

Reports to: Sr. Director of Sourcing and Planning

Department: Production

Classification: Exempt

Effective Date: November 2, 2026

Our Mission and Values:

Mission: Brilliant water care through radical invention, life-enriching ingredients and unique delivery systems.

Values: At King, we are Excellent, Courageous, and Selfless, committed to Integrity and Safety.

As Category Manager, you'll help deliver this mission by bringing innovative ingredients, materials, and packaging from our supply partners into King's products, while building partnerships that reflect our values.

Position Overview:

The Category Manager owns strategic sourcing for chemicals, packaging, and contract manufacturing at King Technology. The role leads sourcing for new product development, owns the supplier qualification process, develops category strategies focused on the highest-impact opportunities, and is accountable for delivering the organization's annual cost reduction targets.

The role starts hands-on, leading complex NPD sourcing and key negotiations, then builds the category strategies, processes, and supplier partnerships King needs as the business scales and Lakeside comes online. It's a ground-floor opportunity to shape how strategic sourcing runs at King Technology, in support of our purpose to Enrich Lives Daily.

Essential Functions:

1. NPD Sourcing Leadership

- Lead sourcing for complex and new-to-market NPD projects, and guide the NPD buyer, who owns bidding and MPA pricing and leads less complex projects.
- Drive supplier recommendations, evaluations, and selection, making final supplier and pricing decisions with the NPD buyer, using capacity and capability input from manufacturing engineering.
- Bring supplier innovation on materials, formulations, and packaging into the NPD process, partnering with R&D early in development.
- Support make-vs.-buy evaluations with manufacturing, quality, engineering, and local General Management

2. Supplier Qualification

- Own the supplier qualification process end to end, including financial vetting, capability and risk assessment, and onboarding standards.
- Partner with the Sr. Manager, Manufacturing Engineering & Quality, who owns quality qualification, audits, and first-article approval, so suppliers are fully qualified before the first production order.

3. Category Strategy

- Develop and execute category strategies for chemicals, packaging, and contract manufacturing, prioritizing the most impactful opportunities by spend, risk, and growth.
- Maintain market intelligence on pricing, capacity, tariffs, regulatory changes, and supply trends, and translate it into sourcing recommendations.

- Own master production agreements and supply contracts, including pricing mechanisms, payment terms, advance payment protections, and quality and service requirements.
- Drive supplier consolidation and segmentation to build a focused, high-performing supply base.

4. Cost Reduction

- Set and deliver annual cost savings objectives and targets in partnership with finance, R&D, quality, purchasing, manufacturing and engineering.
- Build and manage a savings pipeline using negotiation, competitive bidding, value engineering, specification changes, supplier consolidation, and improved contract terms.
- Track and report savings using an approved methodology.

5. Supplier Performance, Risk, and Partnership

- Lead supplier relationship management with key contract manufacturers and suppliers, including scorecards and business reviews.
- Own supply risk and continuity planning, including dual sourcing, supplier financial monitoring, and contingency plans for critical materials.
- Partner with planning and purchasing to align supply plans, lead times, and capacity with demand.
- Lead sourcing for capital equipment and other non-NPD needs as assigned.

What Success Looks Like in Year One:

- Category strategies for chemicals, packaging, and contract manufacturing documented and approved, focused on the highest-impact opportunities.
- Supplier qualification process defined, implemented, and used for all new suppliers.
- Annual cost savings target delivered and validated with finance.
- Complex NPD projects sourced on schedule and at target cost, with a strong working partnership with the NPD buyer.
- Supply risk assessment completed for critical materials, with backup supply plans in place.

Job Qualifications:

- Bachelor's degree in supply chain, business, engineering, chemistry, or a related field, or equivalent experience.
- 8+ years of progressive experience in strategic sourcing, category management, or procurement, with significant experience in chemicals and/or packaging.
- Experience sourcing and managing contract manufacturers.
- Proven track record supporting new product development and launches.
- Demonstrated results delivering measurable cost savings.
- Strong negotiation and contract management skills, including supply agreements, pricing structures, and payment terms.
- Advanced analytical skills, including cost modeling and spend analysis, with working knowledge of ERP systems.
- Preferred: consumer products, water treatment, pool and spa, or regulated chemical products (e.g., EPA/FIFRA-registered products).

- Preferred: CPSM, CSCP, or CPIM certification; MBA a plus.
- Alignment with and ability to support an organizational culture centered on faith, family, work, and core values.
- Embrace and foster company values: At King, we are Excellent, Courageous, and Selfless, committed to Integrity and Safety.

Leadership & Supervisory Responsibilities:

No direct reports initially. Provides day-to-day guidance to the NPD buyer and may lead buyers as the team grows, while remaining hands-on as a player-coach. Leads cross-functionally with manufacturing engineering and quality, R&D, planning and purchasing, finance, and contract manufacturing partners.

Travel:

Regular travel to contract manufacturers, suppliers, industry events, and King sites including Clearwater and Lakeside, estimated at 15–20%.

Work Environment and Physical Demands:

Primarily office-based with regular visits to manufacturing and supplier sites. PPE required in production areas, including areas where chemicals are handled. Must be able to move safely through plant and warehouse areas.

Top 5 Accountabilities

The five outcomes this role is measured on.

#	Accountability	How Success Is Measured
1	Lead NPD sourcing: lead complex NPD projects, drive supplier selection with the NPD buyer, and bring materials innovation into development.	Supplier recommendations delivered on stage-gate timelines; NPD cost vs. target at launch.
2	Own supplier qualification: define and run the qualification process, including financial vetting, capability, and risk assessment, in partnership with quality.	Qualification cycle time; new suppliers fully qualified before the first production order.
3	Drive category strategy: develop and execute strategies for chemicals, packaging, and contract manufacturing focused on the highest-impact opportunities, and own master production agreements.	Strategies documented and approved; spend under agreement.
4	Deliver cost reduction: set annual savings targets and deliver them through a managed pipeline of savings projects.	Annual savings vs. target, validated with finance.
5	Manage supplier performance and supply risk: lead supplier relationship management, scorecards, and continuity planning for critical materials.	Supplier performance scores; critical materials with qualified backup supply.

Acronyms and Terms

Acronyms and technical terms used in this job description.

Term	Definition
CM	Contract Manufacturer: an outside company that makes products for King.
CPIM	ASCM certification in planning and inventory management.
CPSM	ISM certification for sourcing and procurement professionals.
CSCP	ASCM certification in end-to-end supply chain management.
EPA	U.S. Environmental Protection Agency.
ERP	Enterprise Resource Planning: the core business system.

Term	Definition
FIFRA	U.S. law governing registration of pesticide and antimicrobial products.
MPA	Master Production Agreement with a CM or supplier.
NPD	New Product Development.
PPE	Personal Protective Equipment.
R&D	Research and Development.
Stage-gate	Phased NPD process with defined review points.