integration to ensure inventory accuracy
- Working with Product, Sales, Finance and Operations partners towards defining supply chain and operating models for new businesses.
- Forming cross-functional taskforce; planning, organizing, managing, and executing complex projects across multiple organizations and stakeholders
- Building complex models to analyze future supply chain, demand fulfillment needs and communicating the vision to partner teams.
- Develop operational strategy and process documents that clearly communicate supply chain vision to senior leadership and various teams.

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- Responsible for sku item creation and product data integrity
- Collate product documentation from multiple sources, input into documentation system and distribute to necessary stakeholders
- Project manage operational activities through inter-departmental coordination based on desired timelines
- Outwardly communicate product changes to key stakeholders, globally
- Deliver remarkable customer experiences that continue to differentiate the company among competitors
- Continually reassess and refine work process required to competitively deliver product to market
- Work closely with Product Development, Sales, Finance, and Marketing to align with the business objectives and exceeding goals.

A Successful Candidate Will Demonstrate

- Acute attention to detail including proven ability to manage multiple, competing priorities simultaneously
- Ability to think strategically and execute methodically
- Ability to lead teams and work in a fast-paced environment where continuous innovation is desired - Select, lead, mentor, develop and manage energized, high performing talent and teams, while maintaining an environment that promotes employee engagement, camaraderie, and teamwork
- Commitment to learning and expanding professional and technical knowledge
- Superior analytical and quantitative skills and ability to use hard data and metrics to back up assumptions and develop business cases
- Ability to clearly communicate data insights to others
- Willingness to roll up your sleeves and do whatever is necessary; general manager / owner mentality
- Ability to dive deep in understanding the product, our business, and the competitive landscape
- Ability to thrive in an ambiguous environment.
- Excellent written and verbal communication skills complemented with the ability to problem solve independently

Requirements

- Microsoft Dynamics Navision experience strongly preferred
- 5+ years operational experience in sourcing & supply chain for apparel.
- Bachelors Degree (or equivalent) in Business, Operations, Economics, Finance or equivalent
- Leadership experience in all facets of Operations, including planning, purchasing, production, sourcing and supply chain, inventory management and logistics.
- Stellar track record of achieving high business impact via process, organizational improvements, and infrastructure change in lean, fast-paced environments.
- Proven ability to frame a strategy, then dive in to drive and support hands-on execution through to the business results.
- Results-driven leader, prioritizing and sets expectations accordingly. Transparent in communicating goals and challenges. Holds self and team accountable to the organization.
- Proven team building experience with ability to attract, develop and retain a high performing team, creating a world-class Operations organization.
- Strong communicator that balances actively listening with a strong, persuasive and clearly articulated point of view that drives teams forward in a clear, consistent, aligned direction.
- Innate systems thinker that collaborates across the organization to facilitate business process innovation and continuous improvement.

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- 7+ years' experience working with Microsoft Excel, Access and/or SQL.
- Strong data analysis and problem solving skills.

Through our heritage of providing tools for fishermen to not only perform their jobs but to connect with nature, we will continue our mission to meet and exceed the needs of anglers while focusing on the environment in which we partake. By joining Grundens, you help to push us forward as we embark on new adventures and opportunities ahead. We are committed to our values, mission and purpose not only for the fishing community but as our internal north star in providing an environment for our employees to thrive.

***Grundens is proud to be an Equal Opportunity Employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, national origin, ancestry, age, sex, gender, gender identity, gender expression, genetic information, physical or mental disability, medical condition, sexual orientation, military or veteran status, marital status, or any other protected status. ***

For more information please contact Kristen Lobisser, Human Resources Director at kristen.lobisser@grundens.com