

S&OP Director

Position Summary:

The S&OP Director will be responsible for defining the overall goals, process, team, metrics and tools to ensure the success of the S&OP process and the strategy for continuous improvement. This position will work cross-functionally to drive overall organizational alignment across sales and operations planning functions, ensuring higher efficiency and service outcomes. The S&OP Director will lead the team and organization in facilitating structured S&OP meetings that will drive consistency and common goals, helping support our growth. This leader must be able to work cross-functionally, while working closely with and influencing critical leaders across the organizations. A successful S&OP process requires an effective strategic leader. This leader will be responsible for architecting the overall cross-functional processes, and through benchmarking among industry peers and thought leaders, will develop the most appropriate S&OP process. In particular, this role will be essential in helping coordinate the cross-functional planning activities and strategies to support our company's new and ambitious growth targets. It is critical for this leader to have the ability to successfully navigate and influence across the organization to ensure we have a coordinated strategy that links our sales / growth strategy with our operational capabilities. On a day-to-day basis, this role will lead the demand planner's and S&OP analysts to ensure that the company's financial, operational, competitive and customer objectives are achieved.

Supervisory Responsibilities:

3 direct reports; 2 (senior) demand planner and 1 S&OP specialist

Job Responsibilities:

Demand Planning

- Lead the monthly cycle of product forecast process and reconcile significant variances and refine forecast models to reflect updated Sales and Marketing assumptions
- Develop the demand forecast at different levels of aggregation for multiple time horizons
- Develop strategies based on historical sales trends, research demand drivers, prepare forecast data, develop statistical forecast models and evaluate forecast results
- Provide input to the Supply Planning and Procurement organization in developing inventory strategies on existing, new and phase-out products

Drive Business Process Improvement and Financial Accountability

- Provide business control framework around commercial processes
- Recommend and provide active support in business improvements projects

Perform ad-hoc Analysis and participate in projects

- Actively manage or lead improvement projects

Management Reporting and Data Management

- Provide regular reports on results, including variance reporting and KPI reporting
- Control and maintain ERP operational systems
- Manage different data inputs for forecasting levels (sales input, sell through input etc.)

Inventory and distribution

- Optimize inbound inventory levels and turns

Project Management/Enhancements

- Actively manage or lead improvement projects
- Enhance current departmental work processes for efficiency and effectiveness
- Improve or create new work methods or systems

Allocation

- Design and create allocation process management

Meeting

- Lead the monthly regional S&OP meetings
- Lead the EMEA S&OP meeting

Basic Qualifications:

Demonstrated proficiency in statistics, forecasting and forecasting methods with an understanding of their financial and operational impacts. This position requires strong analytical, organizational, decision-making, people management, project management and presentation skills. Strong interpersonal skills are also essential to interact effectively with all teams, areas and levels of business affecting the forecast process.

Furthermore, we are looking for a candidate with:

- At least 10-15 years' work experience in the own discipline combined with business knowledge combined and with 5+ years of people management
- Experience with project management
- Forecasting experience for multiple countries within Western Europe
- A Bachelor or Master education in the functional area
- APICS or other forecasting certification are preferred
- Experience with SAP IBP (before APO) tool is considered an advantage
- Proficient in excel, power point, solid grasp of analytics, metrics, data and statistics
- Sales & Operations Planning experience required