

<b>Job Title</b>	Demand Planner
<b>Business Unit</b>	ODC BU
<b>Function/Region</b>	Supply Chain
<b>Location</b>	Edison, NJ, USA
<b>Leader</b>	Supply and Demand Planning Manager
<b>People Leadership</b>	N/A
<b>Job Level</b>	4B
<b>Role Purpose</b>  To produce an accurate and robust demand plan utilizing the Sales and Operations Planning framework for defined Distributors and Markets. Collaborate with the Commercial and Finance teams to identify and mitigate key forecast risks and opportunities in order to achieve business strategy and current year targets. Successfully manage process to reach consensus on gaps between plan and budget and ensure successfully sell/out of innovation and renovation, ensuring obsolescence risks are minimized and market launches are met.	
<b>Responsibilities</b> <ul style="list-style-type: none"> <li>• Create and maintain a 24mth rolling demand forecast on over 3M 9L cs managing the complexity of the US and Canadian business to improve the S&amp;OP process</li> <li>• Manage forecast changes on over 350 skus for 8 regional commercial teams across multiple US sites (+25), differentiating domestic vs DI imports and ensure demand alignment to Budget/LE/R&amp;O needs, highlighting any significant deviations to improve our forecast accuracy performance</li> <li>• Lead forecast meetings with each commercial and finance regional team, using statistical modelling and historical sales data to understand trends and seasonal profiles to challenge and influence where there is evidence that the demand plan may require revision</li> <li>• Ensure demand is in line with the agreed market allocations policy and process through regular reviews with the commercial teams, highlighting opportunities and risks where appropriate.</li> <li>• Work closely with New Product Development to ensure forecasts are in place relative to launch plans to ensure successful execution</li> <li>• Build relationships with key distributors to jointly forecast promotional periods, review seasonal events and improve performance of WG&amp;S brands</li> <li>• Prepare executive summary reports for Demand review highlighting major risks and opportunities</li> <li>• Support Supply Chain KPIs such as inventory and obsolescence through active involvement in the product lifecycle management process</li> </ul>	

## Values



### BE PROUD

We are proud of our brands, our heritage, and our commitment to superior quality in our products



### BE RESPONSIBLE

We expect every individual and their teams to be accountable and to perform to their full potential



### BE SUSTAINABLE

We wish to make a positive contribution to our communities and to our environment



### BE PROFESSIONAL

We value integrity, transparency, professionalism and constructive debate within a team working culture



### BE ENTREPRENEURIAL

We foster a forward thinking and innovative culture that recognises the need for innovative thinking and continuous improvement



### THINK LONG TERM

We are proud of our brands, our heritage, and our commitment to superior quality in our products

## Core Competencies:

### Working with People

- Demonstrates an interest in and understanding of others
- Adapts to the team and builds team spirit
- Recognises and rewards the contribution of others
- Listens, consults others and communicates proactively Supports and cares for others
- Develops and openly communicates self-insight, such as an awareness of own strengths and weaknesses

### Persuading and Influencing

- Makes a strong personal impression on others
- Gains clear agreement and commitment from others by persuading, convincing and negotiating
- Promotes ideas on behalf of self or others
- Makes effective use of political processes to influence and persuade others

### Analysing

- Analyses numerical data, verbal data and all other sources of information
- Breaks information into component parts, patterns and relationships
- Probes for further information or greater understanding of a problem
- Makes rational judgements from the available information and analysis
- Produces workable solutions to a range of problems
- Demonstrates an understanding of how one issue may be a part of a much larger system

### Applying Expertise and Technology

- Applies specialist and detailed technical expertise
- Develops job knowledge and expertise through continual professional development
- Shares expertise and knowledge with others
- Uses technology to achieve work objectives
- Demonstrates appropriate physical co-ordination and endurance, manual skill, spatial awareness and dexterity
- Demonstrates an understanding of different organisational departments and functions

### Delivering Results & Meeting Customer Expectations

- Focuses on customer needs and satisfaction
- Sets high standards for quality and quantity
- Monitors and maintains quality and productivity
- Works in a systematic, methodical and orderly

### Adapting and Responding to Change

- Adapts to changing circumstances
- Accepts new ideas and change initiatives
- Adapts interpersonal style to suit different people or situations
- Shows respect and sensitivity towards cultural and religious differences.

way <ul style="list-style-type: none"> <li>Consistently achieves project goals.</li> </ul>	Deals with ambiguity, making positive use of the opportunities it presents.	
<b>Skills and Qualifications:</b> <p><u>Essential:</u></p> <ul style="list-style-type: none"> <li>Previous Supply Chain Planning experience in a Consumer Packaged Goods environment</li> <li>Bachelor's degree, preferably in Supply Chain Management, Business, or Finance</li> <li>Comprehensive understanding of global supply chain processes and procedures including S&amp;OP</li> <li>Knowledge of forecasting techniques</li> <li>Ability to successfully maintain an demand planning system in a multi-site, fast paced environment</li> <li>Advanced skills in Microsoft Office applications</li> <li>Ability to maintain effective working relationships both internally and externally to achieve results</li> </ul>		