



Job Title	Sourcing Leader
Job Level	4A
Location	Strathclyde Business Park
Business Unit	Packaging and Supply Chain
Function	Procurement
Leader	Global Category Manager
People Leadership	Direct Reports – N/A
Role Purpose 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.	
Responsibilities <ul style="list-style-type: none">• Create and deliver category plan in alignment with procurement and business objectives, including global tender and benchmarking activities.• 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.• Build collaborative relationships with internal and external stakeholders to ensure alignment of business objectives and drive essential behavioural and process change.• 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.• Support NPD projects with supplier appraisal and selection, promoting innovation & sustainable solutions whilst ensuring pricing is market competitive and within budget.• 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.• Ensure rigorous contract development & management is in place for all key suppliers. Oversee and manage the resolution of escalated supplier issues.• Manage the risk and governance agenda for the suppliers. Ensuring robust contingency and business continuity plans are in place and tested for the category.• Demonstrate behaviours in line with our diversity and inclusion aim, which is to create and promote a diverse and inclusive culture at WG&S where ideas, differences and views are respected and where all employees are encouraged to create their own personal legacy.	

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

Core Competencies:

Entrepreneurial and Commercial Thinking

- Keeps up to date with competitor information and market trends
- Identifies business opportunities for the organisation
- Demonstrates financial awareness
- Controls costs and thinks in terms of profit, loss and added value

Relating and Networking

- Establishes good relationships with customers and staff
- Builds wide and effective networks of contacts inside and outside the organisation
- Relates well to people at all levels
- Manages conflict
- Uses humour appropriately to enhance relationships with others

Persuading & Influencing

- Makes a strong personal impression on others
- Gains clear agreement and commitment from others by persuading, convincing and negotiating
- Promotes ideas on behalf of self or others
- Makes effective use of political processes to influence and persuade others

Formulating Strategies and Concepts

- Works strategically to realise organisational goals
- Sets and develops strategies
- Identifies and develops positive and compelling visions of the organisation's future potential
- Takes account of a wide range of issues across, and related to, the organisation

Planning and Organising

- Sets clearly defined objectives
- Plans activities and projects well in advance and takes account of possible changing circumstances
- Identifies and organises resources needed to accomplish tasks
- Manages time effectively
- Monitors performance against deadlines and milestones

Adapting and Responding to Change

- Adapts to changing circumstances
- Accepts new ideas and change initiatives
- Adapts interpersonal style to suit different people or situations
- Shows respect and sensitivity towards cultural and religious differences
- Deals with ambiguity, making positive use of the opportunities it presents

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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