

Supply Planner – International Sourcing

Kaiwhakarato

WHO WE ARE - KO WAI MĀTOU

At Farmlands - Te Whenua Tāroa, our vision is to be the 'go-to' for everyone connected to our land. We're always backing Kiwi's – rain or shine, year in, year out. We work as one – we help each other, we win together. We're rural people supporting our rural communities looking after our land and our people.

OUR VALUES – NGĀ UARATANGA

Be you - mōu ake

It takes all sorts to make an awesome team. Diversity, different perspectives and a fresh approach to problems make everyone in the team stronger. It's not who you are or what you look like, it's all about what you bring to the table that matters.

Minds open - hinengaro tākoha

We came from a generation of greatness. It gives us the solid foundation to move on, focus on the future and use our creativity and ingenuity to build Farmlands for the next generation.

See it through - whakamaua kia tīna

We're a team. United through our love of the land and the communities we serve. We back ourselves, each other, and get behind the decisions we make together.

POSITION PURPOSE – TE PŪTAKE O TE TŪRANGA

Reports to - Kaiwhakahāere:	Inventory and Analytics Manager
Your Team – To tīma:	Supply Planning
Direct reports - Kaimahi:	0

The role of the Supply Planner – International Sourcing is focused on **international purchasing** and the **introduction of new products** sourced from global vendors. This role is critical to ensuring seamless integration, planning and purchasing liaising with category and international sourcing teams and therefore the timely and successful market entry of new products sourced from international suppliers.

The Supply Planner – International Sourcing works closely with the International Sourcing team on the introduction process to bring new products from overseas to the New Zealand market ensuring that the process delivers the right information and settings to drive future automated purchasing via planning systems. The role also works with the Supply Planning team to ensure a smooth transition of new products into B

The major focus of this role is:

- Import = Focus on product set for international Vendors, or direct sourced products, long lead time products. Work closely with Merchandising and Logistics team on accurate cost, location and timing of product supply into Farmlands stocking locations.

KEY ACCOUNTABILITY AREAS – Ngā wāhanga mahi

Safety and wellbeing -

Haumarutanga

Actively contribute to a safety-first culture by:

- Keeping yourself and others safe, and participating in safety and wellbeing activities
- Speaking up if you see something that is not and could injure yourself or others in the workplace
- Ensuring that all KPI's, policy and procedure requirements related to safety and wellbeing are completed on time and in full, every time

General – Whānuitanga

- Partner with Product Development, Sourcing, and Quality teams to support the onboarding and integration of new international vendors and products.
- Lead supply planning efforts for new product launches, including lead time analysis, DC capacity planning, forecast accuracy, safety stocks, planning system settings and MOQs
- Track and manage critical path timelines for new products, ensuring readiness across procurement, logistics, and distribution channels.
- Optimize starting inventory levels to support product availability while minimizing the risk of excess and obsolescence.
- Conduct robust Post Implementation Reviews of product launches and adjust system settings and plans accordingly before handoff to Supply Planning team
- Utilize ERP and planning tools (Logility) to manage scenario plans, purchase orders, and supply schedules.
- Identify and implement continuous improvement opportunities in planning and sourcing processes.
- Actively participate in cross functional working groups to ensure optimal performance of area of responsibility.
- Build vendor relationship where possible to collaboratively forecast supply.
- Coordinate purchasing activities with internal (treasury, shipping, Logistics) and external suppliers where required. Monitor and report on relevant KPIs. Highlight cause of any variation to plan or metric.
- Maintain and regularly communicate delivery schedule to internal customers. Keep all stakeholders abreast of all potential risks.
- Provide supply chain support to projects where required, and co-ordinating within teams in project rollouts.
- Generate and report on weekly 'At Risks' products and flag up projected stock shortfalls. Provide commentary on actions taken, or mitigations available to meet deadlines
- Monitor key performance indicators and work with relevant teams to drive corrective action
- Partner with Merchandising and Marketing to develop strategies to reduce aged and excess inventory
- Support initiatives to drive improvements in the Inventory Planning systems, data, and processes
- Run International Sourcing S&OE meetings to collaboratively discuss and resolve issue with inventory, demand or supply
- Advise management and appropriate internal teams of the current and future status of product supply for existing products for future launches
- Contribute to the development of annual budgets at category level to support company financial targets, including Cost of Goods Sold, Receipts, Base Inventory Levels, and Future Transitions Communication
- Participate in Portfolio Health meetings and provide vendor related metrics and commentary
- Work closely with Logistics team to identify opportunities for replenishment path changes to optimise inventory

- Able to generate and work extensively with spreadsheet and computer based stand-alone data manipulation tools
- Ensure replenishment orders are placed and managed to achieve required plan.
- Input and manage system inputs and scenarios for key initiatives (eg Fencing seasonal builds)

Professional

Development -

Whakawhanaketanga

Continue to develop personally and professionally by:

- Maintaining regular contact with manager to discuss progress and performance, seek feedback and address development areas
- Engaging with Farmlands performance development process, recording progress and goals
- Being a positive supporter and leader of change initiatives
- Ensuring all training requirements are completed as required

WHAT YOU'LL BRING - Āu āpititanga ki te tūranga

Experience - Āu tautōhitotanga

Qualifications –

Āu tohu mātauranga

Knowledge –

Āu mōhiotanga

- Minimum of 3 years' experience in a planning role with a strong understanding of retail and wholesale distribution models
- Previous experience working with a planning system for stock ordering
- Tertiary training in business, supply chain or other relevant fields preferred
- Solid understanding of inventory management practices and procedures.
- Advanced mathematical and statistical knowledge
- Good market knowledge, preferably rural market knowledge
- Understanding of supply constraints, MRP, MPS, and Sales and Operations Planning/Execution
- D365 FinOps knowledge beneficial particularly experience with Master Planning and Procurement modules
- Planning systems (especially Logility) systems knowledge beneficial
- Strong business planning skills and project management
- Ability to work under pressure and meet deadlines, ability to multitask
- Advanced MS Office skills, particularly Excel and PowerBI
- Ability to propose solutions and justify position
- Advocate for data integrity
- Authentic leader who has presence, who takes pride in the team and their achievements, is well-respected and trusted, and creates a great working environment
- Inspiring, consultative leader who is regularly visible and engages with others to develop solutions
- A superior communicator with an ability to liaise to a high standard with a variety of stakeholders
- Has a clear view of the vision for the team and communicates this in a way that motivates and inspires others to seek higher levels of performance
- Critical thinker who is consistent, fair and well-considered in the response.
- Effective interpersonal skills including the ability to collaborate, influence, negotiate, resolve conflicts and effectively coach others to improve engagement and performance
- Creativity, innovation and the ability to think 'out-of-the-box' in problem solving
- Ability to influence others and move toward a common vision or goal
- Flexible and adaptable; able to work in ambiguous situations
- Works well under pressure, with a high level of organisational and time management skills
- Prepared to listen to different perspective and engages others to develop solutions
- Demonstrates high levels of energy, determination, tenacity and persistence to achieve outcomes

Skills –

Āu pūkenga

Personal Attributes –

Ōu āhuatanga

- Quickly and effectively establishes and maintains strong, mutually beneficial and long-lasting working relationships
- Skilled at effectively communicating complex or technical ideas and issues in simple, clear language so that others understand
- An ability to initiate fresh thinking with a view to find and explore new ways to stimulate ideas; effectively leads team through change and promotes a growth mindset
- Quickly and effectively establishes and maintains strong, mutually beneficial and long-lasting working relationships
- Team player with the ability to work closely and collaboratively with other leaders
- Strategic thinker – recommends actions to improve and leverage opportunities
- Embraces change, recognising it is necessary to meet the changing needs of our customers and business
- Integrity and high personal and professional standards
- Able to communicate with passion and conviction



EVERYDAY LEADERSHIP BEHAVIOURS

WE'RE OUT
HERE TOO.


Farmlands

THE FOUR BEHAVIOURS OF EVERYDAY LEADERSHIP

We've identified 4 leadership behaviours that we know make the best Farmlands leaders. Different roles across the co-operative require us to approach each aspect in slightly different way, and you'll see on the next pages the different leadership levels and how they all fit together.

Create

Create Clarity

Understand the bigger picture – you understand our vision, strategy and plans. You know what's expected of you and how you should deliver this. And, if you don't know, you take steps to find out.

Have a plan – you establish a vision and course of action that's aligned to our strategy. You help others connect the dots between our vision and strategy and where they fit in achieving this. You can describe what success looks like and provide a sense of direction for others, even during times of ambiguity.

Clarify the 'why' – you make clear how activities and decisions benefit the customer and the co-operative. You provide further context where further buy-in or prioritisation is needed to help overcome resistance.

Connect

Build Connections

Forge connections – you have strong relationships with the people around you, your customers and communities. You look outside of your immediate team to create connections with the people and teams across the business who have an influence or impact on your work. You seek broader perspectives to generate insights and opportunities.

Create purpose and belonging – you create meaning for your team by uniting them around a common goal. You're authentic and prepared to be vulnerable. You promote diversity and allow others to express themselves and for all voices to be heard equally.

Take people with you – you inspire people through your energy, commitment to our business and enthusiasm for the future. You listen, seek feedback from a range of sources and involve others in your decision making, without compromising pace. You lead by example through consistency and demonstrating the Farmlands Leadership behaviours.

Deliver

Deliver Results

Create structure – you plan ahead and create the structures and work routines to get things done. You make use of the systems and technology available to you. You're agile and look to work in new ways.

Think and act like an owner – you take responsibility for your performance and delivering to a high standard. You tenaciously pursue the right outcomes and don't confuse activity with results. If you lead people, you set clear expectations for every team member.

Insights driven – you understand the commercial aspects of your role and make decisions based on data and insights. You draw from new sources of information to generate ideas, seeking to innovate, disrupt and change. You are focused on building a stronger organisation tomorrow than today.

Grow

Grow Self, Grow Others

Have a growth mindset – your resilience helps you embrace change, persist through challenges and learn from feedback. You are curious and have flexibility of thought and perspective. You know your strengths and opportunities, actively engage in self-development and take time to reflect and apply learnings.

Develop capability – you coach others to build capability and achieve their potential. You know your team, their aspirations and support them to learn, grow and take ownership of their development.

Get out of the way – you empower others by delegating and creating space for them to do their best work, trusting them to deliver and providing support where required. You make it safe for others to try new things and learn from mistakes.

HOW THIS SHOWS UP IN EVERYDAY BEHAVIOUR (LEAD SELF)

Create	Connect	Deliver	Grow
Create Clarity	Build Connections	Deliver Results	Grow Self, Grow Others
<p><i>By understanding your role and how it contributes to the bigger picture you will make the right decisions.</i></p> <p>Align with the bigger picture</p> <ul style="list-style-type: none"> • Work is directly aligned with our vision, strategy and plans. • Know what's expected and how to deliver. <p>Have a plan</p> <ul style="list-style-type: none"> • Have a vision and course of action that's aligned to our strategy. • Help others understand how they fit in. <p>Clarify the 'why'</p> <ul style="list-style-type: none"> • Understand and make it clear how activities and decisions benefit the customer and the co-operative. 	<p><i>You have strong relationships with your team and the people you work alongside to achieve success in your role.</i></p> <p>Forge connections</p> <ul style="list-style-type: none"> • Create strong relationships with others. <p>Create purpose and belonging</p> <ul style="list-style-type: none"> • You and your team are united around a common goal. • Promote diversity and allow others to express themselves. <p>Take people with you</p> <ul style="list-style-type: none"> • Inspire people through your energy, commitment and enthusiasm • Consider information from a range of sources in decision making. 	<p><i>You deliver to the expectations of your role.</i></p> <p>Create structure</p> <ul style="list-style-type: none"> • Plan and create structure to get things done. • Be agile and look to work in new ways. <p>Enable performance</p> <ul style="list-style-type: none"> • Take responsibility for your performance and deliver to a high standard. <p>Think about the business</p> <ul style="list-style-type: none"> • Think and make decisions with a commercial lens. • Seek new information focused on building a stronger Farmlands. 	<p><i>Being agile and resilient, listening and responding to feedback, and putting in the effort .</i></p> <p>Apply a growth mindset</p> <ul style="list-style-type: none"> • Be agile, persist through challenges and learn from feedback. • Actively engage in self-development and apply learnings. <p>Develop capability</p> <ul style="list-style-type: none"> • Coach others to build capability and achieve their potential. • Know and support others to take ownership of their development. <p>Get out of the way</p> <ul style="list-style-type: none"> • Empower others by creating space for them to do their best work. • Make it safe for others to try new things and learn from mistakes.

HOW THIS SHOWS UP IN EVERYDAY BEHAVIOUR (LEAD OTHERS)

Create	Connect	Deliver	Grow
Create Clarity	Build Connections	Deliver Results	Grow Self, Grow Others
<p><i>Your role is to operationalise the strategy which means you and your team need to understand it and how to achieve it</i></p> <p>Understand the bigger picture</p> <ul style="list-style-type: none"> Understand our vision, strategy and plans. Know what's expected of you and how you should deliver this. <p>Have a plan</p> <ul style="list-style-type: none"> Establish a vision and course of action that's aligned to our strategy. Help others understand their contribution to our vision and strategy. <p>Clarify the 'why'</p> <ul style="list-style-type: none"> Make it clear how activities and decisions benefit the customer and the co-operative. Provide further context where required to overcome resistance. 	<p><i>This is about the relationships you create with your team and the teams you work closely with.</i></p> <p>Forge connections</p> <ul style="list-style-type: none"> Create strong relationships with your team and others who have an influence on your work. <p>Create purpose and belonging</p> <ul style="list-style-type: none"> Create meaning for your team by uniting them around a common goal. Authentic and promote diversity. <p>Take people with you</p> <ul style="list-style-type: none"> Inspire others through your energy, commitment and enthusiasm. Lead by example through consistency and demonstrating the Farmlands Leadership behaviours. 	<p><i>This is about achieving results through others.</i></p> <p>Create structure</p> <ul style="list-style-type: none"> Plan and create structure to get things done. Agile and look to work and lead your team in new ways. <p>Think and act like an owner</p> <ul style="list-style-type: none"> Take responsibility for your performance and delivering to a high standard Set clear expectations for every team member and hold them to account. <p>Insights driven</p> <ul style="list-style-type: none"> make decisions with a commercial lens and seek new information to generate ideas. innovate, disrupt and challenge the norm. focus on building a stronger Farmlands. 	<p><i>Growth is how we make ourselves, our teams and our co-operative better.</i></p> <p>Have a growth mindset</p> <ul style="list-style-type: none"> Embrace the new and lead with agility. Actively engage in self-development and apply learnings. <p>Develop capability</p> <ul style="list-style-type: none"> Coach others to build capability and achieve their potential. Know your team and support and empower them to learn, grow and develop. <p>Get out of the way</p> <ul style="list-style-type: none"> Empower others by delegating and creating space for them to do their best work. Make it safe for others to try new things and learn from mistakes.