



Position Specification

Sonic, America's Drive-In Vice President, Supply Chain Management

The Company

For more than 50 years, Sonic Corp. has built a dominant position in the drive-in restaurant business. The company did it by sticking to what made drive-ins so popular in the first place: made-to-order American classics, signature menu items, speedy service from friendly Carhops and heaping helpings of fun and personality.

Today, Sonic is the largest chain of drive-in restaurants in America. It is publicly traded with approximately 12,000 employees and \$3.4 billion in enterprise revenue and \$550 million in corporate revenue. The company operates more than 3,500 drive-ins coast to coast, of which approximately 85% are franchised. Sonic is primarily concentrated in the Deep South with its top five markets (including Texas, Oklahoma, Tennessee, Arkansas and Missouri) representing over half of its store locations. In addition to its sizable presence in the South, Sonic operates in 43 states across the continental United States.

The company is currently focused on three strategic business goals, improving food quality, optimizing operations including enhancing the customer experience and making market centric gains.

Sonic Core Competencies:

- Customer Focus
- Teamwork & Collaboration
- Drive/Motivation/Initiative
- Values and Respects Others
- Coaches and Develops
- Sonic Awareness
- Accountability
- Negotiating
- Leadership
- Strategic Thinking

The Position

Overview

The Vice President, Supply Chain Management will lead the development, implementation and management of the enterprise wide supply chain strategy to support enterprise goals. The position's initial function is to guide the selection and implementation of an integrated supply chain software program. Continuing duties include the development of system-wide supply chain capabilities to support business performance over a multiple year horizon and is responsible for supply chain process and infrastructure. The Vice President, Supply Chain Management will also be accountable for providing product for the Sonic brand of approximately \$1.0 billion in annual purchases and is responsible for the financial impact of these purchases on the business performance and plan. Key accountability is to ensure the proper product is available, when needed at the most efficient cost delivered to the drive-in.





This position serves as the business sponsor of supply chain management technology projects and initiatives and will aid the SVP of Business Planning, Development and Purchasing in formulating and administrating organizational supply chain practices, policies by performing the following duties and personally or through subordinate.

Location

Oklahoma City, Oklahoma

Responsibilities

- Meet the financial cost objectives of the business as defined by food and paper cost %.
- Deliver the expected rate of return on the investment in supply chain capabilities.
- Develop and maintain strategic relationships with suppliers, distribution centers, franchisees, and internal customers to support business requirements.
- Develop and implement supply chain strategies to support business requirements for all purchasing activities, including sources, commodity management, negotiation, contracting, inventory control, cost analysis and capacity analysis within the framework of Sonic.
- Implement financial and accounting systems for the supply chain.
- Lead the design and implementation of measurement tools to evaluate business process effectiveness and supplier performance. Develop supply chain metrics and analytics.
- Develop and maintain system-wide supply chain planning, forecasting, budgets, business planning and analysis.
- Create the reports to measure operations relative to goals, targets and budgets.
- Lead the design and implementation of supply chain processes and foundational systems that improve service, efficiency, quality and reduce costs.
- Report inventory management and provide tools to the system to manage investment in this area of the business.
- Communicate and report financial decisions to senior management.
- Understand the COGS and has the ability to impact favorably CGS trends.
- Establish goals to meet performance objectives.
- Understand the market for supply chain software and is proficient in the use of various software programs.
- Create a long-term vision for the supply chain management function and understands the necessary investments and rates of returns in implementing the vision.
- Create a long-term plan that implements the supply chain vision for the brand.
- Participate in formulating and administering company policies and developing long-term goals and objectives.
- Provide strategic direction, leadership and input to cross-functional areas of the company to ensure effective coordination of supply chain activities (including purchasing, marketing, quality, distribution and new product development).
- Handle other duties as assigned.





- Manage supervisors who supervise employees in the Supply Chain Management department and responsible for the overall direction, coordination, and evaluation of these units. Carry out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.

Travel

Normal business travel required.

The Candidate

Education

Bachelor's degree required; advanced degree preferred.

Professional Qualifications

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and / or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Minimum of 10 years related experience.
- A history of completing a system wide supply chain initiative from a leadership position that created value for the company that included a strong franchise operating base.
- Keeps in close touch with the needs and perspective of customer / markets and takes actions that benefit them and the business; gives high priority to customer satisfaction, includes internal and external customers.
- Works cooperatively and collaboratively with others. Acts in ways that support the success of the overall team and the company.
- Works to improve individual and organizational performance; is a self-starter; addresses current opportunities or problems; shows persistence; promotes initiative in others.
- Relates to work and people in ways that value the unique differences of others. Encourages and supports diversity of thoughts and perspectives. Respectful of people's time, priorities and responsibilities.
- Works with others in a helpful, purposeful way in order to increase their competence, confidence and capability to make significant contributions to the brand; is committed to the development process in both technical and non-technical ways.
- Understands the relationships in one's own team, other teams, Sonic's key priorities and core values; anticipates how new events or situations will affect individuals, teams and the company.
- Is personally responsible for meeting commitments and getting results. Ensures that expectations are clear and results are achieved.
- Keeps assertiveness and empathy in balance when negotiating; excels in negotiating win / win resolutions; effectively handles differing viewpoints.





- Effectively leads through inspiration; excels in training, leading and motivating people; develops synergistic strategies. Excels in acquiring support for decisions and actions; is able to consistently overcome objectives and reach common agreements.
- Effectively formulates strategies, tactics and action plans to achieve results; proposes comprehensive plans of action which are timely, realistic and positive.

Other Skills and Abilities

- Ability to communicate clearly and concisely, both orally and in writing.
- Ability to lead and influence cross-functional teams and stakeholders.
- Ability to work both independently and as part of a team.
- Ability to set priorities and meet deadlines in a fast-paced and changing environment.
- Understanding of cost, service and quality drivers, market and technology factors, and their impact on commodities, products, and services.
- Understanding of total cost of ownership such as landed cost, warranty, repair.

To learn more about this opportunity or provide a confidential referral, please contact:

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