



EMPLOYMENT OPPORTUNITY

Closing Date: 2026/10/19

Strategic Sourcing Lead 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.
- Enjoy a work schedule that typically provides every second Monday off (subject to location and operational requirements), supporting a balanced approach to work, family life and community.

Position Overview:

Reporting to the Manager of SCM - Strategic Sourcing, the Strategic Sourcing Lead, is responsible for the development and execution of sourcing strategies and complex procurement activities for Enterprise Goals and key external spend categories, including strategic contract and supplier relationship management activities. The Strategic Sourcing Lead is also responsible for performance management, development, coaching and mentoring direct reports.

The candidate will collaborate closely with the other Strategic Sourcing Leads and Specialists, Procurement Operations, internal and external stakeholders 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 the Total Cost of Ownership (TCO) and optimize product/service lifecycle value from an enterprise perspective.

Responsibilities:

- Overall responsibility and accountability for complex spend categories – Enterprise Goals and sourcing initiatives with a combination of higher spend, organizational impact, risk, change, market complexity, and stakeholder considerations. Achieve financial, operational, and market targets for assigned categories.
- Provide leadership, coaching/mentoring to direct reports and business stakeholders to develop skills, knowledge and build capability and capacity within Strategic Sourcing, supply chain and business unit teams. Develops annual professional development plans, regularly monitors progress against plan and evaluates annual performance for all direct reports.
- Identify opportunities to generate value for Manitoba Hydro through the application of strategic methods, including spend analysis, consolidation, 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 executes complex procurement processes and leads team discussions relating to elevated 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 markets and competitive analysis based on enterprise investment plans.
- Drive end-to-end execution of complex sourcing events, leading cross-functional teams in the solicitation and evaluation of vendor proposals and negotiation of high-value strategically critical contracts.
- Prepare and deliver executive-level presentations, 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 between the remainder of the Supply Chain Management group and 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
- Two-year diploma in a related discipline from an institute of recognized standing plus a minimum of seven years in supply chain business experience that includes complex sourcing, supplier management and/or contract management experience.
- An equivalent combination of education and experience may be considered.
- This position requires five years of proven experience in leading cross-functional teams to achieve strategic sourcing and category management objectives with demonstrated ability to influence and guide stakeholders from cross-functional teams from various departments, and external vendors/suppliers fostering collaboration and ensuring alignment with overall business goals.
- An MBA degree, and relevant professional designation(s), international training and/or certificates (e.g. SCMP, PMP, APICS, IAM etc) are highly desired and would be considered an asset.
- Demonstrated experience and ability in providing mature leadership 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 Major Equipment, Contractor Services, Engineering Services and other categories associated with large and/or complex investments at Manitoba Hydro.
- The Strategic Sourcing Lead will interact with many other parts of the business – occasionally under very stressful circumstances - and will have primary responsibility for ensuring that they, and those that report to them, are always aligned and consistently true to Manitoba Hydro's CARE principles related to Collaborate, Align, Reimagine and Empower.
- 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.
- Despite best-efforts procurement of materials can experience unavoidable delays related to unexpected industry shutdowns, global conflicts that shut down production facilities/trade routes, trade disputes (including tariffs and emergencies that reprioritize and reroute materials. The Strategic Sourcing Lead must possess the skills to navigate and manage stakeholder expectations while managing these external dynamics.
- Advanced knowledge of public procurement principles, procurement law, and government legislation, including relevant trade agreements.
- Possess a valid Province of Manitoba Driver's Licence.

Salary Range

Starting salary will be commensurate with qualifications and experience. The range for the classification is \$62.00-\$76.25 Hourly, \$118,795.30-\$146,102.58 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: OCTOBER 19, 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.

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