

# ROLE DESCRIPTION: INVENTORY OPTIMIZATION LEAD

## WHAT YOU DO

You contribute to maximizing profitable sales growth across markets by leading your team to optimize supply based on demand.

You are responsible for short-term operational functionality of allocation parameters and expertise and long-term strategy and development within stock balancing, allocation, inventory optimization, WH network (with logistics) and inventory flow forecasting.

Apart from being an integrated part of Merchandising team you work closely with Regional Logistics, Global H&M support functions, Global Supply Chain team to enable a fast, flexible and effective supply chain in the region today and in the future.

## WHO YOU ARE

You are customer and sales-driven professional with a strategic mindset with an analytical backbone.

You thrive working in a fast pace, in and agile environment,

You love working with the product and to set a plan of how to optimize the inventory across the supply chain with the global assortment and merchandising strategy.

You are leader that strives to strengthen team and foster collaboration across channels, roles, and functions. Empower strong collaboration and alignment between channels & teams to become more customer focused.

## 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

<b>Allocation:</b>	<ul style="list-style-type: none"><li>● Set strategy, way of working and accountable for execution of initial allocation parameters to be correctly set at all times.</li><li>● Execute strategy in allocation systems &amp; tools such as SMT, KL.</li><li>● PM level execution and follow up of allocation parameters.</li><li>● Set framework for product allocation strategy (MANO/ODAL).</li><li>● Set, follow up and update allocation parameters for each warehouse.</li></ul>
<b>Inventory Optimization:</b>	<ul style="list-style-type: none"><li>● Set and follow up inventory targets for warehouse and store segments.</li><li>● Secure and follow-up replenishment and push strategy and settings per store segments.</li><li>● Set delivery schedules to store with logistics counterpart.</li><li>● Monitor and improve stock accuracy in stores by supporting RFID routines.</li><li>● Warehouse stock composition monitoring and solution, SKU forecast, omni stock balancing actions.</li><li>● Back stocking and storage management in collaboration with Demand &amp; Supply, Merchandise Managers and Logistics.</li><li>● Set external exit strategy for inventory together with global counterparts.</li></ul>
<b>Garment Flow Planning</b>	<ul style="list-style-type: none"><li>● Speaking partner for Logistics.</li><li>● Identify supply constraints and drivers impacting Sales.</li><li>● Forecast inbound/outbound garment flow to support logistics planning.</li><li>● Monitor and act on inbound/outbound garment flow to support logistics planning.</li><li>● Set up framework for prioritization of articles for allocation to secure commerciality in stores.</li><li>● Forecast store inbound/outbound to support store planning.</li></ul>

<p><b>Lead and Develop your team</b></p>	<ul style="list-style-type: none"> <li>● Provide guidance, support, and ongoing training to ensure the Merchandising team meets or exceeds performance targets.</li> <li>● Lead cross functional collaboration between logistics, Supply chain and Controlling as well as initiatives and deep dives to enhance an omni inventory optimization targets.</li> <li>● Contribute insights to global &amp; regional counter parts for commercial planning strategy discussions.</li> </ul>
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## WHO YOU ARE

### Your knowledge

Knowledge = education, skills, experience

<p><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></p>	<ul style="list-style-type: none"> <li>● University degree, preferably in Business, Economics/Finance or similar</li> </ul>
<p><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></p>	<ul style="list-style-type: none"> <li>● Deep understanding of inventory optimization</li> <li>● Deep understanding of stock management strategies and practices</li> <li>● Deep 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> <li>● Fluent written and spoken English</li> </ul>

## Experience

*list relevant previous work related (and private if applicable) experience that could be beneficial for the role*

- 3-5 years' experience merchandising, supply chain planning, inventory optimization, buying or planning
- Omni retail knowledge
- Previous formal or informal leadership experience

## 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.

<h3>Our Values</h3> <p><i>All colleagues within H&amp;M Group share the same values.</i></p> <p><i>They express how we create meaningful growth together – with our customers at heart and the mindset Everyone is a leader.</i></p>	<h3>Values in action</h3> <p><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></p>
<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.



