



stio[®]

jackson hole, wyoming

Sourcing & Production Manager

Recruitment Profile

stio.com

The Forest Group
6181 Clark Mountain Road
Lotus, CA 95651
530.344.0100
theforestgroup.com

STIO: LET THE OUTSIDE IN

Founded in 2012, Stio® is a high-growth, direct to consumer mountainlifestyle brand created by founder Stephen Sullivan with the help of some talented and wonderful people. Carefully and thoughtfully curated, Stio is a brand driven and defined by the mountain world in Jackson Hole, Wyoming, but very importantly not limited to it.

We are proud to deliver creative, functional and versatile products that complement your life; products that you will be able to live in – not just outside, but at work, travel, and play. Constructed with the highest quality, function, and performance, the Stio® product range targets the customer that demands beautiful products that complement their life in more than just their most extreme endeavors. Call it a “mountain maturity” if you will. We are not compelled to push a purely aspirational viewpoint or barrage you with the “raddest” shot of the most extreme skier or climber. We know these folks, many of us are these folks, and elements of this part of our mountain world are certainly part of our inspiration. But at Stio® we are just as interested in providing folks products for the quieter side of life – the days when you pull off something otherwise important to your heart and soul.

As a direct-to-consumer brand, we are unhindered by traditional wholesale relationships. The brand enjoys favorable margins and can put the full force of its marketing budget into direct efforts without compromise. Those margins also allow for aggressive, customer centric policies like free shipping, free return shipping and brand-centric packaging. We have real time, direct lines of communication with our customers, which allows for a faster feedback loop for all brand touch points. Without having to present and sell product to the channel, which requires an 18-20 month product lead time, we can concept, design, manufacture and bring product to market in as little as 10-12 months. This allows product design to be fluid and compelling. A modern take on classic apparel with a focus on performance and function combine to provide customers with distinctive, refreshing choices. We are different than what’s found at the local outdoor shop and a refreshing choice for active outdoor enthusiasts.

Key sales channels include e-commerce, owned brick-and-mortar retail, a unique and tightly controlled wholesale program, and group/corporate sales.

PRODUCT:

At Stio® we constantly obsess over the fabrics, materials and construction that make up our products. Stio® product has the technical fabrics and functional constructions to perform at the highest level of outdoor pursuits combined with distinctive design grounded in a life of simplicity and versatility. Stio® customers can express their sense of individual style and stand out from the cookie-cutter aesthetic of the typical outdoor brands, while enjoying the performance of technical fabrics that fashion brands currently lack. We partner with the finest technical mills in the world, companies like Polartec®, Schoeller®, Pertex® and Toray®, brands that bring the next level of performance and future fabrics to our lives.

Our Stio® Mountain Studio™ retail stores are the physical manifestation of the brand. We love the interaction of modern design with nature and the studios serve as the perfect places for us to showcase our style and technical brand ethos. The presence of physical storefronts also allows us to engage with authentic mountain communities and the people that visit them.

CULTURE:WHAT WE BELIEVE

Every brand is a product of its environment, driven by an ethos of place. Stio® is no different, intimately linked to local peaks, rivers, trails and people. Our team prioritizes time together. We are a collaborative and passionate brand where individual's ideas and opinions are valued. From first Friday Lunches to community-trail building days, we make time to connect with one another. Don't get us wrong, as a small but growing brand there is a lot of hard work ahead, but that work is easier when shared and when we hold each other accountable to take time to play just as hard.

Together as a team, we have articulated the basic guiding principles upon which Stio operates:

YOU CAN'T IMPROVE ON NATURE

We think that outside is the best side, and that time outside is time well spent. While we spend our fair share of time in front of monitors, in meetings and on the phone, there's no substitute for fresh air, rolling single-track and untracked lines of fresh powder. Our best ideas come from moments outside, immersed in our environment.

BALANCE IS KEY

We're into empowerment and the freedom of choice that comes with it. For us that means work and play, every day. That might mean hitting the Town Pump bouldering competition, dawn patrol on Teton Pass before work, or leading the charge on the family snow fort. It's fulfilling, experiential life we're looking for, and balance makes it happen.

WE ARE CARETAKERS

We live and love the mountain life, and as such see ourselves as caretakers of the resources that provide it. Internally that means we use Bluesign® approved textiles wherever possible, audit our supply chains for best practices, and operate our workplaces responsibly. Externally it means we do our part locally and nationally to advocate for conservation, climate change and sustainability. We are proud partners of The Conservation Alliance, Protect Our Winters, The WhiteBark Pine Foundation, American Prairie Reserve, Bridger-Teton Avalanche Center, and Keely's Ski Camp for Women.

INNOVATION

Our industry is full of companies doing things the same way they've done for years. We're looking for progress, and that's reflected in everything from our direct-to-consumer business model, to our distinct, modern take on classic silhouettes. Yes, we have a few standbys (who doesn't have a favorite pair jeans they won't let go of), but we're also going to bring you freshness, every single season.

WORKING THE DREAM: SOURCING & PRODUCTION MANAGER

As Sourcing & Production Manager (SPM) at Stio® your primary role is to allocate and oversee all aspects of production from development through production through existing and new strategic factory partnerships in order to strategically execute the end to end manufacturing of the Stio® product range. As SPM you hold key accountabilities to seasonal factory allocation to achieve quality and financial objectives, seasonal materials planning to support timelines, quality inspection to maintain the integrity of the Stio product range.

YOUR SKILLS

The Sourcing & Production Manager is a strategic thinker able to effectively communicate up and down in the reporting structure in order to facilitate decision making. The SPM can thoughtfully apply Stio® forecasts to reserve capacity and plan seasonal production timelines. The SPM can leverage a strong knowledge of materials and supply chain to support brand short term and long term end to end manufacturing strategy. As a problem solver SPM evaluates issues in supply chain and offers options to overcome the obstacle considerate of risk and return. With a strong understanding of construction techniques relevant to the entire Stio® product range and foundational understanding of operations and production lines, the SPM manages self and others to adhere to seasonal manufacturing strategy in order to achieve financial objectives.

WHAT WE EXPECT

- Initiate, maintain and strengthen global manufacturing relationships in accordance with product manufacturing requirements, product roadmap and financial objectives
- Align manufacturing partners to growth strategies and financial objectives
- Manage performance of factory partners through key results assessment that aligns global sourcing and manufacturing strategy
- Initiate, maintain and strengthen global manufacturing relationships in accordance with brand needs and product roadmap
- Proactively manage factory capacity and optimize line utilization by issuing and updating seasonal production forecast
- Distribute style allocation across capable partners to diversify factory mix and protect seasonal product delivery through risk assessment and management
- Communicate seasonal factory allocation to product development roles and Senior Team as dictated by corporate timeline needs
- Manage seasonal QAQC in partnership with third party or factory and offer quality summary and report on seasonal outcomes to validate production quality meets expectations or countermeasures are taken to improve deficiencies
- Facilitate inspection process through clear asset hand off (when using external quality partner) or confirmation when using factory inspection
- Evaluate product quality to consistently deliver goods at manufacturing standards and product construction requirements

- Seek solutions for any bulk production quality issues in partnership with materials and development in order to draw conclusions and offer suggestions for actions
- Interface with materials manager to stay informed on development, sourcing, R&D and testing
- Partner with other functional teams and factories to resolve escalated issues related to quality, production, raw materials to minimize impact on delivery
- Actively participate in department and corporate timeline reviews to negotiate and agree on seasonal timeline by factory, program or fabric
- Support brand transparency objectives through active communication of manufacturing partners and processes
- Review and maintain Vendor Compliance Manual to communicate confirm Stio development, quality and logistics expectations to factory
- Work with cross functional partners to adjust order quantities to minimize materials liability and protect on time delivery and demand
- Confirm production approval for all styles through partnership with Product Development team and understanding of individual product status, inform Logistics Manager when complete
- Utilize Backbone PLM as needed
- Hire, train and coach up to 5 direct reports to achieve business, product and personal goals
- International and Domestic travel as needed up to 40% of the year

YOUR EXPERIENCE

- Bachelor's degree or higher
- 3-5 years experience in apparel manufacturing with awareness of entire product lifecycle
- Material and garment testing to support fundamental knowledge of standards and practices
- Experience working in a global organization with cross cultural teams
- Proven effective partnerships and communication with cross functional teams
- Project management with success adhering to timeline
- Executive communication experience and including power point presentations
- Independent international travel to Asia/ Asia Pacific

LEADERSHIP TEAM

Stephen Sullivan, *Founder/CEO*
Noah Waterhouse, *President,CMO*
Kelly Hill Shuptrine, *CPO*
Michael Morrison, *CFO*
Maura Marshall, *COO*

ROOTS: JACKSON HOLE, WY

Stio® is the only brand to truly live the mountain lifestyle every day from its location in Jackson Hole, Wyoming, in the heart of the Teton Range and minutes from the Jackson Hole Mountain Resort. There's a

good reason the locals all stay so fit- not only do we enjoy skiing and snowboarding on world-class terrain, but we have immediate access to outdoor playgrounds in Teton Pass, Grand Teton and Yellowstone National Parks where the hiking and adventure opportunities are endless. Any style of bike riding, is available, and often on un-crowded trails with breathtakingly scenic views. The valley of Jackson Hole has over 56 miles of paved pathways that link the town of Jackson to Teton Village and Grand Teton National Park, and over 115 miles of mountain bike trails. For water lovers, the Snake River offers class II and III rapids with spectacularly scenic stretches that wind through Grand Teton National Park. Don't forget to pack your rod for some world class fly fishing. There is also horseback riding, cross country skiing, paragliding, camping, and extraordinary wildlife viewing. Recreation and inspiration opportunities abound here. This location in the heart of resort and outdoors inspires product design, corporate values and provides true authenticity that breeds brand affinity and loyalty.

Jackson Hole is also home to numerous events and festivals throughout the year that draw countless numbers of people from around the world. Some of those events include the Jackson Hole Fall Arts Festival, the World Championship Snowmobile Hill Climb, and road races like the Grand Teton Half-Marathon and Jackson Hole Marathon. We host large-scale music events such as the Targhee Bluegrass Festival, Jackson Hole Rendezvous music festival and Grand Teton Music Festival. Other events include WinterFest, Jackson Hole ElkFest and Antler Auction and the Mountain Man Rendezvous during Old West Days in Jackson Hole. And every year ends with torchlight parades and fireworks above the ski resorts.

The epic winters are why most of us moved here, and the short-but-gorgeous summers made us all lifers. If you appreciate the mountain life there is simply no better home than Jackson Hole.

For additional information, please contact Adam Forest or Deb Mason at:
The Forest Group 6181 Clark Mountain Road Lotus, CA 95651
(530) 344-0100
adam@theforestgroup.com / deb@theforestgroup.com
All inquiries will be held in strict confidence.
The Forest Group works only with equal opportunity employers.