



Join our team! We bridge the gap between chicken producers and manufacturers, ensuring high-quality poultry at predictable prices. Enjoy top-tier benefits, including unlimited PTO, remote work options, 100% company-paid medical, dental, and vision insurance, quarterly profit-sharing, a five-year goal bonus, immediate 401(k) vesting with company match, and more. Be part of a collaborative team of problem solvers dedicated to excellence and building win-win relationships.

Procurement Manager

Reporting to the Director of Procurement, the Procurement Manager is responsible for overseeing, planning, and coordinating assigned procurement programs to ensure that supply and demand needs are met and relationships with vendors are maintained, adopting a vendor-centric approach to service excellence.

Primary responsibilities and tasks:

- Manage overall programs implemented by the Company's Executive Leadership
 - Support and build on the established relationship, focusing on quality, productivity, and innovation.
 - Manage programs to optimize the company's profit margins.
 - Monitor the status of open purchase orders to ensure on-time production of all materials, including timely resolution, communication, and mitigation of potential problems.
- Manage forecasted supply and demand needs for all assigned programs.
 - Maintain updated forecasts, demands, and operational schedules to execute customer requirements.
 - Manage appropriate short- and long-term supply plans to ensure proper inventory levels and program compliance, escalating concerns as needed.
 - Ensure the supply plan utilizes approved products that are documented in each program summary.
 - Execute new products approved by the customer if needed to maintain volume commitments.
 - Manage frozen inventory levels following guidance from senior management.
- Create weekly, detailed supply plans for customer orders and processing programs.
 - Distribute detailed plans across the total Supply Solutions department.
 - Ensure correct order information is being entered into ERP (ex., item code, kill dates, delivery date)
 - Coordinate with the Logistics department to optimize freight costs while maintaining exceptional customer service.
- Manage customer, vendor, and processor claims and complaints.
 - Lead investigation into incidents on assigned programs.
 - Assist as needed with programs outside of your assignments to complete an investigation.
 - Approve or recommend a denial for a claim.
 - Ensure claims are handled following our claims SOP.
- Cover tasks during PTO of Procurement department peers.
- Other related duties as assigned.

Job Complexities:

- Acts following a strong ethical compass and personal integrity.
- Deals effectively, comfortably, and confidently with people at all levels of responsibility, authority, and rank. The individual must be able to align and engage resources outside of their area.
- Ability to positively influence others and gain cooperation while maintaining very high standards of professionalism.
- Strong written and oral communication skills.
- Established decision-making and creative problem-solving ability.
- Demonstrates meticulous attention to detail.
- Works with minimal direction takes initiative, and determines methods to accomplish results.
- Maintains and develops excellent relationships with all internal and external vendors, consistent with best practices and organizational strategic goals.
- Ability to develop and maintain a high frequency of interaction with broad networks across the poultry industry.
- Ability to multitask and remain calm under pressure.
- Views challenge and uncertainty as an opportunity for innovative solutions.
- Confidence and an authoritative voice in strategic operational decisions.
- Imaginative and innovative.
- Strategic and analytical thinker.


Minimum Requirements:

- Bachelor's Degree or a minimum of 3-5 years of experience in a professional setting as part of a team, with gradually increasing levels of responsibility.
- Technical proficiency must include the ability to use computers to generate reports and spreadsheets using Google and Microsoft Office Suite products.
- Experience working with an Enterprise Resource Planning (ERP) system.
- Ability to handle off-hours issues in coordination with team management, including on-call duty rotation.
- Travel (10%— 15%) as required to perform duties, such as periodic on-site visits to investigate incidents and participate in annual company and department team-building and training opportunities.

The expected compensation range is \$120,000 to \$145,000 base exempt salary based on current competency, experience and personal development commitment - plus a Quarterly Profit-Sharing opportunity and participation in the BHAG long-term incentive (BHAG prorated based on start date).

See our careers page for more information about being a team member at Tendergrass.

Candidates must be prepared to fully take part in the Tendergrass hiring process. This involves pre-screening, video conference interviews, General Mental Aptitude Assessment, and detailed reference review with several direct working associates.

 **Apply today at tendergrass.com/careers** to explore open roles and submit your resume or C.V.. We are interested in learning about you and your performance and career goals.

Let's build something meaningful — together.