



Job Title: Demand Planner
Reports To: Sales & Operations Planning Manager
Department: Operations Support
Location: Oxnard, CA

We've grown to become the world's leader in producing, distributing and marketing fresh Hass avocados. As a vertically integrated company, our total focus is avocados. We provide customers all over the world with the complete package—year-round supply, global availability and value-added services.

Our partners are passionate and experienced growers from the most ideal avocado growing regions in the world. To supply customers with the world's finest avocados, we operate packing facilities in five countries and own nine regional ripening centers in North America. Our distribution centers and transportation capabilities ensure peak eating-quality avocados from the tree to the customer. And when it comes to food safety, we adhere to the Good Agricultural Practices (GAP) program and Good Harvesting Practices (GHP). We proudly share responsibility with our growers to ensure total satisfaction for our customers.

Job Summary

The Demand Planner will lead and co-develop and review all demand forecast volume projections with sales representatives. He/She will be responsible for the demand planning process, driving improvements to the process and aligning the final plan with the sales function and management.

Essential Duties & Responsibilities

- ❖ Demand Planning in the company forecasting software (WAM)
- ❖ Company WAM super-user
- ❖ Generate statistical baseline forecasts for demand from aggregate level through the disaggregated level from the daily through 5 year plan time horizons
- ❖ Continuously (daily) review and update of key customer forecasts for maximum accuracy
- ❖ Work with sales representatives and management to achieve consensus forecasts
- ❖ Provide weekly targets and plan to the Sales teams to align with the budget, inventory position, and business needs
- ❖ Generate forecasted spoilage and shortage alerts/reports and work with Director of Sales Planning on action plans
- ❖ Analyze demand forecasting KPI's and initiate process improvement projects to improve them
- ❖ Intimately understand and provide the final demand plans to the monthly S&OP process
- ❖ Participate in the annual budgeting sales volume projections with sales

Competencies:

To perform the job successfully, an individual should demonstrate the following:

- ❖ Analytical: Ability to collect and interpret data. Ability to research and problem solve independently
- ❖ Problem Solving: Identify and resolve problems in a timely manner, gather and analyze information skillfully, work well in group solving situations, use reason even when dealing with emotional topics
- ❖ Technical Skills: Assess own strengths and weaknesses, pursue training and development opportunities, strive to continuously build knowledge and skills, share expertise with others.
- ❖ Interpersonal Skills: Focus on solving conflict, not blaming, maintain confidentiality, listen to others without interrupting, remain open to other ideas and try new things
- ❖ Teamwork: Balance team and individual responsibilities, exhibit objectivity and openness to others views, able to build morale and group commitments to goals and objectives.
- ❖ Motivation: Measure self against standard of excellence
- ❖ Quality: Demonstrate accuracy and thoroughness. Attention to detail

Minimum Qualifications & Requirements

- ❖ Bachelor's Degree in Supply Chain or in a related field
- ❖ Minimum of three years' experience in a related field
- ❖ Experience using forecasting and planning systems
- ❖ Understanding of inventory management practices and supply chains
- ❖ Experience working in cross-functional teams
- ❖ Strong collaboration skills
- ❖ Exceptional organizational and analytical skills
- ❖ Strong mathematical and statistical knowledge
- ❖ Capability to work in a fast-changing and fast-paced environment
- ❖ Excellent communication ability including concise writing skills and strong verbal communication skills