



PinPoint Solutions: Supply Chain Practice Area

Supply Chain – IOT – and Upcoming changes – How does this change the hiring landscape?

There has rarely been a time when Supply Chain has faced so many seismic changes on the horizon:

- Internet of All Things, Big Data and Cloud Command Centers
- Experimental Delivery systems including Drones, Uber Trucks and Self-Driving Vehicles
- Governmental/Administrative changes regarding Trade Agreements, Immigration Control and Sourcing relationships with Mexico and China (traditionally LCC)
- Increased expansion of US manufacturing
- Continuous consolidation and restructuring in industries including chemical, medical device and diversified manufacturing companies
- Changes in Energy policies, Tax Policies and other administrative initiatives will impact US business
- Attrition through retirement of trained, experience Supply Chain Leaders continues

(cont. on next page)

Supply Chain – IOT – and Upcoming changes – How does this change the hiring landscape? (cont.)

How does that change things for HR and for hiring managers looking to make the most of challenges and opportunities?

- Any company that hasn't reviewed and updated their job descriptions for Supply Chain roles in the last 12 months is working from dead data. As people retire, get a full description of what their role was, what it will be moving forward and align job descriptions as required.
- Siloed, segmented, tactical supply chains will begin to decay as they won't be able to hire the high potential candidate or be able to compete with the engaged, integrated strategic supply chain organizations who are more nimble and able to better maximize opportunities of scale and relationships with suppliers.
- Every position from buyer, planner, estimator, commodity manager, Supply Chain Mgr/Dir on up to VP of Supply Chain will require analytical skills and employee engagement. From initial internships, successful companies will encourage employees to be consistently evaluating every business transaction to look for ways to reduce cost, improve delivery, ensure quality and take it to the next level. Smart leaders will be rewarding employees who "own" their jobs and add to the bottom line.
- Every member of the supply chain must have project management skills and the ability to work within a matrixed organization. More minute-to-minute communication with suppliers, production, quality, logistics, etc. will be required at every level.
- Every member of the team from computer savvy recent graduates to top level C-Suite leaders will need to have a better understanding of how to align software and data to provide actionable information. Analysis Paralysis will cripple strong teams without this skill set.
- High potentials from Supply Chain have consistently been moving into VP, GM and CEO roles and forward thinking companies will continue to find value in this area of expertise.

While this can seem intimidating, it is also an unprecedented opportunity for companies to vault to the head of the pack with a state of the art supply chain organization!

PinPoint Solutions

Current Searches

VP of Supply Chain, Diversified Mfg – Various locations
VP of Operations, Distribution/Logistics – Miami, FL
Regional Director of Supply Chain, Aerospace – Toronto, CA
Global SCM – MRO/Services/Logistics, Diversified Mfg. – IL
Purchasing Manager – Aerospace – WA
Purchasing Manager – Packaging – IL
Materials Manager – Packaging – TX

PinPoint Solutions

Recently Filled Searches

VP of Strategic Sourcing, Food – AZ
SVP of Operations, Logistics – CA
Buyer, Diversified Mfg – CA
Sr. Supply Chain Mgr, Aerospace – MO

Staff Spotlight: Mary Hain



Mary Hain is the Sr. Executive Recruiter and Supply Chain Practice Leader for Pin-Point Solutions. She manages mid-VP level searches for diverse supply chain organizations nationwide.

Mary began her career in staffing services with the largest, privately-held technical staffing firm in the country, TAD Resources. She joined TAD Energy Services as a Recruiter and Marketing / Office Manager before being promoted to the National Account Team as Program Manager for GE Gas Turbines. She relocated to the Greenville, SC market to support the local GE Gas Turbines facilities while managing the local technical services staffing branch as well. After a break to raise her daughter, she shifted into the executive search world as a Recruiter for The Newell Group. Her focus was in supply chain with major clients in the retail and manufacturing industries. She began as a Recruiter and quickly advanced to Account Manager/ Corporate Services. She focused on mid - senior level procurement roles including Buyer, Divisional Merchandise Manager, Director of Sourcing, Director of Procurement, and Director of Supply Chain. After 3 years, she moved to PinPoint Solutions. During her tenure with PinPoint, she has completed diverse searches for companies including Caterpillar, Woodward, Eaton, Moog, among others. She started as Recruiter and has moved into the role of Sr. Recruiter and Practice Lead. She has filled positions including Supplier Development Leaders, Buyers – MRO and Direct, Commodity Leaders, Supply Chain Managers, Global Director of Supply Chain, Global Director of Quality and VP of Supply Chain Operations. She understands the ever-changing landscape and challenges of Supply Chain and finds top talent that supports the integration of Supply Chain and Quality Operations.

Prior to her career in Recruitment, she worked as a Buyer for a Boston-based manufacturing company. She attended the University of San Diego and Emerson College.

MARY HAIN

Senior Executive Recruiter
Supply Chain

Office: 864-271-5255
Mobile: 864-918-1997
mary@pin-pointsolutions.com

 [Connect with Mary on LinkedIn](#)

 [Connect with Mary on pin-poinsolutions.com](#)