

Reports to: VP Operations

Department: Operations

Classification: Exempt

Effective Date: 05/08/2025

Pay Range: \$175,000 - \$200,000

Job Summary:

We are seeking a Director of Strategic Sourcing who thrives in dynamic environments and is comfortable making decisions in uncertain and evolving situations. This individual will be responsible for developing and executing sourcing strategies that drive efficiency, cost savings, and supplier performance across our manufacturing operations. The ideal candidate has a strong entrepreneurial spirit, takes ownership, and is relentless in identifying opportunities for innovation and improvement. A deep curiosity is essential to success in this role. The ideal candidate constantly asks "why" and "what if," seeks to understand the root causes of supply chain challenges and explores innovative solutions. They should be eager to analyze data, challenge assumptions, and push boundaries to optimize sourcing strategies.

This role operates within the Entrepreneurial Operating System (EOS) framework, requiring a leader who embraces accountability, clarity, and strong critical thinking skills. The Director of Strategic Sourcing is expected to take initiative, contribute to Level 10 Meetings™, and drive measurable results aligned with company Rocks and scorecard metrics.

Key Responsibilities:

1. **Develop & Execute Sourcing Strategies:** Drive sourcing efforts to reduce costs, improve quality, and strengthen the supply chain using industry insights and data, aligned with business goals.
2. **Lead Supplier Relationship Management & Performance:** Build and maintain strategic partnerships with key suppliers, ensuring accountability through KPIs, scorecards, and continuous improvement initiatives.
3. **Manage Supplier Development Engineering Team:** lead team of supplier development engineers accountable for fostering strong relationships, ensuring quality and specification compliance, driving continuous improvement, and managing performance and engineering changes effectively.
4. **Implement Supply Agreements:** Negotiate and execute supply agreements that align with business objectives, ensuring long-term value creation and risk mitigation.
5. **Drive New Product Development (NPD) Sourcing:** Establish early collaboration with the sourcing process for new product introductions, collaborating with engineering, product development, and operations to align supply chain capabilities with innovation goals.
6. **Champion Value Engineering & Cost Savings Initiatives:** Identify and pursue 3% annual cost savings by collaborating with Product Management, R&D, Engineering, and suppliers to optimize product designs, materials, and processes without compromising quality, performance, or lead times.
7. **Maintain Regulatory & Compliance Management:** Ensure all sourcing activities comply with industry regulations, trade laws, and company compliance policies.
8. **Initiate Process Improvement:** Challenge the status quo and implement best-in-class sourcing practices.
9. **Lead with an Entrepreneurial Spirit & Curious Mindset:** Proactively identify opportunities, ask the right questions, and drive results in an ever-changing environment.
10. Other duties as required

Qualifications:

- **Core Values:** Embrace and foster company values of Integrity, Excellence, People Chemistry, Golden Rule, Courage and Servant-Leadership
- **Experience:** 10+ years in strategic sourcing, procurement, or supply chain management within a manufacturing environment. CPG category and contract manufacturing experience preferred.
- **Skills:** Strong analytical, negotiation, and critical thinking skills.
- **Mindset:** An initiative-taker with a natural curiosity to explore innovative approaches, a willingness to challenge conventional thinking, and the ability to make decisions in uncertain and evolving situations. Must be comfortable operating within EOS, embracing clarity, accountability, and structured problem-solving.
- **Technology:** Proficiency in ERP systems and data analytics tools (PowerBI preferred).
- **Education:** Bachelor's degree in supply chain, Business, or related field (MBA preferred).
- **Travel:** Overnight, up to 20%