



Director Supply Chain

Polycorp Ltd. is a privately owned, ISO 9001, industry leader in the design and manufacture of engineered polymer products for a global customer base in Mining, Rail, Protective Linings, and more recently polyurethane products.

Polycorp is an 11 year award winning Canada's Best Managed Platinum Member Company, and the winner of Grant Thornton's Private Business Growth Award, recognizing the best Canadian owned and managed company in Canada. Please visit www.poly-corp.com for more information.

Based in Elora, Ontario, Polycorp offers employees competitive compensation, excellent benefits and a collaborative team environment. The Company is less than a 30 minute drive from Guelph or Kitchener-Waterloo.

Our Company's success is driven by our dynamic, highly skilled, award winning, and innovative management team, supported by our non-unionized, dedicated employee base of 240 in Elora, complemented by over 30 international agents. 80% of sales are exported globally.

Director Supply Chain Position Summary:

The Director Supply Chain will possess the ability to communicate effectively across all levels of the organization and thrive in a fast-moving, dynamic environment. Solid judgement, strong decision-making skills with a keen eye for detail are also key attributes required to lead Supply Chain activities to world class levels for Polycorp's niche custom products. The ability to scale between strategy and detailed execution are required, in addition to the ability to multitask. Reporting to the President & CEO, this is an opportunity to utilize your strong leadership skills, provide exceptional customer service, and manage everyday growth.

Job duties /responsibilities:

- Managing and lead all Supply Chain activities, Purchasing/Scheduling/Logistics, for custom short run, engineered to order products.
- Developing and implementing Supply Chain strategies, managing daily Supply Chain activities, including managing Purchasing, Shipping/Receiving, Planning and Logistics
- Work with stakeholders to develop forecasts; determine quantities needed, the timing of future delivery requirements and to ensure that all procured items and services meet the required quality standards and technical specifications
- Effectively negotiate terms, to ensure best quality and cost outcomes
- Work with suppliers and customers in different time zones which may require alternate work hours
- Develop and implement strategies towards meeting objectives respective to:
 - effective management of material planning, purchasing, shipping/receiving, and material handling both internal and for outsourced fabrication
 - ensure co-ordination between production schedules and shipping schedules to meet customers demanding requirements



- Organize material requirements to:
 - actively manage and optimize inventory and supplies ensuring that supply of material is at targeted levels and inventory turns
 - monitor and manage supplier performance as to specifications, delivery, service, and cost
 - control work-in-process and finished goods inventory
- Identify, track and report on key performance indicators to reduce expenses and improve departmental effectiveness
- Willing to travel to customers to learn the relationship between our products, application, and customer challenges
- Ensure ISO 9001 conformance and Polycorp's Quality Management Systems

Experience and Education:

- BA or BS in Materials or Supply Chain Management, Procurement, Business Administration, Operations Planning or a related field; MBA, SCMP or CPIM designation desirable.
- 10+ years Supply Chain experience in a technically oriented role, preferably with rubber, steel and polyurethane. Procurement experience including purchasing, inventory control, contract negotiation, supply chain management, supplier relationships, cost accounting basics, and managing multiple projects efficiently
- Experienced commodity purchaser for rubber and steel preferred
- Proficient in ISO 9001 purchasing and logistics requirements
- Excellent communication, interpersonal and project management skills
- Strong negotiating skills and a proven record in negotiating pricing, delivery and contracts is necessary
- Proficient computer skills, knowledge of MS Office, Excel, ERP, Syspro, as well as design applications.
- Ability to read blueprint drawings

Job Type: Full-time, Permanent (on-site, Elora production facility)

Qualified applicants should submit their CV, cover letter, and salary expectations to: Human Resources careers@poly-corp.com with **Director Supply Chain** in the subject headline.

We thank all applicants for their interest, however, only those selected for an interview will be contacted. We are an equal opportunity employer and are committed to providing employment accommodation in accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act, 2005 (AODA). Polycorp will provide accommodations to job applicants with disabilities throughout the recruitment process. If you require an accommodation, please notify us and we will work with you to meet your needs.