

Position Title: Director of Quality, Compliance & Procurement

Location: Ball Ground, GA (LAT Apparel Headquarters)

Reports to: Vice President of Production Planning

Position Summary

LAT Apparel is seeking an experienced, highly organized, and strategic Director to oversee multiple operational functions critical to product quality, compliance, and lifecycle management. This role will lead cross-functional teams to ensure that LAT Apparel delivers consistent, compliant, and cost-effective products to customers across the US, Canada, EU, and beyond. The Director will serve as the key leader for quality control, product integrity, compliance, production control, procurement, and pricing operations. The ideal candidate is a collaborative leader with strong technical knowledge of apparel production, global compliance requirements, vendor management, and cost optimization.

Key Responsibilities

Quality Control

- Oversee auditing of all fabric prior to cutting and inbound finished goods.
- Establish and enforce quality standards across all vendor facilities.
- Manage resolution of customer-specific quality issues and requests.
- Drive continuous improvement initiatives in inspection processes.

Compliance

- Ensure products meet compliance standards for the US, Canada, EU, and applicable state-specific regulations.
- Manage sustainability, traceability, and product testing programs.
- Oversee all e-filing requirements with CPSC and CBP.
- Serve as internal subject-matter expert on compliance requirements and risk mitigation.

Product Integrity

- Oversee all print and product performance testing.
- Manage customer complaints related to product quality or production issues.
- Partner with production and sourcing to resolve root causes of failures or claims.

Production Control

- Manage WIP (work in process) across all factories and vendors.
- Lead forecasting efforts to align production capacity with sales demand.
- Develop vendor scorecards and lead supplier performance management.
- Identify and mitigate production risks across the global supply chain.

Procurement

- Direct inventory management, purchasing, and replenishment strategies.
- Serve as liaison between sales and production control to ensure optimal product availability.
- Implement processes to reduce excess inventory holes while maintaining or improving turn rates.

Key Responsibilities, cont.

- Pricing & Product Lifecycle Management
- Manage pricing structures based on cost inputs provided by VP of Sourcing.
- Oversee product lifecycle, including end-of-life planning, markdowns, and closeout strategies.
- Partner with sales and finance to maximize profitability while minimizing obsolete inventory.

Qualifications

- Bachelor's degree in supply chain, Business, Apparel/Textiles, or related field.
- 10+ years of progressive experience in apparel production, sourcing, quality, or compliance; 5+ years in leadership roles.
- Strong knowledge of global compliance regulations (CPSC, EU REACH, Canada CCCR, etc.).
- Proven track record of vendor management and international supply chain oversight.
- Deep understanding of inventory management, procurement, and pricing models in the apparel industry.
- Excellent leadership, communication, and negotiation skills.
- Strong analytical skills with proficiency in ERP systems, forecasting, and reporting tools.
- Ability to travel domestically and internationally as needed (up to 25%).
- This position requires daily in-office presence at our Ball Ground, GA, location

Why Join LAT Apparel?

At LAT Apparel, we are passionate about delivering premium apparel products that customers love. As Director of Quality, Compliance & Procurement, you will play a critical role in shaping LAT's reputation for quality, sustainability, and operational excellence. This is a high-impact leadership opportunity for someone who thrives at the intersection of product integrity, compliance, and supply chain management.

Benefits

- 401(k)
- 401(k) matching
- Dental insurance
- Employee discount
- Health insurance
- Life insurance
- Paid time off
- Travel reimbursement
- Vision insurance
- FSA
- STD / LTD