Director of Category Management

Location:  Oakland/San Francisco HQ

Job Term:  Regular

Employment duration:  Full time

Description

OVERVIEW OF POSITION

The Director of Category Management develops and implements policies, processes, and sourcing strategies for Fair Trade Certified™ products. This key management position oversees existing and new product development, category analysis, project and process management, as well as the expansion of product standards and pricing policies. The director is responsible for delivering strategies and project plans that provide the greatest impact in accordance with our metrics.

The director must maintain knowledge and understanding of the global Fair Trade philosophy, landscape of the operations and supply chain. The director supervises a skilled and motivated team of category managers who are responsible for maintaining in-depth knowledge of Fair Trade Certified™ product features, ingredients, pricing and standards in order to effectively design sourcing strategies that meet stakeholder needs. This role requires strong strategic planning skills, sourcing and operations skills, in depth knowledge of business-critical commodities and their corresponding markets, as well as an ability to lead cross-functional teams to achieve successful product R&D, process efficiencies and supply chain innovation.

PRINCIPLE DUTIES & RESPONSIBILITIES

- Facilitate category and product development and execution across the entire length of the Fair Trade, global supply chain.
- Develop and implement fee principles and oversee product and category policies that support current and future category strategy plans.
- Select, develop, motivate and lead efforts of team in a way that creates a collaborative environment, ensures that appropriate skills exist within the organization, and enables staff members to fulfill the department's operating objectives.
- Learn and share thought leadership, internally and externally, on how to improve the Fair Trade model, standards and impact in all products, from origin to the final product.
- Research and analyze new product and category data to quantify business decisions and identify market opportunities.
- Collaborate closely with other internal departments, including Business Development, Certification, Finance, Global Producer Services, to insure overall process optimization for product categories.

QUALIFICATIONS:

- Bachelors degree required, preferably in a related field of business, economics, policy or international development. MBA or related masters degree strongly preferred.
- 10+ years of total supply chain or related industry experience with 7+ years experience in strategy development or consulting.
- 10+ years management experience leading highly educated, motivated business professionals in a complex, interactive business environment.
• Previous experience in a CPG industry of consulting is helpful, as is experience in an agricultural business (e.g. coffee, tea, cocoa, sugar).
• Experience in product development roll-outs, from idea generation to launch. Experience in supply chain management with strong understanding of how elements of a complex supply chain must work in synergy to achieve business results.
• Demonstrated knowledge and experience in a multi-step strategic sourcing process and project management practices would be beneficial, with certification as a professional project manager a plus.
• Ideal candidate will have a passion for corporate social responsibility and knowledge of Fair Trade Certified™ products.
• Advanced negotiation and presentation skills and experience is required. Proven track record in business analysis and strategy, organizational leadership, goal achievement, and project management.
• Analytical skills and understanding of MS Office and CRM tools. Excellent written and verbal communication skills is required.
• Successful performance requires the individual to be assertive and diplomatic, self-directing, able to interact with all levels of the organization.
• Ability to develop leadership within team staff, and willingness to hold self and others accountable. Ability to thrive in a fast-paced, entrepreneurial environment is critical.
• Ability to travel domestically and internationally 20-30% of time. International business and cross-cultural collaboration experience desired. Spanish language fluency is a plus.

For more information or to apply, email:
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