



POSITION: Supply Chain Director

REPORTS TO: Pipsnacks LLC CEO

LOCATION: Bethlehem, PA preferred; Open to remote candidate with periodic travel to Bethlehem

ABOUT THE COMPANY

Pipsnacks LLC is a dynamic, fast growing Better-For-You Snack company focused on making irresistibly great tasting snacks you can feel good about eating. The Pipcorn line of Salty Snacks include BFY versions of classic favorites, including Popcorn, Cheese Balls, Crunchies and Corn Dippers. All of our products are made with 100% REAL ingredients, featuring our Non-GMO Heirloom Corn and have less calories and/or fat than the familiar favorites. Featured on Shark Tank and included in Oprah's Favorite Things, the brand is changing the way people snack. Pipcorn is a women and minority founded family brand and a Certified B-Corporation.

THE JOB

Pipsnacks LLC is seeking a dynamic Supply Chain leader that thrives in a fast-paced, high growth environment, where they have the opportunity roll up their sleeves to contribute significant value to Sales & Margin growth for the company while building lasting capabilities for the future. The Supply Chain Director directs Pipsnacks' overall supply chain operations for our total business, including significant Wholesale & eCommerce contribution. Responsibilities include directing purchasing of raw materials (incl Vendor Selection, RFQ, MOQs, etc.), Demand & Supply Planning with Co-Manufacturers, Warehousing and Distribution of finished goods and Customer Service with a constant focus on eliminating waste while improving Customer Service. The role is approximately 70% leading day-to-day execution and delivery of Supply Chain KPIs and 30% identifying and leading execution of Continuous Improvement initiatives. The Supply Chain Director reports directly to the Pipsnacks CEO.



KEY RESPONSIBILITIES

Supply Chain Execution (70%)

- Directly lead and manage all aspects of company's supply chain: Contract Manufacturing, 3PL Distribution and Warehouse Logistics, Procurement, S&OP and Customer Service/Order Fulfillment, while playing a crucial role in developing and maintaining good relationships with our customers Internally and externally
- Ensure efficient management of procurement and flow of raw materials and finished goods, including vendor selection, RFQs and setting of MOQs
- Coordinates production with Co-Manufacturers and movements of materials/products to/from Co-Manufacturers into the distribution network
- Develop, manage, and optimize inventory levels in multiple 3PL Warehouse locations through improved planning processes and inventory management systems
- Manage day to day execution of Logistics and Order Fulfillment with 3rd party Logistics team to ensure Accurate, On-Time, In-Full order fulfillment
- Monitor aging inventory and work with Sales team to take proactive steps to minimize product obsolescence. Maintain and reconcile inventory as needed
- Ensure accurate demand forecast by partnering with Sales and Demand Planning
- Work with S&OP resources to execute monthly consensus meetings for both Demand and Supply
- Proactively communicate service risks with Customers, drive actions to minimize service impact and develop corrective actions to remedy root cause
- Monitor supplier and vendor compliance in accordance with contractual agreements to also include cost, quality, and delivery performance
- Develop and manage Operational KPIs that deliver improved service and margin
- Serve as key point of contact between Pipsnacks and The Factory Supply Chain teams

Strategy & Continuous Improvement (30%)

- Establish & deepen partnerships with Strategic suppliers
- Build and lead execution of Continuous Improvement plans that eliminate waste, improve customer satisfaction, and increase Sales
- Partner with Pipsnacks Commercial Team and The Factory peers to identify manufacturing partners for new product initiatives
- Analyzing and optimizing distribution and fulfillment networks as well as warehousing configuration for both eCommerce and Wholesale businesses
- Contribute to continuous improvement of Sales and Operations Planning process



SKILLS & EXPERIENCE

- Bachelor's degree in Business, Supply Chain or related field
- 5-10 years of progressive CPG Supply Chain, Customer Service & Logistics experience
- Strong computer skills in spread sheet applications, word processing applications and Power Point
- Strong communication skills with a proven ability to interact effectively with other departments
- Experience in production planning, demand planning, scheduling, and third-party manufacturer and procurement in the CPG industry
- Knowledge of Logistic functions to include but not limited to air and ground carrier rate structures, service capabilities and capacity constraints
- Strong analytical skills with the capability to perform independent data analysis, verify the results, and organize them into presentation form
- Solid financial acumen
- Proven ability to work independently as well as collaboratively. A roll-up the sleeves, can-do attitude
- Assertive and able to effectively manage crisis / high stress situations calmly and professionally
- Strategic thinking – ability to establish the vision and future direction to enable to company to maintain a leadership role in the professions and industry
- Ability to excel in a hands-on, fast-paced entrepreneurial environment
- High level of personal accountability and results orientation
- Creative problem solver

OTHER DETAILS

- Compensation: Competitive salary and bonus
- Location: Bethlehem, PA preferred; Open to remote candidate with periodic travel to Bethlehem HQ
- Travel: As required
- Must be legally authorized to work in the US on a permanent basis without company sponsorship.

HOW TO APPLY

- Please send the following to Careers@pipsnacks.com:
- Cover Letter: 100 words or less sharing why you are interested in this role and would be a good fit
- Resume: Detailing past roles and experiences