

<b>Job Title</b>	<b>Global Head of Merchandising</b>
<b>Business Unit / Group Function</b>	BBU
<b>BU Team / Sub-Function</b>	Global Marketing – Marketing Excellence
<b>Location</b>	Richmond
<b>Team Leader</b>	Global Director Marketing Excellence
<b>Team Members</b>	Yes
<b>Job Level</b>	3A
<b>Role Purpose</b>	
Responsible for the joint up planning and execution of the global merchandising strategies across the portfolio in collaboration with the Global Brand Teams to translate market needs into scalable on and off-trade merchandising of the highest standard.	
<b>Accountabilities</b>	
<ul style="list-style-type: none"> <li>• Manage the Global Merchandising team to develop and lead the global merchandising strategy across the portfolio, aligned with the overall brand’s BVI and creative concept as well as business objective and market requirements.</li> <li>• Ensure the timely delivery of all global merchandising annual plans with a focus on the right items of the right quality, fit for purpose for the right channel type and at the right price. Collaborate with Global Brand Team and key markets for effective pre-testing.</li> <li>• Represent thought leadership and understanding of market and channel trends and competitive landscape to adapt and optimize merchandising solutions to pave the path to worldclass merchandising solutions.</li> <li>• Facilitate cross functional communication and collaboration across the Global Brand Team and local teams to optimise results.</li> <li>• Oversee the delivery of all on and off-trade permanent and non-permanent merchandising for GOCs (Global Order Catalogues), BATs (Brand Activation Toolkits) as well as ‘how to guidelines’ including 5 Point pitches to support local implementation.</li> <li>• Timely report all aspects of Merchandising end-to end management including spend, briefs, competitor activity and trends, market feedback, sustainability progress against agreed targets and materials NPD.</li> <li>• Support POSM Procurement in negotiation of current and new supplier base (alongside Global Procurement) to optimise supplier landscape in quality, cost, sustainability as well as risk management.</li> <li>• Ensure the sustainability agenda on all merchandising is in line with the William Grant &amp; Sons corporate objectives.</li> <li>• Ensure understanding of and adherence to the POSM William Grant Way process and continue to develop and deliver innovation to drive efficiency, customer service, quality and competitiveness.</li> <li>• Develop, motivate and lead the team in line with company values and the William Grant Way to drive a culture of continuous learning and development that maximises individual and team capability, efficiency and productivity.</li> <li>• Demonstrate behaviours in line with, and support the achievement, of our Company values with a focus on creating and promoting a diverse and inclusive culture where teamwork is central to creating our legacy.</li> </ul>	
<b>Created by:</b>	Anja Weise-O’Connor
<b>Creation Date:</b>	28.06.24
<b>HRBP:</b>	
<b>Date of last revision:</b>	