



Job Description - Merchandising Manager

Reports to: Sales Head

Role type: Full-time

Location: Bangalore

Role commencement: Immediate

About the Museum of Art & Photography (MAP)

The Museum of Art & Photography (MAP) is one of India's first major museums of South Asian visual culture. The museum is housed in a state-of-the-art, 44,000 square foot building, designed by the acclaimed Indian architectural practice Matthew & Ghosh, on a landmark site at the heart of Bengaluru's museum district. MAP's five-story building on Kasturba Road includes multiple galleries where the collection is displayed, an auditorium, an art and research library, an education centre, a specialised research and conservation facility, as well as a café.

MAP's collection includes more than 1000,000 works predominantly from South Asian: Modern and contemporary art, living traditions, textiles, craft and design, pop culture, pre modern art and photography, dating from the tenth century to contemporary times.

Our mission is to harness the transformative potential of art, to enrich lives, ignite creativity, and connect people. We make art accessible and engaging for everyone through innovative experiences, meaningful dialogue and building communities.

With a focus on accessibility for people with disabilities, and technological tools to make the museum relevant and exciting, MAP ensures a holistic experience for visitors of all ages.

Having launched online in December 2020, at the height of the pandemic, as India's only digital-first museum, and then physically in February 2023, MAP has been bringing its collection to life through multiple pathways, from online exhibitions to a range of articles and essays, collaborations with museums around the world, engaging talks by leading industry figures, and educational resources for kids and adults.

Summary:

You will be part of the core Retail team at the Museum of Art & Photography (MAP), bringing consumers closer to Art through unique products across multiple categories, all inspired from the collection at MAP. In this role, you will take complete ownership over merchandise and procurement for MAP's retail and online stores. Your ability to build and nurture vendor relationships, product engineering, analytical thinking and ability to execute strategies and solve problems effectively will set you up for success in this role.

Key Responsibilities:

Sourcing & Vendor Management:

- Identify and source high-quality home and lifestyle products that align with brand aesthetics - work with vendors to do new product development to integrate MAP's design IP.
- Develop and maintain relationships with vendors, negotiating favorable terms and pricing agreements while engaging in deep product engineering.
- Conduct regular supplier evaluations to ensure consistency in quality, delivery timelines, and pricing.
- Research and onboard new suppliers to diversify product offerings and mitigate supply chain risks.

Inventory Planning & Management:

- Develop and implement procurement plans based on sales forecasts, market trends, and seasonal demand.
- Monitor stock levels and coordinate timely replenishment to prevent stockouts and overstock situations.
- Collaborate with sales and marketing teams to plan product launches and promotional campaigns effectively.
- Analyse sales data to identify top-performing products and adjust purchasing strategies accordingly.

Cost Control & Budget Management:

- Monitor procurement expenses, ensuring adherence to budgetary guidelines across COGS, sampling, freight, packaging.
- Identify cost-saving opportunities through strategic negotiations, bulk purchasing, and supplier consolidation.
- Implement cost-control measures to maximize profitability without compromising product quality.

Product Quality Assurance:

- Establish and maintain quality control standards for all merchandise categories.
- Coordinate quality inspections for incoming shipments to verify compliance with product specifications.
- Address quality concerns with suppliers and implement corrective actions as needed.

- Manage packaging and onboarding of new products and implement processes to get new products on the shelf in record time.

Data Analysis & Reporting:

- Monitor key procurement metrics, including cost per unit, order accuracy, and supplier performance.
- Prepare regular reports for senior management, outlining procurement KPIs and areas for improvement.
- Utilize data-driven insights to refine procurement strategies and optimize product selection.

Qualifications:

We're looking for people who on paper, have:

- A Bachelor's degree
- 3+ years of experience in a related field

But more importantly, on culture:

- Who have a high bar on the quality of their work
- Who think consumer-first on everything
- Who can make a logical argument, are structured and use data effectively
- Who are self-starters, ambitious and driven, who will do what it takes to get the task done
- Who bring energy, enthusiasm, respect and empathy to the workplace

Equality & Diversity

MAP is an equal opportunities employer. We oppose all forms of discrimination and believe that all people, regardless of their identity or membership of any group deserve to be treated equally, consistently and fairly.

We welcome creativity, excellence and different perspectives that individuals of all backgrounds and abilities bring to our work.