



OPPORTUNITY PROFILE

Supply Chain Manager



DNM Group

DNM Group is the only locally owned and operated full-service multi-trade contractor in Sault Ste. Marie and the Algoma District, specializing in plumbing, HVAC, construction and excavation. As the region's one-stop solution for residential, commercial and industrial projects, we provide expert craftsmanship, seamless coordination, and unmatched reliability. Our deep local roots and commitment to quality set us apart, ensuring that every project is handled with the care and expertise our community deserves.

To learn more about DNM Group, visit dnm.group

The Opportunity

The Manager of Supply Chain reports to the Chief Operating Officer (COO) and is responsible for leading and coordinating all aspects of DNM's supply chain operations, including procurement, vendor management, logistics, transportation, inventory oversight, and distribution. The role oversees purchasing and warehouse functions and serves as the strategic link between procurement, warehouse operations, logistics, and project delivery.

Working closely with Project Managers and Coordinators, the Manager of Supply Chain forecasts material and equipment requirements, plans sourcing and inventory levels, and uses data to anticipate risks, improve performance, and ensure continuity of supply.

This position ensures that materials, equipment, and supplies are sourced cost-effectively, delivered on time, stored efficiently, and distributed accurately to support operational needs and project execution, and plays a critical role in optimizing cost, reducing disruption, and ensuring that the right materials are in the right place at the right time to support operational excellence, project success, and the company's growth objectives.

Key Roles & Responsibilities

Procurement & Vendor Management

- Provide leadership and oversight for all procurement activities, including strategic sourcing, contract negotiation, pricing, and supplier relationship management across all divisions.
- Establish and maintain strategic supplier partnerships to ensure consistent service quality, cost efficiency, and reliability in alignment with organizational standards.
- Own and govern the vendor management framework, including supplier qualification, performance evaluation, and contract compliance, ensuring all procurement activity is centrally coordinated through the Supply Chain function.



- Partner with the Manager of Assets & Facilities to support asset and equipment requirements, ensuring procurement activities align with lifecycle planning, operational needs, and compliance standards.
- Develop and implement supplier performance management processes, including scorecards and key performance metrics covering cost, quality, delivery, and service levels.
- Monitor market conditions, pricing trends, and supply risks to inform sourcing strategies, budget planning, and risk mitigation actions.
- Collaborate with Finance and Executive Leadership to align procurement strategies with cash flow, budget parameters, and operational priorities.

Logistics, Transportation, and Distribution

- Plan, oversee, and optimize logistics operations to ensure timely and cost-effective delivery of materials and equipment to job sites and company locations.
- Coordinate inbound and outbound transportation to meet project timelines and operational requirements.
- Work with vendors, carriers, and internal teams to resolve delivery delays, shortages, and transportation issues.
- Track and monitor shipments to ensure accuracy, timeliness, and compliance with safety and regulatory requirements.
- Provide high-level logistics oversight while collaborating with the Warehouse Controller on executive reporting, documentation, and on-the-ground delivery coordination.

Inventory and Warehouse Oversight

- Partner with the Warehouse Controller to provide strategic oversight of end-to-end inventory operations, including receiving, storage, staging, and distribution.
- Direct inventory control and stock flow to optimize service levels while minimizing carrying costs and obsolescence.
- Lead demand planning and forecasting efforts by translating project pipelines, material requirements, and lead times into actionable inventory strategies.
- Establish and enforce warehouse standards to ensure compliance with safety, accessibility, and operational excellence requirements.
- Govern cycle counting, reconciliation, and audit processes to ensure inventory integrity, accuracy, and financial reliability.



Procure-to-Asset Handoff

- Provide oversight of asset acquisition, tagging, and system integration, ensuring all new materials and equipment are accurately recorded within enterprise inventory and tracking platforms.
- Establish governance standards for asset documentation, including technical specifications, serialization, ownership, and compliance records prior to operational deployment.
- Partner with the Manager of Assets & Facilities to ensure seamless transfer of asset data and documentation to support lifecycle management, maintenance planning, and regulatory compliance.
- Maintain and control vendor, warranty, and service records to enable effective risk management, cost recovery, and long-term asset planning.
- Enable informed asset renewal and decommissioning decisions by supplying complete procurement histories, warranty status, and lifecycle intelligence.

Planning, Forecasting, and Project Collaboration

- Partner with project managers and coordinators to translate project pipelines and scope into forward-looking material demand forecasts and procurement strategies.
- Align procurement and logistics planning with construction, service, and maintenance schedules to ensure continuity of supply and minimize project risk.
- Leverage data and analytics to optimize inventory positioning, anticipate supply chain disruptions, and proactively mitigate operational and commercial risk.
- Contribute to strategic planning by providing insight into supplier capacity, lead times, market dynamics, and sourcing constraints.
- Provide executive-level visibility to project teams on procurement status, delivery commitments, and emerging supply risks.

Supply Chain Risk Management and Reporting

- Lead the identification, assessment, and management of supply chain risks, including price volatility, material shortages, supplier capacity constraints, and transportation disruptions.
- Establish and maintain integrated supply chain performance reporting across procurement, warehousing, logistics, and supplier operations.
- Define, track, and report key performance indicators (KPIs) such as on-time delivery, lead times, supplier performance, inventory turns, and procurement cost savings.
- Recommend and drive strategic initiatives and process improvements to strengthen resilience, reduce risk exposure, and enhance end-to-end supply chain efficiency.



Leadership and Collaboration

- Provide strategic leadership and direction to purchasing and warehouse functions, including the Warehouse Controller and Purchasing Controller, ensuring alignment with organizational objectives.
- Build and sustain strong cross-functional partnerships across supply chain, operations, project management, and finance to drive integrated planning and execution.
- Define performance standards and KPIs for supply chain operations and hold teams accountable for results against cost, service, and reliability targets.
- Identify and lead continuous improvement initiatives to enhance efficiency, reduce cost, and strengthen end-to-end supply chain performance.
- Coach and develop high-potential team members, building bench strength and future leadership capability within the supply chain organization.

The Person

Education and Qualifications

- Post-secondary education in Supply Chain Management, Business Administration, Logistics, or a related discipline.
- 5+ years of progressive experience in procurement, logistics, or supply chain management, including demonstrated people leadership and functional ownership.
- Professional designation such as SCMP, CPSM, or CPPB is considered a strong asset.
- Background in construction, trades, or industrial services environments preferred.
- Advanced proficiency with ERP platforms and supply chain planning and execution systems.
- Deep working knowledge of procurement, contracting, logistics, and inventory management best practices.
- Strong executive-level communication, negotiation, and stakeholder management capability.
- Advanced analytical and reporting skills, with high proficiency in Excel, PowerPoint, and data analysis tools.

Preferred Qualifications

- Demonstrated experience leading supply chain optimization initiatives and implementing new systems or platforms.
- Strong working knowledge of transportation regulations and logistics compliance requirements.
- Proven experience designing and managing vendor performance programs, including supplier scorecards and governance frameworks.



- Solid understanding of demand planning and forecasting methodologies and their application in complex project-driven environments.

Core Competencies

- **Strategic & Analytical Thinking** - Aligns supply chain and operations with business and project objectives using data, forecasting, and strong business judgment to manage risk, improve planning, and drive efficiency.
- **Leadership & Influence** - Leads through coaching and empowerment, builds accountability, and effectively influences across all levels of the organization to drive performance and continuous improvement.
- **Collaboration & Relationships** - Builds strong, trust-based relationships across functions and with external partners; maintains a purposeful stakeholder network.
- **Communication** - A clear, concise, and credible communicator with strong listening, written, verbal, and presentation skills.
- **Problem Solving & Change** - Identifies issues early, implements practical solutions, and leads improvement and innovation in dynamic environments.
- **Customer & Service Focus** - Drives service excellence through operational discipline, technology, and solutions that add measurable value to customers.
- **Results Orientation** - Manages multiple priorities in fast-paced settings and consistently delivers on cost, service, and operational targets.
- **Professional & Business Acumen** - A collaborative, high-integrity team player with strong business planning capability and effective use of systems and tools to support decision-making and execution.

Compensation

A competitive compensation package will be offered, including a base salary in the range of \$115,000–\$130,000, a performance-based bonus, and comprehensive benefits. Full details will be discussed during the interview process.

Express Your Enthusiasm

Leaders International values diversity, equity, and inclusion in all aspects of our operations. Candidates are invited to contact us directly with any accommodation requests.



To apply, please email your cover letter and resume (PDF or Word document only—preferably as one document) to **Sonny Kapoor or Olesia Linkevych** at apply@leadersinternational.com, indicating the job title in the subject line.

Leaders International Executive Search

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