



Title: Director of Production

Position: Full-Time-Flex

Location: Los Angeles and San Carlos, CA and Portland, OR / Flex

Start Date: Currently Open

Destira is looking for an experienced Director of Production to lead the development and manufacturing of all Destira apparel.

Destira will depend on you to support sourcing strategy and innovation, manufacturing quality and capacity planning, and cost of goods budget and inventory investments to support business growth. You will be the leader of cross-functional collaboration and output across internal production and design teams, and all external manufacturing partners.

You should be passionate about garment construction and networked and experienced with athletic wear, sportswear and/or knits/swimwear manufacturing. This is a unique opportunity to lead and build a brand. Destira needs a confident, experienced, production leader to partner with Destira owners, as Destira's founder (and production lead) transitions out of the day-to-day operations of the business. You will lead existing team to build, expand, innovate and standardize Destira's production capacity and quality to support Destira's mission to be the leader in high quality, design-forward, gymnastics apparel.

Who is Destira?

Destira empowers and inspires athletes by making perfect-fitting, trend-setting apparel for the gymnastics industry. We want our customers to have fashions that are fun and satisfy any desire or need, from style to color to trend. We partner with 1,000+ gymnastics clubs across the country, supporting the apparel needs of their pro-shops, teams, and groups. Destira sells direct to consumer online on Destira.com and is active in the gymnastics community through Instagram, Facebook and our blog.

We have offices in San Carlos and Los Angeles, CA, and Portland, OR. Time will be spent between three locations.

Responsibilities include but not limited to:

- *Pre-Production*
 - Lead, manage and nurture existing and new factory relationships
 - Develop contracts and establish new factory partnerships to support growth
 - Cost negotiations for all existing and new styles
- *Production*
 - Oversee QA of every garment and corrective actions taken to solve and fix forward.
 - Responsible for reconciled, accurate, on timely payment for all factory partners
 - Research, recommend, and implement new production management systems, tools and processes to drive efficiencies and cost savings to the bottom line.

- *Inventory and Budget*
 - Manage to gm% to plan. Advise alternative solutions to any designs out of budget.
 - Manage and report on unit and cost receipt roll-up actual to planned budget.
 - Partner with owner team to forecast open-to-buy or overage to plan, and deliver recommendations to stay on track within budget.
 - Ensure all AUCs and COGs roll-ups are managed to budget.
- *Cross Functional Leadership and Communications*
 - Partner with pre-production/design team on new product development, pattern development, and fabric and trim innovation, marking and grading, fit and quality testing and sample production.
 - Partner with production to oversee procurement of all trims, labels, fabrics, embellishments for bulk production. Keep all tracking spreadsheets current. Ensure bulk production meets all design details, tech pack requirements and contracted garment quality.
 - Partner with sales, inventory management and merchandising to ensure the right product, is delivered at the right time, to the right place to maximize revenue with the most profitable inventory turns within investments budget.
 - Communicate with design and marketing team to ensure sample accuracy and on time delivery for all photoshoots

Requirements / Core Competencies:

- Builds and Leads Effective Teams:
 - Experienced production leader: Supervise and evaluate performance of production team
 - Teamwork: Liaise with other managers to formulate objectives and understand requirements
 - Outstanding communication ability
- 10+ year's professional experience with athletic wear and/or swimwear manufacturing
 - Knowledge and experienced building production strategy, and implementing systems, standard operating procedures and tools needed
 - Strong negotiation skills: Responsible for maximizing margins and profitability
 - Established factory relationships and network: Experience manufacturing in Los Angeles required - and experience abroad a plus.
 - Strategic Agility: Build systems and scale operations, while maintaining Destira's high quality standards and meeting gm% targets.
 - Quality Focus: Ensure output meets quality standards
- Results Driven:
 - Accountable for all actions. Learns from mistakes for constant improvement.
 - Solution oriented.
 - Partner with management team on strategy, marketing, and finance
 - Experience in reporting on key production metrics
 - Experience managing and budgeting to on-orders and open-to-buys and chase production based on business needs to maximize profitability.
 - Proficient and MS Office and ERP software
 - Operational expertise. Optimizes processes for maximum and predictable output.
- Entrepreneurial:
 - Flexible, detail-oriented, multi-tasker

- Thrives in fast paced company, and must be able to maintain a calm and pleasant demeanor
- Strong decision-making skills and a results-driven approach
- Energized by deadlines and complex deliverable matrix, and goal oriented

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Destira Benefits:

- Family friendly atmosphere and culture. Owner team are mom's with young kids and we want every team member to put the family first and have the opportunity to express themselves and their needs every day at work. We strive to build a team of hardworking, smart and talented members, who finds fulfillment and flexibility to maximize business contribution and life fulfillment.
- Destira is committed to maintaining a motivated, positive work environment full of people who live our core values, take pride in working for a company that has a clear vision and provides clear benefits to both clients and employees. Family First. Fun. Share the Love. Dream Big. Do the Right Thing. Be You.
- Work in partnership with, and report directly to Destira owner team.
- Flex schedule and location; collaboratively determined based on personal and business needs. Frequent travel between Bay Area, Portland and Los Angeles offices and facilities

We offer:

- Salaried base and growth bonus
- Health benefits and 401K plan
- Company paid training and on-going professional development
- Fast-paced team environment
- Business travel opportunities