

Paris Presents

INCORPORATED

Bringing Beauty to Life

Demand Planning Manager

COMPANY

Paris Presents is an entrepreneurial, privately held / venture capital backed company that creates and distributes strong brands of makeup tools and body care accessories in over 60 countries. Their expertise includes both globally distributed branded product lines and the development of retailer brands, product lines individually created and managed for large retailers. This is a high-growth, beauty and fashion business with a focus on high quality products at affordable prices developed through innovation and on-trend design. A sought-after "indie" company, Paris Presents has a very fast paced culture, has annual revenues of over \$100M, and is growing rapidly around the world, with distribution in over 60 countries. In 2014, the company was recognized by IRI/Boston Consulting Group as the fastest growing health and beauty company under \$1B, and a top-10 finalist in the 2015 European Business Awards. The senior management team comes from major CPG companies and has a strong record of success growing businesses. The company is over 70 years old with a very fast paced culture, has annual revenues of over \$225MM, and is growing rapidly. The senior management team comes from major CPG companies and has strong success record of growing businesses. In 2016 the CEO, Patrick O'Brien, was named Ernest and Young Entrepreneur of the year for the Midwest region and the company was recognized on Inc's top 5000 companies to work for 3 years in a row.

BRANDS

The company's three core brands are EcoTools®, Real Techniques®, and Body Benefits by Body Image®. EcoTools is a leader in eco-conscious beauty products, most notably for incredibly soft cosmetic brushes but also offers a line of hair brushes and bath accessories. Body Benefits is the number one brand in bath accessories with distribution at key retailers such as Walmart. The brand offers a comprehensive assortment of netted bath sponges as well as all other bath accessories.

Since its launch in 2011, Real Techniques has taken over the online beauty industry with phenomenal products and expert advice from celebrity makeup artists and sisters Sam and Nic Chapman. Our inspiring education is creating newfound confidence in women globally, all at a click of a button. The brand is the number one makeup brush brand on YouTube, the leading share brand in the UK and one of the fastest growing brands in the U.S.

The company also offers retailer exclusive brands to round out our portfolio at key retailers like Walmart, Target, Walgreens and Rite Aid.

POSITION SUMMARY:

Reporting to the Chief Financial Officer, the Demand Planner is responsible for all customer and product forecasting activities. The Demand Planner will create and maintain customer forecast models, incorporating business intelligence and forecast information gathered from sales, marketing, finance, retailer replenishment analysts, and other sources. The Demand Planner is the integration point into the sales and commercial organization and will be expected to provide superior support to all key constituencies.

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MAJOR RESPONSIBILITIES:

Demand Planning

- Develop demand forecasts (operational forecasts) at multiple levels of aggregation for multiple time horizons as part of a demand planning function.
- Review historical sales trends, research demand drivers, prepare forecast data, develop statistical forecast models, and evaluate forecast results.
- Develop and maintain a rolling forecast and drive the entire forecasting process for the entire business
- Coordinate cross-functional research activities to reconcile significant variances and refine the forecast model to reflect updated sales and marketing assumptions.
- Interact with Sales, Marketing and Finance to understand demand forecast drivers.
- Utilize a collaborative and consensus approach by working with Sales, Marketing and Finance to obtain and ensure that current and accurate information is used for demand forecasts.
- Use and maintain the Demand Planning software as the primary forecasting system tool.
- Provide input to the Supply Planning organization in developing inventory strategies on existing items, new products, and product phase-outs.
- Closely coordinate and communicate customer action plans with supply planning
- Coordinate new product introduction in supply chain by setting desired business system planning/demand parameters and initial stocking quantities
- Protect the financial performance of the strategic business unit by identifying potential supply chain issues

Demand Management

- Inventory Management
 - Work with sales teams on any constrained items
 - Troubleshoot any inventory issues based on supply or demand abnormalities
 - Allocate inventory based on strategic plans, business return, or customer commitments
 - Work with sales teams, supply chain, and purchasing on over-inventory items
 - Identify items that have significantly under-sell forecasts

IDEAL EXPERIENCE:

- Highly energetic individual with at least 5 years finished goods forecasting / demand planning, and S&OP experience
- Minimal of a Bachelor's degree required; MBA preferred
- Ability to deal with complexity and manage ambiguity
- Demonstrated project management skills
- Collaborative skills in resolving excess or shortage inventory situations

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- Organizational Agility / Strong Communication Skills: must be able to work across multiple functions including sales teams, supply team, customer service and purchasing)
- Analytical Ability: must be able to see and analyze trends, troubleshoot problems, and provide forecasting support
- Process Management/Improvement: must be comfortable holding teams accountable to monthly forecasting process; should be consistently looking for continuous improvement ideas to increase forecast accuracy and decrease total inventory
- Proven leadership with Inventory Planning, Purchasing, Demand Planning or Inventory Control highly preferred

IDEAL PERSONAL PROFILE:

- Attention to details
- Ability to work in a collaborative, team environment
- Great written and verbal communication skills
- Hard working with an eagerness to learn
- Proficient in Microsoft Word, Excel, and Outlook

RELATIONSHIP:

Reports to:	Chief Financial Officer
Manages:	No direct reports
Key Internal Relationships:	PPI cross functional teams, in particular Sales, Customer Marketing, Purchasing, Operations and Supply Chain.
Key External Relationships:	None