

RENEWAL BY ANDERSEN

SENIOR DIRECTOR OF OPERATIONS (SUPPLY CHAIN AND LOGISTICS)

POSITION PURPOSE

You will be an integral part of our RbA Business Team & within our Enterprise Operations community; providing strategic and tactical leadership to drive overall performance goals and objectives to support the business growth strategy. You will have site responsibilities for our Cottage Grove, MN campus and will provide leadership, both solid and dotted relationships, across manufacturing, logistics, engineering, maintenance, and supply chain. You will be an integral part of partnering with our retail partners to ensure customer demands are met with great quality and reliability, both now and into the future. Do you like driving results? In this role you will drive KPI's for optimal results for safety, quality, delivery, cost and growth through strategic plan execution, continuous improvement, communication and leadership.

POSITION RESPONSIBILITIES →

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| Build & drive a culture of operational excellence that is built on standardized systems, built in quality, engagement, metric visibility & accountability, and overall process and system capabilities in line with lean manufacturing philosophies. Focus on safety, continuous improvement, waste elimination and root cause problem solving that drives the optimization of our customer experience with a focus on world class levels of quality and delivery, asset utilization, operational profit, and business growth. | 25% |
| Attract, recruit, develop, and retain a strong diverse operations team. Develop staff and leaders into world class business owners. Advocate and inspire diversity, performance management, and succession planning to develop and retain our future leaders. Analyze and creates employee engagement initiatives while exceeding operational expectations. | 25% |
| Effectively develop, implement and scale new capacity, products & services that enable the continued rapid growth in revenue and profitability for the enterprise and deliver a world class customer experience to our retail network and homeowners. Enhance internal technology platforms and solutions that optimize our end-to-end supply chain performance and transparency and enable us to scale our Cottage Grove campus by nearly 40% in the next 3 years while launching our second manufacturing campus in Locust Grove, GA. | 20% |
| Deliver performance at or better than plan across safety, quality, delivery, production plans, cost savings, and adherence to a >\$100M operating budget while ramping and scaling the site operations. Be highly visible to associates and create a safety and inclusive environment for participation. Promote an active, hands on lean tiered management approach for problem solving & leverages a structured approach to problem solving that fosters engagement, creativity, & bias for action. | 20% |

Leverage our multi-facility & multi-distribution model within the Andersen Enterprise to develop strategies, products, services, and implementation timelines that enables the delivery of high-quality products, on time, at a competitive cost structure across multiple product lines and divisions.

10%

DIRECTION OF OTHERS →

Provides leadership and direction, through direct or dotted reporting structures, to Value Stream Managers, Supply Chain Manager, Engineering Manager, Maintenance Manager, Logistics Manager, HR Manager, IT Manager, OPD Manager, and Quality Manager

MINIMUM QUALIFICATION, SKILL AND/OR COMPETENCY REQUIREMENTS →

Minimum of 10+ years of directly related experience

Minimum of a four-year degree in business, manufacturing, engineering or equivalent experience

Knowledge of Operations, Engineering, Quality, Logistics, & Supply Chain Management

Experienced in leading and optimizing the end-to-end supply chain within a direct retail market

Knowledge and experience working within a World Class Net Promoter Score environment.

Demonstrated knowledge of application of Lean principles

Prior demonstrated experience leading rapid growth areas within manufacturing.

5+ yrs of progressive experience managing & leading a diverse operational team w/multiple layers and cross functionality. Experience w/engagement and retention initiatives.

Excellent written and verbal communication skills

Business acumen & knowledge in budgeting, cost accounting, Plan / Source / Make / Deliver analysis, & strategic planning

This job description is intended to convey the general nature and scope of the position and not to be construed as an exhaustive list of all responsibilities, duties and skills required. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.

Cultura Solutions is a strategic retained recruiting partner headquartered in Minneapolis, MN. Thank you for considering this opportunity with our premier client, Renewal by Andersen. If you have any questions about RbA, this particular opportunity, or Cultura Solutions, please reach out to Michael Tebon (Principal Delivery Manager) at 952-288-3854 or mtebon@cultura-solutions.com



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