



## SOURCING SPECIALIST - HR / PROFESSIONAL SERVICES PROFILE 3

An ambitious and highly successful 'blue chip' Indirects Procurement Professional with 'fast track' career development from Procurement Analyst to **Category Manager**. Possessing a proven history of providing optimised sourcing solutions and securing significant savings in a variety of categories including: **Labour, HR Services, Legal Services, Management Consultancy and Financial Services**. Excellent analytical, creative, interpersonal and communication skills. **CIPS** and **Mathematics BSc(Hons)** qualified.

### K E Y A C H I E V E M E N T S

#### **Category Manager - Business Professional Services (Infrastructure PLC) 2015-Present**

Implementing optimal sourcing solutions for assigned categories using demand forecasting and market capacity profiling. Conducted sourcing activities which align with the business and category strategies as well as the subsequent management of them in terms of contract variations, contract performance and contract innovation/enhancements.

- ⇒ Generated a saving of over £500k in a tender for major survey services. The tender and negotiation was all finalised within a month, whilst ensuring all sustainability requirements were met.
- ⇒ Developed and implemented category strategies for the following HR services: Wellbeing, Reward, Staff Incentives, Pensions, Permanent Recruitment, Training.
- ⇒ On an in depth analysis of stakeholder behaviour; identified misclassified spend of temporary labour services through legacy consultancy agreements. Following stakeholder buy-in from various departments (finance, strategy and the Construction Projects teams), devised a programme to reduced risk to the business (through unmanaged legislative requirements) and minimised costs for obtain resource to achieve service levels required.

#### **Procurement Specialist EMEA - Temporary Labour (Global Energy PLC) 2012-2015**

Supported management in the category of Contingent Labour which had a yearly categorised spend of over \$2bn. Stakeholder engagement & management: includes but not limited to engaging stakeholders from Hiring Manager to Senior Manager, and Director Level across the Company's main Functions: HR, Finance, IT, and Procurement etc.

- ⇒ Savings of over \$800k per year - through stronger relationships with our preferred supplier, following supplier segmentation for temporary labour and understanding the mutual goals of the organisations; identified multiple streams of savings. Worked with the supplier to influence their third party agreements to detach the third party relationships after 6 month or at point of extension.
- ⇒ Influence on the strategy for the category had led to rationalisation of the supply base from 60+ suppliers to less than 29, increased savings through value saving initiatives that had not been used before and brought alignment between categories and minimised risk.
- ⇒ Led implementation of self-developed strategies in the European locations. This included implementation of VMS tool across the Netherlands. This also included achieving the most competitive rates in the market for temporary labour in the regions by full immersion of local legislative requirements and leveraging supplier relationships.

#### **Strategic Sourcing Analyst EMEA (Global Services Company) 2011-2012**

Reported directly to the Head of procurement and assisted with the management of indirect spend of over \$340m.

- ⇒ Transformation programme - from an outsourced organisation to in-house: Developed a transition plan to keep all the sourcing projects documentation in-house for the accuracy of the forecast. Created process maps and held discussions with stakeholders in finance and other departments to ensure stakeholder engagement. Presented and implemented the process to the team – This was an industry award winning project.
- ⇒ Created a Days-to-Pay tool which enabled the team to monitor the savings they made using the weighted average cost of capital for the companies benefit in contrast to last year's performance.

#### **Procurement Analyst (Global Security Services Company) 2010-2011**

- ⇒ Instigated the concept of having 1 supplier contracted for an economic yet green way of waste management from 137 suppliers and spends over £1.1m.
- ⇒ Led successful uniforms re-branding project, introduced the use of questionnaires following the re-brand to report the supplier performance which became part of the Procurement Departments governance package.
- ⇒ Responsible for managing data: Archived all old and new contracts and also made digital copies for ease of access within the team, data protection and distribution to stakeholders.