

OPPORTUNITY PROFILE

Director of Product Planning &
Logistics

**Aaron's Automotive Products, Division of
Aftermarket Technology Corporation.**

Springfield, Missouri

Re-manufacturers of engines and
transmissions



Company Overview

The company is located in the South Central States and is recognized as a leading supplier of engines components in North America. The company currently employs approx. 900 people. Their manufactured products include, cylinder heads, connecting rods, transaxles/transmissions and torque converters.

Over the last few years the company has implemented lean manufacturing and continuous improvement principles throughout its organization. The results have been very encouraging and profits and overall shareholder value has been increased.

The Division

The division of the company to employ this individual markets and distributes to the independent aftermarket under a brand name. The division is located in the South Central States and currently employs approx. 140 people in a non-union environment. Sales in 2001 for the division totaled approx. \$120 Million Dollars and the division is profitable. The division markets its products primarily through two avenues - warehouse distributors and through strategic alliances with national organizations and associations. In addition, approximately 10% of revenue is generated through direct sales to OE's.

The Position

The position is located in the South Central States and will report directly to the Vice President of Aftermarket Operations. The hiring authority has been with the company since November of 2001. Before joining the company he spent several years with several Fortune 500 companies within the transportation sector. He is currently reinvigorating the commitment to the new business model adopted by the parent company and is vigorously pursuing one of the most concrete opportunities facing the company today, the independent aftermarket for automotive transmissions. The hiring authority reports directly to the President of the company.

The Director of Product Planning & Logistics position is described as an executive level management position within the organization. The position has 4 direct reports, which consists of a Finished Goods Planning & Forecasting individual, a Shipping Manager and 2 Warehouse Managers. In addition, this position will oversee the relationship with 2 suppliers. Overall the Director of Product Planning &

Logistics will be tasked with successfully transitioning the product distribution function to a 3PL model within an organization that has historically relied upon internally owned facilities and managed staff.

Position Responsibilities

This position will be accountable for the development, implementation and execution of the following:

1. Define forecasting methodology and establish inventory targets for each distribution point. (depth & breadth of deployed inventory, replenishment cycle requirements, etc)
2. Compile a tactical forecast based upon historical buying trends and sales initiatives within the various distribution/sales regions of the country.
3. Managing the forecast into demand planning, assuring that proper quantities (engines and transmissions) are being planned against forecasted requirements.
4. Lead & Chair Sales, Inventory and Operations Planning Sessions (SIOP) with manufacturing facilities (incoming demand, order fill rate, optimizing transport and logistics costs, etc.)
5. Coordinate with the Manufacturing Operations Staff to define the Master Production Schedule (MPS) to drive shop floor production plans and/or purchased finished product ensuring product line and customer demand objectives are met.
6. Coordinate 3rd party purchases of engine/transmission cores.
7. Perform frequent reviews of forecast accuracy and delivery performance.
8. Cost analysis of overall logistics function (inventory investment, freight cost, 3PL and company warehouses) to determine optimum stocking/delivery methods resulting in reduced costs and exceptional customer satisfaction.
9. Manage the contract negotiation process with 3PL providers. Manage & Optimize relationship with providers.
10. Perform activities associated with the design, development, deployment and support of the future EDI initiatives.
11. Support/participate/lead continuous improvement initiatives of existing systems utilized throughout the organization in a strategic and tactful way. (warranty administration, MRP, etc.)

Candidate Qualifications

The ideal candidate would possess the following qualifications:

- Prior product planning & logistics experience at an executive/senior management level within a prominent manufacturer/distributor of finished goods. Prior exposure to the automotive industry would be a +, but is not required.
- Prior experience in analyzing historical market trends & forecasting product demand.
- Proven track record in (DRP) and the forward deployment of finished goods.
- Previous ERP, EDI systems implementation. A strong working knowledge of MRP
- Prior experience in the distribution of finished goods via a 3rd party logistics provider.
- A strong skill set in cost estimating/accounting and negotiating.
- Effective problem solving skills (ie. TQ or Six Sigma)
- High sense of urgency in identifying opportunities & challenges, gathering the right data and proposing a solution. Ability to tactically implement change within existing constraints is crucial.
- A bachelor's degree in business, marketing, engineering or other technical degree is required. A master's level degree is preferred.
- APICS certification.

Salary Range

The salary range of this position is negotiable. The position qualifies for the executive bonus plan that is based upon performance of the division. The estimated maximum bonus would equate to approx. 20% of base compensation. A comprehensive benefit & relocation package is provided.

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If you know someone who meets most or all of the requirements described in this brochure, please feel free to suggest that person for consideration.

We fully respect the need for confidentiality of information supplied by interested parties and assure them that their backgrounds and interests will not be discussed with anyone, including our clients, without their prior consent.

For further information on, or consideration for this position, please contact:

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