

EXECUTIVE DIRECTOR, SUPPLY CHAIN

RICHMOND

The Opportunity

At BC Ferries, our supply chain is mission-critical. With over \$500 million in annual spend, supporting vessel refits, terminal operations, logistics, and corporate services across coastal British Columbia, this is not a back-office function. It is a strategic driver of operational reliability and financial performance.

We are seeking an accomplished Executive Director, Supply Chain to set the enterprise vision, modernize systems and processes, and lead a high-performing team through the next phase of transformation.

As a visionary leader, you will lead approximately 65 professionals across procurement, supplier management, warehouse operations, logistics, inventory control, and asset management. You will establish and lead an end-to-end, enterprise-wide supply chain strategy that delivers best value, strengthens supplier partnerships, ensures regulatory compliance, and enhances service reliability across both marine and shore-based operations.

Every vessel sailing and every terminal operating depends on the strength of our supply chain. From ship repair materials to critical operational equipment, your leadership will directly impact safety, reliability, and service for the communities we serve.

This is an opportunity to shape the future of supply chain operations at a large, complex public service organization, and to leave a lasting legacy.

The Role

Reporting to the Chief Financial Officer, you add value by key areas of oversight such as:

- Partnering closely with business stakeholders to identify priorities and delivering effective mechanisms to achieve established goals while ensuring best value;
- Fostering a customer-focused culture that promotes service excellence, efficiency, and quality;
- Establishing short- and long-term goals and executing aligned strategies based on industry best practices;
- Enhancing the internal customer experience through modern processes, tools, and service timelines;
- Developing, implementing, and overseeing a Vendor Performance Management (VPM) program to proactively manage corporate contracts;

- Designing and implementing a sustainable procurement framework aligned with organizational ESG objectives;
- Providing professional leadership and tactical oversight for formal competitive tendering and full contract lifecycle management;
- Evaluating, developing, and executing strategic sourcing solutions that strengthen supplier relationships, drive value for money, and reduce total cost of ownership;
- Implementing value-added supply chain systems that improve operational reliability, elevate service levels, and optimize inventory performance;
- Overseeing central warehouse operations, supporting forecasting, inventory control, asset management, and logistics coordination;
- Driving the establishment of lean operations by streamlining processes and embedding a culture of continuous improvement with measurable service delivery outcomes;

What you bring to the team

- Bachelor's Degree in Business, Supply Chain or related field is required
- Masters Degree in Business (MBA) is preferred
- Certified Supply Chain Professional (CPIM, SCMP, CSCP) and Six Sigma is preferred
- 10+ years of progressive experience in supply chain including leading large cross-functional supply chain transformational programs
- You are proficient in MS Office Suite, CMMS (Maximo), Cognos, Oracle and other business management systems
- 3+ years of leadership experience with direct accountability for customer service levels, inventory performance, cost reduction initiatives, and quality compliance standards
- Proven success driving supply chain process improvements, enhancing forecasting accuracy, leveraging data analytics, strengthening service level performance, and optimizing inventory and overall costs
- Demonstrated project management experience, including pricing negotiation and managing third-party vendors
- Experience in leading cross functional teams and managing matrix organizations
- Experience with sourcing and procurement and building a vendor program
- Working experience in a unionized environment
- Experience engaging and building respectful, collaborative relationships with Indigenous Communities is considered an asset

Join us!

If this sounds like your next great career move, please submit your cover letter and resume by **March 16, 2026** at 11:59pm.

Additional information

The target salary range: \$203,500 - \$250,000 per annum. The starting salary is determined based on the successful candidate's knowledge, experience, and internal equity.

"We connect communities and customers to people and places important in their lives"

At BC Ferries, our employees are our most important assets in delivering our commitment to customer safety, service and satisfaction. We support employment equity and diversity in the workplace and we encourage applications from all qualified individuals including women, visible minorities, Indigenous Peoples, persons with disabilities, persons of diverse sexual orientation, gender identity or expression (LGBTQ2S+), and others who reflect our ever-changing workplace.

We appreciate the interest of all applicants; however only those selected for an interview will be contacted.