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Supply Chain Manager

Colas Western Canada

Equipment & Procurement

Company:	Colas Western Canada (CWC)	Location:	St. Albert, Alberta
Contract:	Regular (Full-Time)	Reports To:	Director of Equipment & Procurement
Posted:	September 17, 2026		

Position Summary

Colas Western Canada (CWC) is seeking a strategic, results-oriented, and collaborative supply chain professional who wants to make a meaningful impact across its Western Canadian operations. Based in St. Albert and reporting to the Director of Equipment & Procurement, you will work closely with operational, equipment, finance, IT, and procurement teams to drive supply chain excellence, strengthen procurement governance, and deliver value across the organization.

This is a dynamic leadership role for someone who can balance long-term strategy with day-to-day execution. You may be reviewing supplier performance metrics and sourcing opportunities in the morning, collaborating with business leaders to optimize inventory and logistics processes in the afternoon, and supporting procurement system enhancements or policy initiatives before day-end. You will be trusted to lead cross-functional initiatives, influence stakeholders at all levels, and identify opportunities that improve efficiency, cost effectiveness, and operational performance.

As the Supply Chain Manager, you will play a central role in developing and executing supply chain strategies that support Colas Western Canada's operational and financial objectives. You will lead initiatives across strategic sourcing, category management, supplier relationship management, inventory optimization, logistics coordination, and procurement governance, while helping to standardize best practices across multiple business units.

This position will also serve as a key leader in the ongoing digital transformation of procurement. Working in alignment with Colas Canada's national procurement strategy, you will champion the successful adoption, continuous improvement, and long-term optimization of Coupa and other supply chain technologies, ensuring that teams have the tools, processes, and support needed to operate efficiently and effectively.

Main Responsibilities

Supply Chain Strategy & Leadership

- Develop and implement supply chain strategies aligned with CWCI and Colas Canada objectives.
- Support standardization and integration of supply chain processes across all CWCI divisions.
- Identify opportunities to improve efficiency, reduce costs, and reduce supply chain risks.
- Support long-term planning, capital investment initiatives, and major operational projects.
- Provide leadership, guidance, and support to procurement and supply chain team members.

Strategic Sourcing & Category Management

- Lead sourcing strategies for key categories including equipment, parts, services, PPE, fuel, tires, consumables, and operational materials.
- Develop category management plans that deliver measurable savings and operational value.
- Negotiate contracts, pricing agreements, rebates, and supplier performance expectations.
- Support national sourcing initiatives in collaboration with Colas Canada.

- Ensure supplier agreements are aligned with operational needs and corporate procurement standards.

Digital Procurement, Systems & Coupa Leadership

- Lead the adoption, implementation, and continuous improvement of the Coupa Procure-to-Pay platform across Colas Western Canada.
- Act as the primary business lead for Coupa within CWCI, ensuring alignment with Colas Canada's national procurement strategy, governance framework, and system roadmap.
- Collaborate closely with Colas Canada Procurement, Finance, IT, and Operations teams to support a standardized national Coupa deployment.
- Coordinate supplier onboarding, catalog management, approval workflows, user training, and change management activities across all CWCI divisions in collaboration with Colas Canada.
- Ensure procurement processes, approval authorities, and purchasing controls are standardized and aligned with national policies and best practices.
- Drive user adoption and compliance through communication, training, performance metrics, and continuous process improvement.
- Support the integration of Coupa with JDE and other enterprise systems to improve spend visibility, reporting accuracy, and operational efficiency.
- Develop and maintain procurement analytics, dashboards, and KPI reporting to support strategic decision-making at both the CWCI and Colas Canada levels.
- Serve as the primary liaison between CWCI and Colas Canada for procurement system enhancements, process improvements, and future Coupa development initiatives.

Supplier Relationship Management

- Develop and maintain strategic relationships with key suppliers and service providers with the collaboration of Colas Canada.
- Monitor supplier performance through KPIs related to cost, quality, service, safety, and delivery.
- Conduct regular supplier reviews and lead corrective action plans where required.
- Identify and qualify new suppliers to support business growth and reduce risk.
- Promote ethical sourcing practices and supplier compliance requirements.

Inventory & Logistics Management

- Work with Operations and Equipment teams to optimize inventory levels and reduce working capital requirements.
- Support inventory strategies for critical spare parts, shop materials, and operational supplies.
- Coordinate logistics and transportation requirements to ensure continuity of operations.
- Monitor supply chain disruptions and develop contingency plans.
- Support divisional teams with material availability, delivery planning, and urgent operational requirements.

Procurement Governance & Compliance

- Ensure compliance with company procurement policies, approval processes, and contract requirements.
- Maintain procurement documentation standards and support audit requirements.
- Improve purchasing controls and reduce manual processes where possible.
- Ensure CAPEX and OPEX procurement activities are aligned with company procedures.
- Support stronger spend visibility, supplier control, and procurement reporting across all divisions.

Stakeholder Engagement

- Partner with Equipment, Operations, Finance, Safety, IT, and Colas Canada Procurement to support business objectives.

- Provide supply chain expertise for capital projects, equipment programs, operational initiatives, and strategic business decisions.
- Support change management initiatives and promote best practices across the organization.
- Communicate clearly with divisional teams to ensure alignment between corporate strategy and operational needs.

Qualifications

Education

- Bachelor's Degree in Supply Chain Management, Business Administration, Commerce, Engineering, or a related field.
- Professional designation such as SCMP, CPSM, CPM, or equivalent is considered an asset.

Experience

- 10+ years of progressive experience in supply chain, procurement, sourcing, or category management.
- Experience in construction, aggregates, asphalt, concrete, equipment, or industrial operations is preferred.
- Demonstrated experience managing supplier negotiations and strategic sourcing initiatives.
- Experience with ERP and procurement systems such as Coupa, JDE, SAP, Oracle, or similar platforms.
- Experience leading system implementation, process standardization, or change management initiatives is considered an asset.

Skills & Competencies

- Strong commercial and business acumen.
- Strategic sourcing and contract negotiation expertise.
- Supplier relationship and performance management.
- Inventory and logistics optimization.
- Strong analytical and reporting capabilities.
- Strong communication and stakeholder management skills.
- Ability to lead change in a decentralized operational environment.
- Practical, business-focused approach with the ability to support field operations.
- Strong understanding of procurement governance, controls, and compliance.

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