

Manager, Inventory & Import Planning

At Birkenstock, our business is a reflection of who we are. We have a passion for our products, an appreciation of their heritage and a genuine belief in their benefits. Our business is a reflection of what we represent - quality products that are comfortable, unique, timeless and respectful of the world around us. Our mission is to deliver happiness and satisfaction.

To provide quality products and services, we need quality people. We are looking for talented people who share our values of accountability, responsiveness, excellence, teamwork, respect, integrity and a positive attitude.

JOB TITLE: Manager, Inventory & Import Planning

LOCATION: East Coast Preferred

REPORTS TO: Director, Inventory & Import Planning

TYPE: Full-Time/Exempt

SALARY: \$90,000 - \$110,000

Note: Relocation and any associated costs are the sole responsibility of the person hired for this position.

OVERVIEW

The Manager, Inventory & Import Planning, plays a critical role within the planning organization with responsibility for inventory management and import execution in support of the wholesale business. This role owns inventory flow from international production, partner cross-functionally, and manage available-to-sell (ATS) to ensure timely, cost-effective fulfillment of wholesale customer orders while maintaining strong inventory health.

The ideal candidate is a highly analytical, detail-oriented professional with proven experience in imports management, container optimization, inbound prioritization and inventory performance in a fast-paced retail or consumer goods environment. This role partners closely with Planning, Sales + Customer Service, and Operations/Logistics to balance service levels, inventory productivity and financial outcomes.

RESPONSIBILITIES

Wholesale Order Fulfillment & ATS Management

- Create, manage, and maintain accurate Available-to-Sell (ATS) for in-season wholesale demand
- Partner with Sales and Sales Planning to prioritize wholesale customer orders based on inbound timing, customer commitments, and revenue impact
- Partner with Customer Service organization to support wholesale customer order fulfillment from inventory allocation through shipment

Imports & Container Building

- Partner with US Logistics to support efficient end-to-end import process from international factory through US receipt
- Build and optimize import containers to maximize cube utilization, minimize freight cost, and ensure container delivery is aligned to customer order priorities
- Monitor inbound performance and adjust customer order fulfillment and allocation strategies as needed

Inventory Management & Health

- Develop and maintain inventory health analytics across wholesale channel, including aging, sell-out, weeks of supply, and excess & obsolete inventory; recommend actionable strategies based on analysis

- Work closely with Demand Planning partner to ensure optimal balance of service level, turns, and aging exposure.
- Support strategic analysis and movement of inventory between channels to drive revenue and profitability.
- Partner on inventory liquidation strategies with Sales and Finance to ensure alignment with business objectives.

Cross-Functional Partnership & Execution

- Collaborate closely with both US and international teams including Planning, Sales, Marketing, Logistics/Fulfillment, and Finance to align inventory and fulfillment strategies
- Communicate inventory status, inbound risks, and fulfillment plans clearly to key US stakeholders
- Support system enhancements and data integrity initiatives related to inventory and order management

Position Requirements/Qualifications

Required

- Bachelor's degree in supply chain, Business, Operations, or related field
- **5+ years of progressive experience in inventory management, imports, logistics, or wholesale fulfillment within a retail or consumer goods environment**
- Demonstrated experience managing wholesale inventory and order fulfillment
- Advanced Microsoft-Excel skills required
- Advanced analytical skills with the ability to translate data into business decisions; ability to develop clear, actionable reporting and dashboards to support role + business objectives
- Proficiency in ERP (SAP is preferred), WMS, and planning systems
- Independent with the ability to be a strong team player and collaborate work with remote partners
- Ability to travel as needed for key meetings.
- Able to work a flexible schedule to include occasional weekends and holidays.
- Valid driver's license and acceptable motor vehicle record.
- Must be able to lift and carry sample bags weighing up to 25 pounds.

Preferred

- Experience in omnichannel or multi-channel retail environments
- Strong understanding of international imports and container optimization
- Familiarity with inventory planning, demand forecasting, and allocation processes
- Experience managing inventory liquidation strategies
- Capability to innovate new process and execute fully

If interested, please send cover letter and resume to kramos@birkenstockusa.com. Subject line should list "Manager Inventory & Import Planning."

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