**Simon Callier MCILT**

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**Profile: Supply Chain, Operations and Commercial Procurement Professional**

A confident, driven entrepreneurial Senior Manager educated to Honours Degree level: a business analyst and mentor with strategic leadership and change management skills and a proven track record of increasing sales and profitability, utilising sustainable end-to-end Supply Chain and Procurement synergies to optimise product and service availability across Global Supply Chain markets, by sourcing profitable suppliers.

**Major Achievements:**

* Led cross functional Teams at VVB Engineering Ltd to carry out a strategic review and implement new Supply Chain, Procurement, Purchasing, and Logistics organisational change projects that reduced Supply lead times by 60+ days and re-established a strong healthy cash-flow within the Supply Chain.
* Project managed CAPEX/OPEX competitive tenders worth £104.8m at North Hertfordshire Homes and 3 other Housing organisations within a £300m budget, delivering cost savings of £15.7m: gaining Finalist status at the National Government Procurement and Supply Chain Innovation Awards 2016.
* Won Stakeholder buy-in at Clipper Retail Ltd to develop and project manage SAP B/1 and a sales portal into the business and outsource the Warehouse/Distribution function to a 3PL Service provider: which increased turnover by £1.9m and reduced lead times by 52 days across multiple sales channels.
* Liaising with customers and clients, increased turnover by £3.9m at Youngman Ltd by instigating continuous improvement projects that reduced slow moving stock by £1.2m, back orders by £1.9m and substantially increased the accuracy of purchasing, inventory and the OTIF delivery of sales orders.
* Generated a £25m increase in sales at Optima EMEA by devising and implementing a 3PL pallet and parcel Logistics, Operations and Warehouse network in France, Germany, Poland and the UK with fully integrated bar-coded tracking of consignments that kept inventory to below 6% of annual sales.

**Core Competencies:**

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| Strategic Supplier and KPI Development, Excel, SAP R/3 - B/1 | Risk Management, Supplier/Vendor Management, Compliance |
| Financial Cost Targets, Budget and Contract(s) Management  | Outsourcing, Subcontract and Supply Category Profit and Loss |
| Business Strategy, Visionary, Motivational, Performance | Lean Six Sigma, Continuous Improvement, Technology |
| Procurement Strategies, Specification, Governance, FMCG | Director, Board, SME and Organisational Change Experience |
| Staff Engagement, Communication, Influencing & Mentoring | Collaborative Multi-Function Team Leadership, Development |

**Career History:**

**VVB Engineering Ltd, CM11 1PW (03/2017 – 05/2018): Interim Head of Procurement & Supply Chain.**

Public Sector, Ministry of Defence, FTSE Clients, M & E Contractors, Plant Hire and Employment Services.

Working with the Directors and utilising stakeholder management, negotiation and analytical skills to develop and optimise business efficiency and performance by designing, implementing and delivering an innovative and diverse range of relevant business transformation change projects to increase cash-flow and profitability and decrease delivery lead times across Norway, the Falklands and UK: to negotiate and reduce commercial risks by the strategic sourcing of new products, services and outsourcing of works.

* Added value by carrying out a forensic analysis of organisational wide direct/indirect cost categories and eradicated all non-value adding “maverick” purchasing whilst negotiating increased payment Terms and Credit Limits from Suppliers that re-established a healthy cash-flow within the Supply Chain.
* Introduced Best Practice by establishing a set of standard Procurement, Contractual and Trading Terms and Conditions template documents that mitigated the commercial risks of undertaking Client Projects and adequately transferred Client risks to sub-contractors whilst minimising contract costs.
* Designed and implemented a Product Catalogue that allowed demand data to be established for direct and indirect spend categories, created a category policy, spend forecast, strategic Procurement Plan and Tender Timetable for products, services and works that covered 80%+ of forecasted annual spend.

**North Herts Homes Ltd, (11/2013 – 03/2017): Procurement and Relationships Manager.**

Social Housing, Healthcare, Retirement Living, RFP / RFQ / RFI, Facilities Maintenance FM.

Recruited to carry out a strategic procurement process review to define and deliver business objectives and requirements within a £300m budget, support the implementation of a lean and agile procurement and supply strategy to focus on cost reduction and project manage CAPEX/OPEX tenders: to communicate changes to a programme of procurement projects to ensure procurement documentation compliance with providing and managing a selection of successful qualified plans to meet financial budget requirements.

* Using a Team partnership approach, conducted a strategy review of all procurement matters at this private sector company and its subsidiary Rowan Homes governed by OJEU legislation. Won stakeholder and Board approval to set-up a centralised procurement and supply chain function to rationalise purchasing decisions using Lean Six Sigma and Total Quality Management techniques.
* Actively partnered and guided stakeholders, proactive in setting up ethical organisational wide robust sourcing strategies and designing – implementing Key Performance Indicators (KPI’s) to set realistic project goals to enable the organisation to maximise resources, respond quickly to changing market conditions, improve customer service and remain commercially viable within a challenging market.
* Confidently negotiated a £24m water supply contract increasing commission by 7% and income to £4.9m. Achieved a UK first of launching fixed prices for water, gas and electricity charges, saving customers £270 per annum, in-line with Director and Board Governance and Regulatory policies. Finalists of the National Procurement and Supply Chain Innovation Awards 2016 due to this initiative.

**Clipper Retail Ltd, EC1A 4HD (10/2012 – 11/2013): Interim Procurement & Supply Chain Director.**

SME, Manufacturing, Scheduling, Retail Equipment, Warehouse Management, Inventory, 3PL Logistics.

Engaged to seek any opportunity to facilitate and set objectives requirements for Global Supply change projects to increase business efficiency so that it can react effectively to fluctuating sales demands, reduce the capital tied up in loss making technology stock, improve the evaluation and accuracy of purchasing and increase the availability of fast moving profitable products to increase the fulfilment of sales orders.

* Expertly managed procurement, purchasing and operational change projects through negotiation at this manufacturer/installer of FMCG retail equipment and electronic security systems, mapped and streamlined all business processes which increased the accuracy of purchasing and the availability of products within reduced stock levels that maximised profitable growth without additional finance.
* Instigated a Product Category management policy that increased product profitability by 71% and allowed demand data to build that increased inventory forecasting and planning accuracy, releasing capital of £300k tied up in loss-making stock to fund sales growth after sourcing new/alternative products from European and Far East suppliers which increased the OTIF delivery of orders to +99%.

**Youngman Ltd, CM9 4LJ (04/2009 – 10/2012): Head of Supply Chain & Procurement.**

Manufacturing, Quality Standards, Product Engineering, Commodities, Purchasing, Metals, MRP I & II.

Hired as an analyst to transform the business into a lean and agile manufacturing operation and re-engineer inventory demand management processes from push to pull: to make capital stock holding reactive to sales trends and maximise business flexibility to increase Brand sales in uncertain worldwide markets.

* Led a Team of 6 staff: re-engineered manufacturing inventory demand planning and finished goods purchasing processes at this manufacturer to maximise supply chain account flexibility using Lean Six Sigma and Agile techniques to decrease commercial inventory risks in uncertain worldwide markets.
* Forged exceptional relationships with Suppliers and stakeholders, engaging with all functions to exploit opportunities in identifying and taking ownership of key performance issues and deploying out-of-the-box thinking to create sustainable end to end solutions to meet volatile sales demands and patterns.
* Reduced stock purchases by £2.3m by coaching and mentoring Category Managers, consolidated the supply base from 250+ Suppliers to less than 160, creating import/export Supply partnerships to introduce new products/services that reduced purchase to sales order invoice lead times by 41 days.
* Conceived and developed viable KPIs to improve production, procurement and purchasing efficiency whilst mentoring, developing and training Team Members to utilise Total Quality Control (TQC) and Management (TQM) techniques to identify and eradicate waste and bottle necks in the Supply Chain.

**Everest Ltd, ME10 3AG (02/2007 – 03/2009): Procurement Demand Manager.**

Manufacturing, Wholesale, Installation Services, S&OP, Purchasing, Distribution, MRO.

Working with a Team of 4 Category Managers and 23 Buyers: briefed to lead a strategic review of manufacturing service levels with the aim of decreasing install lead-times after manufacturing across 2 production sites and 21 UK wide depots and streamline the provision of MRO and Stores Inventory.

* Led a strategic review of manufacturing service levels across 2 production sites and 21 depots at this manufacturer and installer of home improvement products, decreasing install lead times from 12 to just 4 days by leading a tactical redesign of the Logistics network that increased HGV vehicle fleet utilisation.
* Proactively tendered contracts worth £52m securing savings of £2.8m through effective liaison and released £2.7m of stock by cleansing MRP data. This enabled improved materials forecasting, planning and purchasing accuracy that optimised MRO and spares inventory availability across all 23 sites.

**Gretsch Unitas Ltd, N16 3AS (03/2005 – 01/2007): Manufacturing Operations Manager.**

Manufacturing Team Management, Customer Services, Capital Purchases, Client Projects, Distribution.

Reporting to the MD to undertake business analysis tasks and lead a Team of 5 Managers to investigate and put forward a business case to implement strategic initiatives, processes and controls to increase the accuracy of procurement, purchasing and the efficiency of manufacturing service provision in support of a major company turnaround to increase cash flow and maximise the use of SAP R3 to increase data integrity.

* Pivotal role, leading a Team of 12 in supporting a major turnaround, utilising SAP R3 to implement new supply contracts and procedures to maximise manufacturing and operations service efficiency: redesigned the warehouse to increase the use of storage space and decrease operational risk.
* Boosted cash flow by £1.1m after reducing back orders by £1.25m and introduced bar coded track and trace of products throughout the supply chain, cutting inventory levels by £190k and Service Level Agreement (SLA) liabilities by £297k that increased the OTIF delivery of sales orders to above 99.4%.

## Optima EMEA Ltd, IG1 1AD (04/2001 – 02/2005): Head of EMEA Procurement and Supply Chain.

## Site Operations, Leading Senior Managers, Import/Export, Worldwide, Global, Frameworks, Land, Sea, Air.

Reporting to the Finance Director with total responsibility and accountability to engage with the Sales, Customer Service and Finance functions to design a marketing-based category management pricing risk mitigation plan to support potential opportunities to reduce costs whilst increasing the legal governance, marketability and availability of products within reduced lead times from China to across Europe.

* Successfully generated increased sales of £25m through initiating, devising and implementing a Pan-European 3PL distribution and warehousing network in France, Germany, Poland and the UK reducing lead times and stock levels by £3.8m to keep inventory below 6% of sales value through out EMEA.

**Earlier Career:**

* Logistics and Distribution Manager, Turpin Distribution Ltd, SG18 8TQ (02/2000 **–** 04/2001).
* Purchasing and Supply Chain Manager, Dorma UK Ltd, CM16 6HR (09/1997 **–** 02/2000).

**Qualifications / Training:**

* Root Cause Analysis, Total Quality Control/Management – 2011 Bywater Training
* Advanced Lean Six Sigma – 2010 Six Sigma Training Ltd
* Level 4 Diploma in Procurement and Supply Chain Management – 2004 CIPS
* Level 6 Advanced Diploma in Logistics & Transport– 2002 Chartered Member CILT
* Level 5 Diploma in Logistics and Distribution Management – 2001 CILT
* Level 4 Diploma in Administrative Management – 1999 Institute of Administrative Management

**Commutable Areas:**

* Essex, Hertfordshire, London City, Greater London, Kent, Suffolk, Cambridgeshire.