

FBC S&OP Manager

Fine Biscuits Company (FBC) Group

Are you a strategic Supply Chain leader passionate about elevating S&OP to best-in-class levels?
Do you thrive in a fast-moving FMCG environment and enjoy shaping the future of planning excellence? FBC Group is looking for an S&OP Manager to lead their integrated planning organization and drive their global transformation toward world class Integrated Business Planning.

Company description

Created in 2020, the Fine Biscuits Company Group (FBC Group) is composed of three complementary companies:

- Kelsen Group
- Biscuits Delacre
- The Fine Lab

Together, one of the leaders in premium biscuit assortment market.

They produce some of Europe's most iconic biscuit brands including Delacre, Delichoc, Kjeldsens and Royal Dansk. Their products leverage two unique archetypes of European excellence: the butter cookie from Denmark and the chocolate-coated biscuit from Belgium. Both Delacre and Kelsen have a long-lasting history, deeply rooted in their countries of origin, and proud holders of the Royal Warranty from respectively the Queen of Denmark and the "Court" of Belgium. Their brands are supported by The Fine Lab, where they innovate to create new products with a passion for quality and the will to continue to delight consumers around the world. Their Group is composed of more than 800 employees around the world who share their values of Loyalty and Trust, Respect & Responsibility, Integrity & Moderation, Passion for Quality, Research & Innovation. With a presence in 7 different countries, and part of the Ferrero Ecosystem, they offer rewarding career opportunities.

Role purpose

As FBC Group's S&OP Manager, you will own and evolve the end-to-end Sales & Operations Planning process across all factories, markets, and partners within their ecosystem. You will ensure optimal alignment between demand, supply, inventory, capacity, and strategic priorities, while leading and developing a high-performing team. This role plays a central part in customer service excellence, cost optimization, inventory quality, and operational performance, contributing directly to FBC Group's growth and transformation agenda.

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Key responsibilities

S&OP Management

- Lead the full Demand Planning (baseline, promo, NPD) and Supply Planning processes across multi factory operations
- Deliver accurate short-, mid- and long-term operational plans, ensuring alignment with market dynamics and capacity constraints
- Resolve demand/supply gaps with the S&OP Board and ensure a disciplined S&OP cycle
- Drive the deployment of advanced planning & scheduling tools, Planning IT systems, and reporting capabilities
- Support strategic company initiatives: innovations, industrial investments, geographical expansions, brand initiatives, co manufacturing, and cost efficiency programs
- Manage inventory projections, product availability, logistics planning, MRP optimization, and inventory reduction initiatives
- Ensure S&OP is aligned with best practices and evolves toward Integrated Business Planning

Team Leadership & Cross Functional Communication

- Lead, coach, and develop a team of Planners and Planning Managers (based both in centrally and in affiliates and plants)
- Strengthen team capability, succession planning, and FBC Group's ambition to build a Planning Centre of Excellence
- Facilitate all S&OP cycle reviews (Product, Demand, Supply, Reconciliation)
- Influence senior stakeholders across Commercial, Marketing, Innovation, Operations, Finance, and Group Distribution partners

Continuous Improvement & Transformation

- Drive planning tool optimization and eliminate non value-added tasks
- Lead continuous improvement initiatives around forecast accuracy, stock optimization, and obsolescence risk mitigation
- Report S&OP KPIs and proactively manage service, supply, and inventory risks
- Contribute to Procurement & Supply Chain strategy and cross functional companywide programs

Profile

Qualifications & Experience

- Master's degree in Supply Chain, Engineering, or Business Administration
- 10+ years' experience in Supply Chain Planning/S&OP within FMCG packaged food, multi-company and multi factory environment
- Proven experience leading teams in international matrix organizations
- APICS certification is key asset

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Technical Expertise

- Knowledgeable about Advanced Planning & Scheduling systems, SAP, IBP, Power BI is a key asset
- Strong analytical mindset and solid understanding of profitability and cost-center management
- Experience in project management, process design, continuous improvement, and change management
- Fluent English and French (written & spoken).

Leadership & Soft Skills

- Inspirational team leader able to build engagement and drive high performance
- Strong interpersonal and influencing skills across senior management and cross-functional stakeholders
- Hands-on decision maker with commercial awareness and resilience
- Ability to navigate complex priorities and resolve conflicting objectives
- Passion for standardization, simplification, and excellence

Our offer

- Play a key role in FBC Group's strategic transformation and growth, within the wider Ferrero ecosystem
- Lead a central function with high visibility and direct business impact
- Work in a dynamic multinational environment with strong collaboration across Marketing, Operations, Innovation, Finance and Group partners
- Develop and shape the Planning Centre of Excellence of the future

Apply?

Please send your application and/or CV to Annemie Schuermans: annemie.schuermans@progressio.be
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