

TITLE: Director, Supply Chain

DEPARTMENT: Materials

REPORTS TO: Vice President, Operations

BENEFITS: Medical, dental, vision, life insurance, short and long term disability insurance, paid time off package, 401k with company contribution, FSA or HSA options, educational assistance, dependent scholarship program, onsite fitness center, and much more!

General Responsibilities:

As the Director of Supply Chain, you will be responsible for the purchasing, scheduling, and logistics functions of the organization across all North American manufacturing facilities. This role is instrumental in the Sales and Operations Planning (S&OP) process, developing strategic supplier relationships, effectively managing a 3PL, and utilizing the ERP processes to ensure key business metrics are met.

Specific Duties:

- Identify, develop, and manage strategic relationships with suppliers with the goal to drive cost and performance optimization throughout the entire supply chain.
- Develop key metrics for monitoring supply chain performance including Total Cost of Ownership (TCO), Purchase Price Variance (PPV), and conduct Make vs. Buy analyses.
- Develop supplier performance scorecards for all suppliers and conduct regular performance review meetings with suppliers.
- Drive continuous improvement to key business metrics including Master Schedule Accuracy, Daily Schedule Adherence, Inventory Accuracy, PO's with Full Lead Time, and On-Time Good Material.
- Utilize lean principles and techniques to drive continuous improvement. Develop an improvement focused environment that engages all employees and drives standardization across the organization.
- Actively contribute to the annual operating plan including resource planning (staffing and resource allocation), budget development, and tracking performance to budget for Raw Materials as a % of Sales and Freight as a % of Sales.
- In partnership with the Sales and Operations team, manage the capacity models within the S&OP process to provide accurate forecasting of capacity requirements to meet the forecasted demand.
- As a member of the Gorbel leadership team, contribute to the identification, development, and implementation of strategic plans. Lead and/or sponsor strategic initiatives across the company.
- Contribute to the Business Development Team activity for sourcing new materials and integrating new products into the ERP system.
- Conduct low margin order analysis for root cause and implement preventative action plans.
- Develop a vision and roadmap to deliver improved performance within the ERP system including improved scheduling processes, capacity models, Bill of Resources, inventory management, etc.
- Coach and develop direct reports and other leaders to build their leadership skills and functional knowledge.

Job Qualifications:

- Bachelor's Degree in Manufacturing, Business, or Engineering with a minimum of five years of experience leading in a manufacturing environment
- Proven track record leading supply chain operations within a manufacturing environment
- Experience leading organizational change management initiatives
- Excellent project management and leadership skills with demonstrated ability to manage short and long-term projects and priorities.
- Demonstrated ability to lead people and get results through others
- Proven experience leading Lean manufacturing methods and process improvement programs
- Experience operating in and managing supplier quality management systems
- Demonstrated ability to successfully facilitate cross-functional projects in a team based environment
- Recognized black belt or equivalent lean experience
- Exceptional interpersonal, listening, and communication skills both written and verbal
- Strong attention to detail and solid analytical skills.
- Strong presentation and facilitation skills

- Ability to build positive relationships with vendors, customers, office and production team members
- High self-awareness and emotional maturity; low ego
- Demonstrate a high-level of integrity in all business dealings with customers, suppliers, and employees
- Ability to communicate in English
- Proficiency in Microsoft Office Suite and other computer programs as needed
- Proficiency in Enterprise Resource Planning (ERP/MRP) software; experience with Infor CSI9 desired, but not required
- Ability to travel commercially both domestically and internationally up to 20% of the time

Work Environment:

ADA Physical/Mental/Workplace Requirements

- Occasional lifting up to 25 lbs.
- Sitting, working at desk/personal computer for extended periods of time
- Primary work environment is professional corporate office

To apply for this position, please complete an [employment application](#) and send to careers@gorbel.com.

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