

## ROLE DESCRIPTION: DEMAND & SUPPLY LEAD

### WHAT YOU DO

You will play a pivotal role in optimizing the balance between customer demand and inventory supply. You will be responsible for ensuring product availability, minimizing excess inventory, and contributing to the overall success of the organization.

You will drive efficient regional demand fulfilment, spurring sales growth.

You will work cross functionally mainly but not limited to the stakeholders within the Merchandising team.

### WHO YOU ARE

You are customer and sales-driven professional with a strategic mindset. You are a detail-oriented professional with a strong analytical mindset and expertise in demand & supply forecasting.

You thrive working in a fast pace and agile environment.

You are natural team player that strives to foster collaboration across channels, roles, and functions.

### HOW YOU DO IT

By acting in line with our values, having the right mindset and leadership, you contribute to H&M's business success.

You have a growth mindset and encourage cross-functional collaboration where your colleagues' success is equally to yours.

You promote a positive and open environment where opinions, views and ideas are shared, proactively bring innovative ideas and explore growth opportunities.

No matter what your role may be at H&M – WHAT you do is as important as HOW you do it.

# WHAT YOU DO

## Your responsibilities

Drive regional top down demand and supply planning process for region:	<ul style="list-style-type: none"><li>• Support Demand &amp; Supply Planning Manager in execution</li><li>• Responsible for all functionality bringing plans from region to PM level + % market buying</li><li>• Follow up and optimize buying plans together with Merchandiser Leads</li><li>• Ensure that bottom up plans matches PM top down target following the regional strategy</li><li>• Follow up accuracy of selling plan &amp; stock plan</li><li>• Run analyzes to identify planning opportunities together with Merchandise Leads</li><li>• Localize regional price and gross profit strategy together with Merchandise Leads</li></ul>
Drive in and post season stock management	<ul style="list-style-type: none"><li>• Support Demand &amp; Supply Manager in execution</li><li>• Localize regional stock management strategies</li><li>• Forecast of reduction costs with Demand &amp; Supply Manager and ensure actions are followed</li><li>• Follow up of selling &amp; stock forecast to proactively identify needed actions</li><li>• PM level responsibility</li></ul>
Drive and roll out developments	<ul style="list-style-type: none"><li>• Constant exploration and implementation of how to improve the field of buying and stock management in region. Bring successful examples to the global support team.</li><li>• Contribute to global initiatives as business expert</li><li>• Roll out way of working of new initiatives in region in collaboration with global support team</li></ul>

# WHO YOU ARE

## Your knowledge

Knowledge = education, skills, experience

<b>Education</b> <i>list relevant formal education, e.g. university degree (or equivalent) and/or other trainings, professional courses and certifications which are relevant for the role</i>	<ul style="list-style-type: none"><li>● University degree, preferably in Business, Economics/Finance or similar</li></ul>
<b>Skills</b> <i>list the most important skills needed to perform the job. Skill is defined as ability to use knowledge in execution and performance. Skills can, but don't have to be related to formal education, e.g. accounting skills, digital marketing, stakeholder management, communication skills.</i>	<ul style="list-style-type: none"><li>● Understanding of buying and planning</li><li>● Understanding of stock management strategies and practices</li><li>● Understanding of logistics, allocation, store operation and online sales</li><li>● High analytical skills</li><li>● High level of salesmanship</li><li>● Advanced Excel user</li><li>● Programming skills meriting</li><li>● Structured way of working</li><li>● Collaborative personality and good communication skills</li></ul>
<b>Experience</b> <i>list relevant previous work related (and private if applicable) experience that could be beneficial for the role</i>	<ul style="list-style-type: none"><li>● 1-3 years' experience merchandising, stock management, buying or planning, preferably experience from both retail and digital.</li><li>● Omni retail knowledge</li></ul>

# HOW YOU DO IT

## Your behaviours: living the values, growth mindset, leadership (if applicable)

No matter what your role may be at H&M – WHAT you do is as important as HOW you do it. This part applies to all roles at H&M and should not be edited.

<b>Our Values</b> <i>All colleagues within H&amp;M Group share the same values. They express how we create meaningful growth together – with our customers at heart and the mindset Everyone is a leader.</i>	<b>Values in action</b> <i>Our values are put into action through their key behaviours/competences, that guide all colleagues across H&amp;M Group to perform a task successfully regardless of role. See below.</i>
<ul style="list-style-type: none"><li>• We are one team</li><li>• We believe in people</li><li>• We are entrepreneurs</li><li>• We make constant improvement</li><li>• We are cost conscious</li><li>• We are straight forward and open minded</li><li>• We keep it simple</li></ul>	<ul style="list-style-type: none"><li>• Collaboration (e.g., the ability to be collaborative, inclusive, engaging)</li><li>• Empowerment (e.g., the ability to be empowering, trusting, listening)</li><li>• Innovation (e.g., the ability to be innovative, risk-tolerant, flexible)</li><li>• Improvement (e.g., the ability to be action oriented, taking ownership, willing to learn)</li><li>• Resourcefulness (e.g., the ability to be resourceful, responsible, proactive)</li><li>• Honesty (e.g., the ability to be open-minded, sincere, self-aware)</li><li>• Clarity (e.g., the ability to be clear, efficient, effective)</li></ul>

**OUR VALUES** are the starting point for how we act. They form a red thread throughout the competences needed in your role.

