



Holistic Pet Nutrition

## **Distribution and Inventory Manager**

Are you looking for an exciting opportunity with a growing organization in the role of Distribution and Inventory Manager? If so, you have come to the right place.

We all know working with pets is fun, but when you are part of the process of making products they will love and are great for them – it just makes things even better! With a dynamic and hardworking group of individuals across the entire company, we offer collaborative teamwork between all departments encouraging you to be your best self. Join the team at Solid Gold Pet and experience an environment that is optimal for personal and professional growth!

### **About Solid Gold:**

Solid Gold started in 1974 and is the pioneer in the natural pet food category. Our premium, award-winning brand remains at the forefront of holistic natural products that allow pets to look and feel great while they live life to the fullest.

### **Overview:**

Reporting to the Director of Supply Chain, the Distribution and Inventory Manager will lead the efforts to ensure finished goods inventory is in the right place at the right time with oversight of our 3PL partner, inclusive of managing all of our freight.

### **Key Responsibilities:**

- Provide oversight of our 3PL partner for the warehouse and transportation functions, including budget responsibility and participating in and taking the lead in productivity initiatives.
- Provide oversight and auditing of our 3PL partner for warehouse and transportation to meet on-time and accurate delivery requirements.
- Manage 100% of inbound and outbound freight, ensuring that rates are benchmarked and tracked regularly,
- Responsible for transportation budget driving improvement in costs.
- Estimate, forecast and anticipate inventory and distribution requirements, trends and variances, budgeting resources, developing action plans while measuring and analyzing results.
- Maintain a positive working relationship with our 3 PL partners and ensure compliance.
- Partner with sales on order fulfillment and addressing complaints or issues.
- Review transport schedules in coordination with warehouse and transportation to ensure maximized utilization.
- Tracking and maintenance of key performance indicators.
- Partner with supply planner and sales team to manage allocation when in short supply.
- Review production schedule to ensure enough inventory is on hand to meet production demand
- Detail and clearly communicate all potential inventory issues to the organization
- Serve as single point of contact for all questions related to inventory issues on customer shipments
- Cycle count accuracy will need to achieve a minimum of 97% accuracy for the elimination of the physical inventory.
- Establish and develop procedures for 3PL DC with physical inventory when required. This includes procedures for the physical counting, variance review and posting of physical counts
- Development of process to identify root cause transaction errors that impact all inventory variance postings and ensure plans are in place to correct and eliminate potential for future errors
- Responsible for ensuring that performance measures are achieved and communicate accordingly when required inventory levels are not met
- Analyze fill rate data and accuracy of cut code reporting; provide specific cut reporting and customer demand trends
- Analyzes and make recommendations regarding variances on expenses;
- Optimize, plan, prepare, manage and control the budget for logistics and warehousing.
- Ensure KPI goals are set, maintained and tracked daily for transportation and warehousing. KPIs include: cycle count efficiencies

**Job Requirements:**

- 5+ years professional work experience in inventory, distribution and freight
- Four-year degree from an accredited college or university.
- Strong proficiency with Microsoft Suite (Word, Excel, Access).
- Passion for pets.

**Preferred Skills & Experience:**

- Strong knowledge of distribution and inventory planning process preferably within Consumer Packaged Goods Industry
- Strong analytical abilities
- Detail oriented
- Ability to lead cross-functionally
- Experience developing/implementing demand/inventory planning and production processes a plus
- Strong teamwork and interpersonal skills. Ability to facilitate teams and multifunctional activities. Clearly understands tools to facilitate change and new process implementation
- Demonstrate ability to handle a variety of responsibilities and deliver expected results
- Ability to effectively deliver and receive feedback with strong communication skills
- Familiarity with NetSuite ERP a plus