CHARLES VANSTEELANT

Supply Chain & Procurement Manager | Strategic Sourcing | Multi-Site Operations

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PROFESSIONAL PROFILE

Supply chain, operations and procurement professional with 16 years of experience across industrial manufacturing, consumer goods and regulated environments. Track record managing multi-site inventory ($15–25M, SOX-audited by KPMG and Deloitte), leading teams of up to 20, executing structured procurement and sourcing processes, and overseeing end-to-end supply chain operations. Achieved ISO 9001:2015 certification and led international product launches across multiple markets. Trilingual (French / English / German) with hands-on experience in GMP environments, supplier management and cross-functional collaboration.

CORE COMPETENCIES

Multi-Site Operations Management	Team Leadership (up to 20 staff)	ISO 9001:2015 Certification
Inventory Management ($15–25M)	GMP & SOX Compliance	ERP: SAP / Dynamics / Sage X3
Program Management (RACI/Charter)	3PL & Logistics Management	Audit Compliance (KPMG / Deloitte)
Process Improvement & Optimization	Supplier Qualification & Negotiation	Strategic Sourcing & Procurement

PROFESSIONAL EXPERIENCE

Program Leader, Global Operations Business Development | Aurora Cannabis Enterprise Inc., Toronto, ON *May 2025 – Mar 2026*

- Led cross-functional strategic initiatives supporting market expansion into Germany (EU-GMP) and the UK, coordinating across Operations, Supply Chain, Regulatory, Quality, and Business Development
- Defined Program Charters, RACI frameworks, success metrics, and work-streams; delivered weekly reporting directly to the Executive Leadership Team
- Identified and evaluated solutions to increase available product volume for international markets, addressing capacity, compliance, and distribution challenges concurrently

Senior Manager, Product Launch | Aurora Cannabis Enterprise Inc., Toronto, ON *Feb 2022 – Apr 2025*

- Operationalized 100+ SKUs per year within Aurora's stage-gate process — across Edibles, Formulated Oils, Concentrates, Pre-rolls, and Dried Flower
- Drove technical readiness for international product launches into Germany (EU-GMP), Australia (TGA-GMP), New Zealand, Poland, and the UK — bench and scale-up trials, SOP creation, technical transfer, and production verification
- Drove OTIF performance from 85% to 95% through cross-functional leadership across Product Development, Regulatory, Quality, and Operations
- Built and scaled the Product Launch team from 1 to 3 people (Project Manager + Technician); defined roles, KPIs, and workflows
- Managed Change Control processes: SOP creation, documentation, training, and knowledge transfer to Operations

Supply Chain Manager, East | Aurora Cannabis Enterprise Inc., Toronto, ON *Jan 2020 – Feb 2022*

- Managed regulated product and consumable inventory valued at $15–25M with SOX compliance audited by KPMG and Deloitte
- Led teams of up to 20 staff across Shipping, Receiving, and Vault Control across Eastern Canadian sites
- Designed and rolled out a cycle count program across 5 sites — 99% accuracy on key categories, execution time cut from 3 weeks to 2–5 business days
- Managed 3PL distribution centre relationship, improving fulfilment accuracy from 80–85% to 90%+ within one year through structured performance oversight and corrective action plans
- Oversaw international export compliance for outbound shipments to Germany, Poland, UK, Australia, and Cayman Islands
- Contributed to rationalizing the corrugate packaging SKU portfolio — reducing from over 100 active references to 30 and consolidating supply to a single preferred supplier, generating meaningful packaging cost savings

Senior Supply Chain Specialist | Winters Instruments, Toronto, ON *Jul 2019 – Jan 2020*

- Designed and implemented a centralized quotation library standardizing pricing and materials across product lines, eliminating redundant processes
- Managed quotation requests for all special projects requiring non-catalogue materials, custom formats and non-standard specifications — coordinating the full RFQ cycle from requirement capture through quote analysis and pricing recommendation
- Participated in factory qualification, sourcing, audits and supplier negotiations alongside the VP of Manufacturing; maintained ISO 9001:2015 program

Corporate Operations Manager | Winters Instruments, Toronto, ON *Jan 2018 – Jul 2019*

- Led global Operational Review across 5 international sites (Buffalo, Calgary, Houston, Dubai, Buenos Aires), standardizing SOPs and aligning inside sales procedures across all regions
- Led ISO 9001:2015 upgrade from 9001:2008: internal audit Aug 2018, full certification achieved Sep 2018
- Oversaw Customer Service, Shipping & Receiving, and Production; analyzed KPIs and drove continuous improvement across all departments

Supply Chain Assistant | Winters Instruments, Toronto, ON *Jul 2016 – Jan 2018*

- Managed RFQ process with authorized factories: controlled quote requests, reviewed pricing, and delivered proposals to Sales
- Coordinated corrective actions with factories and the Winters Shanghai office; reviewed customer returns and provided problem analysis to Sales

International Buyer — Home Appliances & High-Tech Products | CIAD, France *Apr 2010 – Dec 2014*

- Sourced products and suppliers across Asia, India and Europe; conducted factory visits, audits and on-site production supervision; participated in trade fairs in Berlin, Hong Kong and Guangzhou (Canton)
- Negotiated buying terms and pricing with manufacturers across Asia, India and Europe, driving cost reductions through competitive sourcing and supplier negotiations
- Contributed to doubling the product line turnover over three years; led key account projects for B2B customers including Staples and Kraft Food
- Coordinated cross-functionally between quality, logistics and sales; led product development initiatives and specification modifications

EDUCATION

Master's Degree — International Trade, Buying, Marketing, Logistics & Finance *2008–2011*
University Lille 3 (Sciences et Techniques of International Trade), Lille, France

BTS Commerce International | Gaston Berger, Lille, France *2006–2008*

LANGUAGES

French (Native) **English** (Fluent) **German** (Fluent)