

Carhartt is the original workwear brand from the US that has been creating high quality work wear since 1889 to serve and protect hardworking people. Our products are robust and excel in durability, comfort, functionality, fit and styling. Craftsmen appreciate our products and have been fan of this legendary American brand for many years. Our clothing can be used for many (professional, craft and outdoor) activities and can be worn during and after work.

For our Demand & Supply team at Carhartt EMEA/PAC, we are now looking for a new team member:

Demand & Supply Planner

The Demand & Supply Planning team handles the entire process of demand & supply planning and purchasing of product assortments. The Demand & Supply Planner develops and manages seasonal demand plans based on merchandising line plans, continuously aligning with cross-functional partners to review and assess incoming (sales and customer) data, market updates and trends.

This input will enable the Demand & Supply Planner to maximize sales opportunities, while minimizing potential risks to sales plans and capacity/inventory restrains in cooperation with sales, merchandising and inventory stakeholders. PURCHASING

This role closely collaborates with the (Sr.) Demand & Supply Planner, the Inventory Coordinator and the Merchandising team and forges strong cross-functional partnerships with the Sales and Customer Operations teams as well as with the US planning team. This role acts as back-up for team members in case of absence

Some of your duties and responsibilities will be:

- Execution of appropriate demand & supply planning methodologies and use of systems.
- Create and maintain production planning master data in SAP and planning analytics.
- Contribute to the demand & supply planning team success by understanding the business needs and identify how best to meet those needs, providing suggested solutions and challenging the status quo.
- Understand and execute the business processes, practices and procedures of the planning team (integrated with system functionalities). Leading to profitable outcomes, integrated with the key GTM milestones and planning cycle activities.
- Collaborate with Sr. Demand & Supply Planner, Sr. Merchandise Planner, EMEA master data team (IT), US planning team to review, assess and create meaningful data and exception reporting.
- Ensures adherence to timelines, use of appropriate data and decisions around planning tools.

Demand Planning / Business intelligence: forecast planning

- Execute Demand Plan (seasonal forecast plan) based online plan by the Sr. Merchandise Planner, to ensure forecast accuracy and meeting actual targets. Demand Plan includes.

- Customer demand, historical analysis (and statistical projections), sales scenarios, country forecasts and (key) account plans as appropriate.
- Track & monitor Demand Plan against bookings by order deadline on a regular basis and identify/indicate action points towards inventory performance.

Demand Planning / Business intelligence; collection of data and trends

- Collaborate and align with the Merchandise team and the Sales Teams, to develop and review in-season and future season demand forecasts to align with business review activities; base trend analysis on market growth, (key) account by growth, marketing (campaign) plans, customer bookings and sell-through, category and style cancellation rates.
- Analyze sales data including inventory and turn data to communicate opportunities to drive additional sales, reviewing sell-through percentages along with communicating any potential risks to current sales plans.
- Provide weekly re-caps with sales teams and other cross-functional partners, highlighting opportunities for the current month's forecast and projections of how current months' trends could impact forecasts.

Demand Planning / In-season planning

- Perform style, color and size analysis on a regular basis, to understand current trends in relation to original sales plans and related buys. Share and discuss results with Sales (style/color) and Merchandising (style/color/size), to maximize top-line sales while minimizing risk.
- Understand receipt flow and capacity constraints.
- Accurately assess financial risk associated with unproductive inventory and closeouts. Perform in-season discounting analysis to support exit strategies and related timing and execution.

Demand Planning / Cross-functional alignment and communication & continuous process improvement

- Create strong cross-functional partnerships with all cross-functional partners: Merchandise Planning, Sales, Finance, Marketing and US Planning.
- Collaborate with these cross-functional partners to resolve opportunities as they arise. Take a proactive approach to identifying potential roadblocks and seek out solutions in a timely manner.
- By communicating with the Merchandise Planner and Merchandising team and all appropriate teams and levels within the organization, recognize and raise issues or opportunities in a timely manner.
- Share and explain (demand) planning reports to stakeholders, providing information for supply planning, financial planning, merchandising, etc.
- Be an active part of process improvement efforts and projects within cross-functional partnerships. Take ownership for process improvement sub-activities.
- Actively share and transfer acquired process knowledge and expertise to all cross-functional partners.
- Develop relationships with process stakeholders (business) to influence improvements and ensure alignment of process improvement efforts.

Purchase Planning

The Demand & Supply Planner is responsible for the following activities:

- Purchase planning for Carhartt product assortments
 - Importing data into planning tool(s)
 - Interpreting planning tool to create a Year Plan
 - Make considered choice of vendor(s) for relevant products, based on minimums/country of origin/price/duties
 - Reconciliation of the Year Plan with the US planning teams (quantities)
 - Reconciliation of possible issues with the EMEA Merchandising team and/or Marketing team (quantities)
- Purchasing of Carhartt product assortments (with focus on apparel):
 - Issuing Purchase Orders with multiple / relevant vendors
 - Updating production dates, arrival dates and US purchase order identification of purchased products
 - Updating production dates and arrival dates based on vendor intelligence
 - Purchasing for direct shipments.
- Collaboration with other teams:
 - Inform Customer Operations teams on changed arrival dates of products
 - Discuss additional customer needs with sales teams and eCommerce team upon request
 - Oversee cooperation with the Marketing team on retail fixtures planning and special collaborations (capsule assortment)
 - Informing the master data team (IT) on import duties of products via multiple vendors

What do you bring to the table?

- Bachelor in logistics or supply chain management related study.
- At least 3 years working experience in a relevant business environment with similar and/or related tasks and responsibilities.
- Demonstrates in-depth knowledge of (apparel) planning & brand strategy processes.
- Strong analytical skills to translate sales data, consumer needs & research into key insights for demand & supply planning.
- Overall knowledge of operations and logistics is an advantage.
- Quick learner with ability to work in a multi-disciplinary company / team environment.
- Proficient in ERP and planning systems, TIA A3, MS Office (Excel skills), SAP.
- Multi-lingual abilities: business level English is mandatory, proficient knowledge of other languages an advantage.
- Excellent written and oral communication skills with the proven ability to communicate with all levels within an organization.
- Excellent organizational skills with demonstrated ability to prioritize workload and attention to detail.

What do we have to offer?

Carhartt is a family-owned company for 135 years now and stands for transparency, honesty, authenticity, and respect. The Carhartt EMEA/PAC team currently consists of around 70 associates. We offer a 37-hour week, a hybrid way of working, a strong employee benefits package, 25 leave days per year. We supply you with home office equipment in case you would like to work from home for part of the workweek. Finally; we have a great EMEA team that you will join in our beautiful office in Amsterdam-Oost!

Application process

We will (only) contact candidates with a suitable background (see entry requirements) and potential match for this role who live in the greater Amsterdam area. Please apply with your CV (Resume) and motivational letter. The first interview will be online (via Teams), the second interview will take place at our office.

Interested? We would like to hear from you!

Please apply by sharing your CV and motivation via this platform or directly to: emea-recruitment@carhartt.com