

Manager, Water Warehousing

Are you a natural leader, focused on continuous improvement and utilizing best practices in your field? Are you experienced in the area of Supply Chain, and are looking for a new challenge to help set the direction and strategy of the Warehousing group? If so, this position is for you.

Reporting to the Senior Manager, Inventory Management, the Manager, Water Warehousing is accountable for the performance of the warehouse team. This includes ensuring performance management, hiring of staff, and facilitation of the ongoing continuous improvement projects in the warehouses of the assigned Business Units at EPCOR. Additionally, the Manager, Water Warehousing will work with internal and external stakeholders to identify key issues and opportunities and implement warehousing best practices.

The accountabilities of this position include:

- Provide input to the Senior Manager, Inventory Management's plans and directions, ensuring an appropriate understanding of the strategy throughout Warehouse Operations and ensuring on-going effective positioning and appropriate relationships between Warehouse Operations and other management positions within Inventory Management and Warehouse Operations and the rest of EPCOR.
- Develop, implement and review the appropriate business plan within the context of the Senior Manager, Inventory Management's business plan (including mission, vision, values, strategic positioning, operational plan and resource plan) and ensure an appropriate understanding of the Corporate and Business Unit specific strategy throughout Warehousing Operations.
- Ensure deliverables of direct report positions are aligned and integrated, appropriate and include performance 'what by when' metrics.
- Create and manage a strong team of employees, including determination of optimal numbers, recruitment, retention and development.
- Monitor, measure and report performance metrics, analyze and identify issues impacting operational performance and financial results, and establish initiatives for continuous improvement to meet partner/customer expectations, operational effectiveness and efficiency requirements.
- Develop, implement and review warehouse operations processes and guidelines that will support the achievement of Supply Chain Management and Business Unit operations targets while ensuring compliance to policies, standards, regulatory requirements, safety requirements and environmental expectations.
- Act as a change agent within Warehouse Operations and Supply Chain Management to transition the department towards a new way of doing business that includes a drive towards continuous improvement. Provide communication, education, coaching, counselling, and mentoring to applicable staff as required to achieve change.
- Manage and ensure the mitigation of Supply Chain Management risks within the context of Senior Manager, Inventory by ensuring the implementation, and review of appropriate control mechanisms.

- Develop and nurture a high performance, high discipline, safe, accountable, focused, innovative and achievement-oriented work force that is easy to do business with.
- Identify the necessary budget requirements for the provision of world class warehousing technology and practices and ensure that expenditures remain within budgets.

As the successful candidate, you possess:

- A four-year undergraduate degree or a two-year post-secondary diploma (Supply Chain Management preferred).
- An applicable professional designation in a recognized Supply Chain Management field would be preferred, such as: CPP (Certified Purchasing Professional), CPPB (Certified Professional Public Buyer), CPPO (Certified Professional Public Officer), CPM (Certified Purchasing Manager), CPIM (Certified in Production and Inventory Management), PLOG (Professional Logistician), or CSCP (Certified Supply Chain Professional).
- Five years of experience in the Supply Chain Industry with emphasis on warehousing operations.
- Three years of experience in a supervisory capacity, with skills in managing people in the context of a unionized environment.
- Proficient in the Microsoft Office suite of software.
- Ability to analyze business unit strategic plans and to create and implement supporting strategies.
- Application of risk management tools and skills, and project management skills would be an asset.
- Knowledge in Impromptu, Oracle, Ivara, and/or Attain work management system would be considered an asset.
- Ability to work collaboratively throughout all levels of the corporate organization to assist in the development of warehouse operations processes and strategies, address emerging issues, and delivery of service.
- As our best candidate, you demonstrate business acumen and display keenness, discernment, problem solving, and sound judgment. You are able to exercise influence strategies when necessary, and are skilled in negotiation and conflict management, which may involve discovering and agreeing upon objectives that integrate lower level conflicts.

As our best candidate, you are adept at delegating tasks, coaching for success and holding staff accountable. You demonstrate the ability to lead change and manage the impact of change for the Warehousing operation, while aligning service delivery with the needs of internal customer groups. You are a fully engaged business leader with a focus on finding opportunities for improvement and solutions for issues, and lead and mentor direct reports toward an efficient and effective warehouse management process. You seek opportunities to enhance your personal effectiveness in both the leadership of the warehousing function and an understanding of the company's operation as a whole, and actively seek opportunities to contribute to the knowledge and success of the Supply Chain Management team. You demonstrate continuous learning by keeping informed of improvements in this discipline, and have the ability to take calculated risks which directly impact business unit deliverables.

For more information on this exciting career opportunity and to apply, please refer to IRC24338 on the EPCOR career website www.epcor.ca/careers.

Application Deadline: January 25, 2012