

Job Posting

Position:	Supply Chain Manager
Reports to:	Director, Supply Chain & Manufacturing Operations
Position type:	Permanent Full-Time
Location:	North York, Ontario

ABOUT THORNHILL MEDICAL:

Thornhill Medical's ground-breaking products are designed to be used globally by emergency health care providers, humanitarian, and military medical teams. Thornhill's oxygen-focused research and applications are transforming patient care in extreme circumstances, while inspiring and enabling other new technologies to unlock vital life-saving solutions. Thornhill Medical's innovations are in 19+ countries including Ukraine. With a team committed to courage, collaboration and saving lives, Thornhill Medical leads the way in the nimble and precision-focused field of medical technologies.

POSITION SUMMARY:

The ***Supply Chain Manager*** is responsible for leading all end-to-end supply chain operations to ensure material availability, optimal inventory levels, effective shelf-life management, and on-time product delivery. The position oversees material and operational planning, procurement, incoming inspection, warehousing, and global logistics to support production and customer demand, ensuring all documentation and shipments fully comply with applicable regulations.

This position drives cross-functional alignment to enable accurate planning, efficient execution, and seamless flow of materials from suppliers to customers, while maintaining full compliance with FDA, EU, and ISO 13485 standards.

DUTIES & RESPONSIBILITIES:

- Develops the supply chain and logistics strategy to increase the efficiency and speed of supply operations.
- Collaborates with internal teams (Sales, Service, Engineering, Production, Quality, and Finance) to align supply chain activities and develop accurate demand forecasts supporting business objectives.
- Uses historical data, market trends, and other relevant information to anticipate variation of demand, adjusting the supply chain accordingly.
- Implements strategies to optimize inventory levels, meet demand, and minimize carrying costs.
- Works closely with internal teams and contract manufacturing partners to ensure alignment of supply chain activities and effectively and efficiently maintain product supply to meet business needs.

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- Leads global import and export operations, ensuring all customer orders are delivered in full, on time, and in compliance with international trade and customs regulations.
- Develops and manages procurement and replenishment strategies to ensure material availability, cost efficiency, and effective control of shelf life and expiry-sensitive materials.
- Establishes and monitors integrated schedules for all supply chain operations - including internal and external customer orders, procurement, material and operational planning, warehousing, quality review, shipping, and delivery - to ensure synchronized execution and visibility.
- Identifies potential risks in the supply chain, such as disruptions in supply, geopolitical issues, or natural disasters.
- Develops contingency plans to mitigate these risks and maintain continuity of supply.
- Ensures compliance with industry regulations, safety standards, and legal requirements for shipment of goods globally
- Utilizes data analytics tools to gather and analyze supply chain data. Generates regular reports and key performance indicators (KPIs) to track performance and identify areas for improvement.
- Integrates ethical practices into the supply chain to ensure responsible sourcing.
- Leads continuous improvement and digitalization projects to enhance end-to-end supply chain visibility, efficiency, and compliance.
- Oversees warehousing, incoming inspection, and shipping/receiving operations to ensure accuracy, compliance, and optimal space and labor utilization.
- Leads supplier negotiations and performance management to optimize total cost, quality, and delivery.
- Leads operational planning and sales order meetings to ensure alignment between demand, materials, and manufacturing capacity.
- Oversees annual physical inventory and cycle count programs to ensure inventory accuracy and compliance with financial and regulatory standards.
- Drives ERP optimization and integration initiatives, developing tools and dashboards to improve planning accuracy, material visibility, and operational execution.
- Manages and develops the supply chain team.
- Considers quality in all aspects of the job and respects procedures and norms.
- Other duties as assigned.

EDUCATION & EXPERIENCE:

- Bachelor's degree in Supply Chain, Logistics, or related field.
- Master's degree preferred.
- 10+ years of related experience in global supply chain, logistics and operations.
- 5+ years of experience managing, mentoring, and coaching teams.
- Experience in the medical device industry ensuring compliance with ISO 13485 standards, as well as the US Food and Drug Administration (FDA) and European Conformity (CE) regulations.
- Experience managing government contracts (i.e., Canada, U.S).
- Experience with product structures (BOMs) with 1,000+ different SKUs and technical background to visualize the product.

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- Experience managing dangerous goods logistics and regulations.
- Demonstrated experience and expertise in Lean Supply Chain.
- Hands-on experience managing warehouse operations and inventory accuracy, including shelf life and expiry control
- Experience in vendor management and management of external service providers.
- Experience successfully completing projects on time, within budget and according to the defined scope.
- Experience in measuring, reporting, and reviewing the performance (KPIs) of the supply chain to ensure that Service Level Agreement (SLA) requirements are met.
- Demonstrated experience in operational optimization, process improvement, and cost reduction.
- Demonstrated experience in planning, procurement, and warehousing in situations with uncertain or ambiguous demand forecasting.

Proficient in ERP systems and digital tools; demonstrated success digitalizing the supply chain through dashboards, data visibility, and process automation.

SKILLS & KNOWLEDGE:

- Strong negotiation and influencing skills.
- Excellent interpersonal and communication skills (verbal and written).
- Highly organized with a deep understanding of managing timelines, project roadmaps and resource allocation to meet commitments aligned with organizational goals.
- Ability to adapt approach and demeanor in real time to match shifting demands and situations.
- Excellent analytical skills with a strong attention to detail.
- Strong drive to consistently achieve results, even under tough circumstances.
- Excellent customer relationship building skills and ability to deliver customer-centric solutions.
- Exceptional ability to build partnerships and work collaboratively with others to meet shared objectives.
- Able to make sense of complex, high quantity, and sometimes contradictory information to effectively solve problems.
- Excellent people management skills and ability to provide direction, delegate, and remove obstacles to get work done. Holds self and others accountable to meet commitments.
- Strong computer skills and proficient knowledge of Microsoft Suite (Word, Excel, PowerPoint, SharePoint, Outlook). Advanced knowledge of Excel for data analysis, modeling, and reporting
- Working knowledge of Expandable Enterprise Resource Planning (ERP), Materials Requirement Planning (MRP) and Master Production Schedule (MPS).

OTHER REQUIREMENTS:

- Primarily office and warehouse related requirements with some light lifting and bending.
- Some travel may be required.

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COMPENSATION:

The target salary range for this position is \$105,000 - \$135,000 per annum. The salary range reflects the base pay only and does not include bonus or benefits. The position is also eligible for a bonus.

The starting salary offered to a candidate will be dependent upon several factors, including but not limited to experience, job-related skills and relevant education and/or training.

This job posting is to backfill an existing vacancy within our organization, and the recruitment process involves the use of artificial intelligence.

Thornhill Medical welcomes and encourages applications from all qualified people, including those with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

We thank all applicants for their interest, however, only those selected will be invited for an interview.