



Operations Optimization Analyst

Full-time. Location: San Francisco

Three Trees in a Nutshell. Three Trees is a fast-growing, premium natural foods brand. We're on a mission to make the most delicious, clean, and nourishing plant-based foods. From humble beginnings of being hand-bottled in a commercial kitchen, our plant-based milks have now achieved national status, elevating the shelves of natural foods stores like Whole Foods and Sprouts. With demonstrated success in the largest segment of plant-based foods, we are poised for even greater expansion and growth. This is a rare and exciting opportunity to join a successful startup and make a real impact.

What we're proud of:

Small and Mighty. Without raising traditional VC dollars, we've grown to eight figures in sales through focused, disciplined strategies, and always with the bottom line in mind.

Good for People and the Planet. Our vision is a world where it's easy to eat plant-based foods that are also clean, nourishing, and delicious.

Our Team. Behind the beautiful bottle is a passionate team of data-driven food enthusiasts. Discussions are direct and lively – sparring with ideas gets us energized! No one gets hurt because it's not about egos. You'll find the team chatting over lunch about the latest adventures (i.e. urban pigeon rescue, raised veggie beds, rock climbing), and passing around a bar of craft dark chocolate.

This is where you come in.

Do you live to eat? Do you want to work at a small company where you get to see many facets of the business and leave your handprint on the product? Do you get energized about making things work better and achieving excellence? If so, you might be the dynamic individual we're looking for.

Our Operations Optimization Analyst makes a big impact on the success of our business. This role requires a highly-organized, detail-oriented, and personable individual. Operations is the heart of our business. You will work to help optimize and manage every aspect of the supply chain– from procurement to distribution. You will be directly making an impact by ensuring that we are making the highest quality products and making enough to meet our growing sales demand. This is a high-impact, fast-paced role critical to ensuring optimized business operations – from ingredients to retailers' shelves.

Responsibilities

- Optimize every link of our supply chain, from procurement to distribution
- Ensure supply; build supply chain robustness. Identify, select, and build relationships with suppliers
- Plan and optimize production run schedule and volumes. Partner with our contract manufacturer for successful production runs. Partner with Quality Control to ensure high-quality products
- Monitor production yields and efficiency
- Optimize and manage distribution, including warehousing and freight
- Optimize and manage inventory levels of all raw materials and finished goods
- Partner with vendors to meet our operational goals. Manage raw material procurement timelines, issue purchase orders, and manage inbound shipment logistics

Qualifications

- Passionate about Natural Foods / CPG, the Three Trees brand, and our mission
- Strong project management skills, ability to solve problems creatively, and manage multiple workstreams
- Highly self-motivated, resourceful, accountable, comfortable with ambiguity, and strong willingness to get your hands dirty and dig in
- Strong ability to stay focused on priorities and drive for results
- Ability to navigate dynamic situations and thrive in a fast-paced environment
- Strong analytical mind and an affinity for diving into the numbers to understand the business and help make decisions that drive business performance
- Proficient in Excel and able to grasp new systems quickly, including ERP/inventory management systems
- Great interpersonal skills, great written and oral communication skills
- 2-5 years of experience working in CPG preferred
- Driver's license / comfortable driving, and authorized to work in the United States

This position is based in the Bay Area (San Francisco). We encourage you to apply, even if you don't have all of the qualifications or industry experience. Motivation and work ethic more than make up for direct experience.

Please email sunny@threetrees.com and tell us about yourself!