

ROLE DESCRIPTION

PLANNING MARKET PLANNING & OPS LEAD (INVENTORY)

WHAT YOU DO

You lead end-to-end inventory planning across seasons, optimizing stock levels, identifying risks, and driving efficient allocation, replenishment, and liquidation strategies across markets.

You support cross-functional initiatives, analyse performance, and ensure smooth execution of inventory processes to strengthen commercial and operational outcomes.

WHO YOU ARE

You are an analytical and collaborative supply chain professional with strong skills in inventory management, planning, and cross-functional coordination.

You bring experience in driving insights, improving processes, and supporting decision-making to secure efficient and reliable stock management.

HOW YOU DO IT

By acting in line with our Values, having a growth mindset and acting as role model, you contribute to H&M's business success through people engagement.

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

Pre-Season Inventory Planning

- Responsible for pre-season allocation setup & updating local allocation strategies & ensuring implementation in line with Global guidelines (e.g., weeks of supply, availability, freshness); follow-up parameter update process and shipment shortcuts
- Flag risks related to capacity and operational constraints

In-Season Inventory Optimization

- Monitor stock levels vs. plan across all SMs; track development of inventory KPIs and planned stock inflows to highlight deviations
- Share key stock insights and development with sale market on current status and outlook
- Review stock data and KPIs and provide recommendations to SMs (via Product Merchandising Leads) on actions to improve stock efficiency
- Support Product Merchandising Leads and D&S in case of over-/understock situations by running analytical scenarios
- Track liquidation and stock health across SMs and Planning Markets, identifying slow movers or high-risk stock positions
- Adjust replenishment speed and parameters in systems (e.g., Acceleration, Dynamic Pick Limit, Final Push) based on Product Merchandising Leads' input
- Maintain and update allocation-related data and parameters in relevant tools (esp. R3 and SMT; potentially also ASQ and TMQ)
- Provide transparency and structured reporting to Continent leadership on stock development, sell-through, and efficiency metrics

Post-Season Optimization & Exit Management	• Monitor and report on stock clearance and liquidation performance across SMs and Planning Markets
---	---

WHO YOU ARE Your knowledge: Education, skills, experience	
Education	• Bachelor's or Master's degree or similar in Supply Chain Management, Logistics, Business Administration, Economics, Data Analytics, or a related quantitative field
Skills	• Analytical capabilities: Strong quantitative and analytical skills to run/ interpret larger-scale data reports, run scenario simulations • Strategic stock management: Deep understanding of stock efficiency metrics (e.g., sell-through, weeks of supply) and their impact on commercial and operational performance • Cross-functional collaboration: Skilled & interested in working with cross-functional stakeholders; agile team set-ups • Communication: Ability to present analytical findings clearly and influence decision-making with data-driven insights • Tool/ system proficiency: Knowledge of industry-standards/ common allocation tools

Experience	• 3–5+ years of experience in inventory management role within retail, fashion or FMCG with a proven record of managing stock optimization in complex settings (e.g., across markets)
------------	---

HOW YOU DO IT

Your behaviours: living the values, having growth mindset.

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

Our Values

Our values have both guided and united us since 1947. They are the foundation of our culture, embedded in everything we do and everything we create.

- We are one team
- We believe in people
- We are entrepreneurs
- We make constant improvement
- We are cost conscious
- We are straight forward and open minded
- We keep it simple

Values in action

Our values are put into action through their key behaviours/competences, that guide everyone here to perform a task successfully regardless of role. See below.

- Collaboration (e.g., the ability to be collaborative, inclusive, engaging)
- Empowerment (e.g., the ability to be empowering, trusting, listening)
- Innovation (e.g., the ability to be innovative, risk-tolerant, flexible)
- Improvement (e.g., the ability to be action oriented, taking ownership, willing to learn)
- Resourcefulness (e.g., the ability to be resourceful, responsible, proactive)
- Honesty (e.g., the ability to be open-minded, sincere, self-aware, feedback culture)
- Clarity (e.g., the ability to be clear, efficient, effective)

More detailed examples of how the key behaviors/competences can be expressed can be found in the document  [Values in Action Overview.pptx](#), please click on link to access.

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