

Job Description – Supply Chain Manager (SCM)

Location: Noida

Reporting To: CEO(Industry Veteran)

Industry: FMCG – Bakery & Confectionery (VC Backed firm)

Role Overview:

We are looking for a dynamic **Supply Chain Manager** who can **build our entire supply chain architecture from scratch** for a high-growth FMCG startup. This role is not just about managing operations but about **designing, deploying, and scaling** the systems, processes, and infrastructure that will drive efficiency, speed, and reliability across our supply chain.

Key Priorities in the First 12–18 Months:

1. System & Infrastructure Setup

- Establish CFA (Carrying & Forwarding Agent) network, warehousing, and distribution models.
- Design and deploy transport management systems.
- Implement **Inventory & Warehouse Management modules** (ERP/technology stack). Using cost effective solutions

2. Demand & Supply Planning

- Create robust demand forecasting processes.
- Build supply planning frameworks to align production, inventory, and sales.

3. Logistics & Distribution

- Build a scalable distribution framework for North & East India (initial rollout).
- Set up SOPs for transportation, last-mile distribution, and route optimization.

4. Inventory Management

- Create policies for stock levels, shelf-life management, and replenishment.
- Set up systems to minimize wastage and reduce working capital blockage.

5. Process Optimization & Governance

- Develop SOPs for procurement, warehousing, logistics, and dispatch.
- Define and track KPIs (OTIF, lead time, inventory turns, cost per kg).
- Build a performance dashboard for leadership reporting.

6. Cross-Functional Coordination

- Act as the **nerve center** between manufacturing, sales, marketing, finance, and suppliers.
 - Ensure end-to-end alignment for smooth product availability and market serviceability.
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Candidate Profile:

- 8–12 years of experience in **FMCG supply chain**, preferably food/beverages.
 - Proven track record in **setting up CFA, warehousing & logistics systems from zero base**.
 - Strong knowledge of **ERP/Inventory & Warehouse Management modules**.
 - Data-driven, process-oriented, and entrepreneurial mindset.
 - Excellent leadership and vendor management skills.
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Why Join Us?

- Opportunity to **design and own** the supply chain backbone of a **VC-backed FMCG startup**.
- High autonomy to build systems, select partners, and shape distribution strategy.
- Competitive compensation and performance incentives.
- Career-defining role with **end-to-end ownership** in a fast-growing food brand.