



Supply Chain Manager

Location: Aurora, OH

About Oase North America

At Oase, we are passionate about creating exceptional water experiences. As a global leader in water garden, pond, aquarium, fountain and water technology solutions, we combine innovation, premium quality, and technical expertise to help our customers transform indoor and outdoor spaces through water.

Position Summary

The Supply Chain Manager is responsible for developing and executing strategies that optimize inventory investment, product availability, warehouse efficiency, and overall supply chain performance across the distribution network. This role leads inventory planning, replenishment, slotting, and supply chain analytics while partnering closely with Operations, Purchasing, Customer Service, Sales, and IT.

The successful candidate will combine strong analytical capabilities with hands-on operational experience to drive inventory accuracy, improve service levels, reduce working capital, and enhance warehouse productivity. Experience with SAP and warehouse optimization tools such as Diskover is highly desirable.

Essential Duties & Responsibilities

Inventory Management & Replenishment

- Develop and maintain inventory policies, service level targets, safety stock parameters, and replenishment strategies.
- Monitor inventory performance, turns, aged inventory, stockouts, and fill rates.
- Analyze demand patterns and collaborate with Purchasing and Sales to improve inventory positioning.
- Lead inventory accuracy initiatives, including cycle counting, root cause analysis, and corrective actions.
- Identify opportunities to reduce excess and obsolete inventory while maintaining customer service objectives.

Warehouse Optimization

- Partner with distribution and warehouse leadership to improve storage utilization, slotting, picking efficiency, and material flow.
- Drive continuous improvement initiatives related to warehouse productivity, throughput, and labor efficiency.



- Evaluate and optimize product placement strategies using velocity and movement data.
- Support capacity planning and warehouse layout improvements aligned with business growth.

Systems, Data & Analytics

- Maintain and improve inventory planning and replenishment processes within ERP and warehouse management systems.
- Develop KPI dashboards and reporting tools to monitor inventory and supply chain performance.
- Leverage data analytics to identify trends, improve decision-making, and drive operational improvements.
- Support SAP enhancements and continuous improvement initiatives related to inventory and warehouse processes.
- Utilize tools such as Diskover and other analytics platforms to improve slotting, replenishment, and warehouse performance.

Cross-Functional Leadership

- Collaborate with Purchasing, Operations, Customer Service, Sales, and Finance to align inventory and service objectives.
- Participate in Sales & Operations Planning (S&OP) and demand review processes.
- Lead supply chain improvement projects from concept through implementation.
- Establish a culture of accountability, continuous improvement, and data-driven decision making.
- Coach and develop team members while fostering high performance and collaboration.

Qualifications

- Bachelor's degree in Supply Chain Management, Business, Operations, Engineering, or related field.
- 5+ years of experience in supply chain, inventory management, distribution, or warehouse operations.
- Strong knowledge of inventory control, replenishment methodologies, warehousing, and distribution processes.
- Experience working within ERP systems.
- Advanced Microsoft Excel and data analysis skills.
- Demonstrated ability to identify and implement process improvements.
- Strong leadership, communication, and problem-solving skills.

Preferred Experience

- Experience with SAP WM, SAP EWM, or other SAP supply chain applications.
- Experience with Diskover or similar warehouse slotting and optimization software.
- APICS CPIM, CSCP, or related certification.



- Experience in multi-site distribution environments.
- Experience supporting warehouse automation, slotting, or inventory optimization initiatives.

Why Join Oase?

At Oase North America, you'll become part of a global organization known for innovation, quality, and beautiful water environments. We value collaboration, creativity, continuous improvement, and a passion for delivering exceptional products and customer experiences. You'll have the opportunity to contribute to meaningful marketing initiatives while growing your career with an industry-leading brand.

Oase North America is an Equal Opportunity Employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.