



Pelco, Inc.
625 W. Alluvial Ave.
Fresno, CA 93711

Tel. +1 559-292-1981
www.pelco.com

Supply Chain Distribution and Execution Manager –Fresno, CA - United States

[Pelco, Inc.](http://www.pelco.com) is a Motorola Solutions Company and a global leader in the design, development, and manufacture of predictive video security solutions, including video surveillance cameras, video management and recording systems, security software, and aligned services.

As the single source for video, security management, and intelligence solutions, Pelco is committed to delivering a broad range of high-quality products and systems that make the world a safer place. Across a wide span of industries, loyal customers and partners turn to us as an end-to-end provider of video technology that is designed to propel faster deployments, higher levels of system resilience, and a lower total cost of ownership.

For more than 63 years, Pelco's foundation has been built on developing close relationships with our customers and partners. Service has always been a part of our culture, and we continue to position ourselves as a trusted source for customer-centric leadership across the security industry.

At Pelco, you can be on the forefront of technology and make a difference in people's lives. We work with some of the best people in tech, in a dynamic, collaborative environment, and at a company that helps make the world we live in a safer place. We're always interested in hiring intelligent, adventurous people.

Position Description

The Supply Chain Distribution and Execution Manager is responsible for managing and improving the performance of supply chain, planning, inventory and distribution management of finished goods to provide a world-class customer experience while managing inventory and costs.

The position oversees and guides the sales, inventory, and operations planning (SIOP) process for the business. He/she manages cross-functionally, influencing other leaders including, suppliers, order management, distribution operations, project and product management, and sales. They are responsible for managing the purchased finished goods supply management, service and repair parts ordering, distribution and logistics coordination, and special modification request (SMR) ordering functions and, is accountable for development and implementation of operational plans to achieve strategic directions of minimizing investment while achieving optimal customer product availability service levels.

The ideal candidate is experienced and knowledgeable in end-to-end supply chain management, to include planning, forecasting and execution, with some global purchasing experience (or knowledge). He/she has solid experience in risk mitigation and change management and implementing sustainable improvements to eliminate waste, drive efficiency and improved customer experience. As well, he/she

successfully lead a team (or teams) in a fast-paced environment. The position reports to VP Operations and is in Fresno, California.

Essential functions

- Continually improve customer experience through reduced lead times and on-time delivery.
- Manage costs by improving healthy stock levels, reducing non-value-added tasks, and employing technology to improve productivity.
- Involved with PELCO sales and marketing teams to align the purchasing strategy and the business' go-to-market strategy, ensuring the right level of inventory and service globally.
- Supports all efforts for driving year-over-year (YoY) material productivity gains to foster gross margin improvements.
- Balance objectives by performing trade-off analyses.
- Partner with other functions to ensure the business balances priorities and understands the overall impact to the supply chain and the business during trade-off analyses.
- Anticipate and assess business changes and how they will impact the supply chain.
- Develop the key strategies and tactics to improve performance and address key business changes impacting supply chain.
- Manage large and sometimes unstable backlogs.
- Set the priorities for the supply chain team.
- Coach and develop the supply chain team to improve customer experience by identifying opportunities, developing plans, and executing the actions.
- Coach and develop the team to create pragmatic solutions that permanently address areas of opportunity.
- Resolve escalated issues that inhibit on-time delivery or best possible lead times.
- Manage the monthly SIOP process and keep the SIOP process relevant.
- Guide the SIOP process to focus on profitability by performing trade-off analyses.
- Collaborate as key business partner with PELCO's sales and distribution execution teams, focusing on driving improvements in customer service, optimizing inventory and creating a better experience for the customer.
- Collaborate with key stakeholder and business partner groups.
- Develop a high-performance culture by holding the team accountable to meeting objectives.
- Support team in resolving issues with suppliers and challenging suppliers to improve performance.
- Ensures team's continuous skills development, eliminating knowledge and performance gaps through training and coaching.

Minimum Qualifications

- Have 5-10 years' progressive experience in Supply Chain planning.
- Have solid experience in material management and procurement.
- Hands-on and relevant experience managing end-to-end supply chain management, to include planning, forecasting and execution.

- Can get into and review details to determine cause and effect.
- Comfortable working for a mid-cap company where you are, in addition to leading, also 'hands-on and working in the details.
- Have a proven track record and methodology for achieving results.
- Have experience in customer quality and delivery excellence.
- Have experience leading a team, or teams.
- Have solid analytical and decision-making skills.
- Have a good knowledge and understanding of international trade, transportation and warehousing.
- Are PC software literate, at an advanced level, specifically in excel.
- Have a passion for supporting customers in a technical environment.
- Speak, read and write English fluently (required).
- Have excellent written and verbal communication skills.

Desireable Qualifications

- Possess a bachelor's degree in Supply Chain, Business, Finance, Statistics, or a similar degree.
- Have experience working with NetSuite and/or SAP
- Some experience/knowledge in global purchasing, a plus.
- Familiarity or experience working in a manufacturing environment

It is the policy of Pelco, Inc., to provide equal employment and advancement opportunities in the areas of recruiting, hiring, training, transferring, and promoting all qualified individuals regardless of race, religion, color, gender, disability, national origin, ancestry, age, military status, sexual orientation, marital status, or any other legally protected characteristic or conduct.

Pelco Inc. does not accept resumes from search firms, and is not responsible for fees related to such.