

Essential Sourcing Leadership Functions:

- Primary lead for sourcing of Energy and other assigned commodities (i.e. chemicals & gases), to ensure Company objectives are met.

- o Develop sourcing strategies for assigned commodities
- o Identify and qualify potential suppliers (and products/services) for Company-wide leverage
- o Lead the RFX process to recommend sources of supply
- o Develop, negotiate and execute agreements for recommended sources of supply
- o Assist with training for the development of team's professional competence
- o Analysis reports covering all supplier and commodity activity to ensure goals and objectives are being met
- o Delegate to sourcing team members, and hold them accountable for, the authority and responsibility to carry out the duties to procure the Company's material and service requirements.

- o Provides personnel management to all associates directly supported, including developing annual performance goals and assuring goals and plans are cascaded in performance plans.

Develop and maintain subject-matter expertise in the assigned commodities and lead commodity councils and teams that support Company's mission, strategy, and annual business objectives.

Develops commodity plans in accordance with and aligning to strategic Operations strategies and to improve the total cost of all assigned commodities.

Develop demand management concepts to all assigned commodities to improve to cost of materials and services.

- Monitor sourcing results and coordinate with other teams to ensure a unified effort in consolidating bargaining leverage, optimizing supply base, establishing new sources and reaching goals relating to Company strategic plans.

Create and maintain risk assessment tools to analyze market trends potentially affecting company performance.

Additional Functions:

- Responsible for the successful integration of the Business Process Improvement teams with the Procurement process and objectives and for attainment of annual business results for responsible areas.

- Ensure that beneficial, ethical and open supplier relationships are created and maintained, providing all suppliers equal access to supply Company requirements.

Represent the Company on diverse or complex procurement projects, programs or issues requiring coordinating activities across organizational lines.

Develop forecasts of significant factors related to assigned commodities which may impact Company spend. Integrate forecasted data into supply strategies to further enhance the Company's competitive advantage.

Periodically (quarterly/monthly) updates the organization on commodity performance results.

Recommend/develop Procurement goals and implement such to ensure their success.

Perform other work as delegated by Director, Strategic Sourcing and Director, Power & Recovery

Job Qualifications:

· Prerequisite for consideration: Must currently or recently have been in commodity management where your primary responsibilities were sourcing for energy (or natural gas and/or utilities)

· General: Ability to establish and maintain effective working relations with suppliers, clients and team; lead and direct the work of teams; resolve problems requiring analysis and interpretation. Demonstrate mastery of the contract negotiation process. Develop and implement unique approaches to provide continuous reduction costs.

o Bachelor's degree in Supply Chain, Business, Engineering, Etc.

o MBA (desired).

o Certified Purchasing Manager designation.

o 10+ years Procurement experience.

· Business: Ability to lead and manage market driven commodities and to comprehend, negotiate and write contracts and long-term agreements. Knowledge of principles and standards of procurement practice, concepts and current theories. Active in organizations and events whose purpose is to advance purchasing professionalism.

Technical: Computer/systems literate with good Microsoft Office skills and main-line ERP system and E-Sourcing experiences.

· Soft Skills: Strong consensus builder and cross-functional and cross-organizational team leader. Well organized and able to set priorities for others; excellent oral and written communication, people, problem-solving and leadership skills.

If this position is a strong match for your background and interests, please email your resume to Karla Hammond. If, however, it isn't but given your supply chain/procurement background, you can suggest others with whom I might network or potential candidates, please contact me. Additionally, if you can suggest any user/networking groups where this position might be posted – please let me know at your earliest convenience.

I look forward to hearing from you. In advance, I appreciate any assistance you can offer in my search efforts.

Thanks.

Karla ~ Karla Hammond ~ karlahammond@sbcglobal.net ~ 860-267-2690