



EMPLOYMENT OPPORTUNITY

Closing Date: 2026/09/28

Strategic Sourcing Specialist

Winnipeg, MB

Manitoba Hydro is consistently recognized as one of Manitoba's Top Employers! We are a leader among energy companies in North America, recognized for providing highly reliable service and exceptional customer satisfaction. Join our team of Manitoba's best as we continue to build a company that champions safety, supports innovation, and delivers on our commitment to customer service - while actively fostering a diverse, equitable, and inclusive workplace reflective of the communities we serve.

Great Benefits

- Competitive salary and comprehensive benefits package.
- Defined-benefit pension plan for long-term financial security.
- Nine-day work cycle, typically resulting in every other Monday off to support a balanced approach to work, family life and community.

Position Overview:

Reporting to the Manager of SCM - Strategic Sourcing, the Strategic Sourcing Specialist, is responsible for the development and execution of strategies and complex procurement activities in strategic external spend categories. In addition, the Strategic Sourcing Specialist may be responsible for the overall supervision, coaching and development of team members and Procurement Advisors.

The candidate will collaborate closely with the other Strategic Sourcing Specialists, Procurement Operations, internal customers, and external parties to meet business requirements, while complying with Manitoba Hydro's purchasing policies, procedures and applicable Trade Agreements. The candidate will perform duties in a manner that seeks to minimize total cost of ownership and optimize product/service lifecycle value from an enterprise perspective.

Responsibilities:

- Identify opportunities to generate value to Manitoba Hydro through application of strategic methods including spend analysis, consolidation and fostering increased competition, demand management, leveraging supplier/market economics, specification optimization and lifecycle costing.
- Collaborate with internal customers to integrate procurement strategies and activities into Investment planning (both capital and operating), project execution plans, timeline planning and the identification of business supply and service requirements.
- Build and lead cross-functional strategic sourcing and category management teams focused on designing effective sourcing strategies for key spend categories and large/complex procurement (complex framework agreements, large capital project agreements, etc. including training, performance management, and development planning).
- Effectively execute complex procurement processes and make recommendations relating to high risk, high value purchasing decisions, utilizing critical and strategic thinking to facilitate efficient procurement of material, equipment and services associated with large investments.
- Foster innovation and engage the internal customers in problem solving to increase the value derived from external expenditures.
- Analyze complex data and conduct external market and competitive analysis based on enterprise investment plans.
- Lead the execution of sourcing events and facilitate the evaluation of supplier responses by internal customers.
- Negotiate contracts of a complex nature.
- Prepare executive level presentation materials, including recommendations to award major contracts, and enterprise-wide communications.
- Develop, lead and/or facilitate a supplier relationship management program for assigned suppliers/contracts.
- Build and maintain strong relationships within the remainder of the Supply Chain Management group and with internal customers.
- Work with other procurement functions/roles to monitor and manage internal compliance with supply contracts.

Qualifications:

- Four year degree in a related discipline (i.e. Business, Engineering) from a university of recognized standing plus a minimum of five years' directly related experience;
OR
- A two year diploma in a related discipline from an institute of a recognized standing plus a minimum of seven years in supply chain business experience that includes complex sourcing, supplier management and/or contract management experience or equivalent combination of education and experience.
- Requires two years of proven experience in leading cross-functional teams to achieve strategic sourcing and category management objectives with demonstrated ability to influence and guide team members from various departments, fostering collaboration and ensuring alignment with overall business goals.
- An MBA degree, engineering degree and relevant professional designation(s) and/or certificates (e.g. SCMP, PMP, APICS, IAM etc) are assets.
- Experience with all aspects of public sector strategic sourcing, including spend analysis, development of sourcing strategies and documents, negotiations, contract management, and supplier relationship management, with preference given to experience managing Contractor Services, Engineering Services and other categories associated with large and/or complex investments at Manitoba Hydro.
- Demonstrated experience working effectively in a team environment that is complex, with multiple stakeholders and strategic considerations of simultaneous projects with competing demands for resources and evolving priorities is essential. Must be self-motivated with strong time management, organizational and problem-solving skills.
- Advanced knowledge of public procurement principles, procurement law, and government legislation, including relevant trade agreements.

Salary Range

Starting salary will be commensurate with qualifications and experience. The range for the classification is \$43.35-\$59.82 Hourly, \$83,070.78-\$114,625.68 Annually.

Apply Now!

Ready to join a team that energizes Manitoba and puts safety, innovation, and inclusion at the heart of everything we do? Visit www.hydro.mb.ca/careers to learn more about this position and to apply online.

Application deadline: SEPTEMBER 28, 2026.

We appreciate your interest in Manitoba Hydro and thank all applicants. Only those selected for the next stage of the selection process will be contacted.

If you require accommodations during the recruitment process or need this posting in an accessible format, please let us know - we're committed to a barrier-free experience for all candidates.