



(Requisition # 22729)

Director, Category Management

This position is required to be on-site at our Calgary, Alberta, Saskatoon, Saskatchewan, Canada

Nutrien is a leading provider of crop inputs and services, and our business results make a positive impact on the world. Our purpose, *Feeding the Future*, is the reason we come to work each day. We're guided by our culture of care and our core values: safety, inclusion, integrity, and results. When we say we care, we mean it. We're creating an inclusive workplace where everyone feels safe, has a sense of belonging, trusts one another, and acts with integrity.

Through the collective expertise of our nearly 26,000 employees, we operate a world-class network of production, distribution, and ag retail facilities. We efficiently serve growers' needs and strive to provide a more profitable, sustainable, and secure future for all stakeholders. Help us raise the expectation of what an agriculture company can be and grow your career with Nutrien.

Reporting to the VP & Chief Procurement Officer, the Director, Category Management is responsible for the strategic part of the Center organization. Their organization applies commercial process rigor to develop more strategic approaches to the market and drives additional value from third party spending. Generally, this organization does not process PO's nor own the P2P process activity. You will work closely with the operating segments and key stakeholders to engage the suppliers to deliver improved total cost of ownership solutions. Focusing on the highest impact issues and opportunities and helping the procurement operations group whenever requested. The role is also responsible for constructing contracts for the most complex and highest impact suppliers.

What you will do:

- Establish credibility with stakeholders, understand their requirements / expectations, and manage a category transformation through stakeholder influence with minimum disruptions.
- Demonstrate written, verbal and presentation skills and the ability to make concepts compelling and get buy-in from executive level stakeholders through influencing skills.
- Promote cooperation for planning throughout the supply chain and with operating segments and other stakeholders.
- Create category management strategies for complex categories.
- Identify and articulate value add / cost savings opportunities based on spend, market and business analysis.
- Identify and facilitate adoption of innovation and industry best practices into supplier contracts and the business practices.
- Manage strategic relationship with suppliers. Build supplier relationship by providing strong commercial acumen and leadership to influence supplier resource allocation, product and commercial offerings, and business decisions.
- Manage strategic supplier performance using the appropriate metrics and process.
- Determine supplier selection criteria and develops supplier evaluation process aligned with business drivers utilizing supplier performance scorecard methodology
- Embrace fact-based decision-making processes; naturally seek to leverage/integrate detailed cost modeling and analysis.
- Provide the necessary motivation, direction, structure and coaching for team members.
- Identify and articulate cost savings opportunities based on spend, market, and business analysis.

- Utilize advanced understanding of modern sourcing strategies accompanied by keen commercial skills needed to create and capture total cost value in sourcing projects.
- Analyze complex supply markets, global trends, and innovation potentials residing in these markets to identify commercial opportunities and business risks.
- Aptitude for technical topics, i.e., when sourcing a technical material or service, naturally interested in learning technical details of the material/service.
- Plan and execute negotiation strategies according to best practice principles; has command of facts, alternatives, stakeholders, and sequenced negotiation plan.
- Demonstrate credible project management skills, including stakeholder-, timeline-, and meeting management.
- Leverage self, staff, other internal resources, and third parties (where appropriate) to drive sourcing project execution.
- Identify charter and goals for sourcing projects, including estimation of total cost savings opportunities.
- Set, maintain, and clearly communicate overall strategy, timeline, and work-plan for sourcing projects.
- Work collaboratively with team and stakeholders to ensure sourcing projects capture relevant input and stay on track.
- Surface internal business preferences and sensitivities early in sourcing process; develop plans to resolve conflicting viewpoints.
- Lead review of incumbent and other potential suppliers, screening for past performance, strategic direction, financial strength, market position, core capabilities, capacity, and other criteria.
- Lead development of quotation strategy; manage development of commercial guidelines, Request for Quotation (RFQ) documents, and bidding templates to be distributed to qualified suppliers.
- Lead detailed comparison of supplier RFQ responses (“bid tab analysis”); structure analyses to help stakeholders compare strengths and weaknesses of suppliers and their proposals.
- Lead development of negotiation strategy; leverage Sourcing Analysts for advanced cost modeling and sensitivity/scenario analysis to help stakeholders understand trade-offs and business benefits of various negotiation strategies/outcomes.
- Coordinate and lead direct negotiations with shortlisted suppliers; communicate iterative results to business; develop final sourcing recommendations and ensure broad support among stakeholders.
- Ensure contracts fully reflect final negotiated outcomes and award decisions; lead implementation planning and ensure excellent transition to category management teams.

What you will bring:

- A Bachelor’s degree from a recognized institution, and minimum of 15 years related experience of which 5+ years are in a managerial level position.
- Experience influencing leaders, peers, and delivery teams to work collaboratively and adopt leading processes, technology, and methods.
- Passion for moving out of the status-quo and leading change that makes an impact.
- Track record of growing innovation capability and maturity within Nutrien.
- Proficient in Microsoft office and general computer skills.
- Strong expertise in Microsoft PowerPoint.



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- Excellent time management and organizational skills.
- Executive communication and presentation experience.
- Demand and supply planning experience.
- Category strategy development experience.
- Supplier management experience.
- Category management experience.
- Understand the business demand for all categories.
- Work with strategic sourcing teams to build RFP and tender documents for go-to-market.

Benefits:

We provide an attractive benefits package that includes comprehensive medical, dental, vision coverage, and life insurance and well as disability coverage for positions working more than 30 hours per week. In addition, we have a retirement program that encourages our employees to save for the longer term, with generous matching employer contributions. Our benefit package also demonstrates our culture of care with paid vacation, sick days and holidays as well as paid personal and maternity/parental leaves and an Employee and Family Assistance Program. Details of the benefits package will be shared in the application process.

In addition to base pay, this role is also eligible to participate in our annual incentive plan and long-term incentive plan, consistent with the terms of our program(s) where discretionary pay out of awards is reflecting components such as performance of the company and the employee. Details will be discussed through the application process.

This information is provided in compliance with applicable state equal pay and pay equity legislation and is the company's good faith and reasonable estimate of the compensation range and benefits offered for this position. The compensation offered to the successful applicant may vary based on factors including experience, skills, education, location, and other job-related reasons. Nutrien also makes internal equity a consideration in all pay decisions.

Ready to make an impact with us? Apply today!

The estimated salary that Indeed, Glassdoor and LinkedIn lists does not represent Nutrien's compensation structure. Nutrien is an equal opportunity employer. We evaluate qualified applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status, and other legally protected characteristics.

This job will remain posted until filled. In accordance with Nutrien policies, you will be required to undergo a background check, and may be required to undergo a substance test. While we appreciate all applications we receive, only candidates under consideration will be contacted. Applicants must meet minimum age requirements, as permitted by law.

Link to Apply: <https://jobs.nutrien.com/job-invite/22729/>