

# TOUGHER™

## **Planning Manager Role**

Tougher™ is a women's brand focused on designing the best fitting and innovative workwear for women in skilled trades. There are plenty of heritage brands out there happy with the status quo, we believe in bringing our consumer the future in durable, functional apparel.

Headquartered in Corvallis, OR, we come to work to help women "deliver their best in the field and on the job, everyday."

Tougher's first work pant was released in 2018 and is a new business in its critical "launch" phase.

## **Success Profile for the Tougher Planning Manager**

We're looking for a motivated individual to help us build and manage key elements of the Tougher™ planning process.

### Process Span:

Demand planning, inventory planning and supply base management.

### Key deliverables:

1. A consensus-based demand process and rolling 18-month demand plan by style, color and size.
2. An inventory planning process and inventory plan that will support the demand plan / sales goals and achieve the customer / consumer service targets while balancing the inventory investment requirements.
3. A partnership based supply management process and supplier relations that will deliver high quality product and support the service goals of the business.

### What You'll Do - Work Flow Description:

The planning manager will play a key role in the ramp up of the Tougher™ business by developing and implementing a basic demand, inventory and supplier management process for the business.

#### Demand Planning:

The key output of the demand plan is a consensus based plan, on a rolling 18-month basis, at the product style, color and size level.

The current / initial system of record will be Excel / Numbers spreadsheet based. In the initial phases of planning the demand, a top level and basic demand planning process will need to be developed in conjunction with the CEO and advisory board team. Along with developing the

process, the key output of this role will be to develop and manage on a continuously improved rolling 18-month demand plan.

#### Inventory Planning:

The key output of the inventory plan is a rolling 18 month inventory at the style, color and size level, based on A, B, C inventory strategies. The inventory plan will inform 2 key process: 1) time based volumes of product to be sourced (procured) from the supply base and 2) the investment needed to fund that supply.

#### Supply Base Management:

The key output of the supply management process will be supplier relationships that will facilitate the delivery of high quality and on time deliveries of Tougher™ product based on a “smoothed” and rolling 18 month production plan. The span of this process will be from the development of the production plan through to delivery of product to a 3rd party warehouse facility. Working with the supply base, the planning manager will deliver the production contracts and work with the supply base to maintain up to date delivery status of production.

#### To be successful, we are looking for an individual that has:

- 2-3 years of planning experience (apparel industry is strongly desired but not mandatory).
- Skilled in the Excel / Numbers spreadsheet system or similar data based systems.
- Understanding of the correlation between demand and inventory planning and service levels.
- Demonstrated collaboration and communication skills.
- Ability to work in a fast evolving business environment, ability to work in and make decisions in an “ambiguous” business environment along with a desire to get in on the ground floor of newly developing business.
- A healthy balance of analytical skills coupled with creative thinking and self-motivation.
- Energy and enthusiasm to build a brand-new program from the ground up, drive its growth, and continuously improve process.
- Vigorous attention to detail
- Strong verbal and written communication skills
- Proven self-starter with the ability to juggle priorities and manage expectations
- 2/4 year degree is desired in business and / or business administration, but not mandatory.

Please send an email of interest to Stacey Gose at [stacey@tougher.com](mailto:stacey@tougher.com) with resume.