

# Resume Intelligence

Next-Gen Career Intelligence Suite powered by ArchLexis

## Resume Intelligence Report

Prepared for:

**MARCUS CHEN**

Current Title:

Director, Supply Chain Operations

Assessed Level:

**Director-level signals**

17+ Years Experience across Automotive

### How to Use This Report

This analysis reflects how your current resume is likely to be interpreted by recruiters, hiring managers, and automated screening systems today.

Because resumes act as proxies for experience, any change to wording, structure, or emphasis can materially change how your background is perceived - including level, role fit, and readiness.

Think of this report as a snapshot in time: a clear view of how your experience presents as written, not a fixed judgment of your capability or potential.

As your resume evolves, so should this analysis.

|                          |  |
|--------------------------|--|
| <b>Current Title:</b>    | <b>Director, Supply Chain Operations</b>                     |
| <b>Career Level:</b>     | <b>Director-level signals</b>                                |
| <b>Years Experience:</b> | <b>17 years</b>  |
| <b>Industries:</b>       | <b>Automotive</b>  |
| <b>Certifications:</b>   | <b>APICS CSCP, Six Sigma Black Belt, PMP, Six Sigma Belt</b> |

### CAREER LEVEL: DIRECTOR-LEVEL SIGNALS

You demonstrate leadership of a department or significant portfolio within a corporate environment. Your responsibilities include leading teams, managing substantial budgets, and presenting to C-suite executives, all indicative of a Director-level role.

#### Based on:

- \* Lead end-to-end supply chain strategy for EV battery components across 3 manufacturing plants with \$1.8B annual spend
- \* Direct team of 4 managers and 28 supply chain professionals
- \* Present quarterly supply risk assessments to VP of Manufacturing and C-suite operations committee

#### Why not higher:

To reach the VP level, you would likely need to demonstrate broader enterprise-wide impact, potentially across multiple functions or business units, and have direct P&L responsibility.

#### Why not lower:

A lower level like Senior Manager doesn't fit because you are leading a large team, managing a very large budget, and presenting to C-suite executives, which exceeds the typical scope of a Senior Manager.

### WHY THIS CAREER LEVEL (condensed)

#### Signals:

- \* Director, Supply Chain Operations | General Motors
- \* Lead end-to-end supply chain strategy for EV battery components across 3 manufacturing plants with \$1.8B annual spend

#### Market read:

These signals indicate a Director-level role in a corporate environment, involving significant budget oversight, team management, and executive-level communication.

**Confidence: Strong Signal**

### MARCUS CHEN

Director | Senior Director of Global Supply Chain

Market Readiness: **Strong**

Primary Strength: Your recent success leading end-to-end supply chain strategy for EV battery components, coupled with your negotiation skills resulting in \$47M cost avoidance, positions you as a highly valuable asset in the automotive industry. You've proven your ability to manage large budgets, lead teams, and drive impactful change within complex organizations. Your experience championing nearshoring initiatives and improving forecast accuracy further highlights...

*Your functional scope - leading end-to-end supply chain strategy across multiple plants with a \$1.8B budget, presenting to C-suite executives, and driving nearshoring initiatives - operates at a VP level, even though your title reads Director. This is a positioning gap. Lead with scope evidence to close this perception delta.*

#### BOTTOM LINE

You are ready to leverage your deep supply chain expertise into a broader leadership role, but your resume needs to more explicitly showcase your strategic contributions and influence.

> **One positioning example:**

WEEK 1: Refine your resume's executive summary to emphasize your \$47M cost avoidance and EV battery supply chain leadership.

#### MARKET READINESS SNAPSHOT

|                                 |  |                              |  |
|---------------------------------|--|------------------------------|--|
| Role Readiness<br><b>Strong</b> | Career Level Calibration<br><b>Correct</b> | Skill Depth<br><b>Proven</b> | Market Differentiation<br><b>Above Average</b> |
|---------------------------------|--|------------------------------|--|

#### ROLE TARGETING GUIDANCE (Next 30-60 Days)

##### Strongest Alignment

- + Senior Director of Global Supply Chain
- + Vice President of Procurement
- + Director of Strategic Sourcing

Lead with scope, not title

##### Lower Incremental Value

- Senior Procurement Manager (would underutilize your Director-level leadership experience)
- Supply Chain Consultant (doesn't fully leverage your operational management skills)
- Individual Contributor roles in strategic sourcing (would not utilize your team leadership abilities)

Strongest alignment appears where match percentages are highest. Lower-value roles may become viable as you build momentum.

#### STRATEGIC RECOMMENDATION

Roles where your scope appears strongest include Senior Director or Vice President roles in global supply chain or procurement within automotive or related manufacturing industries.

This report reflects how your resume is perceived. Updates to your resume may change these insights.

Use this report as your strategic career roadmap. Each section builds on the previous one.

1. Career Profile (Your Professional Identity)
2. Quick Reference (Key Metrics at a Glance)
3. Market Readiness Overview
4. Industry Fit Analysis
5. Skills Intelligence
6. Capability Clusters (Deep Dive)
7. Executive Summary (with Quantified Impact)
8. ATS Optimization Analysis
9. How the Market Sees You
10. Strengthen Your Resume
11. Best Fit Roles (Scope-Based Recommendations)
12. Strategic Career Shifts (Alternative Paths)
13. Career Growth Path

How strong are you in the current market? This snapshot answers that question.

Career Level Confidence

## High

Strong market positioning for your target roles

Market Optionality

## Moderate

7 targeted paths without reskilling

Industry Strategy

## Automotive

Primary industry for faster traction

Average Role Alignment

## 88%

Across best-fit roles

### WHAT THIS MEANS:

You are well-positioned in the current market with 7 targeted paths. Focusing your search on Automotive-aligned roles will maximize speed to offer while preserving optionality for adjacent sectors.

### HOW TO READ THIS:

- \* Career Level Confidence: How well your experience matches your target roles. High = you are on track.
- \* Market Optionality: Number of viable career paths available to you right now.
- \* Industry Strategy: Your strongest industry to emphasize in applications.
- \* Average Role Alignment: 85%+ = strong fit. 70-84% = good fit with some gaps. Below 70% = stretch targets.

## How We Calculate Alignment:

Role alignment percentages reflect how closely your documented scope, skills, and career trajectory match the typical requirements for each role. Scores above 85% indicate strong immediate fit; 70-84% suggests a reachable target with focused effort. Note: Keyword match (shown on role cards) measures ATS phrasing overlap, which may differ from overall alignment.

## Best-Fit Role Alignment

|   |  |     |
|---|--|-----|
| 1. Senior Director of Global Supply Chain |  | 92% |
| 2. Vice President of Procurement          |  | 89% |
| 3. Director of Strategic Sourcing         |  | 87% |
| 4. Head of Supply Chain Innovation        |  | 85% |

### WHAT THIS MEANS:

At 88% average match, focus on targeting - you're ready for these roles today.

Not all industries value your background equally. Here is where you have the strongest signal.

## Your Industries

Industries where you have direct experience and proven credibility, ordered by strength.

### Automotive

Lead with this in applications

## Adjacent Opportunities

Industries where your skills transfer well - consider expanding your search here.

- Mobility
- Electric Vehicles
- Transportation
- Manufacturing

### WHAT THIS MEANS:

Your focus on Automotive gives you deep domain expertise. The adjacent opportunities above can expand your options.

Your complete skills profile with depth indicators and capability clusters.

## Top Skills by Demonstrated Depth

| Depth Levels:       |   |
|---------------------|---|
| <b>Expert/Owner</b> | - Led initiatives, made key decisions, or owned outcomes using this skill |
| <b>Practitioner</b> | - Applied regularly in day-to-day work with demonstrated results          |
| <b>Familiar</b>     | - Exposure through projects or training; can discuss but not lead         |

|                                |                     |
|--------------------------------|---------------------|
| Supply Chain Strategy          | <b>Expert/Owner</b> |
| Supplier Negotiation           | <b>Expert/Owner</b> |
| S&OP Implementation            | <b>Expert/Owner</b> |
| Team Leadership                | <b>Expert/Owner</b> |
| Cost Reduction                 | <b>Practitioner</b> |
| Risk Management                | <b>Practitioner</b> |
| Supplier Diversity             | <b>Practitioner</b> |
| Lean Implementation            | <b>Practitioner</b> |
| Cross-functional Collaboration | <b>Practitioner</b> |
| Process Improvement            | <b>Practitioner</b> |
| Change Management              | <b>Practitioner</b> |

## Capability Clusters

Groups of related skills forming your core competencies. See detailed analysis on next page.

|                                   |                 |
|-----------------------------------|-----------------|
| Strategic Supply Chain Leadership | <b>Strong</b>   |
| Procurement & Supplier Management | <b>Strong</b>   |
| Operational Excellence            | <b>Moderate</b> |
| Team & Organizational Leadership  | <b>Strong</b>   |

### WHAT THIS MEANS:

In interviews, lead with Strategic Supply Chain Leadership and Procurement & Supplier Management - these clusters have the strongest evidence in your background.



You possess a strong track record of driving significant cost savings and operational improvements within complex automotive supply chains.

*Your success in negotiating multi-year supplier contracts resulting in \$47M cost avoidance demonstrates a strategic acumen that transcends any single role.*

## PRIMARY RISK

Your resume currently focuses on tactical accomplishments and project execution, which may overshadow your strategic vision and leadership capabilities in the eyes of executive recruiters.

## Quantified Impact (Your Proof Points)

- Negotiated multi-year supplier contracts resulting in \$47M cost avoidance while securing supply continuity during semiconductor shortage.
- Lead end-to-end supply chain strategy for EV battery components across 3 manufacturing plants with \$1.8B annual spend.
- Managed \$650M annual procurement budget for interior components across F-Series truck platform.
- Implemented S&OP process improvements that increased forecast accuracy from 71% to 89%, reducing excess inventory by \$23M.
- Reduced team turnover from 22% to 8% through career pathing initiatives.

## Career Pattern

You consistently progress into roles with increasing responsibility and scope within the automotive supply chain, demonstrating a commitment to continuous improvement and strategic leadership.

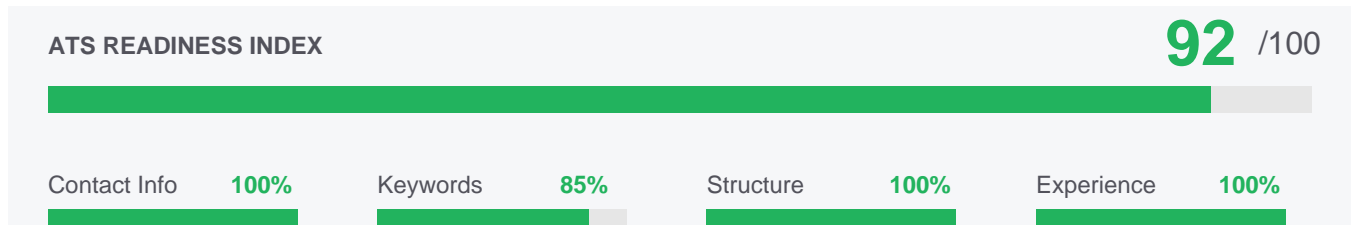
### Implication:

This pattern positions you well for executive leadership roles where you can leverage your expertise to drive enterprise-wide supply chain strategy.

## Leadership Signal

- Reduced team turnover through career pathing initiatives
- Championed nearshoring initiative with Mexican suppliers
- Presented quarterly supply risk assessments to VP and C-suite

How applicant tracking systems parse and score your resume.



Measures structural and keyword compatibility, not hiring rank.

**Recommendations to reach 100%:**

[Keywords \(85%\): Add more role-specific keywords from target job descriptions](#)

## Employment Timeline

Complete work history as parsed by ATS systems.

|   |                             |
|---|-----------------------------|
| <b>Director, Supply Chain Operations</b><br>General Motors   Automotive   Detroit, MI<br>Jan 2021 - Present<br>Keywords: Supply Chain Strategy, Contract Negotiation, Risk Assessment | <b>CURRENT</b><br><br>5 yrs |
| <b>Senior Manager, Procurement</b><br>Ford Motor Company   Automotive   Dearborn, MI<br>Mar 2017 - Dec 2020<br>Keywords: Procurement, Supplier Development, Supplier Diversity        | <br><br>3 yrs 9 mo          |
| <b>Supply Chain Manager</b><br>Lear Corporation   Automotive   Southfield, MI<br>Jun 2013 - Feb 2017<br>Keywords: Logistics Operations, Freight Cost Reduction, Inventory Management  | <br><br>3 yrs 8 mo          |
| <b>Operations Analyst</b><br>Toyota Motor North America   Automotive   Georgetown, KY<br>Aug 2009 - May 2013<br>Keywords: Production Planning, Kaizen Events, Line Efficiency         | <br><br>3 yrs 9 mo          |

## ATS Parsing Feedback

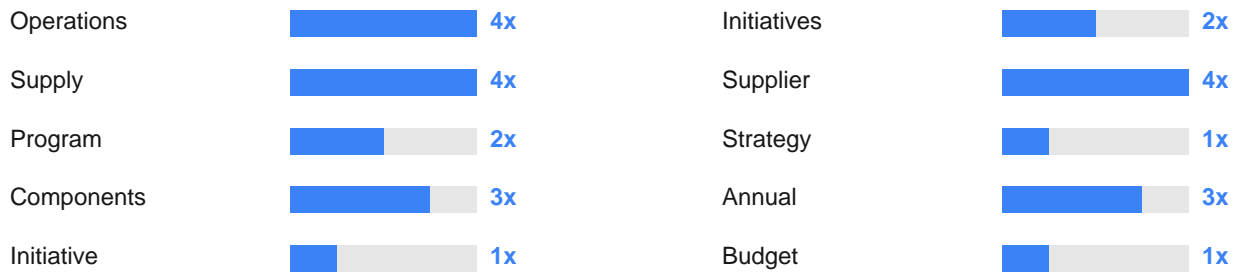
Issues that may affect how applicant tracking systems read and score your resume:

**[i] Keyword alignment: 85% (37% role match)**

> Consider adding: Leadership, Stakeholder, Execution

## Keyword Analysis

### Your Top Keywords



## ATS Optimization Tips

- + Contact information appears complete and parseable
- + Job titles use standard industry terminology
- + No significant employment gaps detected
- > Add more quantified results - currently 2 detected, aim for 5+
- + Dates are present and parseable

The gap between your reality and market perception - and how to close it.

## THE PERCEPTION GAP

Your title of Director partially obscures your actual scope of leading end-to-end supply chain strategy across multiple plants with a \$1.8B budget and presenting to C-suite executives.

## Three Perspectives on Your Resume

### RECRUITER VIEW

10-Second Skim

Recruiters will quickly recognize you as a seasoned supply chain leader with extensive experience in the automotive industry, specifically at General Motors, Ford, and Lear. Your resume highlights a consistent track record of cost reduction, process improvement, and strategic sourcing, making you a strong contender for senior-level supply chain roles.

*Verdict: Your resume will likely generate significant interest from recruiters seeking experienced supply chain directors, particularly within the automotive sector.*

### HIRING MANAGER VIEW

2-Minute Read

#### What they see:

- + Strategic supply chain leadership
- + Proven ability to drive cost savings and operational efficiency

#### Gap to close:

To strengthen your candidacy, quantify the impact of your nearshoring initiative beyond just lead time reduction. For example, specify the cost savings or revenue gains resulting from the 40% reduction in lead times for critical powertrain components.

### ATS VIEW

Keyword Scan

**Readiness Index: 92/100**

#### Keywords to add:

Leadership | Stakeholder | Execution

## Perception Adjustments

### Signal MORE

+ Strategic impact of S&OP improvements

### Signal LESS

- Specific Tier 1 customer names at Lear

## HIGHEST PRIORITY

Add a 'Key Accomplishments' section at the top of the resume to immediately showcase your most impactful achievements and tailor the content to highlight strategic sourcing and global supply chain management experience.

### **ADD THESE** High Impact

- + **Quantify the impact of the career pathing initiatives at General Motors.**  
*Reducing turnover is great, but quantify the financial impact (e.g., reduced hiring costs, increased productivity).*
- + **Add a 'Key Accomplishments' section at the top.**  
*Immediately highlights your most impressive achievements and grabs the reader's attention. This is standard for...*
- + **Quantify the 'supplier diversity program' impact at Ford.**  
*Show the tangible results of the program beyond just the percentage increase.*
- + **Add metrics related to cost savings or efficiency gains for the S&OP improvements at General Motors.**  
*Quantifying the impact of process improvements demonstrates the value you bring to the organization.*

### **MISSING KEYWORDS**

Strategic Sourcing

Supplier Relationship Management (SRM)

Global Supply Chain Management

### **REMOVE/REDUCE** Low Value

- Remove the location from each company heading.  
*The location is already in the address at the top of the resume, and the city/state is redundant. This saves space.*
- Remove 'Oversaw logistics operations for 5 Tier 1 automotive customers with combined \$180M annual revenue' from Lear.  
*This is a responsibility, not an achievement. Key areas include accomplishments, especially in older roles.*
- Reduce the detail for the Operations Analyst role at Toyota.  
*Given the 17 years of experience, this role is now less relevant. Condense it to one or two impactful bullet points.*

### **REWORD THESE** Missed Opportunity

**Before:** Present quarterly supply risk assessments to VP of Manufacturing and C-suite operations committee

**After:** Developed and presented quarterly supply risk assessments to VP of Manufacturing and C-suite operations committee, enabling proactive...

**Before:** Led cross-functional team of 12 in supplier development program that improved quality metrics (PPM) by 35%

**After:** Spearheaded a cross-functional supplier development program, leading a team of 12 and achieving a 35% improvement in quality metrics (PPM).

## REWORD THESE (continued)

**Before:** *Drove adoption of supplier collaboration portal, reducing RFQ cycle time from 6 weeks to 3 weeks*

**After:** Championed the implementation of a supplier collaboration portal, resulting in a 50% reduction in RFQ cycle time (from 6 weeks to 3 weeks).

**Before:** *Conducted kaizen events that improved line efficiency by 8% and reduced scrap by \$1.2M annually*

**After:** Led kaizen events that improved production line efficiency by 8% and reduced annual scrap costs by \$1.2M.

These roles match your demonstrated SCOPE at 80%+ alignment. Includes gap analysis and action steps.

PRIMARY TARGET

92%

## 1. Senior Director of Global Supply Chain

Verdict: Strongly positioned. Any gap is market-driven, not capability-driven.

**Primary Gap (Minor - 8% impact):**

None identified based on current signals.

Readiness

**Strong Match**

Gap Difficulty

**Low**

Time to Ready

**Ready Now**

**Keyword Match: 50% (5/10)**

+ Strategy + Budget + Cross-functional + Team + Planning

- Leadership - Stakeholder - Execution - Communication - Results

*Alignment reflects scope + skills + trajectory; keyword match is ATS phrasing overlap.*

**Positioning Examples:**

- Highlight your success in reducing team turnover from 22% to 8% through career pathing initiatives.
- Emphasize your role in championing nearshoring initiatives that cut lead times by 40%.
- Prepare a case study on your \$47M cost avoidance through supplier contract negotiations.
- Develop a strategy proposal for global supply chain optimization based on your S&OP improvements.

**MARKET RISK:** Risk is scope creep without title change.

**TRAJECTORY:** Potential for VP-level roles in global supply chain management within 18-24 months.

APPLY NOW

89%

## 2. Vice President of Procurement

Verdict: Well-aligned with addressable positioning gaps. Apply and address in parallel.

**Primary Gap (Moderate - 11% impact):**

Limited evidence of direct P&L ownership.

How to close: Highlight any indirect P&L impacts from cost savings and budget management.

Readiness

**Strong Match**

Gap Difficulty

**Moderate**

Time to Ready

**1-3 months**

**Keyword Match: 50% (5/10)**

+ Strategy + Budget + Cross-functional + Team + Planning

- Leadership - Stakeholder - Execution - Communication - Results

*Alignment reflects scope + skills + trajectory; keyword match is ATS phrasing overlap.*

**Positioning Examples:**

- Showcase your success in supplier diversity initiatives at Ford Motor Company.
- Prepare a detailed report on your procurement budget management and cost savings.
- Develop a strategic plan for procurement innovation based on your experience with supplier collaboration portals.
- Relevant experience includes gain direct P&L ownership experience through project leadership.

**MARKET RISK:** Risk is transitioning from operations to a broader procurement focus.

**TRAJECTORY:** Leads to C-suite opportunities in procurement and supply chain management.

APPLY NOW

87%

## 3. Director of Strategic Sourcing

Verdict: Well-aligned with addressable positioning gaps. Apply and address in parallel.

**Primary Gap (Moderate - 13% impact):**

None identified based on current signals.

Readiness  
**Good Fit**

Gap Difficulty  
**Low**

Time to Ready  
**Ready Now**

**Keyword Match: 40% (6/15)**

+ Strategy + ROI + Cross-functional + Initiative + Planning  
+ Business

- Leadership - Stakeholder - Portfolio - Executive - Transformation - Roadmap

*Alignment reflects scope + skills + trajectory; keyword match is ATS phrasing overlap.*

### Positioning Examples:

- Highlight your success in reducing lead times through nearshoring initiatives.
- Prepare a case study on your \$47M cost avoidance through supplier contract negotiations.
- Develop a strategic sourcing plan based on your lean inventory practices.
- Relevant experience includes lead cross-functional teams in strategic sourcing projects.

**MARKET RISK:** Risk is lateral move without significant title change.

**TRAJECTORY:** Potential to advance to Senior Director roles in strategic sourcing or supply chain.

APPLY NOW

85%

## 4. Head of Supply Chain Innovation

Verdict: Well-aligned with addressable positioning gaps. Apply and address in parallel.

### Primary Gap (Moderate - 15% impact):

Limited exposure to cutting-edge supply chain technologies.

How to close: Engage with technology-driven supply chain projects to gain exposure.

Readiness  
**Good Fit**

Gap Difficulty  
**Moderate**

Time to Ready  
**1-3 months**

Keyword Match: **7% (1/15)**

+ Strategy

- Leadership - Stakeholder - R&D - Design Thinking - Prototyping - Experimentation

*Alignment reflects scope + skills + trajectory; keyword match is ATS phrasing overlap.*

### Positioning Examples:

- Highlight your success in S&OP process improvements and kaizen events.
- Develop a proposal for supply chain innovation based on your process improvement experience.
- Engage with technology-driven supply chain projects to Exposure to new technologies.
- Relevant experience includes lead innovation initiatives within your current organization.

**MARKET RISK:** Risk is adapting to a role focused on innovation without direct technology exposure.

**TRAJECTORY:** Opens pathways to roles in supply chain technology leadership.

## OPTIONALITY, NOT RECOMMENDATION

These represent alternative paths filtered for your seniority. Explore only if seeking optionality, not urgency.

### ADJACENT MOVE

## 1. Chief of Staff (High-Growth Tech Startup)

This role often requires a background in general management or strategy consulting, not necessarily supply chain.

Risk Level

**High**

Identity Shift

**Medium**

Time to Credibility

**3-6 months**

### Your Transferable Strengths:

- \* Your leadership experience
- \* Your project management skills

### Getting Started:

- \* Mentorship experience strengthens this path from startup executives
- \* Credentials that strengthen this include on startup strategy

### LATERAL MOVE

## 2. Director of Operations (Healthcare System)

Healthcare operations is a different industry than automotive.

Risk Level

**Medium**

Identity Shift

**Low**

Time to Credibility

**6-9 months**

### Your Transferable Strengths:

- \* Your process improvement expertise
- \* Your supply chain management skills

### Getting Started:

- \* Research healthcare supply chain best practices
- \* Connect with healthcare operations professionals

## ADJACENT MOVE

### 3. Director, ESG (Environmental, Social, and Governance) Strategy

This role typically requires a background in sustainability or corporate social responsibility.

Risk Level

**Medium**

Identity Shift

**Medium**

Time to Credibility

**9-12 months**

#### Your Transferable Strengths:

- \* Your supply chain experience
- \* Your negotiation skills

#### Getting Started:

- \* credentials that strengthen this include in ESG investing
  - \* Consider a sustainability-focused organization
-

Ready Now

12-18 Months

2-3 Years

## Operations Career Track

Current Level: Director-level signals

### READY NOW

You are currently operating at the Director level within Supply Chain Operations, leveraging your 17 years of experience in the automotive industry to optimize and manage supply chain activities.

**- Senior Director of Global Supply Chain (92%)**

Strong alignment (92%) - your experience directly matches this role's requirements.

**- Vice President of Procurement (89%)**

Good alignment (89%) - you have most requirements with minor gaps to address.

### NEXT LEVEL (12-18 months)

Target: Next logical level within Operations

**- Vice President of Global Supply Chain**

**Gaps to close:**

> Expand your experience to include direct oversight of international supply chain operations, including navigating diverse regulatory

**Key focus areas:**

> Relevant experience includes lead cross-functional teams on global supply chain initiatives, focusing on regions outside of your

**- Senior Director of Procurement**

**Gaps to close:**

> Demonstrate a track record of leading large-scale procurement transformations, including implementing advanced technologies

**Key focus areas:**

> Lead a project to implement a new procurement technology solution or optimize a key procurement process within your current

### STRETCH GOALS (3-5 years)

Target: Leadership level within Operations

**- Senior Vice President of Operations**

Gap: Your current role focuses primarily on supply chain operations. Achieving an SVP of Operations role requires broader experience

Path: Relevant experience includes expand your responsibilities to include oversight of other operational functions. This could involve

**- Chief Operations Officer (COO)**

Gap: Reaching the COO level requires a proven track record of driving significant operational improvements and leading large-scale

Path: Key areas include developing a strong understanding of the company's overall business strategy and how operations can

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