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| Purpose of the position | Develops and implements supply base sourcing strategies. Source raw materials, product and services and manage suppliers performance;Job description Sourcing Specialist H/FADG 22/12/2020VO RH |
| Positioning | **Hierarchic** **attachment** : Director of Operations **Functional attachment** : Group Purchasing Director  **Management**: None **Contact person**: External (Suppliers ) / Internal (Production, Sales, Supply Chain, QSE, R&D )  |
| Missions & Activities | **Develops and implements supply base sourcing strategies for assigned product categories:*** Analyze the purchases of its scope: Spend by suppliers and by product categories
* Propose the sourcing strategies by categories by establishing a target supplier panel and cost reduction action plans
* Deploy the sourcing strategies: Communication of sourcing strategy and monitoring cost reduction action plans
* Monitoring of KPI of its portfolio

**Management of Sourcing and RFI/RFQ:*** Identify suppliers able to meet our needs
* Manage supplier RFI/RFQ: select products and suppliers according to sourcing strategies
* Negotiate and execute contracts with suppliers

 **Management of supplier performance:*** Ensure the proper execution of contracts and manage any disputes
* Driving the evaluation of the supplier performance by indicators (cost, time, quality, ... etc.)
* Analyze the performance of suppliers and establish improvement plans
* Manage the supplier panel
* Provide innovation and business opportunities from strategic suppliers

 Participate actively in the improvement of cross-practices and projects of the Purchasing department |
| Skills:* Sourcing
* Contract Negotiations
* Business software
* Project management
* Microsoft Office tools
* English
* French
* Trade Law
 | Expected Level44434523 |
| Profile  | Bachelor’s Degree in Business, Engineering, Supply Chain, or related field with 5 years of experience as a Purchaser OR equivalent professional experience. |
| Know-how | * **TEAM** : Transparence, Enthousiasme, Autonomie, Motivation
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