Raw Material Manager

Product Development Team - FT

Who We Are:
Saalt empowers people to care for their periods in a healthy and sustainable way. We do this by creating high-performance products and stigma-breaking branding that engage customers and communities, pioneering the way to bring sustainable, clean period care to the mainstream consumer. Saalt invests in women and communities across the globe through period care donations, and by funding scholarships and life skills training to change generations.

As a certified B Corp, we strive to be the change we seek in the world, conduct business knowing that people and planet matter and aspire to use business as a force for good to benefit all. We create modern reusable period care without the toxins, the chemicals, and the wrappers you throw away every month. We commit to do more with less, make deliberate choices about our bodies, and believe everyone should know what their cervix is.

Our growing team is based in beautiful Boise, Idaho. www.saalt.com

The Challenge:
We're looking for someone to lead Raw Materials for Saalt. You will be a driving force in the future direction of the company and create life-altering products. You must be self-motivated and bring vision and experience to quickly build out new product lines, improve and expand our supply chain and manage new product launches and innovation, literally, from concept to market! We have developed a reputation for making the best reusable period care on the planet, and your role will be to expand this offering without sacrificing quality or affordability. The position offers tremendous opportunity for creative direction and professional growth. The ideal candidate is obsessed with processes and organization, a serial problem solver, and a rockstar communicator.

Saalt is looking for a Full-Time Raw Material Manager to oversee existing projects and bring to market new products in our category. Saalt is already a leader in reusable period care and working on building a full suite of products that provide reusable and sustainable solutions to managing menstrual cycles. You will be responsible for all phases of R&D including innovation, maintaining current materials, testing, supply chain organization, manufacturing specifications and FDA compliance. This position will contribute tremendously to providing customers with the best personal care options available on the market and keeping Saalt at the highest standard of period care. If you enjoy working in a fast-paced environment and enjoy problem-solving and creating meaningful physical products that can change people's lives, this job is for you.

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What You’ll Do:

Innovation
- Lead trend and customer research to identify white space product opportunities and key characteristics for new products.
- Lead and manage innovation from ideation through production.
- Find and onboard new suppliers; build out supplier matrix and scorecard system.
- Source new raw materials with both new and existing supplier base. Develop high performance fabrics to meet design specifications.
- Create concept/trend boards/binders for presentations to leadership team.
- Collaborate with cross functional team to align on brand direction and needs.

Testing
- Create raw material testing standards and ensure these are met for new and existing fabrics.
- Create process for bulk seasonal testing and track approvals for all raw materials.
- Ensure full testing is completed on new raw materials before bulk booking.
- Work to resolve potential manufacturing issues prior to development of style to ensure quality execution in bulk.
- Create and manage a process for development and bulk raw materials failures.

Department Management
- Oversee seasonal WIP; track necessary submits such as lab dips etc.
- Build and maintain raw material library through FIS sheets and active mill follow-up.
- Pre-position sample yardage based on allocation: proto yardage, colored yardage.
- Assist in building the seasonal calendar and T&A as it relates to bulk materials booking.
- Strategize to optimize lead times and cost savings, negotiate for most competitive prices.
- Build counter sourcing standards and initiate as required.
- Ability to take control and work through complex issues with mill base (test failures, print execution etc.)
- Meet or exceed launch deadlines while maintaining costing targets.
- Collaborate with technical design to develop appropriate garments specs based on fabric specs.
- Supervise RM sourcing and manage mill/supplier partnerships and communications.
- Manage and grow the RM team to build capacity to launch multiple seasonal collections yearly.
- Attend fittings, review garments for fit accuracy as it relates to raw materials; input on grading.
- Accountable for helping come up with process improvements, scaling the business and seeking opportunities to positively affect the brand.
- Partner with PD on product testing as it relates to raw materials.
- Communicate with suppliers and work to maintain strong relationships, improve efficiency, decrease COGS and improve manufacturing turn times.
- Maintain raw material library and ensure techpacks have accurate information
- Input on legal requirements for garment labeling as it relates to raw materials.
- Occasional travel required

What You’ll Need to Succeed:

Technical:
- 8+ years experience in raw materials; specific knowledge of women’s intimates
- Experience and passion for sustainable raw materials
- Ability to work independently within a fast-paced environment
- Ability to track comments and stay organized across multiple communication platforms
- Ability to manage multiple projects, teams and 3rd party partners & stay organized and on time
• Use rigorous logic methodology to solve difficult problems with effective solutions, probe all possibilities
• Excellent written and verbal communication skills
• Slack
• Excel
• PLM
• Gmail

Experience and Competencies:
• Dealing with Ambiguity
• Problem Solving
• Decision Quality
• Integrity and Trust
• Organizing
• Planning
• Process Management
• Time Management
• Written Communications

Compensation:
Competitive salary, benefits, and profit-sharing.

Perks:
Flexible Work Schedule - Hours flex between 7 am-6 pm, M-F
Team Events
Casual Dress Code
Flexible PTO
Health Insurance
Dental/Vision/Hearing/Life
In-house Preschool
Wellness Bucks

At Saalt, we immerse our team in an exceptional work environment with opportunities to learn and grow. You will be surrounded by colleagues who are committed to ensuring your success. If you are looking to make an impact on the world, Saalt is the place for you.