

SENIOR PROCUREMENT SPECIALIST

Location: Vancouver, BC

Department: Procurement

Employment Type: Full Time / Hybrid / Indeterminate

Language Designation: English

Posting Close Date: May 4, 2025

Apply here: <https://www.destinationcanada.com/en-ca/careers>

About Destination Canada

Tourism is the heartbeat of communities from coast to coast to coast. At Destination Canada, our aspiration for the tourism industry is to generate wealth and wellbeing for all of Canada and enrich the lives of our guests. Our mission is to influence supply and build demand for the benefit of locals, communities and visitors through leading research, alignment with public and private sectors, and marketing Canada nationally and abroad. We seek diverse, ingenious thinkers teeming with intellectual curiosity and a deep desire to grow Canada's tourism industry – strengthening the socio-cultural, environmental and economic vitality tourism brings to Canada.

About the role:

We're looking for a strategic and forward-thinking Senior Procurement Specialist to join the Procurement team at Destination Canada. Reporting to the Senior Director, Global Procurement and Environmental Programs, the Senior Procurement Specialist is responsible for supporting Destination Canada's procurement strategy, integrating artificial intelligence (AI) and emerging technologies into procurement operations, and managing high-value, complex procurement projects. The successful candidate will support procurement governance, policy compliance, contract management, and supplier relationships while providing leadership to the Procurement Coordinator.

Key accountabilities

Technology and Process Enhancement

- Assists in the development and implementation of innovative procurement strategies, working closely with the Senior Director, Global Procurement and Environmental Programs to integrate AI and automation into procurement operations.
- Proactively identifies emerging procurement technologies and process improvements, providing expert recommendations to enhance workflow automation, spend analysis, and contract management.
- Drives digital transformation efforts within procurement, ensuring alignment with Destination Canada's strategic priorities and increasing operational efficiency.
- Establishes and monitors key performance indicators (KPIs) to assess the effectiveness of AI-driven procurement solutions, reporting insights and recommendations to the Senior Director.

Strategic Procurement & Complex Sourcing

- Oversees the procurement lifecycle for high-value, complex acquisitions, including professional services, IT solutions, and marketing contracts, ensuring compliance with regulatory frameworks.
- Develops and executes advanced sourcing strategies that drive cost savings, supplier diversity, and environmental sustainability, supporting the Senior Director's overarching procurement objectives.
- Leads negotiations for multi-year service agreements, representing Destination Canada at a senior level to secure optimal contract terms and strategic supplier partnerships.

SENIOR PROCUREMENT SPECIALIST

- Oversees contract execution, risk mitigation, and compliance with trade agreements, government regulations, and financial policies.
- Works cross-functionally with internal stakeholders to align procurement strategies with business needs.

Governance, Compliance & Policy Development

- Ensures proper record-keeping and reporting to meet Office of the Auditor General (OAG), Access to Information and Privacy (ATIP) and other applicable standards.
- Provides expert guidance on procurement best practices, trade agreements, and risk mitigation strategies.

Leadership & Team Development

- Mentors the Procurement Coordinator and the Procurement Advisors, providing guidance on procurement processes, contract management, and stakeholder engagement.
- Promotes a culture of innovation, collaboration, and continuous improvement within the procurement function.

Vendor & Stakeholder Engagement

- Builds and maintains strong relationships with vendors, ensuring compliance with quality, performance, and sustainability standards.

What you need

- Minimum 5–7 years of experience in procurement, supply chain management, or strategic sourcing, including experience in complex, high-value procurement initiatives.
- Experience in public procurement, preferably within a Federal or Provincial Crown corporation.
- Strong knowledge of AI applications in procurement, automation tools, and emerging procurement technologies.
- Expertise in contract negotiations, supplier management, and procurement strategy development.
- Familiarity with trade agreements (CFTA, CETA, CPTPP, WTO GPA), Financial Administration Act, and government procurement policies.
- The ideal candidate will have experience using Excel to build and maintain financial models, perform sensitivity analysis, and identify areas for process improvement
- Experience managing procurement policies, compliance monitoring, and risk assessment.
- Strong analytical skills and proficiency in ERP systems for procurement reporting and analysis.
- Exceptional leadership, communication, and negotiation skills.
- Ability to manage multiple priorities in a fast-paced, regulated environment.

It would be great if you also had

- Completion of or enrollment in SCMP (Supply Chain Management Professional) designation.
- Experience in AI-driven procurement solutions and digital transformation initiatives.
- Knowledge of the tourism industry and its procurement challenges.

Compensation

Salary range: \$82,146 - \$102,682

Within the range, the base pay offered is determined by multiple factors, including job-related skills and relevant education/experience. Please note starting salaries for new hires typically fall between the minimum and mid-point of the range, to support internal equity and allow room for progression as employees grow and excel in

SENIOR PROCUREMENT SPECIALIST

their roles. The range above reflects base pay only and does not include the competitive at-risk pay program and benefits that we offer!

Other components of our total rewards offerings include:

- Extended health and dental benefits
- Minimum 3 weeks of accrued vacation plus other paid time off
- Employee assistance program
- Defined contribution pension plan
- Generous parenthood top-up
- Flexible working options like compressed workweek and hybrid model
- Support towards your professional growth with learning and development opportunities, mentorship and more.

Things you should know:

- This role has a hybrid work arrangement, where work is performed onsite at least 2-3 days per week. Please note the work arrangement is subject to change.
- This is a Unionized role.

At Destination Canada, we believe that Canada's diversity is its greatest asset and is what touches travellers' hearts most deeply. To that end, we are committed to inclusive leadership within our workplace, workforce, and interactions with partners and travellers alike. Destination Canada is an equal opportunity employer committed to reflecting Canada's diversity through fair and accessible hiring and employment practices. All qualified applicants will receive consideration for employment. If you require accommodations at any point in the recruitment process, please reach out to accessibility@destinationcanada.com.

We know that applying for a new job can be both exciting and intimidating, and we sincerely appreciate your interest and effort. Only those applicants under consideration will be contacted.

Privacy Policy Acknowledgement

Personal information collected in relation to your application is collected under the Canadian Tourism Commission Act. It will be used to maintain an inventory of candidates for work opportunities. Information will be retained for a minimum of 2 years and for up to 5 years. It will only be used for staffing, in keeping with personal information banks PSU 911 and PSE 902. For more, visit our [Privacy Policy](#).