



<b>Job Title (Vidrala Group)</b>	Head of S&OP & Materials Management
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<b>Organisational Unit</b>	Encirc
<b>Business Unit</b>	Planning
<b>Reporting to (Hierarchical)</b>	IBP Director
<b>Reporting to (Functional)</b>	IBP Director

### Main Purpose of Role

The Head of S&OP & Materials Management leads the Encirc S&OP process, providing clear visibility of capacity opportunities and constraints and driving strategic initiatives to optimise supply & demand. Develops and executes a cohesive materials management strategy that supports operational efficiency, cost control, and supply continuity. This role leads the optimisation and embedding of planning systems and NPD process to ensure they are aligned with business needs and integrated across functions. Working collaboratively with procurement, logistics, and sales teams, the role ensures inventory and call-off strategies are effective, timely, and enable operation efficiency. Overseeing material change management, master data governance, and the use of planning tools to enable accurate forecasting, informed decision-making and operational agility.

### Key Accountabilities

- Lead the S&OP process for Encirc Beverages highlighting capacity constraints and surpluses working internally and externally to resolve imbalances
- Lead NPD process development to create an end-to-end new product development lifecycle, ensuring projects move from concept to launch on time and aligned with business strategy
- Lead the development and execution of Encirc's materials management strategy across the dry goods, consumable and ingredient categories that balances inventory levels, cost and supply risk.
- Lead the delivery and optimisation of planning system initiatives, ensuring alignment with operational needs and integration across business functions.
- Develop and execute call-off policies in collaboration with procurement and logistics to optimise stock levels, ensure timely supply, and minimise cost while maintaining service and efficiency.
- Manage the material change management process ensuring accurate and timely updates and minimised obsolescence
- Drive the creation of centralised master data processes to ensure consistency, transparency, and reliability across all planning and reporting systems.
- Collaborate with planning, operations, and sales teams to ensure planning systems meet evolving business needs and support strategic goals.
- Champion the use of planning systems to drive efficiency, improve service levels, and enable proactive decision-making.
- Monitor key performance indicators related to forecast accuracy, inventory levels, material availability, and system utilisation, using insights to drive action.
- Lead, coach, and develop a high-performing team, fostering a culture of accountability, collaboration, and continuous improvement.

### Knowledge, Skills and Experience

#### Business Knowledge

- End-to-end understanding of supply chain functions: procurement, production planning, logistics, warehousing, and distribution.
- Expert in ERP and planning systems and their inputs to related systems

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### Essential Functional / Technical Skills

- Experience leading multi-site teams
- Ability to design and implement supply chain strategies that align with business goals and market dynamics
- Experienced with cost control, budgeting, working capital, and ROI analysis.
- Experience with business continuity planning and supply chain resilience strategies

### Personal Attributes / Competencies

- Alignment with our company values:
  - Commitment to Customers
  - People Commitment & Development
  - Sustainability
  - Collaboration
  - High Performance
  - Innovation & Continuous Improvement
- Alignment with our company purpose:
  - Great People
  - Great Place
  - Great Future

### Impact

### Individual Contribution / KPIs

- Material inventory
- Material availability
- On time delivery of NPD and new customer onboarding
- Forecast accuracy

### Key Contacts







- Planning
- Operations
- Sales

### Decision Making

(Outline the most important recommendations expected to be made for others to decide on)

Material Management Strategy



Value	Leads Leaders
<b>Commitment to Customers</b> 	<ul style="list-style-type: none"> <li>➤ I demonstrate knowledge of our internal strategy, the wider industry, products and customer needs.</li> <li>➤ I am responsive to changing customer needs. I maintain a broad, future-focused perspective.</li> <li>➤ I continuously assess how our service compares to customer expectations and industry best practice. We listen, we learn.</li> </ul>
<b>People Commitment and Development</b> 	<ul style="list-style-type: none"> <li>➤ I am a role model for cultural engagement and I ensure our people remain at the heart of everything we do.</li> <li>➤ I drive the agenda for talent management, succession planning and performance management.</li> <li>➤ At an organisational level, I role model how the values drive our decisions.</li> </ul>
<b>Sustainability</b> 	<ul style="list-style-type: none"> <li>➤ I drive our health, safety and wellbeing culture</li> <li>➤ I ensure we are ahead of industry developments and trends. I am a true pioneer of the Encirc strategy.</li> <li>➤ I hold myself, others and the organisation accountable for promises made.</li> </ul>
<b>High performance</b> 	<ul style="list-style-type: none"> <li>➤ I am a role model for visible and engaging leadership</li> <li>➤ When making key business decisions, I consider wellbeing and safety and first.</li> <li>➤ I ensure people engagement is top of the agenda</li> </ul>
<b>Collaboration</b> 	<ul style="list-style-type: none"> <li>➤ I value my internal and external relationships, I make connections across the business and industry.</li> <li>➤ I am an advocate for diversity of thinking I actively challenge 'silo' attitudes and remove barriers to collaboration.</li> <li>➤ I call out the best in others.</li> </ul>
<b>Innovation and continuous improvement</b> 	<ul style="list-style-type: none"> <li>➤ I ensure people feel engaged and able to play their part in the the company strategy and mission</li> <li>➤ I create a culture of innovation, creativity and continuous learning, we are calculated but bold.</li> <li>➤ I act as an ambassador for change, translating change into meaningful and logical steps.</li> </ul>

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