



Sourcing Manager

- Location: Bellingham, WA
- Apply Method: Email Apply
- Employer Name: Brist MFG

About Brist:

Brist was created, not by convenience, but by necessity. In 2010, we entered into the textile industry as a small private label that grew into a lifestyle brand sold by national retailers. As we attempted to grow, we realized that the manufacturing industry had one standard: massive order minimums with no regard for over-production and no room for small brands like us. Like many small businesses, we were constrained by the outdated textile industry that didn't adhere to our needs. Instead of giving up we chose to challenge the status quo and revolutionize the way companies design, manufacture, and receive products, regardless of their size.

At Brist we believe in the idea of creating sustainable supply chains. By committing to quick turnaround times and low minimum orders we reduce the excess waste of overproduction whilst still focusing on high customization and private label design. In the end we provide our customers a unique experience enabling them the ability to leverage the power of low inventory rather than over producing.

From start to finish, Brist provides our clients with garment design, cut and sew manufacturing, e-commerce development, warehousing & fulfillment. Brist is changing the textile industry one garment at a time and we invite companies small and large to be a part of our journey to weave together a more sustainable future.

AUTHENTIC. ORIGINAL. SUSTAINABLE. BRIST

A little bit more about Brist:

Brist Mfg is a comprehensive creative agency and OEM apparel manufacturer. Brist allows businesses of all sizes the ability to create highly customized and truly unique merchandise at industry low minimums without sacrificing quality.

The focus of Brist is not limited to apparel manufacturing, it also functions as an e-commerce/warehousing and fulfillment solution enabling customers a truly hands-off experience. From the design phase to production, all the way down to sales and distribution we have our customers covered. We provide our customers with the ideal platform, a blank canvas, allowing creation without limitation, ultimately helping them differentiate themselves.

We take pride in helping our customers **rethink** the power of merchandise approaching it with a result driven strategy.

Job Opening: Sourcing Manager

Description:

We are looking for an exceptional leader to further progress and manage our custom apparel program. This leader will have end-to-end ownership of all overseas supply chains. This leader will further develop



short run capacity and high customization with current and new vendors . Our ideal candidate will possess strong industry relationships and demonstrate the ability to effectively deliver a product of quality and speed. This leader will manage factory onboarding, day to day ordering, cost negotiations, product development, import logistics and compliance standards.

We are looking for a leader that will build an infrastructure to support a sourcing team focused on defining, launching, and scaling the business to be a leading supplier of custom apparel. A successful candidate will be highly analytical, able to work extremely effectively with cross-functional peers, and adept at synthesizing a variety of technologies and capabilities manage the sourcing experience.

As an experienced leader, you're expected to roll up your sleeves and directly take on challenges of a young quickly growing organization. Because you will be managing a critical component of Brist you will need to have experience working closely with product managers, supply chain, merchandising and marketing teams and merged into a small cohesive team. We are a fast paced work environment that looks to test, deliver, learn, and adapt atmosphere. You must have a high attention to detail and be effective in communication between all departments.

Experience Requirement:

- Strong knowledge of product development processes including design, manufacturing and sourcing, preferably with Asian based production and cut/sewn category
- Proven organizational skills
- Bachelor's Degree preferred
- 2-3 years sourcing experience
- Textile experience
- Experience delivering products and services in a high growth environment.
- Advanced proficiency in Word, *Excel*, PowerPoint. (please do not apply if you do not have experience with EXCEL

Bonus Experience (Not Required)

- Logistic Experience (Bonus)

Job Skills & Traits

- *Accountable*
- Ability to effectively build and manage relationships and influence others at all levels of an organization
- High attention to detail
- Challenges and inspires employees to achieve business results.
- Ensures employees adhere to legal and operational compliance requirements.
- Provides coaching, direction and leadership support to employees in order to achieve department, company and customer results.
- Monitors operational statistics, reports trends, variances and issues, and takes appropriate action.
- Positive, can-do attitude, problem solver. Someone who is hungry for personal and professional growth
- Ability to outline and achieve goals on a daily/weekly/ monthly basis both individually and as a member of a team.



- Ability to work in a fast-paced, constantly evolving work environment.
- Consistent work ethic, time management skills, and self-motivation are strongly desired
- Highly organized and detail oriented. Ability to effectively and efficiently manage multiple ongoing projects.
- Systems-oriented
- Maintain high levels of professionalism when interacting with Brist employees, customers, and vendors.
- Flexible with the ability to prioritize and manage changing demands with growth.
- Driven to learn and take on new responsibilities.
- Competitive attitude
- Coachable-open minded and eager to learn
- Team player

Duties & Responsibilities

- Manage WIP report – Production Log
- Monitor the production process from beginning to end
- Review Pre-production / Lab Dips / Fits / Trims / TOP samples
- Manage / Oversee Sourcing assistant
- Manage / Oversee Shipping Manager
- QC control
- Manage and nominate suppliers
- Update reports for sales
- Source Factories and place orders with our China Office
- Apparel Magic – Software for Production
- Work with Design Team / Sales Team
- Work with Buyers on Purchase Orders and timelines
- Resolve Issues in a timely manner
- Manage paperwork on shipments
- Work with accounting office to manage factoring
- Communicate clearly all comments to overseas China office
- Strong and Clear communication skills – both oral and written.
- Heavy Emphasis on speed and quality of communication
- Attention to detail and extremely organized is a must
- Ability to work under pressure and meet deadlines

Our pay and position are based on your performance and will be evaluated often. To help you to develop in your position, bi-monthly informal meetings will take place. Every new employee will receive an evaluation and performance review after the first 90 days.

COMPANY INFO

Website: www.bristmfg.com

Headquarters: Bellingham Washington

Size: 29-35 employees **Founded:** 2014 **Revenue:** \$5-8 Million in Revenue

Values: *Accountability, Integrity, Excellence, Stewardship, Creativity, and Passion*



Mission: To disrupt an industry wrought with limitations enabling any sized business the ability to freely design, create and distribute authentic, original, and quality merchandise made in a sustainable way. At Brist we believe in the idea of creating sustainable supply chains. By committing to quick turnaround times and low minimum orders we reduce excess waste allowing us to focus on high customization and private label design while at the same time giving companies what they need when they need it.

Help people rethink the purpose of custom apparel & design and approach it with a result driven strategy.

Company Culture: Brist is composed of team members who are driven, accountable, adaptable and motivated to continue to improve the organization as a whole. Brist strives to create a fun, positive and results driven culture looking to be anything but traditional.

Organization Breakdown: Brist is composed of 5 unique departments that collectively work together to achieve organizational success. Creative/Marketing Department // Sales Department // Domestic Production Department // Overseas Production Department // E-commerce & Warehousing Department //

Who we hire: Brist seeks to hire accountable, motivated and driven individuals. As a quickly growing startup, our organization lacks some of the structure and systems found in corporate organizations. This does not discredit our success or team but is important to note the team is responsible for furthering progression and development of Brist. We look for hungry individuals ready to work in a faced paced environment.

With this being said Brist has a 90 day probation period mandatory for all new hires. Reviews are given on 30, 60 and 90 days to provide feedback for all new hires.

Benefits: 60% of health benefits are covered by Brist. Brist does offer a Simple IRA plan to all employees that have been with the organization over 90 days which includes an 3% match.

Job Type: Full-time

Salary: \$65,000.00 to \$75,000.00 /year

Experience:

- textile: 2 years (Preferred)
- Strategic Sourcing: 2 years (Preferred)