



<b>Job Title</b>	<b>Sourcing Leader - Fixed Term 12 Months (Maternity Cover)</b>
<b>Job Level</b>	4A
<b>Location</b>	Strathclyde Business Park
<b>Business Unit</b>	Packaging and Supply Chain
<b>Function</b>	Procurement
<b>Leader</b>	Global Category Manager
<b>People Leadership</b>	Direct Reports – N/A
<b>Role Purpose</b>	
Lead and manage procurement strategy and supplier performance management for the category. Accountable for managing external spend and driving the development of a high performing supply base to maximise service, performance and added value.	
<b>Responsibilities</b>	
<ul style="list-style-type: none"> <li>• Create and deliver category plan in alignment with procurement and business objectives, including global tender and benchmarking activities.</li> <li>• Lead and manage effective supplier relationship management for the category, utilising supplier scorecards and performance management tool to ensure service and quality requirements are met. Develop a collaborative approach to innovation, sustainability and continuous improvement.</li> <li>• Build collaborative relationships with internal and external stakeholders to ensure alignment of business objectives and drive essential behavioural and process change.</li> <li>• Work closely with the business to ensure the collation and assessment of category requirements including spend, demand, supplier performance and service requirements in a logical format from the business units.</li> <li>• Support NPD projects with supplier appraisal and selection, promoting innovation &amp; sustainable solutions whilst ensuring pricing is market competitive and within budget.</li> <li>• Accountable for optimising external spend for the category and delivering cost/value/business benefit. Deliver budgeted targets (savings, cash flow, value add) to drive improvements in operating margin.</li> <li>• Ensure rigorous contract development &amp; management is in place for all key suppliers. Oversee and manage the resolution of escalated supplier issues.</li> <li>• Manage the risk and governance agenda for the suppliers. Ensuring robust contingency and business continuity plans are in place and tested for the category.</li> <li>• Demonstrate behaviours in line with our diversity and inclusion aim, which is to create and promote a diverse and inclusive culture at WG&amp;S where ideas, differences and views are respected and where all employees are encouraged to create their own personal legacy.</li> </ul>	



## Values



**BE PROUD**  
We are proud of our brands, our heritage, and our commitment to superior quality in our products



**BE RESPONSIBLE**  
We expect every individual and their teams to be accountable and to perform to their full potential



**BE SUSTAINABLE**  
We wish to make a positive contribution to our communities and to our environment



**BE PROFESSIONAL**  
We value integrity, transparency, professionalism and constructive debate within a team working culture



**BE ENTREPRENEURIAL**  
We foster a forward thinking and innovative culture that recognises the need for innovative thinking and continuous improvement



**THINK LONG TERM**  
We are proud of our brands, our heritage, and our commitment to superior quality in our products

## Skills and Qualifications:

### Essential

- Educated to degree level or equivalent experience, ideally with a procurement related qualification.
- Detailed knowledge of category management based on at least 2 years procurement experience including market place, key drivers and levers, supply base and balance of power.
- A demonstrable record of successfully defining an implementing leading edge category strategies.
- Knowledge and experience of integrated supply chain management (Plan, Buy, Make, and Move) and continuous improvement techniques.
- Strong negotiation planning and execution skills
- Ability to think and operate strategically, recognising from a broad range of issues and implications, where the best benefit is for procurement, supply chain and the wider business.
- Strong MS Office skills, in particular Excel, Word and Powerpoint, with ability to interpret data, identify and communicate key insights.
- CIPS Diploma in Purchasing and/or membership of the Chartered Institute for Purchasing and Supply or equivalent experience.

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Date:	September 2019
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Date of last revision:	January 2021 (Laura Mathieson)