

Job Title:	Sr. Director/VP Supply Chain & Manufacturing Operations	Approved:	9/10/26
Job Classification:	Salary	FLSA Status:	Exempt
Department:	Supply Chain	Reports To:	CEO
Location:	On-Site: Vista, CA		

About Flux Power

Flux Power Holdings (NASDAQ: FLUX) designs and assembles lithium-ion battery packs for the industrial and material handling market — forklifts, AGVs, and commercial fleet equipment across North America. With 30,000+ packs deployed, the company achieved profitability in late 2025 and is investing in the leadership team that will take it through its next phase of growth.

As an assembler and integrator, Flux Power’s ability to manage and develop its supplier and manufacturing base is one of its most important competitive advantages. This role sits at the center of that work.

The Opportunity

This is a newly created senior leadership role reporting directly to the CEO. The Sr. Director / VP of Supply Chain & Manufacturing Operations will own the company’s end-to-end supply chain strategy, vendor relationships, procurement, and manufacturing assembly operations. It is a high-visibility position with direct influence over gross margin, customer delivery performance, and the company’s long-term sourcing strategy.

This is an opportunity to build and shape a function — establishing the processes, supplier partnerships, and team development that will support the company for years to come. The right leader will thrive in a fast-moving environment, bring structure where it is needed, and lead with confidence and clarity.

Essential Duties and Responsibilities

- **Supply chain strategy:** Define and own the company’s approach to sourcing, vendor development, and supplier relationships — including establishing a dual-sourcing strategy to create leverage and reduce risk.
- **Vendor negotiation and management:** Build strong, trusted relationships with contract manufacturers and key suppliers. Visit facilities, understand production processes and cost structures, and negotiate with confidence at the table.
- **International sourcing:** Manage strategic overseas supplier relationships, comfortable with international travel and cross-cultural business development.
- **Gross margin improvement:** Partner with Engineering and Finance to identify and execute cost reduction opportunities through BOM optimization, competitive bidding, and supplier development.
- **Manufacturing operations:** Oversee assembly operations and the manufacturing. Ensure the production floor is running safely, efficiently, and to quality standards.
- **Planning, procurement & logistics:** Lead planning, inventory, purchasing, and shipping functions. Ensure the right materials are available at the right time to support customer delivery commitments.
- **Team leadership and development:** Assess, develop, and grow a team of 20 across four functions. Build a culture of accountability, continuous improvement, and collaboration.

- **Executive communication:** Serve as the supply chain voice at the leadership table. Present data-driven insights and recommendations to the CEO and board with clarity and confidence.

Must Haves

- 10+ years in supply chain and/or manufacturing leadership in an engineered or assembled hardware product environment
- Demonstrated experience in active vendor negotiation — including visiting production facilities and negotiating from a position of technical and commercial knowledge
- Track record of driving gross margin improvement through supplier development, competitive bidding, or BOM optimization
- Proven ability to lead, develop, and motivate cross-functional teams
- International sourcing experience, including managing overseas contract manufacturers — willingness to travel internationally required
- Strong executive presence and communication skills — able to present confidently to a CEO and board
- Comfortable leading in an evolving, fast-moving environment where priorities shift and strong judgment is required
- Willingness to relocate to Vista, CA — relocation support provided

Strong Preference

- Battery, energy storage, power electronics, automotive, or industrial engineered products
- Engineering degree or strong technical foundation (industrial or mechanical preferred)
- Experience managing China-based or Asian contract manufacturers
- Mid-market company experience (100–500 employees) or P&L ownership within a division
- Lean, Six Sigma, or continuous improvement certification or practice
- NASDAQ-listed or public company familiarity

We are committed to a safe, drug-free workplace by performing pre-employment background checks and substance testing.

Notes

- No recruiters, contractors, or consultants, please.
- No visa sponsorships available for this position.

****Flux Power is proud to be an equal opportunity employer committed to providing employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age or disability, or any other class protected by Federal, State or local laws. Flux Power complies with all employment eligibility verification requirements of the Immigration and Nationality Act and all must have the authorization to work in the US.*