

## Job Description

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                      |                                       |                                    |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|---------------------------------------|------------------------------------|
| <b>Job Title:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Vice President of Purchasing & Reuse | <b>Department:</b>                    | Sales                              |
| <b>Reports to:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Chief Revenue Officer (CRO)          | <b>Location:</b>                      | Remote/Hybrid, Baltimore as needed |
| <b>Level/Salary Range:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | \$150,000-170000 + Bonus             | <b>Supervision responsibilities ?</b> | Yes.                               |
| <b>Job Description</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                      |                                       |                                    |
| <p><b>Purpose</b></p> <p>Electronics Value Recovery (EVR) is a leading R2v3-certified, ISO 9001/14001/45001-certified IT Asset Disposition (ITAD) and Electronics Reuse and Recycling company based in Baltimore, Maryland. EVR specializes in secure data destruction, ITAD (IT Asset Disposition), electronics recycling, and value recovery from end-of-life IT assets. We help organizations responsibly manage and monetize retired technology through compliant, transparent, and environmentally responsible processes.</p> <p>The Vice President of Purchasing &amp; Reuse is responsible for leading and scaling EVR's reused and refurbished asset and component business. Reporting directly to the Chief Revenue Officer, this executive leader develops and executes strategies that maximize asset recovery, procurement effectiveness, revenue growth, and profitability across all reuse channels.</p> <p>The Vice President of Purchasing &amp; Reuse provides strategic leadership for purchasing, supplier partnerships, component sales, wholesale operations, and eCommerce initiatives while ensuring alignment with organizational goals and long-term growth objectives. This role oversees the Director of Components, the Director of E-Commerce, and the Purchasing &amp; Wholesale Manager. This role combines strategic leadership, business development, procurement oversight, and sales management, with a focus on driving growth and profitability within the reuse segment of the business.</p> <p>Our business is guided by a core belief: <b>sustainability is not a goal or initiative—it is a constraint.</b> Every member at EVR is expected to embrace and display the following company core values:</p> <ul style="list-style-type: none"> <li>• <b>People:</b> EVR takes pride in the diversity of its team.</li> <li>• <b>Sustainable:</b> We are committed to the long-term sustainability of the planet and the business.</li> </ul> |                                      |                                       |                                    |

- **Service:** EVR distinguishes itself through the quality of service that we deliver.
- **Fun:** Enjoying our work allows us to be a more productive company and ultimately to deliver our clients a better overall experience.

## **Role and Responsibilities**

### Strategic Leadership

- Develop and execute the overall vision, strategy, and growth plan for EVR's reuse and refurbished asset business.
- Establish short- and long-term objectives focused on revenue growth, margin expansion, operational efficiency, and market leadership.
- Identify new opportunities to increase asset recovery, reuse rates, and value creation across the organization and cut line.
- Partner with executive leadership to align reuse initiatives with company objectives and growth strategies.

### Procurement & Supplier Management

- Lead procurement strategy to ensure a consistent and profitable supply of reusable inventory and material streams.
- Build, strengthen, and maintain strategic supplier relationships that support long-term growth and inventory acquisition goals.
- Negotiate favorable purchasing agreements and partnership terms to maximize profitability.
- Monitor supplier performance, market trends, and sourcing opportunities to optimize inventory availability and cost structures.

### Revenue Growth & Business Development

- Drive expansion of downstream sales channels, customer relationships, and market opportunities.
- Develop strategies to increase demand for reused and refurbished products through wholesale, component sales, and eCommerce platforms.
- Identify and pursue new markets, partnerships, and revenue streams.
- Collaborate with sales and marketing teams to strengthen customer acquisition and retention efforts.

### Operational Performance

- Establish and monitor key performance indicators (KPIs) related to procurement, inventory utilization, revenue, profitability, and operational efficiency.
- Implement, in coordination with Operations, scalable processes and systems that support sustainable growth across the reuse division.
- Evaluate business performance and develop action plans to improve results and achieve financial objectives.
- Ensure operational practices support quality standards, customer satisfaction, and regulatory compliance.

### Leadership & Team Development

- Provide leadership, coaching, and performance management for direct reports

and their respective teams.

- Foster a culture of accountability, innovation, collaboration, and continuous improvement.
- Build organizational capabilities to support future growth and succession planning.
- Promote cross-functional communication and alignment between purchasing, sales, operations, and leadership teams.

#### **Supervisory Responsibilities**

- Directly supervises:
  - Director of Components
  - Director of E-Commerce
  - Purchasing & Wholesale Manager
- Responsible for overall leadership, performance management, development, and strategic direction of the Reuse division.

#### **Required Skills and Qualifications**

- Bachelor's degree in Business Administration, Supply Chain Management, Operations, Sales, Finance, or a related field preferred.
- 10+ years of progressive leadership experience in procurement, supply chain, sales, business development, asset recovery, recycling, refurbishment, distribution, eCommerce, or related industries.
- Strong business acumen with the ability to balance growth, profitability, and operational execution.
- 5+ years of senior leadership experience with responsibility for revenue growth, profitability, and team management.
- Proven ability to develop and execute strategic plans that drive measurable business results.
- Experience developing supplier partnerships, purchasing strategies, and sales channel expansion initiatives.
- Demonstrated success leading business units with measurable revenue and profit accountability.
- Strong negotiation, relationship management, and business development skills.
- Experience managing complex supplier and customer relationships.
- Excellent analytical, financial, and problem-solving capabilities.
- Exceptional leadership, communication, and organizational skills.
- Ability to influence and collaborate effectively across all levels of the organization.

#### **Key Strategic Goals**

1. Expand and strengthen supplier partnerships to increase access to reusable inventory.
2. Ensure procurement decisions support profitability and sustainable growth.

3. Grow and diversify downstream sales channels to maximize demand and market reach.
4. Increase overall reuse revenue while improving margins and operational efficiency.
5. Establish scalable processes and metrics to support long-term growth of the reuse division.

### Physical Demands/Work Environment

The work environment characteristics and physical demands described here are representative of those that an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

- Moderate noise levels in an office setting
- Ability to sit for extended periods, type on a computer, and occasionally move around
- Requires close and distance vision, color recognition, and focus adjustment

|                         |                 |                       |                   |
|-------------------------|-----------------|-----------------------|-------------------|
| <b>Travel Required:</b> | Yes, as needed. | <b>Position Type:</b> | Full-time, exempt |
|-------------------------|-----------------|-----------------------|-------------------|