




## Company Description

At Sibelco, we advance life through materials. We are a global leader in sourcing, transforming, and distributing industrial minerals, powering progress across diverse industries such as glass, ceramics, construction, coatings, and polymers. For over 150 years, our commitment to sustainability and innovation has made us a trusted partner to customers worldwide. Join us in shaping the future. Are We the Perfect Match? At Sibelco, we believe that building a successful career is a two-way journey. We're looking for individuals who share our values and vision, just as much as you're seeking a company that aligns with your aspirations. Together, we can make a meaningful impact.

## Information

 Deadline: 2025-06-30  
 Category: Business  
 Province: Bizkaia

 Country: Basque Country  
 City: Bilbao

## Company

Sibelco



## Main functions, requisites & benefits

### Main functions

Build the Future of Planning at Sibelco. Sibelco is seeking an Operating Model Director- S&OP to develop, lead, and embed a structured Sales & Operations Planning (S&OP) framework across our global operations. This is a newly created position, offering a unique opportunity to shape strategy, drive cross-functional alignment, and build a best-in-class planning process that integrates commercial, supply chain, and operations planning. If you're a visionary leader with a track record in designing and scaling S&OP processes in global organizations, this is your opportunity to make a lasting impact. Join us and play a pivotal role in transforming Sibelco's planning maturity, transforming the existing Plan to Produce process from a transactional approach to a strategic, forward-looking discipline, while working at the intersection of business strategy, supply chain efficiency, and digital transformation. About the Role: This position reports to the VP Operating Model and collaborates closely with leaders across Supply Chain, Finance, Operations Excellence, and Commercial functions. You will be responsible for embedding S&OP best practices across Sibelco's global operations, ensuring long-term scalability and maturity of the process. Your Impact on This Role: As the Operating Model Director-S&OP, you will be responsible for designing, developing, and embedding Sibelco's Sales & Operations Planning (S&OP) framework across the organization. You will drive alignment between commercial, supply chain, and operational planning to establish a structured decision-making framework. Your leadership will be key in ensuring full ERP adoption and enhancing data integrity in demand, supply, and inventory management. In this role, you will play a pivotal part in transforming the existing Plan to Produce process from a transactional approach to a strategic, forward-looking discipline. Your Mission will be to Transform Planning into a Strategic Advantage. You will define, develop, and standardize Sibelco's S&OP framework, ensuring seamless collaboration between Sales, Supply Chain, and Operations. You will drive data-driven planning, embed a data-centric approach, and ensure full S&OP adoption across the organization. Your key Responsibilities will include but are not limited to: Lead the Design & Governance of S&OP Establish a structured, scalable S&OP process that integrates demand planning, supply & capacity planning, and inventory management. Define the governance, meeting cadence, decision-making structure, and key planning KPIs. Drive Cross-Functional Planning & ERP Adoption Ensure S&OP is fully integrated with Plan to Produce and SAP 4H, enabling ERP-based planning and accurate production scheduling. Establish clear accountability for Master Data, MRP configurations, and inventory settings. Enhance Planning Maturity & Process Standardization Develop a repeatable, structured S&OP process to ensure consistent execution across Clusters, Sub-Regions, and Global Functions. Lead change management efforts to embed a culture of proactive planning and structured collaboration. Implement Performance Management & KPI Tracking Define and track key planning metrics, including forecast accuracy, demand/supply balance, inventory optimization, and production adherence to plan. Ensure full alignment with ExCo priorities and Industrial Platform goals. Shape the Future of S&OP Systems & Digitalization Lead the assessment, selection, and implementation of an Advanced Planning System (APS) (e.g., SAP IBP) to enhance digital transformation. Ensure a long-term roadmap for planning technology, aligning with Sibelco's broader automation strategy.