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DEPARTMENT: Supply Chain

REPORTS TO: General Manager

1.0 POSITION SUMMARY:

Habco Industries is a key provider of products and services that serve the Aerospace Industry. With 4 separate business units, Habco has customers that span both fixed and rotary winged aircraft as well as commercial and military applications. Habco’s customers range from the largest aerospace OEMs in the world to end users of the aircraft as well as maintainers and overhaul and repair operations. Habco is a Lean focused, rapidly growing company that started in 1970 and has doubled in size in the last four years. It is a fast paced environment with a “work hard, play hard” mentality.

The Manager of Supply Chain is responsible for managing and organizing all activities related to the products and goods that the business maintains and supplies to its customers. The role begins with identifying resources and materials and ends with the purchase of goods by customers; it includes steps such as acquisition of the product, production, and distribution.

This position must effectively work to find the best prices for their goods, inventory and monitor purchasing. They must ensure that needed materials are always in stock, and that the supply available will meet customer demand without having more product than is needed tying up storage space. The overall goal is to reduce costs and increase efficiency throughout the supply chain process while ensuring that quality, safety, and customer satisfaction is not negatively affected.

2.0 PRIMARY RESPONSIBILITIES / DUTIES:

- Develop and effectively execute all processes and strategies related to the procurement of inventory and non-inventory items and parts and services, ensuring timely delivery, high quality, and cost-effective pricing to meet customer commitments.
- Direct all activities related to effectively and efficiently managing inventory turns, purchase price variance and the SIOP process in order to meet customer demand while achieving working capital targets.
- Oversee all purchasing activities including products, materials, supplies, capital equipment and contract services. Develop processes within operations to standardize production planning to optimize production cost and ensure delivery of finished products per customer requirements.
- Oversee the process used in supply chain management to respond in a timely fashion to requests for quotes and proposals.
- Responsible for achieving year-over-year savings and attainment of established metrics. Actively manage and monitor supply chain performance, spend data, and other internal metrics to identify improvement opportunities to create sustainable outcomes and solutions across the business.

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- Drive the implementation of integrated Supply Chain solutions from customer order to delivery. Continuously generate and execute improvement opportunities of the supply chain process to enhance quality, reliability and cost savings.
- Manage supplier relationships, development and supplier process capability assessments. Ensure relationships with suppliers enable the business to gain access to newly developed raw material sources.
- Ensure that the company and related departments are consistently focused on managing relations with vendors, communicating requirements such as quantity, delivery times, and quality.
- Closely align with the Planning Team and drive strategies to increase inventory turns and deliver materials to manufacturing.
- Identifies gaps in processes related to supply chain; Conducts root cause analysis and identifies strategies to fill the gaps. Implements identified processes to closure.
- Gathers inputs on prices of different raw materials from primary and secondary sources. Supports identification of opportunities for outsourcing and cost reduction.
- Adheres to import, export, and excise regulation as per compliance.
- Develop and direct all activities regarding expediting efforts for the delivery of materials, supplies and services to assure that the needs of the Company are fulfilled.
- Resolves escalated issues with vendors and Supply Chain management.
- Oversee analysis of supply chain effectiveness, vendor risk, and vendor performance and implement guidelines on effective vendor management.
- Lead teams with a managerial style that is collaborative, inclusive and balanced in approach to achieve commitments.
- Continuously seeks to improve the quality and effectiveness of the global supply chain organization through the effective assessment and selection of key talent.
- Establish and nurture effective supplier relationships, including the proactive communication of company priorities and evolving product needs
- Other duties as may be assigned or required.

3.0 MINIMUM QUALIFICATIONS:

(All qualified candidates MUST meet All of these Minimum Qualifications with No exceptions.)

- Bachelor's degree in a related field with 10 years of years of demonstrated experience in the Aerospace Industry in addition to 7 years of progressive people management / supervisory experience in Supply Chain.
- Experienced in all aspects of materials management systems, procurement and supplier development. APICS certification preferred.
- Experience with Lean manufacturing or Six Sigma required.
- High degree of professionalism to include strong diplomacy, tact and the ability to ensure the security off highly confidential information.
- A leader with the ability to inspire and develop people, and motivate a high performing team.
- Strong verbal and written communication skills; able to communicate and engage at all levels of the organization.

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- Respects individual differences and utilizes the diverse thinking and contributions of all. Works across organizational boundaries, encourages teamwork and a sense of partnership.
- Effective change leader; balances consistency with flexibility and willing to change ideas in the face of new information. Empowers others to achieve desired results and holds them accountable.
- Seeks ideas for continuous improvement and change; suggests and encourages innovative ideas for products/processes.
- Views problems from a total business perspective, considering economic opportunities, required investment, risks and anticipated paybacks.
- Excellent interpersonal skills with the ability to develop effective working relationships with both internal and external clients.
- Excellent organizational and time management skills with the ability to coordinate and manage various people/projects to ensure timelines are consistently met and that work is prioritized accordingly.
- Outstanding communication (verbal and written) skills with proven experience conducting presentations to a wide variety of audiences.
- Progressive team management capability to include developing cohesive teams and providing necessary leadership to ensure success.
- Proven problem solving identification and resolution capability.
- Experience working and multi-taking in a dynamic, fast-paced environment.
- Executive presence, emotional stability and the ability to command respect.
- Flexibility to adapt to changing and challenging situations.
- Persistence and willingness to take calculated risks and the ability to stimulate ideas.
- Working knowledge of Microsoft Word, Excel and PowerPoint.
- Experience with ERP systems; Epicor highly preferred
- Demonstrated ability to be proactive and anticipate next steps.
- Ability to Travel domestic and international 25% - 50% of time
- This position requires use of information which is subject to the International Traffic in Arms Regulations (ITAR). All accepted applications must be U.S. Persons as defined by ITAR (U.S. citizen, U.S. Permanent Resident, Political Asylee, or Refugee).

4.0 COMPETENCIES:

- **Project execution:** The ability to conceptualize, implement and administer programs that support the company's objectives and that align with approved budgetary guidelines.
- **Relationship management:** The ability to leverage interpersonal skills to establish rapport and develop relationships with all key stakeholders: suppliers, customers & colleagues.
- **Negotiation skills:** The ability to persuade, influence and explore positions and alternatives to reach outcomes that will gain acceptance of all parties and will also meet your organization's strategic procurement objectives.

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- **Analytical skills:** The ability to visualize, articulate, and solve both complex and uncomplicated problems and concepts and make decisions that make sense based on all available information. Particularly important in the selection of vendors.
- **Results focused:** The ability and drive for achieving and surpassing targets against an internal or external standards of excellence. This is about showing a passion for improving the delivery of services with a commitment to continuous improvement.
- **Professionalism:** The ability to think carefully about the likely effects on others of your words, actions, appearance, and mode of behavior. The consummate professional selects the words and actions most likely to have the desired effect on the group or individual in question.

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