



Replenishment Analyst– Job Description

Title: Replenishment Analyst

Reports to: Senior Manager, Supply Chain

Schedule: Monday to Friday 8:30am to 5:00pm

Stone Tile International is looking for a Replenishment Analyst in the GTA to join our dynamic team!

The Replenishment Analyst is responsible for the replenishment and procurement of product demand, leveraging input from Demand Planning, Supply Planning, Product Development, Sales, and various other organizational stakeholders. The Replenishment Analyst is also responsible for developing and managing relationships with his or her supplier network, while keeping suppliers accountable for shipping product in full and on time (OTIF). The Replenishment Analyst role requires a team oriented, analytical, & interpretive individual with strong process and negotiation skills. This position is also responsible for inventory analysis, including excess, slow-moving and obsolete inventory in the Stone Tile network.

What will you do?

- Works closely with Demand Planner, Supply Planner, Sales and various other stakeholders to ensure right amount of inventory is being brought in at the right time, in alignment with corporate objectives
- Initiate and develop strong relationships with cross-functional partners in order to build intimate knowledge of the business; seen as a trusted advisor
- Manage supplier relationships; ensures that goods move on time in full
- Maintains high ERP system data integrity; as new information becomes available, updates ERP system through rigorous data updates
- Challenges the Demand Plan forecast based on evaluation of current/projected inventory stock levels
- Negotiates with suppliers for additional manufacturing capacity/inventory, shorter lead times, lower minimum order quantities (MOQ), improved pricing, supplier inventory warehousing support, timing of goods production and movement, issuing credit notes
- Collaborate with suppliers by reviewing supplier pick-up/delivery schedule and resolving any foreseen challenges meeting expected timelines
- Tracks and manages several replenishment metrics, including supplier metrics (on time, in full), supply planning alignment (procurement alignment to strategic plan), and inventory management (excess, slow-moving and obsolete inventory)



- Creates, develops and/or leverages processes, tools, & reporting to support replenishment activities
- Identifies and takes proactive action to reduce excess, slow-moving and obsolete inventory by leveraging replenishment tools and processes; takes ownership of creating awareness through regular monthly meetings
- Minimize/reduce obsolescence/disposal when executing product transitions and when product approaches the end of its lifecycle
- Act as subject matter expert for Replenishment questions/ initiatives within functional and cross functional teams
- Create efficiencies in processes and ways of working to be implemented throughout the replenishment team to improve customer relationships and achieve company sales targets
- Work with Product Development Manager, Demand Planner and Supply Planner to ensure successful launch of new products and phasing out of discontinued products
- Expedite/postpone/split PO delivery based on changes in business needs

Core Competencies *(required)*

- Undergraduate Degree/Diploma in business, supply chain, finance (BA, B.Comm, B.Eng, or related disciplines)
- 2+ years related experience in Supply Chain, Procurement, Customer Service and/or Finance
- Prioritize, multitask and plan accordingly; deliver reports and analysis on time, proactively coming up with contingency plans when necessary
- Proficient in MS Office tools- Excel Skills; replenishment or inventory management applications; knowledge/experience with ERP systems
- Action oriented, and comfortable taking calculated risks to better serve our customers and business
- Demonstrate ability to convey messages clearly, effectively and confidently
- Strong negotiation skills; ability to identify negotiation opportunities and engage as necessary
- Demonstrated communication, collaboration and leadership skills
- Strong customer service skills; understands stakeholder values and manages relationships effectively
- Creative problem solving to business issues and is motivated by seeking process improvement

Preferred

- Experience/exposure in continuous improvement, Lean Six Sigma, or project management
- Building materials replenishment and/or supply chain operations experience
- Proven experience in replenishment



COVID-19 considerations:

We will provide masks, gloves and other protective gear along with plentiful cleaning supplies.

Why Stone Tile?

Our attitude, approach and entrepreneurial spirit sets us apart from our competitors. We know our success comes from our people and we place a high emphasis on their wellbeing.

Stone Tile is rapidly growing as a company and we believe all members of our family should do the same. We care about our employees, which is why we believe in personal and professional growth and will work diligently to provide the support needed for you to reach your goals.

Perks and Benefits:

- Flexible paid time off- float and sick days are provided annually
- Frequent team outings and companywide events including long weekends BBQs, Employee Appreciation Day, games night, bagel breakfast, holiday party and many other events put together by our social committee!
- New Rewards & Recognition Program- 'The Perk'
- New parent benefit bonus
- Free parking
- Employee Recruitment Referral Bonus
- Milestone Service Award
- Commitment to professional growth

Stone Tile is an equal opportunity employer and welcomes applications from all interested parties. Accommodations for job applicants with disabilities are available on request. To request any accommodations, please specify in your application.

We thank you for your interest, however; only those candidates selected for an interview will be contacted. No agencies please.