Director, Supply Chain

**Fulltime onsite in San Jose**

Company is a surgical robotics company enabling better patient care by developing transformative solutions in urology. With an initial focus on BPH, the company’s Robotic System delivering Aquablation therapy, is the first FDA-cleared, automated surgical robot for the treatment of [lower urinary tract symptoms (LUTS)](https://aquablation.com/life-with-bph/#signs-and-symptoms-of-bph) due to benign prostatic hyperplasia (BPH). Aquablation therapy combines real-time, multi-dimensional imaging, automated robotics and heat-free waterjet ablation for targeted, controlled, and immediate removal of prostate tissue. Aquablation therapy offers predictable and reproducible outcomes, independent of prostate anatomy, prostate size or surgeon experience.

**SUMMARY**

At Company, we are rapidly scaling our commercial operations and as we are growing our production capabilities the operations team now needs to bring on-board a Director of Supply Chain Management who will own the end-to-end site Supply Chain functions from the sourcing of raw materials to the delivery of products to customers.  Reporting directly to the SVP of Operations, the new Director will be responsible for providing strategic direction and operational discipline to the Supply Chain organization while also implementing process improvements and managing overall performance.

**CORE RESPONSIBILITIES**

* + Lead and provide strategic vision for Planning, Sourcing, Purchasing, Logistics, Shipping & Receiving, Warehousing, Inventory Management.
	+ Establish and achieve inventory targets for raw materials and finished goods balancing the needs of supply continuity, inventory turns and Excess & Obsolescence (E&O)
	+ Establish and execute regular Sales and Operations Plan to meet the demands for commercial distribution and internal requirements for training, testing and R&D.
	+ Lead and negotiate contracts with component suppliers, contract manufacturers and service providers.
	+ Support new products through sourcing, should-cost analysis and ensuring readiness of suppliers for capacity/scale.
	+ Manage relationship with 3rd party logistics and related service providers for logistics including delivery of products to customers globally.
	+ Establish a suite of key Process Indicators (KPI) to monitor the health of each functional area.
	+ Develop and share dashboards that provide transparency on actual performance compared to targets for each KPI.
	+ Set and achieve cost reduction goals.
	+ Participate in Make vs. Buy analyses with a goal to ensure optimal scalability, total cost, focus and protection of Company IP/know-how.
	+ Assess, monitor and mitigate supply chain risks.
	+ Develop and maintain strong supplier relationships while establishing expectations of high performance.
	+ Establish and implement processes to manage raw materials and finished goods globally including cycle counts and inventory accuracy.
	+ Participate in developing annual operating plans and multi-year strategic plans. Manage department to established budgets.
	+ Build, coach and manage a high-performance team with a culture of continuous improvement.
	+ Maintain trained status for, and comply with, all relevant aspects of the COMPANY’s Quality Management System to ensure product and support regulatory compliance.
	+ Understand and adhere to the COMPANY Quality and EH&S policies

**QUALIFICATIONS (Education, Experience, Certifications)**

* + To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
	+ BS Degree with a MS or MBA preferred. Advanced certifications in Lean or Six Sigma are a plus.
	+ 10-15 years progressive experience in supply chain, logistics and materials management roles.
	+ 5-10 years of direct management experience in capital equipment and consumables manufacturing in the medical device industry or a similar regulated environment.
	+ Extensive ERP and Supply Chain systems experience.
	+ Proven leadership skills in building and managing teams with a history of world class success.
	+ Excellent analytical and negotiation skills.
	+ Strong interpersonal and communication skills.
	+ Demonstrated ability to build strong working relationships with customers and internal employees.
	+ Professional work ethic, high capacity, strong analytical and organizational skills, and ability to operate independently.
	+ Ability to travel up to 20% of the time.