***One of India’s leading producers of fertilizers and industrial chemicals,***

We are transforming our business through focus on Collaboration beyond boundaries, Relentless Focus on Results, Innovation, and unflinching commitment to deliverables and promises.

We are looking for individuals who enjoy working outside their comfort zone and are ready to accept challenges. We believe in achieving excellence in whatever we do. For this we provide a great degree of support through a combination of best of the systems & processes, employees’ capability building and their well-being.

We also place a considerable weightage to individuals who are proactive & self-motivated and have good inter-personal & social skills and have the ability to work in teams.

**JOB DESCRIPTION**

*Designation:* S&OP - Analyst *Function:* Sales & Operations

*Location: Corporate Office, Pune Sector: Manufacturing*

*Purpose of the Job:*

* **Core Coordinator** for the S&OP process- with a role to collaborate, collate, challenge, and consolidate S&OP inputs from **across all BUs & functions**.
* **Drive process/KPI improvement** projects across all the business
* Lead projects from related to **automation/tool implementation/capability building** ex. AI/ML, Digitization
* **Influences key process steps (*especially given new process being implemented*)** viz. Demand Planning, Production Planning, Procurement Planning and Dispatch Planning
* **Drive budgeting exercise** for DFPCL from demand supply balancing standpoint
* **Leads factual deliberation** on financial impacting aspects viz. Trend analysis, Risk identification & Root cause analysis (RCA) for nonadherence to S&OP agreed plan within the Pre S&OP forum
* **Create scenarios** to mitigate business risk & optimize resources to meet annual business plans

**Overview/ Responsibilities: As a <** S&OP - Analyst **>, you will be expected to:**

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| ***Key Accountabilities for the position*** | ***Major Tasks for the position*** |
| Core Coordination for the S&OP process | Collaborate with a **large pool of stakeholders** to strongly enforce the monthly S&OP process & **prepare the risk analysis** for the review by-   * Engaging in a business demand review meeting * Engage and give insights in demand netting/RCCP runs/Dispatch plan monthly and weekly refresh collaboration meetings * Prepare standard Pre-S&OP and Exec S&OP deck * Present potential topics for review and discussions in the monthly Pre-S&OP/Exec S&OP meeting, with help of pre reads and meeting readiness * Articulate **clear trade-offs and create scenarios** to optimize business objectives in monthly production plans * Track key outcomes and decisions from S&OP meetings. Maintain log of deviations, non-conformance and have all stakeholders informed, escalate for relevant urgencies * Monitor status of key decisions taken during S&OP meetings and publish them regularly   Run the S&OP tools centrally |
| Data analysis & Leverage  – to understand business patterns, challenge and bring robustness to the S&OP Process  – Root Cause analysis to identify influencers to the deviation, ready potential decision facilitators/options for management sign off | * **Understand and Utilize new S&OP tools** for effective running of the S&OP processes * Analyse data / monitor dashboards to publish monthly performance reports * Highlight areas that are impacting adherence to plan & budget, potential causes for deviation * **Lead topic towards identification of root causes** and design options to overcome * **Present potential risks across the value chain & mitigation opportunities to leadership** facilitate decision making   Ready the pre reads for the S&OP Meeting |
| ***Educational Qualifications*** | ***Total years of experience*** |
| * 1. MBA from top management school   2. Bachelor of Engineering preferred | * **5-10 years of work experience** in planning, inventory management roles in the industry * **Demonstrated** KPI improvements in the past * Experience in working on **Anaplan S&OP platform** is preferred * Experience of running S&OP process with mix of sales and production planning experience * Individual with an experience of **leading projects, people management skills** is preferred |
| ***Technical /Functional Expertise:*** | |
| * **Strong analytical, problem solving and financial modelling skills**; advanced skills in Microsoft office tools * Detail oriented * Excellent written and oral communication skills | |