



Job Description

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Job Title FMCG Planning Manager	Job Location Dar es Salaam	Category Production Planning
Job Type Full Time	Job level Manager	Industry FMCG, Retail & Wholesale, Manufacturing

Open to Expatriates
Only Open to Tanzanian Nationals

Minimum Requirements

Min Budget -	Max Budget -	Primary Industry FMCG, Retail & Wholesale: 3 Years
Secondary Industry Manufacturing: 3 Years	Primary Category Production Planning: 3 Years	Secondary Category -
Certificate -	Qualification -	

Summary

To manage and direct the planning department, processes, and systems so that the sales and marketing demands are met at the lowest cost, service levels are optimized, risk is minimized, and a sustainable competitive advantage is achieved.

Responsibilities

- Demand Planning: Accountable for the Collaborative Demand and New Product Management and process for a specific country.
- Supply Network Planning: Manage the Supply Chain Network Planning process for the country in order to satisfy the demand plan – achieving optimal customer service whilst optimizing Variable Industrial Cost (VIC) and Variable Logistics Cost (VLC). This spans across breweries and distilleries as well as vertical operations.
- Inventory Management: Manage the Inventory Plan to deliver the targets required in line with Inventory Policy & Core Working Capital budgets for the country – this includes finished goods, raw materials, packaging, containers, spare parts, work in progress and VOPS
- Stock (Finished Goods) & Empties Deployment Planning: Manage the Stock Deployment plan of finished goods and empties in the country to ensure product optimal product placement.
- Develop and execute a robust process to align with all stakeholders in order to update all the inputs and parameters

required for the 1Y plan.

- Facilitator of S&OP and S&OE processes
- Owner of the Portfolio, Demand, S&OP blocks whilst ensuring Planners are progressing and evolving on MRP, SNP, Inventory Policy, IDP, Circular Pack
- Owner of Management Pillar and Block within the Planning Department
- Establish routines and ensure adherence are tracked
- Develop and implement standardized Country SOP's and policies with regards to all planning areas and processes
- Review and publish FG and Raw/Packaging Material Inventory Policy every six months taking into consideration all variables
- Track & report daily, weekly and monthly adherence to policy
- Regularly reviewing all master data with various functions in the organization to ensure data quality and accuracy
- Drive regular routines to keep master data up to date in the planning tool. This includes but are not limited to SNP parameters including plants and DC's, products, resources, lanes, penalties, BOMs, lead times etc.
- Ensures that Daily, Weekly, and Monthly Meeting routines are adhered to in line with mandatory LCP & internal guidelines
- Ensures that processes are standardized via SOP's and work standards are monitored and improved
- Track KPI's on a daily, weekly and monthly basis in line with LCP requirements
- Ensures that appropriate problem-solving tools are applied for out-of-range KPI's in line with LCP methodology.
- Publish reports on time as per LCP guidelines and internal processes.
- Develop annually the T1 budget for all inter depot movements
- Develop annually together with Zone team the Retpack CAPEX budget
- Develop in conjunction with Zone and Finance Teams the annual working capital budget
- Drives a strict adherence to flexed budgets with the T1 (inter depot) and raw material delivery process
- Assumes overall accountability for Planning spend on both VLC (T1), FLC, SCOH and Retpack capex
- Accounts for over/underspends on a weekly and monthly basis dependent on the GL frequency
- Ensure that the Planning Team are aligned in terms of goals and meeting routines to drive continuous improvement;
- Ensures that Monthly One on Ones are conducted in line with the target review process;
- Follow up on Engagement Survey results with clear actions to correct areas of concern;

- Recruitment of talent and building of the pipeline
- Capability building of the planning team
- Perform 180 reviews and address poor performance where required by means of improvement plans and or disciplinary hearings.

Education & Qualifications

- Logistics/Supply Chain degree or another 3-year degree in related field

Requirements

- Preferably 3-5 years manufacturing and planning management experience within FMCG company
- Deep knowledge of supply chain planning processes
- Experience in planning tools, techniques, and accountabilities ranging from tactical planning, distribution, and supplier management
- Proven experience with the ability to influence and interface with senior stakeholders
- Able to understand and interpret sales trends, manufacturing and distribution chains and to convert into appropriate planning strategy
- Proven experience with the ability to influence and interface with senior stakeholders across various functions
- Proven managerial experience with an ability to convert market opportunities into cost-saving initiatives
- Customer-focused mindset and approach
- Demonstrate problem-solving skills with an ability to manage complexity and ambiguity
- Ability to work under pressure and multitask
- Good verbal and communication skills; must communicate across all levels in the organization with personal gravitas and credibility
- Good self-management principles
- Ability to adapt to and implement change effectively
- Strive for continuous improvement
- Strong analytic and numerical skills

Reporting To

Logistics Director

Driving Licence

Not Required

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