

# Stephen Carter

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An accomplished International Procurement/Purchasing/Buying/Supply Chain / Sales Director with over 15 years' experience working within FMCG, notably Tropical food within both Retail (Tesco) and for leading global suppliers including Compagnie Fruitiere and Global Pacific. Skilled in recruiting, developing and leading cross functional global teams, managing large budgets more than \$500m, setting strategic initiatives and project execution.

Now looking for an interesting opportunity that will utilise a broad skill including expert knowledge of global supply chain process, managing senior stakeholder and board member relationships whilst reducing costs and maintaining quality.

## Key Skills

- Over 15 years' experience working in Senior Procurement/Purchasing roles, leading cross functional teams within fast paced complex FMCG environments
- Experience of global supply chain – Asia, Europe, Australasia, Americas, Africa, Middle East
- Experienced in setting strategies for implementing and maintaining supply of FMCG – Tropical
- Expert knowledge and sound understanding of both retail and supplier markets - represented retail on FAO – United Nations on the world banana forum
- Area of expertise includes, tropical (including banana) chilled and frozen supply chains ensuring effective communication between suppliers and supply chain
- Experience of working with raw material specifications
- Managing budgets more than \$500m and reporting to board level
- Skilled leader, supports the development of cross functional management teams and indirect reports
- Undertaken change management and process improvement projects
- Excellent communication skills, worked with Board Members and Senior Stakeholder Management
- Commercial outlook, headhunted to streamline and reduce costs whilst maintaining service levels and quality
- IT skills: MS office packages, bespoke ERP systems as well as Rubicon

## Employment History

**November 2021 – April 2022**

**Business Consultant - 6 month contract**

**Taylorred Advice Group**

- Took on a temporary contract, whilst focusing search on an interesting Procurement role
- Provided an outsourced back up for a team of paraplanners and implemented a successful customer focused training program, whilst driving cost reduction by 60%, as a result of using historic data to implement change.

### **Achievements**

- Successfully recruited team of 6 Paraplanners in Botswana
- Training program implemented

**October 2017 – July 2021**

**Procurement Director**

**Compagnie Fruitiere, Dartford**

*Compagnie Fruitiere are one of the world's leading growers of tropical products, employing 20,000 people globally across 15 countries. £1billion group T/O, £100million UK T/O.*

- Returned to the firm to establish a team and develop a growth strategy after a period of low moral within the firm
- Reported into the MD and worked with the SLT to develop a successful 3-5 year growth and profitability strategy
- Recruited, coached and mentored a cross functional team of 8 within Procurement and Sales/Business Development and Quality
- Leadership responsibilities included recruiting, working with HR on employee relations issues, performance management, appraisals, and coaching
- Identified key strengths across the team to maximise business development opportunities
- Responsibility for the budget of - £70million
- Undertook detailed analysis, compiling complex reports relating to budgets and P&L, providing full transparency and presenting to board
- Reviewed and evaluated the cost/operating structure, resulting in a reduce operating costs of 5% within the supply chain
- Collaborated with the finance team, HR and Sales Directors on a regular basis
- Worked heavily with Rubicon for stock control, reporting, planning, and budgeting

## **Achievements**

- Achieved a 4% reduction in raw material cost
- Tripled profitability in J Sainsbury's and Wholesale sector within 2 years
- Successfully reduced operating costs by 15% whilst maintaining service levels and quality
- Overdelivered on 3-year strategy after 5 years previously stagnating
- As a direct result of changes implemented across better product, plan, process and costs the company grew by 80%

## **January 2015 – August 2017**

### **Sales and Buying Director – Southern Hemisphere**

#### **Global Pacific, Towcester**

*Sourcing business for UK and Eire retailers that is resident in 8 countries employing 180 people providing the majority of the Morrisons fresh produce – only account.*

- Head hunted to lead 6 sourcing hubs across Americas and South Africa, totalling 60 people in cross functional teams
- Oversight of 6 separate businesses across multiple jurisdictions, currencies, export laws etc
- Responsible for budget spend of \$140million
- Managed the senior Morrisons stakeholder management and jointly agreed KPI's
- Developed Horticulture and Shrimp business within Morrisons
- Developed a 3-year strategy for Southern Hemisphere business
- Improved people, product, and process within supply chain

#### **Achievements**

- Developed 60% of Morrisons Horticulture business. Increased Turnover by 14% as a result of process improvement
- Pioneered Sea freight flowers from Colombia delivering 8% saving
- Raised turnover and gross profit by 25% over 18 months in Southern Hemisphere.

## **September 2009 – August 2014**

### **Category Buying Manager – Tropical**

#### **Tesco**

*Number 3 retailer globally, head hunted to pioneer a direct sourcing strategy specifically for Tropical Fruit, upon WTO/EU union.*

- Developed a strategy to supply 13 Tesco countries with commonality and recruited a team to implement and run the process
- Successfully recruited and coached a team of 5 Managers, with 20 indirect reports responsible for 13 countries
- Built a successful structure, developed people, processes and systems from Zero
- Control Budget spend of \$450 - \$550 million and FX
- Responsible for ensuring Tesco was locally compliant in all countries across the global supply chain
- Managed Tesco sourcing Hubs in Central America –
- Developed a strategic crop optimisation plan for bananas, pineapple and Melon, to support seasonal crop flushes at source. Drove over trading versus UK / EU competition.
- Successfully consolidated supply chains within countries, growers, shippers, ripening and distribution base through simplification and ability to mean more to less stakeholders.
- Board level engagement in all 13 countries – Presented plans, agreed roadmap and responsibility for cost, product, quality and availability to market

#### **Achievements**

- Drove 8% saving in Year 1. Awarded 'Tesco Oscar' by CEO 'Buying team of the year'
- 1<sup>ST</sup> Retailer to go 100% direct into UK
- Tesco EU 100% direct Year 2
- Successfully lead 10 countries globally 100% direct on Banana and Pineapple
- 2013 Tesco tropical visit with Philip Clarke CEO to Costa Rica and Colombia
- Consolidated supply chains by 70%
- Initiated NGO engagement and buy in to strategy
- Represented Retail on FAO level at world banana forum
- Selected to present Tesco supply chain at Internal convention in Guayaquil

## **Professional Training**

ILM level 7 Executive Coaching and Mentoring

Tesco 2 Year Leadership course

Management Development Services – FMCG recognised

Numerous Behavioural and Leadership training

## **Interests**

Football coaching

Charity Cycling events

Country walking to pubs

References and previous employment history available on request