

**Position Profile:** The Demand Planner will develop and maintain an item-level demand plan using statistical tools, intelligence gathering and internal/external collaboration (sales, marketing, finance, retailer replenishment data, and other sources). The Demand Planner tracks performance and provide analysis of actual versus demand plan and work closely with the brand and sales teams to identify trends and refine the demand plan. Primary responsibilities will include participating as a leader in establishing a S&OP process and as a key contributor in external facing / key account monthly demand planning meetings.

**Work Responsibilities:**

- Prepare product demand forecasts for product lines and customers using statistical forecasting methods.
- Prepare and maintain a rolling 12-month forecast by SKU that is a combination of the extended forecast for all active / inactive items (in transition) and input from Design & Innovation, Brand Leaders, and Channel Leaders.
- Develop the aggregate demand plan and support assumptions of product lines for the monthly sales and operations planning process.
- Lead and coordinate the monthly Sales & Operations Planning process with the Brand and Channel Leaders in support of a review with the Executive Leadership Team.
- Ensure forecasting accuracy between any 3<sup>rd</sup> party forecasting modules and the CURiO ERP system.
- Measure and report forecast accuracy at customer, channel, and product levels.
- Monitor, analyze, and report sales data to the sales and marketing departments as well as customers.
- Provide input to the Supply Planning organization in developing inventory strategies on existing items, new products, and product phase-outs.
- Closely coordinate and communicate customer action plans with supply planning.
- Provide analysis and support for SKU rationalization. Manage the integration of information between various systems as well as ensure that new product and discontinued product are added or removed from the system.
- Build strong business relationships with customers, sales partners, and internal sales and marketing staffs.
- Drive continuous improvement of the planning process, including planning tools and methods.
- Be the day-to-day point of contact for the operations and sales teams to help manage change and balance supply and demand to achieve the optimal balance of customer responsiveness and supply stability.
- Assist in the resolution of issues involving order promising, deviations to planned inventory levels, establishment and utilization of safety stock, and customer delivery difficulties.
- Participate in the development and evaluation of what-if simulations to resolve demand/supply imbalances

**Minimum Qualifications**

- Bachelor's Degree or equivalent experience
- Three years of experience in a forecasting or planning-related field
- APICS or IBF Certification

**Computer and/or software qualifications:**

- Intermediate level of proficiency in Microsoft Word, Outlook
- Advanced level of proficiency in Microsoft Excel
- Experience working in an enterprise level, database design software (ERP)

**Core Competencies:**

- Skill in developing and applying forecasting methods.
- Ability to speak candidly at all levels about tough issues facing the organization.
- Strong individual leadership skills.
- Highly collaborative with internal and external stakeholders and partners.
- Ability to lead and participate in cross functional teams.
- Able to maintain effectiveness in a new and changing environment.

- Skill in using analytical software tools, data analysis methods, and other computer applications.
- Ability to combine pieces of information to form general rules or conclusions (includes finding a relationship among seemingly unrelated events).
- Ability to quickly make sense of, combine, and organize information into meaningful patterns.
- Ability to demonstrate flexible and efficient time management and to appropriately prioritize workload based upon organization or departmental needs.
- Accountable to established deadlines and comfortable working in a high-pressure environment with competing demands.
- Ability to plan, assign, and/or supervise the work of others.

**Preferred Qualifications:**

- Experience forecasting in a consumer goods environment.
- Experience in a manufacturing environment is a plus.

**Travel Requirement:** less than 5%

*\*\* Note: This job description does not restrict CURiO's right to assign or reassign duties or responsibilities to this job at any time. This document does not create an employment contract, implied or otherwise. It does not alter the "at will" employment relationship between the company and the employee.*