



Supply Planning Manager

Location: Tewksbury, MA (currently WFH with optional in office work, this position will be hybrid post-pandemic with WFH up to 2 days per week, Walden has no planned return to office timeline currently)

Walden Local is looking for an experienced supply planner with a passion for solving unique supply chain and inventory optimization challenges and a desire to leave this world better than how they found it. We're a Certified B Corp on a mission to change the environmentally destructive meat industry from within by displacing factory-farmed meat with ethical and sustainable alternatives, raised and caught right here in the Northeast by independent local farmers and fishers. We've grown rapidly the past few years and have no plans to slow down with multiple years of double-digit YOY growth on our horizon.

As Supply Planning Manager, you'll be joining our Strategy team as an impactful team player responsible for optimizing our largest cost, our meat, while managing 1 direct report, a Supply Chain Analyst. This is a new position on our team intended to take our supply planning activities and inventory strategy to the next level. In this highly collaborative role you will report directly to our VP of Strategy and have end-to-end responsibility for all upstream and downstream decisions related to our processing and fulfillment activities.

What You'll Do

- Manage all upstream and downstream supply planning decisions based on optimization of core metrics around margin and inventory turns
- Work closely with the Animal Supply & Quality team to secure and optimize the appropriate amount and mix of protein types and cuts to have on hand through appropriate ordering and planning to allow them to scale our farming and processing partners alongside us as we grow
- Partner with the Demand Planning Manager to ensure responsible growth in line with our supply that maintains or exceeds our customer satisfaction standards through appropriate product mix in each curated delivery (aka their "share"), while optimizing our margins and inventory turns
- Optimize the flow of inventory through our system to maximize inventory turns and ensure each component of an animal/lot moves through our system at the same pace
- Collaborate with many teams across Walden to inform your decisions and understand the impacts on inventory / flows management, protein ordering, product mix / processing decisions, share configuration, and wholesale outlets
- Manage and proactively communicate product forecasts, scheduling requirements, goals, and resource planning to assure that appropriate capacities and resources are available to deliver exceptional service to both our direct to consumer subscription members and commercial customers
- Oversee and manage day-to-day logistics and inventory movements, in partnership with the Supply Chain Analyst
- Participate in cross-functional projects that enhance our supply chain and subscription quality objectives
- As we grow and expand, build the necessary processes and tools to appropriately manage supply and inventory decisions of increasing size and complexity

What You'll Bring

- 3-5 years professional experience in a supply planner, supply chain management or corporate strategy role
- Advanced knowledge of Excel, including vlookups, pivot tables, and complex functions

- Willingness to get hands dirty and jump in to do whatever needs to get done and an eagerness to learn from and work with a wide range of people without ego
- Excellent, detail-oriented written and verbal communication skills
- Ability to step back, think strategically and analytically in pursuit of the best solution
- Interest in solving complex puzzles and difficult problems, with a can-do approach

Bonus points if you have...

- 1-3+ years of relevant experience in online retail/supply chain/management consulting
- Prior experience managing a direct report
- Experience in merchandise planning/allocation
- Advanced knowledge of SQL and/or python
- Experience in consumer goods and/or agriculture
- Passion for sustainability, regenerative agriculture, and/or rural economics

Don't check all the boxes? Don't worry! We know that there is no such thing as a 'perfect' candidate. Walden Local is committed to building a team that brings passion for our mission and a diverse set of experiences and opinions. Feel welcomed to bring your whole and authentic self and please apply if this is a role you feel passionately about! We read cover letters and encourage you to share your unique experience and interest in this role and our mission.

What We Offer

- Financial: Company Bonus Plan, 401k
- Health & Wellness: Medical, Dental & Vision, Unlimited PTO, Volunteer Time Off Program, 8 Paid Holidays, Parental Leave, Paid Sabbatical Program
- The Fun Stuff: up to 5 lbs of free meat weekly, 25% off up to 2 Walden monthly meat shares and at our Boston butcher shop, family-friendly annual company picnic

When You Join Walden...

You'll be Making Local Work - contributing to a mission-driven Certified B Corp committed to reinvigorating local agricultural economies, in support of healthier communities, animals and soil. Walden Local is New England and New York's leading brand of sustainable, locally-raised meat, connecting families with farmers by distributing directly to thousands of households across the Northeast. We believe in simplicity, doing ridiculous things for our members, and that the little things matter. We're building a diverse team that shares these passions. If you're inspired by ambitious missions and working hard to solve complicated problems, we'd love to meet you!

We're proud to be an equal opportunity employer - and celebrate our employees' differences, including race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, and Veteran status. Different makes us better.