

REBBL *Sourcing Manager*



WHO WE ARE

REBBL was lovingly crafted to inspire the world to drink differently, with clean ingredients and real functionality, and to support a future without exploitation of at-risk people and the planet – a rebellious approach to creating delicious, authentic nourishment.

Our goal is to consciously grow a performance-driven, best in class team that shares our REBBL-hearted values:

We care about our team, community and environment. We champion and celebrate justice, equity, diversity and inclusion, embodying a spirit of warmth and belonging where everyone is welcome.

We communicate honestly and transparently, building trust and having fun.

We collaborate and encourage creativity and innovation to surprise and delight our consumers and customers.

As owners, we hold ourselves accountable for driving results. Our behavior reflects our scrappiness, our passion for winning and our ability to do more with less.

COMMITMENT TO IMPACT

Based out of Emeryville, California, REBBL was founded to create an innovative business solution to help communities vulnerable to human trafficking. REBBL has donated over \$1 million to Not For Sale, our co-founder and nonprofit partner, to help create a future without human trafficking and support the healing of those who have been trafficked. We are deeply committed to supporting human dignity through impact sourcing and supply chain integrity. Through initiatives with our grower communities, we strive to stop trafficking before it happens.

REBBL is not only a Certified B Corp, but in the top 10% of all B Corps. Our coffee and tea are Fair Trade certified. We are founding members of OSC2 (One Step Closer to an Organic Sustainable Community), Climate Collaborative and JEDI (Justice, Equity, Diversity, Inclusion)

Collaborative. For more information on REBBL's impact initiatives, see our Impact Report (2018) and documentary *REBBL With A Cause*.

POSITION

As we continue to grow, we are seeking a **Sourcing & Procurement Manager** to join our team in a full-time, long term role. This position will interact cross functionally primarily with R&D and Finance and report to the SVP of Operations.

KEY ROLE RESPONSIBILITIES

- Supplier partnerships - Maintain and develop current and new vendor relationships. Manage supplier onboarding including documentation in conjunction with quality manager. Develop secondary sources with cross functional alignment with R&D and Supply Chain.
- Negotiations and Contracts - Lead negotiations and develop action plans for the full impact: direct and indirect spends, Ethical, climate and other impacts for full cross functional consideration.
- Procurement – purchase all materials and maintain uninterrupted supply of ingredients and packaging while optimizing use of working capital
- Ethical Sourcing – Improve and develop ethical sourcing assessment supporting REBBL goals
- COGS - Own both negotiated and spot costs for packaging and ingredients and deliver on COGS / Financial company goals. Continually drive savings through managed sourcing controls.
- Innovation to Commercialization support – Coordinate with and support the Product Development team with current and pipeline innovation needs (ingredients, research projects, managing timelines). Support onboarding of ingredients, maintenance of NetSuite database to support commercialization and rollover of supply management to the supply and quality team.
- Ensure that contracts align with the REBBL Impact Purchasing Process and the REBBL Code of Conduct
- Other duties as assigned

EDUCATION AND EXPERIENCE

- Bachelor's Degree in Finance, Sustainability, Business or related field
- 2 years sourcing and procurement experience in a Food & Beverage environment is preferred
- Netsuite experience preferred

WHO YOU ARE

- Entrepreneurial: energized and invigorated in a fast-paced, dynamic organization and able to focus on getting the job done
- Ready & willing to roll up sleeves to tackle the projects that keep our business flowing
- Exceptionally organized, responsible, and dependable with strong sense of ownership
- A builder; focused on building our business in creative, efficient, effective ways
- A team player; a great listener and communicator
- Creative problem solver - taking an optimistic approach to challenges and never settling for the status quo
- Manage multiple projects while meeting schedules and deadlines
- Passionate about sustainability, people, the planet, making a difference at REBBL... and the work we do every day