

## Supply Chain Lead

Long Beach, CA – Onsite

Sierra Pacific Engineering and Products (SPEP) designs, manufactures, and proudly distributes high quality, cost-effective industrial hardware components B2B. Our vision is to bring growth and stability to our customers through sustainable methods of engineering, service, and value.

**Employee-Powered, Employee-Owned** - Our employees are what make SPEP all that it is. This belief is reinforced with the Employee Stock Ownership Plan (ESOP), providing employees with ownership in the business and the opportunity to benefit from the company's success.

### Position Summary

SPEP's Supply Chain Lead is a detail-oriented, strategic, and experienced international trade and supply chain professional, a skilled planner, analyst and buyer that will help manage end-to-end supply chain processes, ensuring optimal inventory levels, timely procurement and delivery of materials, and efficient demand planning. This cross-functional role involves analyzing supply and demand trends, coordinating with trade partners and internal teams, and implementing strategies to improve cost, service, and delivery performance.

### Here is what you'll do:

- Perform advanced supply chain planning duties that include procurement and production planning, forecasting, data analytics, logistics management, cost management, and professional reporting.
- Develop and implement new supply chain strategies, protocols, and tactics.
- Develop and implement new systems, reporting, and technology (including AI).
- Ensure Inventory management and optimization.
- Lead/support project management activities to include large-scale facility projects.
- Build vendor relationships to include onboarding, performance evaluation, negotiations, and sourcing.
- Manage import/export execution and compliance.
- Collaborate directly with Sales, Engineering, Quality, Warehouse and Accounting departments in the successful execution of the supply chain.
- Some travel will be required.

### Here's what you will bring to the table:

- Bachelor's degree in supply chain management, business, or a related field.
- Five years of related supply chain and high-volume planning work experience in a product-driven industry.

- Experience in international trade, specifically importing from Asia to include customs and compliance knowledge.
- Experience with ERP systems such as Oracle, SAP, or NetSuite.
- Highly effective communicator.
- Strong analytical, data driven approach with attention to detail.
- Sound mathematical skills.
- Knowledge of accounting principles.
- Technical understanding of mechanics and mechanical concepts.
- Disciplined and efficient multi-tasker with high standards for achieving and exceeding goals.
- Highly organized.
- Proficient in Microsoft Office tools (Outlook, Word, Excel, PowerPoint, etc.).
- Prior leadership experience is preferred.
- The ability to speak Mandarin is a plus.

**Here's what's in it for you:**

- Competitive compensation range \$80,000 – \$90,000 annually given experience.
- Medical Benefits
  - Subsidized health care premiums (medical, dental, vision)
  - Basic Life and AD&D Insurance
  - Wellness Program
  - FSAs for Medical and/or Dependent Care
  - Supplemental Aflac Insurance
- Time Off
  - PTO to include 11 days accrued in year one (with an escalation schedule)
  - Eight paid holidays
  - Voting and Bereavement Leave
  - Volunteer/Service Time
- Beyond the Paycheck
  - Employee Stock Ownership Program (We are 100% Employee Owned!)
  - 401K match of 4% when you defer 5%, no vesting required.
  - Profit sharing based on company performance targets and eligibility.
  - Supportive team environment.
  - Training and resources to help you succeed and excel.

**Equal Employment Opportunity (EEO) Statement:** In accordance with state and federal laws, SPEP prohibits unlawful discrimination, harassment, intimidation, or coercion in employment, based on: age, ancestry, color, religious creed, disability, marital status, medical condition, genetic information, military and veteran status, national origin, race, sex, gender including gender identity, and gender expression, and sexual orientation and all other classes protected by Federal, State or City.

## **What We Believe**

We are committed to the pursuit of quality and excellence on all fronts, bringing our customers' vision to life with unrivaled quality, from concept to delivery. Steeped in the company's core values, SPEP employees strive to...

### ***Be Optimistic***

Everything we do begins with attitude, and at SPEP we choose a positive outlook. Optimism is what allows us to persist, be resilient, and inspire those around us.

### ***Show That You Care***

Little things can make a big difference. A little help. A little encouragement. A little extra effort. Because we genuinely care about our colleagues and about those we serve, we show it—in everything we do.

### ***Build Relationships That Last***

We are a 100% Employee-Owned Company, a place where people can build a career. We play well with others. We value people and cultivate lasting relationships with employees, vendors, suppliers, customers, and our community.

### ***Challenge Yourself to Grow & Learn***

We believe in continual improvement - personal and professional—and we're secure enough to acknowledge that there's always room for it. We seek out knowledge and have a thirst to learn more.

### ***Strive For Balance***

We enjoy the satisfaction of working hard and the pleasure of relaxation. As a family company, we understand the importance of spending time with loved ones and the happiness we derive from that. It is happiness that propels our passion, our enthusiasm, and our hard work.

### ***Be Resourceful & Take Initiative***

We pursue ideas with vigor and take personal ownership for solving problems. It's our responsibility to create our place on the team and to make contributions that count.

### ***Collaborate Openly & Honestly***

No individual has all the answers. We solve problems by communicating with each other and working together. We listen, we ask questions, and we approach our collaborations with compassion, empathy, and trust.