



*Be an
inspiration.
Be Bayer*

At Bayer we're visionaries, driven to solve the world's toughest challenges and striving for a world where 'Health for all, Hunger for none' is no longer a dream, but a real possibility. We're doing it with energy, curiosity, and sheer dedication, always learning from unique perspectives of those around us, expanding our thinking, growing our capabilities, and redefining 'impossible'. There are so many reasons to join us. But if you're hungry to build a varied and meaningful career in a community of brilliant and diverse minds to make a real difference, there's only one choice.

Africa Supply Chain Cluster Head (JO-2208-434)

Role purpose

Supports the implementation of the cluster Go-to-Market strategy and steers the E2E Supply Chain performance for Crop Protection, Seeds, and Environmental Science (ES) Finished Goods in the cluster. Responsible to achieve the optimum balance between customer satisfaction, cost, cash flow and flexibility through modern & efficient E2E SCM processes. Leads the warehouse and transportation operations for domestic distribution with full accountability for delivering on regional targets and business results. Aligns business priorities within the cluster with commercial and ensures alignment with PS and SCM functions (incl. Customer Service and Distribution). Accountable for uninterrupted market supply by managing demand planning and S&OP activities while meeting inventory targets including tolling activities (if applicable).

Key responsibilities and tasks

// Customer Centricity: Actively contribute to Go-to-market strategy definition & design of tailored solution offer to maximize customer satisfaction, cost and flexibility and support their respective implementation from a supply chain perspective. Be the primary contact for any Supply Chain related question and escalation on cluster level (One voice to cluster head, member of the Cluster LT team).

// License to operate & Sustainability: Ensure norms and laws are compliantly adhered to in the E2E supply chain processes (incl. W&D, CP artwork management,

CP relabeling & tolling if applicable, efficient Material master data maintenance for CP). Engage direct reports and encourage teams and contractors on safe behaviors, compliant trade / logistics operations and on achieving safety targets. Ensure Bayer representation in industry associations whenever necessary to contribute actively in SCM-related topics (e.g. packaging, disposal of empty packaging materials...).

// Engaging leader of leaders: Inspire, develop actively and lead a high-performance country SCM team to pursue an innovative Supply Chain vision and permanent performance culture. Ensure alignment between all SCM stakeholders (Production site, Regional Planning, ES) for the cluster.

// E2E SC performance & excellence: Orchestrate supply chain excellence initiatives in the cluster and enhance customer experience by driving implementation of digital SC activities, ensuring adherence to global and regional processes, fostering best practices exchange and implementing mitigation plan in case of unmet targeted SCM KPI of the cluster.

// Cash flow focus: Optimize cluster CP Finished Goods inventory minimizing slow movers/ write offs and balancing flexibility and capital efficiency according to targets set to each country. Oversee return process (from customer up to site). Support regional distribution strategy and W&D cost optimization.

// Integrated planning and decision making: Engage, collaborate and improve cross-functional and cross-businesses Country / Regional S&OP process, while translating sales forecast into an integrated commercial-financial demand & supply plan. Oversee replenishment planning between Distribution Centers, inter-company business purchasing & tolling activities if applicable. Additionally, along with Marketing and Sales, steer product launches, product allocations and manage product positioning at distribution level. Interact with Customer Service to prioritize product availability for backlog orders and follow-up on Finished goods / PS related complaints within the cluster.

Working Relations

// Reports to EMEA SCM Head
// Direct reports: 8
// Customers
// Country CP, Seeds & ES Commercial teams, Finance & Controlling
// Country & Cluster SCM leadership teams
// Regional Planning, Distribution, Customer Service, SC Excellence, Projects, Performance & Data Management, Intercompany Business
// Regional Manufacturing, Quality teams, Marketing, Commercial, HSE and Procurement
// Formulation and seeds sites network
// Associations

Experience, Skills and Qualifications

// Tertiary qualifications BA/MA degree or equivalent, preferably with focus on SCM or Logistics, MBA is a plus; alternatively equivalent experience
// Multiple years of experience in and good knowledge of Supply Chain and Logistics processes
// Key competencies: Collaborates, Customer Focus, Drives results, Strategic Mindset, manages complexity / ambiguity, Builds Effective Teams
// Outstanding communication, organization, influencing and coaching skills
// Good track record in talent development
// Fluency in English required, knowledge in another European language is a plus

Be part of something bigger:

Link to apply: [Bayer Careers](#)

Application Date:
11 August – 25 August 2022

Position grade:
VS 3

Employment type:
Permanent

Location:
Isando, South Africa

Contact us

Telephone +27 11 921 5700

//////////////// Science for a **better Life**

Bayer welcomes applications from all individuals, regardless of race, national origin, gender, age, physical characteristics, social origin, disability, union membership, religion, family status, pregnancy, sexual orientation, gender identity, gender expression or any unlawful criterion under applicable law. We are committed to treating all applicants fairly and avoiding discrimination.
