

United Arab Emirates Jobs Expertini®

S&OP Manager & Data Analytics

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Company: Sephora Middle East FZCO

Location: United Arab Emirates

Category: healthcare-practitioners-and-technical

Position

S&OP Manager & Data Analytics

Profile

OUR MANIFESTO:

At Sephora, we stand together, and we stand for something more. For empowerment, for exploration, for the opportunity to impact people's lives through the unlimited power of beauty. We embrace uniqueness, unleash creativity, and pursue progress every day. Sparked by energy and excitement, our passion is contagious. We are united by a common goal - to reimagine the future of beauty.

Reimagine your future with Sephora.

OUR VALUE PROPOSITION:

We have a powerful culture that fuses aspirations, uniqueness, authenticity and valued by each and every Sephora member - These are the values:

Beauty & Beyond: We reimagine beauty by inspiring our customers, empowering people and helping them become the best versions of themselves.

Creativity Unleashed: We encourage exploration, innovation and having fun.

Endless Evolution: At Sephora you are empowered to choose your own path and accelerate your growth.

Boldly Authentic: We celebrate diversity and embrace your unique and winning spirit

POSITION PURPOSE:

Enable the organization's **consensus planning** through the design, implementation and continuous improvement of a cross-functional **Monthly Business Planning Cycle S&OP**.

Be the **ambassador of the Demand Planning notion to be built**, within the Demand and Supply Planning Team and with other relevant functions (Merchandizing, Retail Operations, Finance).

Translate data into actionable insights in support of the planning team by preparing analysis, KPI dashboards and Power-BI reports.

KEY ACCOUNTABILITIES:

As the Data Analytics and S&OP Lead, you will be responsible for the following key areas:

Data Analytics and Insights: Lead Demand and Supply Planning analytics to provide actionable insights for informed decision-making. Utilize data to identify trends, opportunities, and challenges within the business.

S&OP Process: Develop, implement, and oversee the Sales and Operations Planning (S&OP) Process to ensure efficient and integrated business operations. Establish a structured S&OP framework tailored to our organization's unique needs.

Cross-functional Integration: Collaborate with Merchandizing, Finance and needed departments to gather data, align strategies and ensure that S&OP decisions are in-line with overall business objectives.

Demand and Supply Forecasting: Facilitate the demand and supply forecasting processes to be integrated into the S&OP cycle, utilizing historical data, market trends and other relevant factors to provide accurate and actionable forecasts.

Scenario Planning: Develop and execute scenario planning to anticipate potential challenges and opportunities, enabling proactive decision-making.

Inventory Management: Lead the design of an inventory strategy that delivers agreed service levels with an optimized stock level. Facilitate and develop actions to optimize inventory levels, ensuring adequate stock availability while minimizing excess or obsolete inventory. Implement strategies to improve inventory turnover.

Performance Metrics: Define, track and report on key performance metrics related to S&OP, providing insights and recommendations for continuous improvement.

SKILLS AND EXPERIENCE:

To be successful in this role, you should possess the following qualifications:

Minimum experience required: 7+ years' experience in design and implementation of S&OP processes in retail / FMCG environment, data analysis, demand, and supply planning. Relevant operational experience as a Demand and Supply Planner.

Analytical skills: Proficiency in data analysis and relevant tools / ERP systems (SAP, RELEX, Excel, Power-BI).

Cross-functional collaboration: Excellent interpersonal skills to collaborate with diverse teams and stakeholders.

Communication: Excellent verbal, written communication, and presentation skills.

Strategic thinking: Strong strategic thinking and problem-solving skills, with the ability to see the bigger picture while paying attention to the details.

Change / senior stakeholder management: Be a change agent for the organization. Lead change initiatives related to S&OP, ensuring seamless adoption of new processes and systems.

Project management: Strong project management skills to ensure the successful implementation and follow-up of the S&OP process.

Bachelor's degree in business, Supply Chain Management or similar.

Most importantly, the candidate needs to live and breathe the Sephora Culture, DNA and Employee Value propositions (EVP). They need to have excellent authentic communication, strong confidence, leadership and influencing skills and be energized by working in a fast paced, dynamic environment.

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