



**Position: Supply Chain Director**

**Location:** Eden Prairie or Sauk Rapids, MN

**Division/Department:** Operations

**Exemption Status:** Exempt

**Posting Date:** March 8, 2021

**Position Summary**

Direct the company's overall global supply chain management strategies globally to maximize supply chain effectiveness, continuity of supply, cost savings, capital savings, process control, and scalability. Source and qualify suppliers for new product development initiatives.

**Responsibilities**

- Define and implement comprehensive strategies for all aspects of Pinnacle's global supply chain to reduce costs, mitigate risk, improve quality, shorten lead times and reduce inventories.
- Provide exceptional leadership to the Supply Chain teams in the US and China. Create structure, hire/train staff, develop personnel, give direction, integrate/leverage global capabilities, and hold team members accountable.
- Collaborate with Product Management, Engineering and Operations to improve Product Lifecycle Management – spearhead sourcing initiatives to introduce products on time, on budget, and in stock while phasing out targeted products without premature stock-outs or end of life write-offs.
- Responsible for the performance of all OEM Factories as measured by quality, delivery, cost, capacity, and compliance.
- Challenge existing suppliers and OEM factories to upgrade their capabilities. Seek out future potential supply partners who can help Pinnacle advance to the next level.
- Continuously develop/enhance supply chain productivity and operational processes. Implement industry best practices for forecasting, sourcing, risk mitigation, inventory and vendor management.
- Work closely with Sales and Operations to determine capacity needs with enough lead time to realize it.
- Negotiate supply agreements with all global vendors and OEM factories. Create win-win cost-efficient partnerships that insure stable material supply to global plants and sales channels with terms and conditions that address cash flow challenges endemic to Pinnacle's business model.
- Direct multiple supply chain initiatives in a fast paced, high-volume, continuously changing environment. Leverage strategic leadership and global resources to maximize results.
- Advise executives on supply chain capabilities, constraints, and concerns that threaten quality delivery, costs, and lead times. Recommend short-term actions to mitigate impacts and long-term strategies to avoid reoccurrence.
- Develop supply chain effectiveness metrics and report regularly on supply chain performance, utilizing the metrics.
- Mentor and coach team members at all locations. Create succession plans for key positions and implement development plans for individuals identified to fill those roles in partnership with Human Resources.

- Develop supply chain strategy that meets company performance objectives and customer expectations.
- Lead sourcing initiatives to ensure on-time delivery of project components, assemblies and/or finished goods by trouble shooting outstanding issues.
- Analyze and understand cost drivers within industry, commodities, and suppliers.
- Travel outside of the US to qualify potential new vendors, manage relationships with existing vendors and manage projects in person, as necessary.
- Perform other duties as assigned.

### **Skills and Qualifications**

- Bachelor's degree or equivalent required. MBA is preferred.
- 10-15 years of progressive experience within Supply Chain
- Demonstrated negotiation skills to reduce costs, improve terms, conditions, and lead times.
- International and low-cost country sourcing experience required along with domestic sourcing and purchasing.
- Solid Int'l buying experience to ensure understanding of culture and business practices
- Experience in a high-volume, high-mix manufacturing environment.
- Manufacturing/sourcing exp with stamping, metal fabrication, metal coating, plastic molding and electro-mechanical assembly components and parts desired.
- Knowledge of associated commodities markets.
- Demonstrated leadership building/inspiring a strong, collaborative team across multiple sites.
- Minimum of five years of experience in a manager or director level role is required.
- Excellent verbal, written, analytical, negotiating, and interpersonal skills.
- APICS or Supply Chain Certification is preferred.
- Advanced ERP or MRP purchasing systems skills and knowledge
- Ability to travel internationally
- Proficient with Microsoft Office. NetSuite knowledge a plus.
- Understanding of logistics and tariffs

### **Reporting Relationship**

- Reports to the VP of Operations
- Manages purchasing, materials, and inventory management for Sauk Rapids plants and China factories. Buyer/planners, sourcing agent and import/export specialist report into this position.

### **Compensation**

- Competitive compensation based on qualifications and experience
- Benefits include healthcare, dental, vision, 401K, PTO, life and disability insurance, etc.

### **Working Conditions**

Work is typically performed in a standard office setting. Periodic travel (every other month) to China and weekly travel to Sauk Rapids facility (1 time a week) is expected. Frequent supplier visits in the US and abroad will be required. May be required to work more hours than normal during a regular workweek depending on workload and deadline requirements.

The physical demands are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

## **About Us**

Pinnacle Climate Technologies (PCT) invents, develops and manufactures heating and ventilation solutions through commercial, industrial, agricultural, DIY and other retail channels throughout the world. With manufacturing in North America and Asia, PCT serves a diverse customer base in over 25 countries, on every continent. With brands that include Master®, Schaefer®, Remington®, ProTemp®, Americ®, and STANLEY®, PCT is positioned as the global leader in industrial/construction heat, and portable ventilation products.

## **Why Join Us**

Our brands, both young and mature, now have 65 years of experience to draw upon as they optimize manufacturing efficiency, perfect distribution, and lead the industry. And with that, we're now able to innovate faster and more effectively deliver the highest-quality products to the marketplace. As a result, Pinnacle Climate Technologies is home to brands that are recognized worldwide for reliability, durability, and innovation. At Pinnacle—We make it possible.

*Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, disability, veteran status, national origin or other legally protected classifications.*