

**EMPWR**

## EMPWR – VP of Supply Chain

**YOUR  
CAREER**

### Position Overview:

Design and lead a site-level supply chain strategy that ensures reliable, efficient, and scalable flow of materials and finished goods in and out of the McMinnville facility. Own all aspects of planning, warehousing, logistics, and inventory as well as Customer Service. Take the lead in the development and implementation of a new large-scale warehouse to future-proof the site's growth ambitions.

### Key Result Areas (KRAs):

#### 1. Warehousing Strategy & Execution

- Take full ownership of warehouse operations (internal and external) in McMinnville
- Lead the project team for design, construction, and implementation of a new large warehouse for the site
- Co-create with the team the warehouse layout, automation, systems, and workforce planning
- Ensure warehousing practices meet safety, food quality, and compliance standards

#### 2. Site Planning & Scheduling

- Lead site-level supply planning processes
- Translate commercial forecasts into executable production and inventory plans
- Ensure schedule adherence while balancing customer service, inventory targets, and operational constraints
- Act as supply chain counterpart to Production, Commercial, and Finance teams

#### 3. Inbound & Outbound Logistics

- Oversee transportation of raw materials and finished goods from/to the site
- Optimize carrier selection, lead times, and cost efficiency
- Ensure compliance with relevant transportation and customs regulations
- Manage relationships with local 3PLs and freight partners for both our branded as well as retail customers

#### 4. Inventory Management

- Maintain healthy inventory levels for both raw materials and finished goods considering the most optimal working capital
- Implement policies and systems to manage safety stock, stock rotation, and traceability
- Drive visibility and accuracy through cycle counts and root cause analysis
- Reduce waste and obsolescence across materials

#### 5. Systems & Continuous Improvement

- Lead implementation and optimization of site-specific tools (WMS, planning modules, transport solutions)
- Identify and execute supply chain improvements that reduce cost and increase reliability

- Develop and track KPIs around service, inventory, and logistics performance
- Ensure data-driven decision-making within the supply chain function

#### **6. Team Leadership & Cross-functional Collaboration**

- Build and manage the site supply chain team (planning, warehouse, logistics)
- Foster strong collaboration with Production, Procurement, Quality, and Commercial teams
- Act as site-level representative in broader corporate supply chain discussions within EMPWR as a Group
- Drive a culture of accountability, safety, and continuous learning

#### **Required competences and experience**

- 5-10 years in a Supply Chain leadership position (Manager, Director, VP, etc.)
- Bachelor's degree in Business or related field required; Master's degree preferred
- Production planning and MRP
- Transportation and logistics management, including 3PL oversight
- Inventory control, traceability, and stock optimization
- ERP systems (e.g. SAP) and data analysis tools (e.g. Excel, Power BI)
- Capital project execution (e.g. warehouse construction) is a plus
- Warehouse design, automation, and WMS implementation is a plus

<https://www.empwrnutrition.com/>