



Job Title	AEU Procurement Manager
Location	Dublin, London or Berlin
Reporting Lines	Procurement Category Management
# Reports	One
Team Size	Two

Responsibilities

Context of Role

The Speciality Ingredients portfolio in Aryzta comprises of a spend responsibility for €50m and >130 suppliers across 23 bakeries. The portfolio is made up of a number of subcategories, the main ones being Nuts & Seeds, Fruit & Vegetables, Fillings and Flavours.

Purpose of Role

Work collaboratively with cross functional partners for defined Ingredients category or sub-categories, develop category strategies, build supply base options, ensure continuity of supply and drive value beyond price initiatives to ensure competitive cost base and deliver functional and business objectives

Duties and Responsibilities

- Lead the development of the strategic sourcing plans for the category and subcategories which take into account both demand and supply-side considerations.
- Lead procurement initiatives with accountability to deliver savings and financial objectives in line with commitments agreed with internal stakeholders.
- Engage with internal stakeholders to generate ideas and opportunities and ultimately ensure the category strategy, plans and initiatives are aligned to functional and business targets.
- Regularly review the impact of macro-economic, and “supply/demand” dynamics on the category, assessing trends and providing insights to the Procurement team and management on the impact of underlying cost drivers.
- Apply appropriate tools and techniques to segment suppliers for the category or subcategory, understand supplier financial performance and analyze supplier and market capacity and constraints.
- Activate advanced sourcing levers and lead negotiations of commercial terms and T&Cs to ensure competitiveness for the bakeries across Europe.
- Maintain accurate supplier and pricing information in ERP systems as well as our cover position.
- Work with cross-functional stakeholders to reduce complexity and deliver value chain initiatives whilst maintaining or improving quality.
- Ensure suppliers are compliant with ARYZTA policies and measure compliance.
- Measure supplier performance and ensure they deliver value beyond price objectives as outlined in the ARYZTA Supplier Relationship Management (SRM) program.
- Take responsibility for the implementation of the control actions in collaboration with suppliers and the Regional Procurement Coordinator to improve performance using leading practice tools and techniques. Escalate performance issues as required.
- Deliver functional objectives as defined by Procurement Director ABE.

- Act as a key point of contact for the category or sub-categories for both internal and external stakeholders.

Financial Responsibilities

- Build robust, realistic and accurate budget and forecasts for the category under direction from the Procurement Management.
- Manage the risk associated with the category spend, deploying analytical tools and financial instruments to assess risk, recommend action, manage market volatility and optimize cost.
- Add value by identifying and executing activities to achieve total cost of ownership savings.
- Track category performance, risks and opportunities vs plan and make recommendations to the business
-

Key Relationships

- Develop and maintain relationships with existing suppliers and potentially new partners within the supply market for the category and sub-categories to maximize value delivery and safeguard long term interests of ARYZTA
- Engage with internal stakeholders in the business, including Regional Procurement Leads, Operations, FSQA, NPD, Commercial and Finance team and respond to internal customer requests and feedback
- Support at RC and local site procurement reviews with site General Manager, Financial Controllers, FSQA, Operations and NPD teams as required

Candidate Profile	
Education	<ul style="list-style-type: none"> • Bachelor's Degree in Business Management required
Experience	<ul style="list-style-type: none"> • Minimum 4-5 years of experience in Procurement or Supply Chain. • Experience in ingredient procurement essential, preferably across multiple sites. • Experience in strategic supplier relationship management. • Experience in Category Strategy Development, Category Management and Strategic Sourcing. • Change management experience is highly desirable • International experience and strong intercultural working experience highly desirable to support Pan European working • SAP expertise desirable. • Good project management skills and experienced in managing virtual teams
Proficiency	<ul style="list-style-type: none"> • Category expertise for the category or sub-categories • Commercially driven and results focused • Strong analytical, research and problem solving skills

- **Strong negotiation skills**
- **Strategic & Innovative Mindset** - Strong conceptual thinker with practical implementation skills. Interprets business requirements and applies understanding to ensure alignment between inputs, outputs, and results
- **Decision quality** - Makes good and timely decisions that keep the organisation moving forward, based upon a mixture of facts, analysis, wisdom, experience and judgment
- **Business & Financial Insights** – Applies knowledge of the business and market place to advance the organisation's goals
- **Manages Ambiguity** – Operates well under ambiguity and can maintain progress and overall delivery of results
- **Driven & motivated to achieve Results** – Consistently achieves results under tough circumstances
- **Organisational Savvy** - Manoeuvres comfortably through complex policy, process, and people-related organisational dynamics
- **Persuades & influences**– Uses fact base & compelling arguments to gain the support and commitments of others
- **Manages Conflict** - Handles conflict situations effectively with a minimum of noise
- Applies **project management** skills confidently, identifying key milestones, reporting delivery and proactively managing problems
- **Strong analytical capabilities** in particular data analysis using MS Excel
- Excellent written and verbal communication skills
- Proficiency in Microsoft Office, especially Excel & PowerPoint
- Embraces and applies leading edge tools and techniques
- **German language** skills desirable