

James C. Iovino

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Vice President of Manufacturing and Logistics

Leader Development | Supply Chain Leadership | Innovative Strategy Development

Dynamic executive leader possessing expertise in all facets of global supply chain management, leadership and change management within high-profile organizations. Skilled in leveraging interpersonal strengths to develop leaders, lead teams, create strong cross-functional partnerships, and foster value added relationships with vendors. Adept at leading change including acquisitions and divestitures, cash flow improvement and footprint optimization. Instrumental in developing cost-effective approaches that save the organization millions of dollars. Driven to create a wide variety of initiatives that significantly enhance productivity and create a culture of safety while increasing market share and profits.

- Warehouse Operations
- P&L Management
- Procurement
- Community Leadership
- Contract Manufacturing
- Manufacturing Multi Site
- Succession Planning
- Customer Service
- Supply & Demand Planning
- Transportation
- Sales Operations
- Orders To Cash
- Safety Culture
- 3PL Logistics Management
- Cost Reduction Strategies

PROFESSIONAL EXPERIENCE

THE SCOTTS COMPANY, Marysville, OH

2003 - Present

Vice President, North America Operations, 2015 - Present

- Direct strategy, planning, and execution of manufacturing and distribution for \$1.9B of sales (250,000 customer deliveries) with conversion and distribution costs of \$300M. Lead manufacturing, warehousing and transportation of durables, fertilizers, and liquids in 6 plants with 1,600 associates and 12 distribution sites with 750 team members.
- Lead initiatives to reduce costs, improve efficiency and drive productivity, including spearheading a project that successfully reduced landfill waste 50% while implementing safety strategies that drove cultural change delivering a company record TRIR <1.0, LTA <.10.
- Increased revenue and market share through commercialization of over 50 innovative products.
- Develop and maintain a high-performance culture, implementing best practices and built talented teams to ensure long-term business success.
- Consistently drive \$7-9M of annual savings through the creation and implementation of 6 Quarter improvement plans.

Vice President, Global Logistics, 2007 - 2015

- Directed strategy, planning and execution of global logistics for \$2.4B in sales with distribution costs of \$240M. Leadership for all activities in warehousing, transportation, supply and demand planning, demand fulfillment, customer service, sales support and orders to cash.
- Slashed operational costs \$3M-\$9M on an annual basis through creation and implementation of 6 Quarter improvement plans. Also achieved \$4M in freight savings through implementation of TMS (Transportation Management System).
- Created and launched numerous business strategies including a \$7M capital project to improve service and reduce operational costs by automating warehouse systems and a \$5M project upgrading and streamlining planning system processes to drive improvements to cash flow, end-to-end planning and service delivery.

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Page Two of Two

- Delivered enhanced service through development of distribution and customer service metrics to ensure cost and cash flow optimization while improving on-time delivery.
- Spearheaded transformation of customer service/orders to cash from a tactical function to a value-added function, reducing redundancies by 33%, gaining \$8M of sales credits while developing talent for the organization.

Director of Manufacturing, 2003 - 2006

- Directed strategy, planning and execution of manufacturing for \$1B in sales with distribution and COGS costs of \$500M, providing leadership for all activities in manufacturing, warehousing and contract manufacturing.
- Slashed costs upwards of \$5M on an annual basis, spearheading development and launch of comprehensive 6 Quarter improvement strategies.
- Liaised with key team members from all departments to create strong cross-functional relationships, successfully improving communications between manufacturing and organization at large.
- Prioritized establishment of safety culture in working environments, building safety oversight committees and significantly reducing total recordable incident rates to <2.0 with safety first approach.
- Developed talent to be an organizational feeder for manufacturing.

ADDITIONAL RELEVANT EXPERIENCE

Supply Chain Director, Borden Food Corporation, Columbus, OH

- Leadership of manufacturing, logistics, finance, purchasing, engineering and quality for 10 manufacturing sites with over 2000 associates. Implemented standard Lean Efficiency metric saving \$16M and site consolidation strategy resulting in reduction of facilities with overhead savings of \$18M.

Operations Manager, Borden Food Corporation, Columbus, OH

- Led manufacturing, capital spending, conversion costs, quality and safety programs for 3 Plants in East Region before being promoted to National Manufacturing leader for 10 Plants.

Plant Manager, Borden Food Corporation, Pennsauken, NJ

- Leadership of all manufacturing and operational activities for plant including HR, manufacturing, scheduling, purchasing, distribution, engineering, quality, and finance for 200 associates.
- Performance excellence led to promotion from Production Manager to Plant Manager.

EDUCATION & CREDENTIALS

AS Business Administration, Franklin University, Columbus, OH

BS Business Administration, Almeda University, Fort Lauderdale, FL

COMMUNITY LEADERSHIP

Central Ohio Executive Leadership Team, American Heart Association