



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

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

Jr. Merchandise Planner

The Jr. Merchandise Planner supports the development and execution of seasonal assortment and style Color Count plans for assigned categories, ensuring alignment with financial targets for revenue, margin, productivity, and average inventory. The Jr. Merchandise Planner works closely with peers, the Sr. Merchandise Planner, and cross-functional teams such as eCommerce and Demand Planning, to translate sales budgets into actionable plans, monitor in-season performance, and contribute to continuous process improvement.

Some of your duties and responsibilities will be:

Pre-Season Planning & Forecasting

- Assist in developing seasonal Style Color Count plans and product forecasts in collaboration with the Sr. Merchandise Planner and Merchandising team.
- Translate sales budgets and plans into Style Color Count document that feeds into the seasonal line plan.
- Contribute to hindsight analysis by gathering historical data and identifying trends to inform future strategies.
- Support the pre-season plan review process by preparing category-level roll-ups and performance summaries.
- Contribute the Preset (pre-season) forecast process in co-operation with the Merchandising team, IT team and Sales to provide forecast feedback.
- Update planning and forecast system A3 planning tool.
- Collaborate with Finance, IT, and Merchandising team to support both seasonal and ongoing pricing processes, ensuring a seamless and efficient Go-To-Market execution for Carhartt EMEA selling prices.

In-Season Analysis & Performance Management

- Monitor monthly product performance and trends against forecasts and prior year data.
- Prepare reports and summaries for Merchandise business updates and collaborate with Merchandising team members on finalizing and distributing the Monthly Merchandise business update doc.
- Identify inventory risks and opportunities and support the development of solutions.
- Review receipt flow and capacity constraints to optimize inventory and meet corporate turnover goals.
- Participate in monthly meetings to address sales risks and collaborate on resolutions.

Business Intelligence & Strategic Insights

- Collect and analyze market data and trends to support category planning and forecasting.
- Participate in category roll-ups and product performance review meetings (PPR), providing insights aligned with company goals.
- Understand global trends and cross-category influences (e.g., marketing campaigns) that impact forecasts.

Cross-Functional Collaboration

- Build relationships with Sales, eCommerce, Finance, IT and Demand Planning teams.
- Support communication and coordination across departments to ensure smooth Go-To-Market execution.
- Collaborate with cross-functional partners to proactively resolve issues and identify roadblocks.

Process & Continuous Improvement

- Actively involved in the Merchandise Planning process and calendar, ensuring adherence to best practices and timelines.
- Contribute to process documentation and improvement initiatives.
- Assist in organizing workshops and support sharing learnings across teams.

What do you bring to the table?

- Bachelor's degree in related field and/or equivalent work experience.
- Minimum 2-3 years of experience in merchandise/retail planning related role in the apparel industry.
- Specific experience in planning and allocation environment is desirable.
- Quick learner with ability to work in a team environment.
- Strong experience in Excel (e.g., working with formulas, pivot tables).
- Good analytical and numerical skills with strong attention to detail.
- Excellent written and oral communication skills with the proven ability to communicate at all levels.
- Strong organizational skills with demonstrated ability to prioritize workload and attention to detail.
- Excellent English verbal and written communication skills are required; English is our business language.

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 80 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 (hybrid) workweek. Finally, we have a great EMEA team that we would like you to join in our beautiful office in Amsterdam-Oost!

Employee Benefits:

Salary range for this role: € 3.400 - € 3.750 gross per month

We offer a performance-based bonus, non-guaranteed, based on (global) company/team/individual annual goals. We start with a 7-month contract, followed by a 1-year contract.

We do not offer sponsorship for this role.



Please note that we are Carhartt workwear and not Carhartt Work in Progress, which is a different company and not part of the original Carhartt brand.

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 via LinkedIn. The first interview will take place first half of November, online (via Teams), the second interview will take place at our office in Amsterdam.

Interested? We would like to hear from you!