

Md. Mostafizur Rahman

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PROFESSIONAL SUMMARY

Results-driven **Footwear Operations & Global Sourcing Leader** with over **14 years of experience** driving strategic sourcing, manufacturing operations, and supply chain excellence across international footwear programs. Over career history, successfully directed **20M+ pairs in total global shipments** while maintaining an outstanding quality record of **<1% inspection failures**. Proven track record managing major global retail and fast-fashion accounts—including **Walmart, Decathlon, Deichmann, Zara, Aldi, Lidl, Carrefour, Steve Madden, CCC, and Caleres**—consistently achieving **100% on-time delivery (OTD)**, rigorous social compliance, and cost optimization across complex multi-brand supply chains.

CORE COMPETENCIES

- **Strategic Sourcing & Commercials:** Global Footwear Sourcing, High-Volume Sourcing (20M+ Pairs), Vendor Management, FOB Costing & Negotiation, Capacity Planning
- **Manufacturing & Operations:** Footwear Factory Setup & Expansion, Industrial Engineering (IE), Line Balancing, Tooling & Lamination Optimization, Process Engineering
- **Quality & Technical Excellence:** QA/QC Management (<1% Defect/Failure Rate), Root Cause Analysis (RCA), PPT & Third-Party EIPI Inspections, Technical Product Development
- **Compliance & Leadership:** Global Retail Compliance (Walmart, Decathlon, Zara, Deichmann, Aldi, Lidl, Carrefour), Cross-Functional Leadership, Kaizen/Lean, KPI Management

PROFESSIONAL EXPERIENCE

TJTJ SHOES LLC | Dhaka, Bangladesh

Team Leader – Footwear Sourcing & Manufacturing *Jun 2025 – Present*

- Lead end-to-end footwear sourcing and manufacturing strategy in Bangladesh for major Tier-1 global accounts, including **Walmart, Steve Madden, and Ross Stores**.
- Oversee full product lifecycle from sample/product development and FOB costing to quality assurance, social compliance, and global export shipping.
- Delivered **1M+ pairs of footwear** within 12 months with **100% on-time delivery (OTD)** and **zero inspection failures**, successfully passing PPT and third-party EIPI audits.
- Built, evaluated, and managed a high-performing supplier network based on technical capabilities, capacity, cost competitiveness, social compliance, and delivery KPIs.
- Resolved complex technical manufacturing bottlenecks involving material lamination, bonding strength, tooling, and fit performance to eliminate production delay risks.

ARROW FOOTWEAR LTD. | Bangladesh

General Manager (Operations) *Aug 2023 – Feb 2025*

- Directed end-to-end setup and operational readiness for a new state-of-the-art footwear manufacturing facility, implementing core production, technical, and quality management systems.
- Achieved full factory qualification to **Decathlon's** stringent manufacturing, technical quality, and social compliance standards.
- Successfully facilitated the strategic transfer of Decathlon's **SLAB project** from China to Bangladesh by executing competitive pricing models, high-quality sample execution, and reliable delivery schedules.
- Led cross-functional teams in footwear sample development and technical approvals, building long-term confidence among international brand stakeholders.

SHOENIVERSE FOOTWEAR LTD. | Bangladesh

Head of Plant Operations *Jan 2022 – Jul 2023*

- Commanded complete plant operations, successfully scaling production capacity from **3 to 6 manufacturing lines** through systematic operational excellence and profitability strategies.
- Managed high-volume manufacturing programs for major global accounts, including **Deichmann, Aldi, Lidl, Carrefour, and Zara**, maintaining an overall inspection failure rate of **less than 1%**.
- Spearheaded factory expansion engineering, including plant layout design, machinery technical specifications, and structural workflow optimization.
- Implemented Industrial Engineering (IE) methodologies to optimize line balancing, labor efficiency, and resource utilization across all active production lines.

FB FOOTWEAR LTD. | Bangladesh

Sr. Manager – Operations *Apr 2016 – Oct 2021*

- Managed day-to-day footwear factory operations, master capacity planning, and high-volume export execution for global retail giants, including **Deichmann, Zara, Aldi, Lidl, Carrefour, CCC, Eram Group, GÉMO, Caleres, Marco Tozzi, André, Besson, Chaussea, La Halle, Leader, and Kenka/Kesko**.
- Engineered high-volume manufacturing workflows and Lean methodologies to handle large-scale orders, contributing to a total career export threshold of **over 20 million pairs shipped with <1% inspection failures**.
- Partnered with global raw material and equipment vendors to guarantee on-time delivery of technical components and factory machinery.

FB FOOTWEAR LTD. | Bangladesh

Assistant Manager to Manager – Operations *Mar 2013 – Feb 2016*

- Supervised daily assembly line operations for multi-buyer programs (including **Deichmann, Aldi, Lidl, Carrefour, Zara, CCC, Eram Group, GÉMO, and Caleres**), tracking output, labor productivity, and overall efficiency against aggressive delivery schedules.
- Enforced strict compliance with buyer quality parameters, proactively resolving real-time technical bottlenecks on the floor to eliminate operational downtime.

READYTEX BD | Bangladesh

Executive – Merchandising *Jul 2010 – Feb 2013*

- Managed international apparel merchandising accounts including **NEXT** and **Primark**, coordinating orders from initial sample development through final shipment.
- Executed sample development, FOB costing analysis, and customer approvals while serving as key liaison between buyers, factories, and QA teams.

EDUCATION

- **Master of Business Administration (MBA)** | IBA, Rajshahi University
- **M.Sc. in Chemistry** | National University
- **B.Sc. in Chemistry** | National University

CERTIFICATIONS & TRAINING

- Certified Chemical Management Professional (ZDHC)
- ISO 14001 & ISO 45001 Lead Auditor
- Postgraduate Diploma in Productivity & Quality Management
- Leadership in Managerial Communication | IBA, Dhaka University
- Management Training Instructor | AOTS, Japan
- Master Trainer (Merchandising, Leadership, Compliance) | SEIP Project