



# Career Opportunity

Transformation of our procurement organization is a top strategic priority for Federated Co-operatives Limited (FCL), and we believe presents rare and exciting career opportunities. The world is rapidly changing and we are changing with it. If you are a forward thinker, with the creativity and maturity to effectively challenge the status quo of our existing business and practices, this opportunity might be for you.

We are building a world class procurement function comprised of three functional pillars; (1) Strategic Sourcing focused on our enterprise impacting category strategies and sourcing execution, (2) Procurement Operations providing exceptional support and advisement to our business unit stakeholders on a daily basis, and (3) Procurement Center of Excellence leading development and enhancement of our governance, data analytics and digital toolkit that collectively strives to enable procurement best practices and excellent end-user experience.

The Procurement team is hiring a **Manager, GFR Category Strategy & Performance** on a permanent basis at our Home Office in Saskatoon, Saskatchewan.

## What you'll do:

This position will play an active role in driving the ongoing Category Negotiation Process. This role will provide leadership, coaching, and expertise to the Category Management teams through the process by providing strategic thought partnership, orienting them to procurement best practices, identifying priority categories that will result in organizational savings and providing expertise throughout the process. This role will be responsible for development and preparation of necessary templates, documents and processes required to execute the Category Negotiation Process. This position will provide deep expertise and perspective into all categories, as well as provide broad strategic approaches to a wide variety of complex and varied category archetypes. This role will be jointly responsible for execution and delivery of results with our Ag and Consumer business units.

- **Driving and Supporting Category Negotiation Process:** You will provide leadership, coaching and expertise to the category management teams during the negotiation process including:
  - Providing guidance and coaching through complex negotiations, providing strategic insights, developing robust category strategies, providing alternative negotiation tactics, and reviewing and providing feedback on negotiations
  - Influence and execution up, down and across all categories in Ag & Consumer Business Units (Ag, Food, Home and Building) is required to ensure that tactical as well as strategic expertise is provided to our teams to increase organizational savings
  - Ensuring Category Management teams are adopting and executing the appropriate tools from the toolkit, and delivering procurement-related value across all BUs, GFR business lines, and categories that will result in considerable cost savings for the organization
- **Additional Support, Iteration and Evolution:** You will identify opportunities for enhancing or adjusting process as needed to drive more effective outcomes:



- Work closely with Learning, Design and Delivery to create or improve training materials to ensure the appropriate level of support is provided to the category teams
- Identify untapped industry resources that will support the creation of “best in class” documentation or learnings we could leverage to assist teams in thinking strategically about their categories
- Assist commodity teams going through the process in understanding how to utilize templates or technology to appropriately run an RFP and run scenario analysis after the bids have been received
- **Initiative Pipeline & Stakeholder Engagement:** You will lead the management and execution of the “Initiative Pipeline” for Ag & Consumer categories, including:
  - Influencing and collaborating with Leaders to develop the Initiative Pipeline of priority categories
  - Understanding the current state and strategic priorities for each commodity and identifying categories that present an opportunity for significant savings for the organization
  - Providing conclusive recommendations on priority categories, based on COE analytics, best practice, tiering of categories and suppliers, current contracts and suppliers, to ensure that the Initiative Pipeline is the most cost effective and best approach across all categories to increase savings for the organization
  - Ensuring there is a holistic view across all categories
  - Flagging roadblocks, risks to value or other notable updates and ensure they are communicated appropriately to leadership

#### **Why it matters:**

We help local Co-ops grow and thrive by offering a range of professional services, including marketing, market research, information technology, human resources, accounting, risk management and business development.

#### **Who you are:**

You are looking for a career in Procurement and:

- You have a Bachelor’s Degree in Business, Commerce, Economics, or relevant field.
- You have a minimum of 8+ years of experience in procurement, retail category management, or supplier relationship management and negotiation. Demonstrated experience in category strategy and analytics, communication, and managing multiple priorities in parallel required (a combination of relevant education and experience may be considered).
- You have strong analytical and communication skills, extensive experience with Excel, PowerPoint, Word, strong written and oral communication, including aptitude to edit documents.
- Experience providing training or coaching is preferred, experience in consumer goods strongly preferred.
- Experience with FCL systems and data preferred (Mainframe, Toolbox and external sources such as Nielsen).
- You’re honest and trustworthy, results oriented and strive to be the best in what you do.
- You believe in collaboration, building relationships and value the perspectives of others.



Our Team Members receive competitive salaries, short-term incentives, a comprehensive benefits package and an employer-contributed pension plan. We encourage our Team Members to take advantage of learning opportunities, to grow and develop, and to foster a culture of teamwork and innovation.

FCL embraces diversity and inclusion and we're working to create a workplace that is as diverse as the communities we serve. We support and provide an environment that allows every person to bring their whole self to work.

We take the health and well-being of our team members and customers very seriously. We continue to take steps across all areas of our business and locations to keep our team members and customers safe and healthy.

If this opportunity speaks to you, we invite you to apply by May 6, 2021 at [www.fcl.crs](http://www.fcl.crs)

We thank all candidates for their interest, however only those selected to continue in the recruitment process will be contacted. If you require support to apply for this opportunity please contact us at [fclhr@fcl.crs](mailto:fclhr@fcl.crs).

Please note you may be required to undergo a background and substance test in accordance with FCL policies.