

Paris Presents

INCORPORATED

Bringing Beauty to Life

POSITION SPECIFICATION

MANAGER - WAREHOUSE AND DISTRIBUTION

COMPANY

Paris Presents Incorporated is an entrepreneurial, privately held / venture capital backed company that creates and distributes comprehensive brands of makeup and nail tools, bath and body liquids and accessories, and travel accessories. Their expertise includes both nationally distributed branded product lines and the development of “captive” brands, product lines individually created and managed for large retailers. This is a complex fashion business with a focus on high quality products at affordable prices developed through innovation and on-trend design. The company is over 70 years old, as annual revenues of over \$225MM, and is growing rapidly. The senior management team comes from major CPG companies and has a 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 has been 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. 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, Ulta and Rite Aid.

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SUMMARY

The Manager of Warehouse and Distribution is responsible for the smooth and efficient operations of the warehouse and distribution facility and functions to provide the customers with on-time and in full service. The position oversees inbound, receiving, order picking, and fulfillment of outbound deliveries across a one-shift operation. The right individual will support the company's vision through an empowerment leadership style that encourages a culture of continuous improvement in a participative and positive working environment. This rewarding and challenging position reports into the Vice-President of Operations.

MAJOR RESPONSIBILITIES:

- Responsible for managing daily the safety, warehousing, and shipping operations with 30+ employees.
- Possess the ability to manage the tactical workload and change management.
- Develop and sustain key performance indicators to track and trend performance to improve cost, quality, service, and delivery.
- Responsible for all aspects of inventory management, including inventory accuracy, and efficient put away and picking strategies of over 900 SKUs.
- Must be able to collaborate with Purchasing on inventory receipts, turns, and consolidation efforts.
- Ensure functionality and proper use of SKU's and compliance of transactions in the current warehouse management system.
- Demonstrate a high level of leadership in a fast paced and dynamic work environment.
- Operations planning to improve efficiencies and deliver cost savings.
- Actively engage in communication across the supply chain and other functions concerning the warehouse and distribution.
- Must have a passion for safety and continuous improvement to ensure a culture and spirit of teamwork and address performance issues when necessary.
- Performs other challenging duties as assigned.

Candidate will need to possess:

- Bachelor's Degree
- Seven to ten years of related work experience required, additional years of education and experience may be substituted for each other.
- Leadership experience in a high volume, fluctuating demand distribution center environment.

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- Managing the inventory and distribution of web based direct to consumer business.
- Position requires strong oral and written communication skills.
- Experience with AS400 and ASW a plus!

Ideal candidate will also possess:

- Ability to work in a collaborative team environment and communicate cross-functionally with all levels of the organization.
- Strong analytical and decision-making skills.
- Managerial experience in a CPG Company.
- Strong communication, negotiation, and influencing skills.
- Thrives in a dynamic, fast – paced working environment and comfortable at adjusting priorities and resources.
- Ability to take ownership and proactively problem solve.
- Strong team building experience.