

Sr. Manager, Product Development

(Full-time · Mid-Senior level)

M/s Coach · Ho Chi Minh City, Vietnam (On-site)

About the job

We believe that difference sparks brilliance, so we welcome people and ideas from everywhere to join us in stretching what's possible.

At Tapestry, being true to yourself is core to who we are. When each of us brings our individuality to our collective ambition, our creativity is unleashed. This global house of brands – Coach, Kate Spade New York, Stuart Weitzman – was built by unconventional entrepreneurs and unexpected solutions, so when we say we believe in dreams, we mean we believe in making them happen. We're always on a journey to becoming our best, but you can count on this: Here, your voice is valued, your ambitions are supported, and your work is recognized.

A member of the Tapestry family, we are part of a global house of brands that has unwavering optimism and is committed to being innovative and wholly inclusive. Visit **Our People** page to learn more about Tapestry's commitment to equity, inclusion, and diversity.

Primary Purpose

Taking the leader role to manage sampling activities from initial design concept to bulk production order placement by working with cross-function teams. Map out the strategies with NY PD teams and sample facilities to ensure the sample on-time delivery and cost submission/accuracy.

The successful individual will leverage their proficiency in Product Development to...

- Manage development sample demands and timeline to meet PDT schedule
- Review and offer suggestion on development allocation strategy.
- Oversee the development sample execution to meet design expectations as well as feasible for production
- Support the costs saving initiatives conversation with team member to support the IMU margin
- Monitor the risk and assessment meeting, share and communicate with cross functional teams for the potential risk.
- Explore new technique and innovation to support design inspiration

- Proactively provide feedbacks to optimize the product development process
- Anticipate and drive issue resolution for products with SP and Lead Engineer
- Manage and build effective team to meet business demands in regions
- Closely follow up team's personal development plan, throughout team meeting track progress on performances and communicate upwards to PD Lead.
- Implement EI&D and brand purpose within the team

The accomplished individual will possess...

- University Graduate
- Min of 7 years working experience in sample facility management and product development
- Min of 4 years of supervisory skills
- Manufacturing and costing experience in leather goods are an advantage
- Strong communication skills in written and oral English
- Strategic thinking and good analytical mind
- Excel work experience is a plus

Our Competencies for All Employees

- **Courage:** Doesn't hold back anything that needs to be said; provides current, direct, complete, and "actionable" positive and corrective feedback to others; lets people know where they stand; faces up to people problems on any person or situation (not including direct reports) quickly and directly; is not afraid to take negative action when necessary.
- **Creativity:** Comes up with a lot of new and unique ideas; easily makes connections among previously unrelated notions; tends to be seen as original and value-added in brainstorming settings.
- **Customer Focus:** Is dedicated to meeting the expectations and requirements of internal and external customers; gets first-hand customer information and uses it for improvements in products and services; acts with customers in mind; establishes and maintains effective relationships with customers and gains their trust and respect.
- **Dealing with Ambiguity:** Can effectively cope with change; can shift gears comfortably; can decide and act without having the total picture; isn't upset when things are up in the air; doesn't have to finish things before moving on; can comfortably handle risk and uncertainty.
- **Drive for Results:** Can be counted on to exceed goals successfully; is constantly and consistently one of the top performers; very bottom-line oriented; steadfastly pushes self and others for results.
- **Interpersonal Savvy:** Relates well to all kinds of people, up, down, and sideways, inside and outside the organization; builds appropriate rapport; builds

constructive and effective relationships; uses diplomacy and tact; can diffuse even high-tension situations comfortably.

- Learning on the Fly: Learns quickly when facing new problems; a relentless and versatile learner; open to change; analyses both successes and failures for clues to improvement; experiments and will try anything to find solutions; enjoys the challenge of unfamiliar tasks; quickly grasps the essence and the underlying structure of anything.

Our Competencies for All People Managers

- Strategic Agility: Sees ahead clearly; can anticipate future consequences and trends accurately; has broad knowledge and perspective; is future oriented; can articulately paint credible pictures and visions of possibilities and likelihoods; can create competitive and breakthrough strategies and plans.
- Developing Direct Reports and Others: Provides challenging and stretching tasks and assignments; holds frequent development discussions; is aware of each person's career goals; constructs compelling development plans and executes them; pushes people to accept developmental moves; will take on those who need help and further development; cooperates with the developmental system in the organization; is a people builder.
- Building Effective Teams: Blends people into teams when needed; creates strong morale and spirit in his/her team; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; defines success in terms of the whole team; creates a feeling of belonging in the team.

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