



Office Job Posting

Position Available: Commodity Manager
Location: Muskegon, MI
Department: Strategic Sourcing
Hours: 8:00 a.m. – 5:00 p.m. or approved alternative work schedule
Reports to: Director – Sourcing (Americas)

Qualifications Required:

- Qualification 1: B.S./B.A. degree in related field required
- Qualification 2: 8 years manufacturing experience that including 5 years' experience in strategist sourcing or procurement
- Qualification 3: Certified Purchasing Manager (CPM) certification is preferred
- Qualification 4: Must have strong, demonstrated negotiation experience/skills. Must have project management experience including root cause analysis, cross-functional mediation and facilitation.
- Qualification 5: Demonstrated track record of developing and implementing commodity strategies resulting in significant financial and operational benefit for the organization. Demonstrated track record of cost reduction is required.
- Qualification 6: Ability to build supplier relationships at all levels. Team player, effectively works with cross-functional teams. Comfortable working in a global environment. Ability to operate both at strategic and tactical level. Strong strategic thinking, problem solving and analytical skills. Ability to apply a long-term view while ensuring day-to-day delivery of results. Strong sense of accountability, results oriented, can-do attitude.
- Qualification 7: Detail-oriented with demonstrated strong analytical skills, including ability to gather data, evaluate trends, identify gaps and generate useful information from the dataset. Strong financial acumen especially as related to sourcing and supply chain.
- Qualification 8: Proactive, takes initiative, ability to meet aggressive deadlines and maintain strong internal customer focus required. Ability to manage multiple priorities and tasks simultaneously. Excellent self-discipline, works under limited supervision.
- Qualification 9: Ability to use a personal computer, working knowledge of Microsoft Windows, Word, Excel, SAP or related ERP systems and PowerPoint
- Qualification 10: Cost Reduction of Purchased Goods and Services. Supplier Score card. Actual vs. Standard material cost, Supplier On-Time delivery. Cash flow improvement.

Summary of Duties:

Responsible for developing and implementing Regional and Global Sourcing Strategies for assigned commodities with focus on meeting and exceeding cost reduction, quality, delivery and product launch goals for all SAF-HOLLAND manufacturing locations. Responsibilities may include regional and global project assignments. Establish relationships with Strategic Vendors to negotiate high quality materials at the lowest possible cost. Manages supplier evaluation and formal development process. In addition, the Commodity Manager will participate in cross-functional teams, account assignments, or asked to provide leadership and mentoring to less experienced employees.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following: Other duties may be assigned. In each of the duties listed below the employee is expected to perform to the highest standards of quality, to strive for maximum customer satisfaction, and to continually look for ways to improve the methods, practices and procedures of this position:

- Develop and manage sourcing strategy for the assigned commodities/services with focus on driving cost reduction initiatives through negotiation, competitive leverage, outsourcing, process improvements, and low cost country potential. This includes the annual setting of measurable objectives and managing the process to achieve desired results.
- Manages all strategic sourcing for the commodities assigned including analytic and financial analysis of the commodities.
- Identify strategic suppliers and drive the execution of the strategic sourcing process for assigned commodities.
- Negotiates comprehensive and complicated agreements.
- Compiles the aggregate demand for assigned commodities across all parts/products to use as the basis for most cost effective contracts.
- Lead product line BOM cost reduction initiatives; participate in Program Teams representing Strategic Sourcing functions.

- Serves as the Strategic Leader for the commodities.
- Coaches and mentor's other employees in strategic sourcing techniques.
- Orchestrates, develops, and furthers the strategic involvement of the suppliers in product introduction and continuous improvement programs.
- Uses project management skills, including root cause analysis, cross functional facilitation abilities to lead sourcing strategies to successful resolution.
- Communicates to educate and influence others including internal and external executives.
- Represents SAF-HOLLAND to our suppliers in a way that establishes and maintains a professional image.
- Develop strategies to mitigate risks as part of the overall commodity/supplier strategy.
- Supports supplier development programs along with the SAF-HOLLAND Supplier Quality Engineer.
- Manages supplier evaluation programs. Support the Strategic Commodity team in setting and measuring supplier improvement objectives.
- Participate in establishing policies and procedures regarding the activities and responsibilities of the Strategic Sourcing Department, which are consistent with company policies, supporting the company's quality objectives and system
- Acts as a good steward of the company's resources and exemplify the values of the company.
- Ensures personal compliance with all company policies, procedures, values, ethics, Code of Conduct, directives and rules.
- Maintains and promotes a safe work environment through ownership of company safety program. This includes following all safety rules/regulations and proper operating procedures, as well as the proper use of prescribed safety equipment pertinent to the department, and immediately reporting all accidents/incidents to supervisor.
- Supports the company's equal employment opportunity and affirmative action policy and actions, immediately reporting violations to supervisor and/or the Human Resources representative.
- Ensures that work area is free from any form of harassment (sexual, racial, religious, etc.), immediately reporting violations to supervisor and/or the Human Resources representative.
- Supports company's quality and environmental policies and programs and meets quality requirements specified for position. Meets quality requirements specified by production drawings, bills of materials, control plans, policies, work instructions, and procedures.
- Actively participates in and successfully completes appropriate training. As appropriate, submit documentation of specific training to support successful completion (i.e. course description, certificate; Training Completed/Evaluation form).
- Meets with supervisor at least once per year to review job performance using this job description as a basis for appraisal.
- Maintains complete security and confidentiality of all company records and employee data.
- Maintains a clean, orderly and professional work environment.
- Performs other miscellaneous duties as may be assigned.

Candidate Pool: Open to any qualified candidate.

Travel Requirements: Approximately 30% travel required.

Relocation: Benefits May Be Available

Resumes can be e-mailed to husaresumes@safholland.com with "Commodity Manager" in the subject line, or faxed confidentially to 231-767-8838.

EOE-AA-M/F/Vet/Disability