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Yebo Fresh is an online shopping service, delivering popular groceries straight into areas that are generally unserved by most formal retailers. Our unique business model and partnerships with manufacturers allow us to deliver top quality products and A-brands at extremely competitive prices.

**Now Hiring: Head of Merchandising & Procurement**

This is a role for an experienced retailer or someone with FMCG experience who is ready for the next step in their career.

This job is one of the top positions in a rapidly growing startup. You will play a key role in growing the company 20x over the next five years while operating in a challenging environment and on a limited budget.

Many formal structures, systems and processes do not yet exist: you will need to design, build and implement them.

While you will be negotiating and engaging at executive level with some of the top suppliers in the country, this job is not for you if you aren't willing to personally pick up a crate or drive into the heart of Khayelitsha to talk to a spaza shop owner.

The position is both strategic (e.g. define the long term assortment strategy) as well as extremely hands on (e.g. urgently arrange a superlink of rice to allow immediate fulfillment of 2000 food parcels). You will manage a small team of buyers, a business analyst, a product master data manager and ad administrator. This team is expected to grow fast from Q4 2022.

**Key Role Responsibilities and Duties: merchandising**

- Liaise with the sales & marketing department and with advisors to define an assortment expansion strategy over the next two to five years
- Analyse buying patterns and price patterns to advise on assortment and product listings
- Optimise assortment on the basis of demand, profitability and strategic value
- Work with sales, marketing, finance and benchmark data to define a product pricing strategy to optimise sales and profitability
- Ensure high quality of system product master data

**Key Role Responsibilities and Duties: procurement**

- Work with other departments to introduce/ refine a reliable forecasting methodology in a volatile high-growth environment

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- Develop sourcing strategies for all critical SKUs with the Senior Buyer
  - Discover profitable suppliers and initiate business and organization partnerships
  - Negotiate with vendors, from large FMCGs to local markets and butcheries to secure advantageous terms
  - Negotiate rebates, credit terms, listing fees and supplier fees
  - Negotiate joint marketing events and specials
  - Approve the ordering of necessary not-for-resale goods and services
  - Finalize purchase details of orders and deliveries
  - Examine and test existing contracts
  - Control spend and build a culture of long-term saving on procurement costs
  - Manage department including track and report performance KPIs
  - Work with sales and operations to trouble-shoot and problem solve in case of critical out of stocks

**Skills needed to fulfill the role:**

- At least 10 years work experience as a Senior buyer, Procurement Manager or Procurement Officer
- Knowledge of sourcing and procurement techniques in the FMCG space as well as a dexterity in “reading” the market
- Talent in negotiations and networking
- Aptitude in decision-making and working with numbers
- Experience in collecting and analyzing data
- Strong leadership capabilities
- Understanding of the main / township market is an advantage
- Eagerness to ‘get your hands dirty’ in a company that operates in township food ecosystems and supplies to township families and businesses
- Ideally a degree in supply chain management, logistics or business administration

**KPI's (targets to be shared in interview)**

- Rapid assortment expansion
- GP %
- Out of stocks/ missing items
- Stock on Hand days
- Payment terms
- Supplier contributions & rebates

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## Personal Responsibilities

Every employee is expected to conduct themselves according to the Yebo Fresh ways of working. This include (but are not limited to):

- *We care* - for the customer, for each other and for the communities that we serve.
- *We give 100%* - showing up on time, being present, going the extra mile and doing the best you can
- *We make opportunities*: we are entrepreneurs, we see possibilities and realise them, even when challenging
- *We get better every day... together*: we strive for continuous improvement, accept that we may make mistakes and learn, and work as a team to grow as individuals and as a company

**Contract Type:** Permanent Employment Contract with a 3-months probationary period.

**Compensation:** R70,000 - R90,000 per month depending on experience and qualifications.

**How to Apply:** Send an email to [jobs@yebofresh.co.za](mailto:jobs@yebofresh.co.za) before **DATE** with:

1. the "Head of Procurement" as subject
2. the body of the email explaining why you think you are suitable for this *specific* role
3. attached CV in PDF or Word document format

Failure to do the three items above will immediately disqualify you from the role.