

Position Summary

Position: Director, Materials Management. The Director, Materials Management will provide leadership in the development and implementation of leading material management practices that improve sales and operations planning (S&OP), production scheduling, and inventory management. In these areas, he/she will develop, implement and maintain cross-functional programs designed to reduce cost, improve inventory turns, and optimize customer service levels. Scope of responsibility will include planning, scheduling, warehousing, logistics, shipping, and storeroom. The company is also in the final stages of vendor selection for a new systems implementation, which will be one of the catalysts for this cultural and process change. This person will be the leader of the implementation and through these efforts will work with the team to develop the processes and knowledge necessary for it to be successful.

Company: The company is a market leader in high quality specialty papers. They have recently appointed a new CEO who understands the need for supply chain expertise and is committed to developing and improving their competency in this area.

Location: The company is located 45 miles north of Albany, NY.

Qualifications:

- ✓ *Education and experience.* BS/BA required, with an MBA and relevant professional certifications preferred (Six Sigma, CPIM, etc.). Professional experience should include a minimum of 10 years experience in a manufacturing/operations environment, and will include expertise in the areas of planning, inventory management, and logistics. Process analysis/design and project management skills are required with a preference for experience in systems design and implementation.
- ✓ *Outstanding leadership skills.* This individual must have demonstrated his/her ability to develop a plan and gain support and buy in from the group. He/She must be able to lead and manage change in his/her group to accomplish the goals of the business. Leadership through influence rather than authority is essential. In working with employees, he/she must be able to effectively mentor, coach and develop.
- ✓ *Excellent communication and interpersonal skills.* This person must be highly relational, with the ability to build effective relationships with those at all levels of the organization. This individual must be able to listen,

communicate and relate to all functional areas across the organization. This involves the ability to understand others, articulate one's position, and work in a teaming collaborative style to advance the interests of the business.

- ✓ *Strong analytical background and skill set.* This individual must have an analytical approach to the business, with the ability to develop systems and processes that will support the supply chain initiatives. He/She must have strong problem solving skills and an understanding of statistical analysis.
- ✓ *Self-motivated and energetic.* This individual will have a significant degree of autonomy. He/She will gain credibility through action and results rather than position or title. The individual must be goal oriented and driven, and be proactive in taking the initiative to accomplish it. A personal style that involves rolling up the sleeves and getting involved in all areas of the operation is essential.
- ✓ *Consummate team player.* This individual must place the success of the company above his/her need for individual recognition. He/She must be comfortable working in a collaborative environment and be receptive to input and feedback. An individual who is sensitive to "turf issues" or is unwilling to accept ideas and suggestions from others will not succeed.

Attraction

- *Opportunity.* The Director, Materials Management will have the opportunity to play an important role in the development of a world class supply organization. This individual will provide leadership to help create and implement a strategy for long term success. Shorter term, there is tremendous opportunity for cost reductions and increased efficiencies across all areas of the business. This is a unique situation, and one that will allow the person to have a significant and immediate impact on the business.
- *Poised for change.* This is an opportunity that is part of important enhancements and change for the supply chain group at the company. This person will bring a process oriented, strategic and highly professional approach to the function. With a team oriented and inclusive leadership style, this individual will have the opportunity to create and effect cultural change in the business to achieve meaningful results.
- *Exposure and visibility.* The development of a world class supply chain management organization has been identified by ownership and senior leadership as one of the top objectives for the business. This dynamic, combined with this person's leadership role in the systems implementation, will provide tremendous visibility within the organization and its parent company.

- *Challenge and growth.* The company's entrepreneurial and dynamic culture provides opportunities for challenge and growth. This individual's contribution will significantly impact the company's future profitability and success. A strong performer will have opportunities for career growth.
- *The company.* This company has a long history and reputation in the marketplace for outstanding quality and customer service. The culture is one of commitment and pride. The recent change in leadership has brought a renewed energy and commitment to grow the business and build on its past success. These are exciting times for the company, and this person will be joining as a key member of the team.
- *The area.* The Glens Falls, NY area provides a tremendous quality of life. The moderate cost of living, good schools, and close proximity to an abundant variety of activities makes this a great place to live and raise a family.

Chip Magee, Managing Partner
CMagee@SignatureSearch.com
Signature Search
O:919-341-3032
C:919-906-9780
www.signaturesearch.com