



Job Description

Position	Group Head of Supply Chain
Reporting to	Group Managing Director
The Company	<p>Brigade Electronics, established in 1976, is at the pinnacle of commercial vehicle and mobile plant safety. A founder and innovator of sensing and monitoring systems that have helped save countless lives across the globe for over forty years.</p> <p>Whilst our portfolio can be emulated, our commitment to vehicle safety, our reliable, trusted products, and our dedicated team of experts, cannot. We invest in people as well as technology. Everyone in the Brigade family understands the life-changing significance of the products and service we provide and the importance of outstanding systems that work in the most demanding of situations.</p> <p>The Brigade Group organisation is based in the UK and has subsidiary companies in the USA, Canada, Germany, France, Italy, The Netherlands, and Poland, and selling in to over 80 countries world-wide via our National Distributor network.</p>
Purpose of Role	<p>Reporting to the Group Managing Director and being an integral part of the Senior Operational Leadership Team, this role will ensure the efficient operation of the Demand Planning, Procurement, Import, Inventory management, and Warehouse functions.</p> <p>Ensuring all daily operational processes are aligned with the wider company goals, strategies, and growth objectives, the role is to oversee the management of all stock and material related disciplines, providing strategic direction for the operations teams and functions, and taking full responsibility for the execution and development of the supply chain.</p> <p>The role will involve international travel as our key suppliers are mainly in the Far East.</p>

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	<p>Team Leadership, Focus, and Development will form an integral part of the role. The post holder will be responsible for two group warehouses and six subsidiary own or 3rd party warehouses in Europe; plus two warehouses in North America.</p>
<p>Key Responsibilities</p>	<ul style="list-style-type: none"> • Collaboration with the CEO and other board directors in setting and driving organisational vision, operational strategy, and identifying recruitment needs. • Translating business strategy into actionable goals for performance and growth, helping to implement organisation-wide goal setting, performance management, and delivery of annual operating budgets. • Lead employee coaching and development, productivity, and output, building a highly inclusive culture and ensuring team members thrive whilst organisational outcomes are met • Ensure effective recruiting, onboarding, professional development, performance management, and retention of the Supply Chain team • Adherence to all company requirements, enforcing compliance and acting when necessary • Ensure that a robust and effective continuous improvement process is in place across all supply chain processes. Identifying cost savings through process efficiencies, and negotiate better service and cost with 3rd party logistics and warehousing providers • Manage the entire lifecycle of sourcing and procurements projects • Manage business stock levels to agreed budget targets through effective forecasting and obsolescence management • Ensure business systems are rigorously controlled and updated and provide all required business visibility • Identify and implement appropriate KPI's and reporting to measure and monitor performance

	<ul style="list-style-type: none"> • Develop both internal and external service level agreements in support of the business strategy and ensure third party providers adhere to business standards and targets. • Responsible for overseeing the day-to-day logistics and warehousing operations, ensuring efficient and effective processes are deployed and all health and safety standards are monitored and maintained.
Key Tasks, but not limited to	<ul style="list-style-type: none"> • Work with own team and cross functionally to identify ways in which the range of stocked items can be rationalised. • Maintain regular Stock Projection forecasts. • Production of monthly reports of departmental activity, initiatives, and performance against KPIs • Continually seek ways to improve efficiencies and customer service through wider and more sophisticated use of technology. • Set and review budgets and manage ongoing costs • Work with R&D and Technology function to deliver technology improvements within the business

Person Specification

Essential	Desirable
<p>Education & Training</p> <ol style="list-style-type: none"> 1. A qualified professional (CIPS, MCIPS, Procurement and Supply Chain based Degree or working equivalent) 2. Degree educated in a relevant commercial or engineering discipline or equivalent 3. High level literacy, numeracy, and accuracy 4. High competency level in MS Office applications especially Excel 5. Sound business common sense 	
<p>Experience and Skills</p> <ol style="list-style-type: none"> 1. Proven history of effective international supply chain management with demonstrable levels of achievements. 2. Demonstrable experience in building, managing, and developing a skilled and passionate procurement team 3. Demonstrable expert knowledge of purchasing and supply chain systems, LEAN principles of planning and MRP/ERP systems, such as Navision or SAP 4. Commercially and financially astute 5. A supply chain leader who has breadth of knowledge and experience across end-to-end supply chain 	
<p>Personality and Motivation</p> <ol style="list-style-type: none"> 1. Positive 'can do' attitude. 2. Keen analytical mind 3. Drive for business results 4. Envisions the future 5. Drive for continuous improvement 6. An inspirational and motivating leader. 7. Multi-tasker 8. Resourceful 	

<ul style="list-style-type: none"> 9. Practical aptitude with methodical approach to detail 10. Administratively sound and highly organised 11. Eager to share with others better ways of working. 12. Commercial integrity 13. Thirst for learning 14. Demonstrates respect for Company and colleagues 	
<p>Interpersonal Skills</p> <ul style="list-style-type: none"> 1. High level ability to communicate effectively with suppliers, customers, management, and colleagues 2. Helpful and approachable 3. Consultative style yet directional when necessary 4. Builds effective and mutually supportive team relationships 5. Commercially aware and financially astute 6. The ability to make important decisions and cope with demanding targets and tight deadlines whilst maintaining a high level of attention to detail 	
<p>Communication & language skills</p> <ul style="list-style-type: none"> 1. Ability to communicate to all levels of the organisation in a clear and concise manner 	<ul style="list-style-type: none"> 1. Additional language skills would be an advantage
<p>Other requirements</p> <ul style="list-style-type: none"> 1. Innate time manager. 2. Flexibility to work beyond normal business hours when required. 3. Ability to prioritise effectively 4. Willingness and ability to travel internationally if required for upto 3 weeks. 	

Employee Signature: _____

Date: _____