

ONEIDA

Position Title:	Vice President of Global Procurement - Metalware / Glassware
Position No.:	X0431
Division:	Global Supply Chain

Incorporated in 1880, **Oneida Ltd.** is one of the world's largest design, marketing and distribution companies for stainless steel and silver plated flatware for both the consumer and food service industries. It is also the largest supplier of dinnerware to the food service industry in North America. Additional information about Oneida can be found at www.oneida.com

POSITION SUMMARY:

The VP Global Procurement directs and coordinates all activities engaged in the sourcing and purchasing of flatware, holloware and glassware products, reporting to the Senior VP of Global Procurement. The Metalware and Glassware Procurement department supports over 50% of all products sold by Oneida. The VP performs the following duties personally or through subordinates:

- Develops departmental policy and procedure;
- Directs and coordinates the sourcing and procurement function to satisfy the needs of our customers by providing products that meet Oneida quality standards and achieve the competitive price point at an acceptable gross profit;
- Prepares and tracks departmental budgets.
- Plans and controls all scheduling activities supporting the flatware, holloware and glassware product categories.
- Balances production and inventory levels with demand to support targeted 95%+ customer service levels, and inventory turn goals.
- Develops sales & operating plan summaries for assigned product families and selected SKU's including demand, inventory and production data.
- Participates on SAP lead user team and participates in the site installation effort for new system; eliminates the use of off-line spreadsheets and manual processes for scheduling.

PRINCIPLE RELATIONSHIPS:

Inside the Company – Quality Assurance Director, Marketing, Sales Managers, VP Forecasting, Distribution Director (Savannah, Georgia), Production Planners and Buyers, Finance and IT.

International Affiliates (China / Asia, UK / Europe, Mexico / Latin America) - Supply Chain Managers, Production Planners and Buyers, Production Managers, Distribution Managers.

Outside the Company - Production Coordinators at contract manufacturers, packaging subcontractors, and silverplating contractors; Sales Representatives; communication with some customers.

ESSENTIAL DUTIES AND DETAILED RESPONSIBILITIES:

- Publish and perform root cause analyses on key metrics including Customer Service Level, Inventory Turns, Actual vs. Scheduled Productions, and Master Schedule Stability
- Interact frequently with sales, marketing and contract manufacturing personnel to balance supply and demand.
- Achieve target customer service levels and inventory turn levels based on forecast error and bias trends, contract manufacturer capacity/flexibility and customer service and inventory turn goals. Review weekly.
- Review monthly sales forecasts provided by the VP Forecasting. Monitors monthly feed of sales forecasts to DRP module of Logility.

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- As necessary, exercise project leadership for new computer based systems, in both selection and implementation processes. Using software vendor and other users as sources, learn operation of such system(s). Coordinate pilot testing. Conduct training programs for other users in department.
- Review New Product introductions, and Promotion Calendar to ensure that Supply Chain can support all program requirements.
- Issue monthly update of quarter-end inventory investment and turn projections for finished goods. Provide unit and dollar value figures along with analysis of significant changes.
- Issue actual versus scheduled production metrics weekly and ensure that 95% compliance to schedule is achievable. (Schedule Compliance Metric)
- Present summary of key information, and resolve issues by presenting various alternatives for decision at the weekly management meeting
- Participate in meetings, and keep up to date on issues related to Sales Forecast, Planning, New Product introductions, Line Fill Rates, Metrics, and other related Supply Chain issues.
- Identifies global supplier candidates, selects suppliers, arranges contracts (if applicable), and manages relationships.
- Issues Supplier Scorecards to each contract manufacturer on a semi-annual basis.
- Manages 13 direct report people including:
 - 5 Buyers
 - 2 Product Managers
 - 3 Expeditors
 - 2 Data File Administrators
 - 1 Procurement Coordinator.
- Coordinates efforts of U.S. based procurement team with Asian based (Guangzhou, P.R.C.) procurement operations.
- Periodic overseas travel required
- Prerequisites include:
 - 4 year BA or BS – business or technical degree required; MBA preferred but not required
 - CPM and/or CPIM Certification Required
 - Minimum 6 Years Procurement/Import Experience
 - Minimum 4 Years Experience in Managing People
 - SAP Experience a Plus
 - Logility or other supply chain management system experience required
- Excellent written and verbal communication skills
- Experience in building a procurement organization, including succession planning

Salary is commensurate with experience. Oneida offers a comprehensive benefits package. Please send resume and salary requirement in confidence to carolyn.miller@oneida.com 315-361-3309. Oneida Ltd. is an Equal Opportunity Employer.