



PR/096604 | Associate Director - Fresh Produce

Job Information

Recruiter

JAC Recruitment Singapore

Job ID

1591506

Industry

Retail

Job Type

Permanent Full-time

Location

Singapore

Salary

Negotiable, based on experience

Refreshed

May 12th, 2026 10:34

General Requirements

Minimum Experience Level

Over 10 years

Career Level

Mid Career

Minimum English Level

Native

Minimum Japanese Level

None

Minimum Education Level

Associate Degree/Diploma

Visa Status

No permission to work in Japan required

Job Description

Company Overview: Our client is a leading grocery and retail group operating multi-channel food and grocery businesses across the region. They focus on delivering affordable, high-quality fresh food to consumers through integrated retail, e-commerce and community channels, and are investing in advanced supply-chain capabilities to improve availability, reduce waste and optimize inventory turnover.

Position: Associate Director - Fresh Produce

Role summary: Design and lead the end-to-end supply-chain strategy for all fresh product categories (Produce, Meat & Poultry, Seafood, Frozen, Dairy). Drive availability, improve inventory turnover and reduce waste through category-specific supply models, forecasting & replenishment excellence, supplier collaboration and team leadership.

Key Responsibilities:

- Supply-chain strategy: Develop differentiated supply-chain models tailored to each fresh category and channel (store, e-commerce, community group-buying).
- Forecasting & planning: Establish tiered forecasting, S&OP and replenishment processes that integrate demand forecasting with order planning and upstream supplier capacity management.
- Inventory management: Lead sales forecasting and order planning to balance OOS risk with turnover; define dynamic safety stock by category/channel/seasonality; identify and resolve slow-moving stock.
- Waste & loss control: Design and implement loss-control programmes targeting high-waste categories (e.g., leafy vegetables, live seafood mortality, short-shelf dairy).
- Process & automation: Optimise ordering, replenishment and reverse-logistics workflows; drive automation and standardisation across purchase-to-pay and returns.
- Supplier collaboration: Establish supplier capacity and planning mechanisms to align production with dynamic demand and longer upstream lead times.
- Team leadership: Lead and develop planners across Produce, Protein, Dairy and Frozen divisions; build capability and performance metrics.
- Cross-functional partnership: Work closely with Merchandising, Commercial, Operations, Finance and Data teams to align on promotions, SKU strategies and inventory outcomes.

Reporting & Team:

- Senior leadership role reporting to Head of Supply Chain / COO (or equivalent).
- Responsible for a multi-disciplinary planning organisation; expected to lead a large team (30+ planners) and coordinate with regional supply, store operations and distributor partners.

Key Requirements:

- Bachelor's degree in Supply Chain, Business, Engineering or related field. Advanced degree preferred.
- 10+ years' relevant experience in supply chain planning, demand-supply planning, merchandising or related functions, with deep operational exposure across at least three fresh categories (Produce, Meat/Seafood, Dairy, Frozen).
- 5+ years' experience leading large teams (30+), preferably across multiple channels (modern trade, e-commerce, community/group-buying).
- Proven track record in inventory optimisation, waste-reduction programmes and S&OP/replenishment design.
- Strong stakeholder management and supplier negotiation skills.
- Proficiency with supply-chain planning systems and data analytics; comfortable with KPI-driven decision making.
- Based locally with ability to travel between sites and suppliers as required.

Preferred Background:

- Hands-on experience with category-specific challenges: produce ripening/spoilage, meat/seafood transformation, short-shelf dairy clearance, frozen seasonal capacity planning.
- Experience implementing TMS/WMS/advanced planning systems, automated replenishment or demand sensing tools.

What Will Make You Competitive:

- Demonstrable success reducing waste and improving turnover for fresh categories at scale.
- Strong blend of category knowledge, systems literacy and people leadership across multi-channel retail operations.
- Pragmatic, data-driven approach with ability to implement fast, measurable improvements.

Apply online or contact me for further information. Only shortlisted candidates will be notified due to application volume; thank you for your understanding.

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