

Job Description Template

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Job Title	Supply Chain Planner (ESE)
Segment / Business Unit	Mars Petcare / Royal Canin
Country / Site	Romania or Greece
Job Function	Supply Chain
Expected Job Level	T1
Manager's Name & Position	Planning Manager (ESE)
Date	JULY 2025

Job Purpose/Overview

Answer why this job is in the organization; Why this job exists (2 or 3 sentences maximum)

- Manage the demand & supply planning activities on the assigned markets, driving customer service through product availability, managing replenishment orders and stocks
- Build collaborative relationships with key stakeholders both internally and externally to drive continuous improvement through End2End supply chain planning.
- Deliver an accurate Demand Plan based on historical sales data, SOP+ & Sales team insight
- Ensure great customer service across PSR & PP by delivering product availability through excellent planning; working to ensure forecast accuracy
- Build a collaborative forecasting process with internal sales team

Key Responsibilities

Please list the most important and relevant responsibilities

- **Demand Planning**
 - Co-create with Demand function an accurate and aligned volume demand plan ensuring high forecast accuracy and bias KPIs; Determine key drivers of low accuracy and identify/implement solution to improve
 - Facilitate the DMR meetings leading to obtain a consensus; highlights risks and opportunities.
 - Work cross functionally driving proactively the relationship with Sales, Trade Marketing and Marketing to align on forecasting and phasing of key events/activities evaluating the impact of demand variability.
 - Strong collaboration with Supply Chain peers to communicate promptly risks and opportunities and working to mitigate/leverage
 - Create the best base forecast from the system by running the required history cleansing from abnormal events as well as understanding impact of promotional events or launches
 - Maintain & ensure excellent data quality in Planning systems; managing product launches, delisting's and Route to Market changes in planning system
 - Ensure that promotional volumes are captured in Planning System and changes to promotional plans are communicated across Supply Chain
 - Maintain data visibility by owning Demand, Power BI, FM , reporting and ensuring timely updates
 - Track forecast accuracy; measuring and reporting on SFA / BIAS, identifying root cause of deviations and implementing corrective/preventive action

• **Maximize Product Availability:**

- Perform review of stock position, highlighting risks and opportunities
- Ensure agreed inventory levels are maintained, placing orders on the European factories, as necessary, to ensure Customer orders may be fulfilled and provide Customer Service with the relevant information to optimize & protect supply when needed.
- Work with the factory &/or Warehouse 3PL teams to put in place actions to address incidents
- Minimize potential obsolete stock whilst ensuring zero gaps in supply; Manage product listing information
- Take the lead on product related topics, acting as the interface between assigned markets and the factory. Own all internal communication on stock status, supply risk assessment and ensure escalations to SOP+ are followed through.

• **Drive Efficient Stock Management:**

- Understand drivers for the minimum stock holding targets and implement actions to optimize
- Follow on the efficient sale of discontinued SKU's, highlighting risks to support required action
- Manage the stock age profile to minimize best before issues
- Work with the warehouse/ 3PL team to ensure inventory is well managed through the Warehouse Management System (WMS), ensuring stock status & age is effectively reported
- Work with Warehouse / 3PL teams to ensure all stock movements are captured. Understand root causes of errors and implement actions to eliminate

• **Reporting & tools**

- Ensuring effectiveness of the forecast plan generation maintaining the FM tool with inputs/parameters/algorithms set-up
- Provide appropriate insights to customer service for correct recording of shortages
- Proactive communication on service disruption to key business contacts.
- Support for business reporting and S&OP+ using SA4 & Power BI.

Context and Scope

Explain how the job gets done and the way it operates within the team and with stakeholders

ESE Royal Canin is a fast-growing cluster, operating in 6 countries (ESE: Romania, Bulgaria, Hungary, Croatia/Slovenia, Greece) and managing a portfolio of over 800 products.

The Supply Chain Planner will have to drive effective End2End planning (Demand & Supply) in all ESE markets and deliver world-class service in terms of supply chain planning management.

The Supply Chain Planner will work in the assigned markets across all PSR & PP, Customers, Finance, Supply Chain, SLT & Regional Supply Chain & Central Demand Planning Teams.

Through continued support to the business, the job holder will put engagement of associates at the heart of their actions focusing on the continuous development.

Job Specifications/Qualifications

State the preferred education, knowledge, skills and experience this position requires. State the physical and/or mental requirements for the role (e.g. stand for x hours, lift x weight, concentration on repetitive tasks).

Note: May differ from the current job holder's own skills and experience.

Education & Professional Qualifications	Preferred qualification: Graduate Degree Fluency in English, valuable with an additional Cluster language.
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	Valuable with APICS-CPIM / CPF degree or equivalent
Knowledge / Experience	<p>>= 5+ years' experience in Demand & Planning function.</p> <p>Broad business knowledge with a track record of success in FMCG Demand & Supply Planning functions</p> <p>Systems knowledge: advanced skills using Microsoft Excel for data analysis, experience using Navision/1NAV and WMS are preferable, as well as experience of using office productivity software (such as Microsoft Outlook, PowerPoint etc.)</p>

Key Mars Leadership Competencies (4-6)

Refer to the [Mars Talent and Development Library](#)

Note: competencies selected should be job related

Priority settings
 Drive for results
 Customer focus
 Peer relationships
 Comfort with higher management

Key Functional Competencies & Technical Skills (3-5)

Refer to the [Mars Talent and Development Library](#)

Distinguish any preferred competences at the end of the list & notate them as "preferred"

Quality at Mars
 Safety at Mars
 Demand & Supply management
 Business process application
 Commercial awareness
 Project Management
 Analytical capability
 Optimizes the Supply Chain
 Financial essentials - Analyze & Improves Performance

Relevant Quantitative and Budget Information

Financial / Budget Impact <i>(Indicate how much money this role will manage. Useful quantities include annual budgets, project costs, annual revenue, sales turnover, etc.)</i>	ESE/Volume 2025: appr. 16k Tons
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Staff	<u><i>please fill in the organization chart on the next page</i></u>
Team Size <i>(All direct and indirect reports.)</i>	
Other	ESE 5 Market units: RO, GR, HU, BG, HR/SL 5 Distribution centers 13 500 Points of Delivery ~ 20 000 orders/period ~ 520 Finished goods portfolio Main Road-To-Market: B2B / Full Truck Loading (FTL) / Less Than full truck Loading (LTL) / Parcels

