

S&OP Manager

About the Role

The S&OP Manager is a strategic manager who ensures that sales forecasts, production plans, and inventory strategies are harmonized. This role drives operational efficiency, enhances customer satisfaction, and supports organizational growth by enabling data-driven decision-making and proactive risk management. In essence, the S&OP Manager acts as the linchpin between strategic planning and operational execution, ensuring that the company meets demand while optimizing resources and profitability.

To be successful as an S&OP Manager, you will be working closely with sales, R&D and Culinary, Operations and Finance teams to understand demand forecast drivers. You will animate the S&OP process and develop accurate forecast data utilizing a collaborative and consensus approach, incorporating promotional activities, budget constraints, and sales goals into forecasts. You will balance product demand and supply to optimize inventory, ensure timely fulfillment, and support overall supply chain efficiency. You must demonstrate strong analytical, statistical and problem-solving skills, and excellent communication and collaboration skills to work across multiple functional teams.

The position reports to the SVP of Supply Chain.

Key Responsibilities

Demand Forecasting

- Develop and maintain demand forecasts using historical sales data, market trends, and statistical models to predict future product demand
- Based on data availability and frequency, collect forecast data from customers and compare to Rubix forecast to improve accuracy
- Animate monthly consensus forecast creation with Sales, R&D and Culinary teams and identify gap versus yearly objective.

Supply Planning

- Based on demand forecast, develop and share supply plan for co-manufacturers and main suppliers
- Inventory Management: Monitor stock levels across distribution centers, set preferred stock levels, and prevent overstock or stockouts
- Work closely with procurement, operations, sales, and finance teams to align supply chain activities with business objectives

S&OP Process

- Coordinate monthly process, facilitating cross-functional meetings with Sales, R&D and Culinary teams, Production, Supply Chain, and Finance to create a unified, achievable plan.

- Monitor KPIs and performance metrics (Forecast accuracy), providing insights and recommendations to management.
- Collaborate with stakeholders across departments to integrate new products, co-manufacturers, internal production sites, market changes or supply disruptions into the S&OP process.

Qualifications

- **Experience:** 4-7 years of progressive experience supply chain planning or related fields.
- **Education:** Minimum bachelor's degree in a relevant field. Master's degree preferred
- **Location:** In office role in Jacksonville, FL.
- **Travel:** Up to 10% travel may be required, including manufacturing site visits, customer meetings, and conventions.
- **Systems:** Familiarity with S&OP software, Excel, and statistical analysis tools. Fluency in Enterprise Resource Planning (ERP) and inventory management platforms

Skills & Abilities

- **Cross-functional leadership:** Ability to work across silos, influence teams, and gain consensus.
- **Analytical expertise:** Strong skills in forecasting, capacity planning, and inventory management. Ability to interpret complex data, identify trends, and make accurate forecasting projections.
- **Communication and facilitation:** Excellent interpersonal skills to convey information clearly to all organizational levels.
- **Project management:** Ability to manage multiple initiatives, prioritize tasks, and meet deadlines.
- **Strategic thinking:** Align operational decisions with company goals, balancing customer satisfaction, profitability, and working capital.

About Rubix Foods

Rubix Foods is a full-service product development house with end- to-end manufacturing capabilities. We blend culinary creativity, food science, and consumer intelligence to fuel innovation for the industry's most exciting, high-momentum brands. From concept to commercialization, we streamline and accelerate the entire product development journey – delivering white-glove service, disciplined execution, and consistent results that raise the bar every time.

Our Vision: To be the food industry's first call – known for our speed, trusted for our quality, and chosen for our reliability.

Our Mission: To solve the food industry's toughest problems – creatively, collaboratively, and with unrivaled speed and execution.