

Supply Chain Logistics Competency [SKA] Standard – Summary Chart

Competency	Core Competencies	Detailed Competencies	
Strategic/ Executive	Strategic Planning Asset Protection ROI Management Customer Relations HR Strategies Systems Management	<ul style="list-style-type: none"> • Strategic Planning • Supply Chain Design • Resource Planning • Economic Forecasting • Asset Protection • Capital Purchasing • Facility Planning • Return on Investment 	<ul style="list-style-type: none"> • Shareholder Satisfaction • Corporate Performance • Customer Relations [Customer value creation] • Human Resources [Leadership & vision + Culture of learning] • Systems Management • IT/SCL Strategies
Structural/ Manager	Customer Service Performance Measures HR Management Operations Planning Systems Management	<ul style="list-style-type: none"> • Customer Service • Process Planning • Performance Measurement • Manage Systems • Human Resources [Staffing] • Operational Planning • Forecasting 	<ul style="list-style-type: none"> • Process design • Systems Management • Manage IT • Integrated SCL Systems • Business Management & Modeling • Contract Negotiation • Logistics Management [Integrated Process]
Functional/ Supervisor	Micro-planning Input Measurement Output HR Collaboration Project Management Process Integration	<ul style="list-style-type: none"> • Customer Service • Process Coordination • Performance Measurement • Systems Implementation • Human Resources [Team Building] • Operational Planning • Resourcing 	<ul style="list-style-type: none"> • Process planning • Systems Management • Implement IT • Integrated SCL Systems • Business Management • Contract Negotiation + Contract Management • Logistics Management Processes
Tactical/ Frontline	Operational Functions Functional Transactions	<ul style="list-style-type: none"> • Measurement: Performance Measures + Process Monitoring + Micro Planning + Micro Forecasting • Process Planning • Human Resources [Supervising others] • Tactical Teams 	<ul style="list-style-type: none"> • Project Management [Cost effectiveness] • Logistics Tactical Operations + Cross-function Ops

SCL Competency [SKA] Standard – Strategic SKAs

SCL Focus	SCL Decisions					
	Forecasting	Network Design	Process Demand	Material Planning	Scheduling	Distribution
Supply Chain Management focused on Customer Value Creation	Long range New products and services Market shifts globalization	Capital asset deployment Supply channel alternatives Global networks	Product/service mix Capital and asset investment Asset location/ deployment	Economic analysis of resource alternatives Technology alternatives	Economic analysis of systems operations Process design alternatives	Distribution channel development Capital equipment requirements
Business Focus	Business Decisions					
	Account for	Ability to	Know	Driven by		
	Company business objectives Market strategies Service demands Integration strategies Recruiting/retaining HR	Develop markets Develop inter-org. processes Initiate/manage change Develop system strategies	Global Supply/ Demand Chain Logistics Information Requirements Supplier Strategies Demand/Market Strategies	Macro visioning Strategic HR issues Capacity creation Develop learning culture Leadership capabilities Professionalism		

SCL Competency [SKA] Standard – Structural/Manager SKAs

SCL Focus	SCL Decisions					
	Forecasting	Network Design	Process Demand	Material Planning	Scheduling	Distribution
Integrated Logistics Management focused on system efficiencies and customer service effectiveness	Developing forecasts Accounting for seasonality and marketing campaigns Supplier links	“Make or Buy” decisions Vendor sourcing Inventory positioning	Product/service mix Inventory and scheduling issues Crew/HR planning and scheduling	Replenishment and stocking plans Shortage analysis Allocation planning	Developing product/service schedules Developing HR deployment schedules	Developing carrier contracts Equipment allocation and use
Business Focus	Business Decisions					
	Account for	Ability to	Know	Driven by		
	Facility locations Distribution channels Transport systems Technology systems Organizational and work processes	Manage cross functional work processes Integrate systems [It] Plan operations, including process design flow Model the business	Integrated Logistics Management Asset Management Distribution Management Transport Management Information Management	Integration visioning Systems thinking Process thinking Project development Team leadership Quality commitment		

SCL Competency [SKA] Standards – Process/Supervisor SKAs

SCL Focus	SCL Decisions					
	Forecasting	Network Design	Process Demand	Material Planning	Scheduling	Distribution
Departmental Expertise: Procurement Inventory Management Distribution and Transportation	Promotions and sales Market trends	Vendor selection and management Vendor contingency planning Customer re-assigns	Internal contingency planning Inventory deployment Systems capabilities	Inventory replenishment analysis up channel to vendors Material releases down channel to customers Purchasing requirements	Daily/ weekly scheduling of goods Daily/ weekly scheduling of HR	Loading plans Route/delivery plans Billing and documentation management Carrier selection and management
Business Focus	Business Decisions					
	Account for	Ability to	Know	Driven by		
	Site selection Inventory deployment Carrier selection Systems applications	Integrate functions Apply technologies Monitor performance Deliver customer service	Purchasing Management Systems Inventory Planning Processes Distribution Systems Transport Systems	Micro visioning Multi-tasking Activity based analysis Collaborative work Problem solving		

SCL Competency [SKA] Standard – Tactical/Frontline SKAs

SCL Focus	SCL Decisions					
	Forecasting	Network Design	Process Demand	Material Planning	Scheduling	Distribution
Tactical Operations: Purchasing Inventory Control Order Processing Transportation	Buying and purchasing Scheduling delivery and receiving	Receiving operations Cross dock operations Inventory identification and processing Inventory location	Order processing Picking and packing Dangerous goods location and handling	Fork lift operations Material handling equipment Packaging supplies Dangerous goods classification	Operating equipment deployment, use, maintenance DG handling and shipment preparation	Load preparations Transport documentation Dangerous goods documentation Freight shipment and transport
Business Focus	Business Decisions					
	Account for	Ability to	Know	Driven by		
	Doing the work on time and successfully Completing tasks as required	Schedule resources Implement good logistics practices Schedule carriers/transport Control inventory Control operating budgets	Operate shipping and receiving areas Process orders Handle, store and ship dangerous goods Work material handling equipment Select and manage carriers	Implement standard operating procedures Work in a safe/healthy work environment Need to meet customer service objectives Prevent product damage/loss		