

The Procurement Director is responsible for overseeing all aspects of procurement and sourcing for the company. This includes identifying reliable suppliers, negotiating contracts, managing vendor relationships, and ensuring that all purchased materials meet the quality standards while optimizing costs.

The Procurement Director plays a key role in maintaining an uninterrupted supply chain and contributing to the profitability of the success of the organization. The Procurement Director is responsible for leading the end-to-end strategic sourcing and procurement function across all categories, including ingredients, packaging, indirect spend & non-product related items. This role ensures that all materials and services are procured at the optimal balance of quality, cost, service, and sustainability while mitigating risks across the supply chain. The Procurement Director acts as a key business partner to Operations, Quality, R&D, Finance, and Commercial teams and drives continuous improvement and value creation within the supply base.

Supplier Management

- Identify, evaluate, and establish relationships with suppliers and vendors.
- Negotiate contracts, terms, and initiate long-term agreements.
- Ensure on-time availability of materials to support production.
- Continually assess supplier performance.

Procurement Strategy

- Develop and implement procurement strategies aligned with company goals.
- Forecast demand for raw materials and supplies.
- Monitor market trends and pricing fluctuations to mitigate risk.
- Collaborate with other departments to optimize the procurement process.

Procurement team management

- Oversee buyers' day to day activities.
- Ensure that materials are being purchased in a timely manner according to plan.
- Lead, coach, and develop a high-performing procurement team.
- Foster a culture of accountability, collaboration, and continuous improvement.
- Promote cross-functional alignment and engagement with key internal stakeholders.

Cost management

- Develop and manage procurement plans, tracking budget and actual costs.
- Implement cost savings initiatives such as supplier and SKU consolidation.
- Build strong strategic supplier partnerships to ensure security of supply & long-term competitiveness

- Drive cost optimization, value engineering, and total cost of ownership initiatives.
- Collaborate closely with Sales and R&D to support new product development and qualification of new suppliers.

Compliance and Risk Management

- Ensure regulatory compliance of sourced materials.
- Identify and mitigate potential risks within the Supply Chain.
- Identify and qualify alternative sources of supply.

Qualifications and Skills

- Bachelor's degree in business administration, supply chain management, or a related field. Advanced degree or professional certifications. Master's degree a plus.
- 10+ years of progressive procurement or supply chain experience, ideally in the food industry, with a strong understanding of food safety and quality requirements.
- Excellent negotiation skills and ability to build and maintain effective relationships with suppliers and vendors.
- Leadership experience with the ability to influence cross-functional teams.
- Experience with procurement systems (e.g., SAP) is preferred.
- Strong analytical and problem-solving abilities, with proficiency in data analysis and procurement software/tools.
- Solid understanding of financial principles and cost management strategies.
- Effective communication and interpersonal skills, with the ability to collaborate cross-functionally and lead procurement teams.
- Detail-oriented and organized, with the ability to manage multiple priorities in a fast-paced environment.

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