



Role Profile

Job Title	Head of Buying - Homes	Reports To	Chief Merchandising Officer	Location	Bradford
Job Code		Grade	M2		
Date Created / Updated	June 2021	Department	Buying and Merchandising		

Purpose: To create and develop the departmental product strategy, which satisfies customer requirements ensuring that all product ranges deliver the core values and attributes of the brand(s). Manages the development of the product that will deliver the budgeted sales and profit for the business unit.

Your Role Accountabilities	Skills & Experience
<ul style="list-style-type: none">• Develop a clear strategy taking full account of historical performance, economic and market conditions and the need to maintain the core values and attributes of the Brands• Ensures effective communication of plans and strategies to the merchandising and buying teams• Develops and executes a sourcing plan in line with the company strategy, which balances the opportunity for maximising margin with the need for flexibility to respond to the changing market trends and customer needs• Develop strong relationships with key suppliers• Manages the activities of the Buying teams and their development of commercial ranges in order to meet the initial margin targets and the buying calendar deadlines• Agrees and sets objectives with direct reports, manages the team/individual performance and provides coaching, advice and guidance so they can work effectively and develop within their roles• Ensures effective team working to enhance individual ability and overall team dynamics to contribute to the business now and in the future• Continually analyse competitors and appraise the Brand(s) ranges by comparison• Builds good working relationships and works in a collaborative style with other functions and senior managers to solve business issues• To be committed to the fair treatment of customers at all times• Ensure compliance with all applicable UK and local regulations, Company Policies and FCA Conduct Rules• Demonstrate behaviours in line with our Company values• To take reasonable care for the health and safety of yourself and other persons who may be affected by acts and omissions at work	<ul style="list-style-type: none">• Proven experience of managing a Buying team in a Retail and/or Mail Order environment, in order to meet the Company's targets• Sound experience of Planning in a mail order or large retail environment/Multi channel business• High level range planning skills• Overseas sourcing experience where applicable• Broad related product experience both branded and own buy development• Ability to balance the pre-season planning with the in-trading requirements• Experience of working with digital trading an advantage• Proven influencing and negotiation skills• Ability to lead through rapid change• Sound experience of people management, with coaching skills• Excellent presentation skills• Ability to work under pressure• Commerciality and sound judgement