

HAMMER MADE

JOB DESCRIPTION

Job Title	Sr. Manager of Planning and Replenishment	FLSA status	Exempt
Reports to	CEO	Effective Date	April 1, 2019
Status	Full time	Location	HQ – Eden Prairie, MN

Hammer Made is a growing Minneapolis-based men’s clothing designer with a distinctive collection of limited-run shirts, apparel and accessories. With nine retail stores in four major U.S. markets and a rapidly-growing e-commerce presence, Hammer Made is looking to hire a Sr. Manager of Planning and Replenishment to bolster our growing headquarters team in Eden Prairie, Minnesota.

Job Summary: The Sr. Manager of Merchandise Planning & Replenishment is responsible for setting overall Merchandise Planning and Inventory strategy in conjunction with company leadership. This position sets the direction for the merchandise planning and replenishment team to ensure the initiatives and priorities are integrated and aligned with the business goals of the company, as well as oversee the execution of the function.

Essential Job Requirements:

- Ultimately accountable for vendor relations & income management, forecasting accuracy and inventory management.
- Maintain proper inventory levels by store location to support sales, margin and turn goals. Work to increase inventory productivity through analysis and collaboration with business partners.
- Works in collaboration with Product Development and Finance to develop and implement replenishment processes to drive revenue and margins, as well as short and long-term strategies against company objectives.
- Lead and execute Wholesale strategy from business plan development to in season execution and warehouse fulfillment.
- Leads financial planning process and monthly forecasting based on historical data and business trends delivering Item Assortment plans, Category/Vendor Plans, Seasonal/Ladder Plans, and Financial Plans. Manage Open To Buy/Weekly Forecasting process to ensure fiscal responsibility around buy cycle and business trends.
- Coordinate with and serve as primary analytical support to the Product Development team and assist/influence merchandising decisions & vendor cost negotiations, including analysis of vendor and product performance.

- Provide insights that will develop and support business strategies and growth initiatives; drive analysis and adjusts forecasts that guides and educates the team on merchandising/financial decisions with respect to lifecycle management, exit strategies and clearance inventory liquidation.
- Work with Supply Chain to optimize inventory movement and warehouse operations. Develop strategies to improve network, flow, turn, in-stocks and lower costs.
- Evaluates actual results against plan. Identifies opportunities to increase sales and reduce markdown liability and recommends appropriate action.

Competencies:

- Results oriented
- Strong analytical, decision making and organization skills
- Entrepreneurial spirit
- Ability to hold others accountable in order to deliver expected results
- Ability to communicate effectively and clearly, reflecting an appropriate sense of urgency to all levels of management and with a collaborate management style
- Strong business and financial analysis skills. Solid understanding of financial measurements including sales, gross margin, inventory turn and how to impact them.
- Strong retail math acumen, including elements of markup, margin planning, open-to-buy, inventory productivity measures (WOS, T/O, GMROI).

Supervisory Responsibility: This position has supervisory responsibility for the Merchandise Planner (exempt) and Warehouse Staff (non-exempt) positions.

Education and Work Experience Requirements

- Bachelor's Degree required in business, supply chain management or related field
- Minimum 8-12 years of progressive experience overseeing planning in a retail environment with a high growth retailer. Most recently at a Senior Manager or Director level.
- Experience directly managing people and their performance. Ability to collaborate, adapts, change priorities and prioritize workloads to meet deadlines.
- Advanced computer skills to include MS Word, Excel, Power Point, Outlook and Data Warehouse.
- Forecast & Replenishment, Financial Planning, and Allocation system experience (e.g. GMS, Oracle, SAP, Microstrategies)

Work Environment: This job operates in a professional office environment. This role routinely uses standard office equipment such as computers, phones, photocopiers, filing cabinets and fax machines.

Physical Demands: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job, the employee is regularly required to talk and hear. The employee frequently is required to sit, stand and walk; use hands to finger, handle or feel; and reach with hands and arms.

Position Type/Expected Hours of Work: Normal business hours are Monday – Friday from 8:30 am -5:30 pm. This position regularly requires long hours and frequent weekend work.

Travel: Travel is primarily local during the business day, although some out-of-the-area and overnight travel may be expected.