Inventory and Logistics Manager- **SAN JOSE, CA /** **SUPPLY CHAIN MANAGEMENT /** **FULL TIME**

We are looking for an experienced and motivated candidate to join our team. This individual will be responsible for the development, optimization, and execution of plans and strategies related to effective distribution and logistics management for the organization, analyzing and coordinating the distribution and transportation of goods from manufacturing facilities to final destinations, including contract offshore warehouses & 3PL sites. The ideal candidate will be an innovative leader with a depth of experience in effectively maximizing distribution performance in a fast paced and rapidly growing operation.  We are looking for self-motivated multi-tasker and driven individual who works well in a dynamic fast-paced environment.  The position reports to the Director of Supply Chain Management.

**Key Responsibilities**

-Develop business processes for onsite and offsite warehouses that meet short to mid-term (1-3 years) operational planning requirements for logistics.

-Provide reliable, efficient, and compliant offsite warehousing operations for the receipt, and safe storage of inventory

-Provide leadership through the hiring of qualified candidates, coordinating, training, mentoring, supervising, monitoring, cross-functional training, and evaluating work assignments that support department goals and objectives.

-Develop, analyze, and maintain KPI’s/metrics and reports to identify current state of Logistics and drive the implementation of transition plans to achieve the desired state.

-Develop and conduct commercial review of logistics suppliers Service Level Agreements and Key Performance Indicator metrics in accordance with business requirements

-Evaluate current and potential storage conditions and meet corporate governance and regulatory compliance requirements.

-Oversee inventory management process: physical inventory, posting, tolerances, variances, and investigate significant variances using root cause analysis, and develop corrective action preventative action plans (CAPA’s).

-Analyze and report the fiscal and service impact of proposed logistics changes (e.g. routing, shipping modes, product volumes or mixes, or carriers).

-Write, develop, train, and implement departmental Standard Operating Procedures (SOPs).

-Drive efforts in process improvements, regulatory compliance & quality improvement, cost reduction

-Work closely with internal stakeholders and distributors, facilitating smooth transfer of goods.

Coordinate outbound and inbound shipments

**Skill and Knowledge Requirements**

-Bachelor’s Degree preferred

-5+ years of experience in a logistics or supply chain setting required

-5+ years of international related experience in warehouse and/or carrier management and cost management in a technology environment

-Knowledge of general freight forwarding terms and standards and Incoterms

-Strong Customs Compliance acumen, DOT & IATA requirements

-Experience in handling DG/Hazmat materials

-Experience establishing offshore warehouses/3PL/4PL sites

-Proficiency with an ERP system preferred

-Experience with creating and revising process documentation

-Experience with SOX and ISO-certified operations required

-Excellent written and verbal communication; connect with technical and non-technical cross-functional teams

-Experience negotiating capacity/pricing and managing global freight forwarders and/or third-party distribution center/fulfillment warehousing

**Physical Demands**

-Requires regular daily interaction with associates in operations and the warehouse

-Support warehouse operations that entail repetitive motion and extended periods of time in a standing position

-Site visits to off site warehouses & 3PL/4PL sites

**Travel Requirements**

·         5-10%