

POSITION SPECIFICATION



Head of Logistics & Distribution

COMPANY PROFILE

The Dannon Company vies with General Mills, maker of Yoplait, for the #1 spot as the US's top yogurt producer (the two have traded off the honor in recent years). Dannon's approximately 100 flavors, styles, and sizes of yogurts come in regular, low-fat, and nonfat varieties, as well as in liquid ("drinkable") and smoothie forms. To better attract children, Dannon makes Danimals yogurt in kid-friendly packaging; to better attract moms, it continues to launch ever more indulgent and even fluffier yogurts.

The company began offering its parent's Activia brand of probiotic yogurts in 2006. Available in Europe since 1987, Activia contains Bifidus regularis, a culture said to help regulate the digestive system.

Dannon's products are available throughout the US and Puerto Rico. Its Ohio production plant is the largest yogurt factory in the world, producing 6 million cups of the white stuff a day. Dannon is a subsidiary of France's Groupe Danone.

Fiscal Year-End	December
2007 Sales (mil.)	\$203.1 (est.)
2007 Employees	900

REPORTING RELATIONSHIPS

Head of Logistics & Distribution. Reports to Vice President of Supply Chain.

SUMMARY OF RESPONSIBILITIES

Seeking candidate with strong track record in Logistics management and experience in Supply Chain leadership for global organizations. Position is responsible for Logistics and Distribution Center network, ensuring optimal network, services and capacity to support company volume and growth at best optimized costs. Candidate must possess strategic outlook as well as the ability to drive both Supply Chain and cross-functional teams in tactical operations execution for logistics evolution. Must apply best practices, technology and systems enhancements to processes and also to challenge norms and to drive innovative solutions for issues facing the business. Candidate needs to be able to create a strategic plan to support company targets in service, cost and growth. Manages and builds relationships/partnerships with suppliers and vendors. Implements budget controls and develops productivity targets and strategies. Defines scope and management of logistics systems (e.g., SAP R3 Inventory processes, 3PL and WMS development interfaces, PIMS apps and others). Initiates and enables value-added concepts and practices. Builds logistics proficiency, skills and potential within a team. Develops resources and helps to build high potential employees for Supply Chain and other Operations opportunities.

Major Activities

- Strategic implementation of an integrated Logistics strategy in line with the overall goals for the CBU.
- Execution/Cost: Develop and manage annual operating budget for Logistics of approx \$90M. Co-Lead with SSD contract negotiations, market analysis and supplier selection processes.
- Drive team's achievement of service standards and KPI's. Lead logistics initiatives to provide competitive advantages and synergies through customer logistics programs and internal efficiency standards.
- Intense focus on people and team development. Create succession plan and build bench strength. Motivate and engage team in entire logistics strategy. Communicate and align team with strategy of CBU and Groupe.
- Provide strong project management skills and develop continued education on industry best practices and latest technology. Ensure Tier 1 support within team, and challenge for system functionality and use.
- Optimize carrying costs, FCF, and cost of inventory through efficient inventory flow, transport maximization and warehouse layouts.

KNOWLEDGE, SKILLS & ABILITIES

- Requires very strong Leadership and People Skills, as some direct reports and facilities are remote
- Solid Logistics Track Record; needs to be expert in Warehouse and Transport
- Strong Financial Acumen, total cost viewpoint
- Ability to manage in an outsource environment with third parties; ability to influence, communication skills and leadership presence is a must
- Ability to drive complex analysis and to problem solve; ability to lead team to do so
- Results-oriented mindset
- Strong Project and people management skills
- Team Building and teamwork skills
- Cold Chain Knowledge
- Broad system knowledge on WMS, and Transport Technology

Desirable, but not essential:

- Specific Red Prairie Knowledge Base is a plus
- Other Supply Chain Function Expertise: Planning or Customer Service
- Solid Networking History: 3PL universe, Industry Share Group affiliations
- Refrigerated Products and Experience

EDUCATION & TRAINING

Education: 4 Years -- Bachelor of Business Adm (BBA)

Work

Experience: 10+ years experience

PERSONAL CHARACTERISTICS

- Understands and contributes to business.
- Achieves results effectively.
- Anticipates/ is proactive.
- Strategic and analytical contribution.
- Develops cross-functional effectiveness.
- Leads and drives changes.
- Builds high performing teams. Supports and fosters team spirit.
- Develops talents: provides feedback, coaches, and provides a learning environment.
- Interpersonal skills within hierarchy.
- Ability to take thoughtful risks.
- Passion for excellence.
- Resilience, determination, and flexibility.

LOCATION

White Plains, New York

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