

## ROLE PROFILE

<b>Job Title</b>	Buyer – Beauty Products	<b>Reports To</b>	Head of Buying	<b>Location</b>	Bradford
<b>Date Created:</b>	July 2020	<b>Department</b>	B&M	<b>Grade/Band</b>	M3
<b>Purpose:</b> To develop and deliver a Beauty product range which fulfils customer requirements and delivers the core values and attributes of the Brands; manage a product team to meet current and future sales, margin and stock targets within budget.					
Main Accountabilities		Key Performance Indicators	Skills & Experience	Competencies	
<ul style="list-style-type: none"> <li>Manage and develop the supply base to support the execution of a sourcing strategy which balances the opportunity for maximising margin and the need for flexibility in response to changing customer and market needs</li> <li>To ensure that profit and service are potentialised and overstocks minimised</li> <li>Develop both own and branded ranges determined by customer demands and profitability.</li> <li>Propose and develop seasonal departmental product strategies which take account of product performance, customer requirements, marketing plans and current and future market trends</li> <li>In conjunction with the Merchandiser and QA, develop, review and gain agreement for the department strategy and targets for each product area to achieve sales and profit plans.</li> <li>Work with Merchandiser, Design, Marketing and E-Commerce to develop a critical path and ensure all key milestones are met</li> <li>Agree with Merchandise Manager the sales targets from 'Open to Buy' and range reviews. Agree range plan, stock flow, margins and prices with Merchandiser to ensure smooth flow of the right stock at the right time</li> <li>Constantly maintain a thorough market knowledge and awareness of changes in competitor ranges and strategies, ensuring that a commercial range is delivered and appropriate to the profile of the target customer</li> </ul>		<ul style="list-style-type: none"> <li>Sales vs plan</li> <li>Service Level %</li> <li>Returns Rate %</li> <li>Intake margin %</li> <li>Customer perception of value for money (quality vs price)</li> <li>Supplier performance</li> <li>Every garment has appropriate accessories to build outfit</li> <li>Every PR opportunity is exploited</li> <li>Marketing, E-Commerce &amp; PR are up-to-date with product updates and performance</li> </ul>	<ul style="list-style-type: none"> <li>Proven experience at Buyer level in a Retail environment</li> <li>Experience of buying a range of beauty products (including Brands) is essential</li> <li>Experience of working with Internet trading an advantage</li> <li>Strong people management and development skills</li> <li>High level range planning, range building skills, product development and awareness of critical path.</li> <li>A strong understanding of commercials, with the ability to manage and grow departmental KPIs, to ensure that the category is competitive in a highly competitive market.</li> <li>Strong negotiation skills, with experience of managing a supplier base, sourcing new suppliers and driving profitability improvements.</li> </ul>	<ul style="list-style-type: none"> <li>Customer Focus</li> <li>Negotiating and Influencing</li> <li>Results Focus</li> <li>Managing Self and Others</li> <li>Teamwork</li> <li>Communication</li> </ul>	

Customer First

Integrity

Together

Innovation

Fair

<ul style="list-style-type: none"> <li>• In conjunction with QA, ensure that all products meet the standards of quality (functionability and consistency), Legal and Safety, whilst ensuring orders are placed on time and within the agreed critical path</li> <li>•</li> <li>• As the Brand's Beauty Product Expert, make recommendations to Marketing and E-commerce on products that should be featured in editorial content / emails / promotions</li> <li>• Agree objectives with direct reports, manage their performance and provide advice and guidance so they can work effectively and develop within their roles</li> <li>• To take reasonable care for the health and safety of yourself and other persons who may be affected by acts and omissions at work</li> <li>• To comply with FCA regulations, where applicable</li> <li>• Demonstrate behaviours in line with our Company values</li> <li>• To be committed to the fair treatment of customers at all time.</li> </ul>		<ul style="list-style-type: none"> <li>• Clear understanding and awareness of competitor landscape and market, with the ability to react and respond to any shifts effectively.</li> <li>• Adapt to different customer requirements and focus on putting the customer at the heart of every decision you make.</li> <li>• Ability to build collaborative relationships with key internal and external stakeholders.</li> <li>• A positive, proactive and passionate attitude that adapts well to change and invested in developing a team.</li> </ul>	
<b>Dimensions:</b> Reports to Head of Buying. Working closely with Merchandising and Marketing. Line management responsibility for 1 x Assistant Buyer			

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