

# BEAUTYCOUNTER

## New Product Implementation & Sourcing Manager

One by one, we are leading a movement to a future where all beauty is clean beauty. We are powered by people, and our collective mission is to get safer products into the hands of everyone. Formulate, advocate & educate- that's our motto for creating products that truly perform while holding ourselves to unparalleled standards of safety.

Why? It's really this simple: Beauty should be good for you.

We are looking for a New Product Implementation & Sourcing Manager who can support Beautycounter's rapid growth and product expansion. The role will be responsible to lead the execution of new products implementation to our established contract manufacturer partners and suppliers. The role will also focus on supporting the sourcing function and managing the finished good quotation process.

In this role you will:

- New Product Launches: Engage with Marketing and Product Innovation teams to support new development activities, with emphasis on implementing towards end process via third-party manufacturers and suppliers.
- Interact directly with PD, R&D and Project Management teams to co-facilitate NPD project transition within Operations and Supply Chain teams and help drive progress during the Stage Gate process.
- Oversee on-time product launch deadlines through coordinating product purchasing, production and managing lead times in conjunction with Project Managers and Packaging team.
- Coordinate formula revisions for RSPO and other ingredient changes across Supply Chain and Operations teams, in conjunction with Stage Gate process.
- Facilitate and manage technology transfer with R&D on new product formulas to designated third party manufacturing partners.
- Collaborate cross functionally with internal stakeholders (PD, R&D, Product Marketing, Supply Chain and Packaging) to develop and roll out processes to increase company efficiency.
- Manage RFQ finished goods database to track and record all RFQs issued to third party manufacturing partners and kit assembly suppliers. Conduct cost modeling exercises and analysis towards cost optimization.
- Prepare and process requisitions and purchase orders for materials, pilot/scale up batches and services.
- Responsible for continued evaluation to identify alternative materials to improve product performance, lead times and pricing, etc. Actioning against cost reduction strategies and savings objectives.
- Manage the assembly, standardization and maintenance of Finished Goods specifications.

**Requirements:**

- At least five years in a well-respected supply chain organization with a track record of results managing direct material and packaging categories.
- Experience in all aspects of product development and commercialization with third party manufacturing partners.
- Strong understanding of lean manufacturing and general supply chain tools for optimization.
- Experience in delivering manufacturing processes and instituting process improvements.
- Experience with category management and multi-step strategic sourcing processes; able to lead and manage multiple initiative simultaneously.
- Strong project management skills, including stakeholder, timeline, and meeting management skills.
- Ability to implement new product launches and business initiatives in a fast-paced environment.
- Understanding of general procure to pay processes and systems, including use of ERP systems.
- Excellent communication skills, including written, verbal and presentation skills; comfortable and credible with both internal stakeholders and external audiences.
- Manages change through influence; capable of driving major commercial decisions across a diverse set of stakeholders.
- A flexible, dynamic, self-demanding and proactive individual; able to motivate him/herself and others; easily accepts constructive input from others.
- Bachelor's Degree in business, project management, supply chain, or related field.
- Proficient in relevant supply chain and business software, including MRP and ERP Systems.
- Minimum of 5 years in CPG or Direct Selling procurement or project management roles.

At Beautycounter we are committed to creating a diverse environment and are proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

**APPLY**

<https://beautycounter.clearcompany.com/careers/jobs/05be6939-f4ab-59c8-3460-0a6cbb65b4fc/apply?source=1400398-CS-40262>