



VICE PRESIDENT OF SUPPLY CHAIN

In 1985, Mike and Kim Crabb founded Diamond C with a small team and a big dream. Over the years, the company has grown significantly, now employing over 900 team members. Diamond C remains a family-owned and operated business, with a strong emphasis on our foundational “Do Work, Love Strong” culture, which is based in Mt. Pleasant, TX.

We are unwavering in our commitment to more – more process improvements, more sustainable manufacturing, and more opportunities for our team. Our purpose is to fuel the growth and success of our team members, customers, and community. We're dedicated to being a positive force for change and using our expertise to make a meaningful impact on our community abroad. This role is located in Mount Pleasant, TX 75455

Overview:

The VP-Supply Chain will be responsible for directing and planning all aspects of supply chain transformation, systems, initiatives, policies, and objectives. Our VP, Supply Chain will be instrumental in optimizing the team's performance, progress, and positive impacts on the world around us.

Responsibilities

Reporting to the EVP of Operations, the supply chain leader will be responsible for leading and overseeing all supply chain operations, ensuring seamless integration across procurement, logistics, inventory management, and distribution. This executive role requires a visionary leader capable of driving efficiency, innovation, and excellence while aligning the supply chain strategy with Diamond C's broader business objectives. This will include working with the internal stakeholders from initial need identification to final goods or service delivery. In addition, he or she will be responsible for directing and overseeing the supply chain management team in order to optimize capacity, inventory, service and related costs. Other duties include overseeing the development of the supply chain business process improvement, budget, reviewing the operating performance with quality, cost, and service metrics, and collaborating with sales, finance, product management, and operations to maintain the consistency of supply and demand objectives.

- Design, implement, and monitor S&OP processes, systems and advanced databases to balance demand and supply, integrate financial and operational planning, and link high-level strategic plans with day-to-day operations.
- Utilize statistical forecasting, historical performance trends, annual strategic, new product development, and financial plans to develop and implement demand planning, forecasting, inventory, and production plans.
- Develop and implement a supply plan focused on customer service while minimizing inventory and operating costs.
- Monitor and analyze Working Capital DSO/DIO/DPO and implement strategies for a healthy supply chain function.
- Continuously calibrate the sales and operations plan against the demand and resource plans to quantitatively and qualitatively forecast on a monthly, quarterly and annual basis.
- Analyze short and long-term scenarios and develop plans to adjust to planned / unplanned fluctuations in the business.
- Develop **weekly** production and purchase plans for finished goods while ensuring highest service at lowest **costs**
- Partner closely with sales, product development, operations, finance, and other functions **to** build and optimize upstream and downstream processes, forecasts and the budget. Identify gaps and disconnects **in** the product, demand, **supply** and finance plans. Create **and implement** strategies to proactively resolve issues.
- Develop and implement monthly KPIs to show **actuals** vs variance across all product lines.
- Develop Strategic Plan for Growth of Part Sales Business Unit, inclusive of Market Analysis, PFEP Analysis for Portfolio, Determine Fulfillment Strategy, and ensure Strategy Supporting Marketing and Brand Positioning.

- Optimize logistics operations to ensure timely and efficient delivery of goods. Oversee distribution networks to enhance coverage and reduce lead times.
- Work closely with sales, manufacturing, and finance teams to ensure alignment on inventory needs, production schedules, and cost management. Act as a key stakeholder in product launches and market expansion initiatives.
- Lead the adoption of technology solutions to improve supply chain visibility, tracking, and analytics. Promote innovation to streamline processes and enhance supply chain agility.
- Identify and mitigate potential supply chain risks, including disruptions in sourcing, logistics, or regulatory compliance. Develop contingency plans to ensure business continuity.

Professional Experience:

The ideal candidate **will** possess a demonstrated track **record** of success in end-to-**end** supply chain management in a manufacturing environment.

This individual must have the ability **to** conduct advanced analysis in the areas of inventory management, production planning, capacity **planning**, demand planning, product launch planning, forecasting, and customer service. This individual must have advanced database experience in broader **supply** chain functions and be well **versed** in driving change through collaboration.

Education:

- Bachelor's degree in Supply Chain Management, Business Administration, Engineering, or a related field.
- MBA or equivalent advanced degree preferred.

Experience:

- Minimum of 10-15 years of progressive experience in supply chain management, with at least 5 years in a senior leadership role.
- Proven track record of leading large-scale supply chain transformations and achieving measurable results.

Technical Expertise:

- Deep understanding of supply chain technologies, including ERP and advanced analytics tools.
- Knowledge of lean methodologies, Six Sigma, or other process improvement frameworks is a plus.
- Lean Manufacturing Experience preferred.

Leadership and Interpersonal Skills:

- Strong ability to lead, mentor, and motivate cross-functional teams.
- Excellent negotiation, communication, and relationship management skills.

Problem-Solving and Decision-Making:

- Adept at analyzing complex challenges and making data-driven decisions.
- Resilient under pressure and capable of managing competing priorities.

Benefits:

- Medical
- Dental
- Vision
- Long and Short Term Disability
- Employer Paid 25K Life Insurance
- Other Supplemental Policies
- Physical Wellness Program
- Paid Maternal/Paternal Leave
- Tuition Reimbursement Program
- 401(k) & Company Match
- Scholarship

We encourage and welcome applicants with any and all backgrounds, experiences, abilities, and competencies. All decisions regarding hiring, promotion, discipline, and discharge are based on qualifications, merit, and the needs of the business. We are an equal opportunity employer.