

Director, Supply Chain - 20864

Reporting directly to Vice-President, Operations and Supply Chain, this individual and his team will be responsible for the supply of accessories and ancillary product from manufacturers through to end users in the most timely and efficient manner. The vision of the Supply Chain group is quality, availability and cost – and the primary role will be to ensure this is upheld. One of the key challenges of the role will be to manage the duality between external customers and internal ones; looking to provide competitive advantage for the former whilst maintaining the profitability of the latter.

The scope of the supply chain starts with identifying which part should be offered to meet the customer needs while ensuring profitability. The next step is to procure the different products, out of which glass is the most important; this is done as part of a global tender approach with the rest of the organization, in particular with our sister company in the United States, where there is a large degree of overlap in the supplier base and supplier relations. After procurement, product is delivered through our two DCs and from then on to the network of supply warehouses throughout Canada. It is the responsibility of the supply chain team to manage the inventory in the most efficient manner to ensure that the right parts are in the right warehouse at the right time

Key Responsibilities:

- Provide leadership and coordinate the product offering, purchasing, inventory planning, logistics, distribution and product quality.
- Make recommendations to the Vice President, Customer Experience regarding improvements in service and cost of providing facilities and systems, and ensuring the prompt resolution and implementation of approved recommendations.
- Maintain appropriate communications with all levels of the organization.
- Management of a team of about 30 people (non-unionized), including 2 distribution centers and 6 direct reports (Material planning, purchasing, logistics, systems and processes, plus 2 DC managers).
- Responsible to integrate best practices and alignment to corporate policies for all the department's processes.
- Oversee asset management programs by training, guiding & leading DC management teams in maximizing their return on investment.
- Provide ideas and support to the DC's in the changes required to face the future challenges, perform efficiently and to provide the best practices in Logistics.
- Maintain close contact with Finance to ensure that high service level is provided.
- Accountable for ensuring compliance in the DC's for all government and corporation regulations and reporting requirements, and corporate/regional safety directives & programs.
- Responsible for leading the Logistics team activities in working collaboratively with the marketplaces to carry out productivity enhancement projects and quality control efforts.
- Responsible for visiting the two DCs as needed to support local management and review progress in financial, quality and personnel areas.
- Manage DC network, systems assets to optimize return on technological investment.
- Responsible for the consistent application of HR management policies/practices & for ensuring ongoing employee/mgt relations to support optimal team performance.
- Responsible for providing leadership & support for training initiatives for management & employees including the development of plans for the professional development of the supply chain management team.

- Work with local teams to ensure recruitment activities in DC operations complying with the practices required to select qualified, superior candidates.
- Responsible to establish and lead this team in providing on-going direction and guidance, enabling strong national alignment against KPI's, best practices and facilitating the overall decision making in the process.
- Lead ongoing, collaborative relations with corporate and field organizations by representing the needs & goals of each organization to the other and developing effective methods of communication which maintain mutual credibility.
- Implement the new strategic plan to maximize the overall operations.
- Evaluate the employees and recommend a structure to provide outstanding leadership and cultural change.

Knowledge, Experience, Aptitude & Academic Background:

- University degree in Industrial Engineering, Supply Chain Management or Operations Management (Business/Commerce).
- Approximately 15 years of overall business experience with approximately 10 in supply chain/logistics with increasing levels of responsibilities.
- Strong business acumen and well versed in all aspects of the supply chain business process (retail and wholesale).
- Proven leadership capability and strong talent management skills.
- Demonstrated strategic perspective.
- Clear sense of priorities, team spirit and customer focus (internal and external).
- Recognized knowledge of distribution and logistics information systems and their applications.
- Excellent knowledge of the distribution environment.
- Capacity to interact with all levels of the organization.
- Experience in an international company and in dealing with a foreign international head office (would be an asset).
- Experience in working within the retail industry (understanding both the wholesale and retail aspect of the supply chain).
- Change agent management skills.
- Strong oral and written communication skills. Effective negotiation and interpersonal skills.
- Perfectly fluent in both English and French, spoken and written.

Key Challenges:

- Continue the optimization of the internal supply chain processes (cost reduction, operational effectiveness, empowered team).
- Continue to grow and develop the team.
- Design and implement supply chain plans and drive results.
- Learn the business quickly, generate credibility and gain the team and senior management's trust within a short period of time.

Why join the Company:

- ✓ Join a winning team of highly qualified individuals who are working within an outstanding culture and work environment: structured and respectful.
- ✓ World class organization in growth mode with Canadian head office in Montreal.
- ✓ Excellent career opportunity on an international perspective.
- ✓ Ability to make a difference and contribute to the success of the organization on both a tactical and strategic level.

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