



Job Posting

Position: Strategic Sourcing Manager
Department: Strategic Sourcing
Reports to: Director, Strategic Sourcing
Location: Corporate Head Office, Downtown Toronto
Status: Permanent Full-time
Posting: 325

Plexxus provides leading edge business support solutions to Ontario's health care sector. It is owned by 11 member hospitals: Holland Bloorview Kids Rehab, Lakeridge Health, Mount Sinai Hospital, North York General Hospital, Rouge Valley Health System, St. Joseph's Health Centre, The Scarborough Hospital, Sunnybrook Health Sciences Centre, Toronto East General Hospital, University Health Network (with Toronto Rehab) and Women's College Hospital.

Plexxus is a not-for-profit shared service organization with a mandate to provide supply chain as well as transactional finance, human resources and payroll services to member healthcare organizations. Plexxus is currently implementing SAP financial and supply chain software applications at Plexxus and our member hospitals. The implementation of an SAP platform across our member hospitals enables us to also provide additional transactional services in the areas of finance, human resources and payroll services. The objectives of Plexxus are to deliver service excellence and maximize non-clinical efficiencies, resulting in savings for our members that can be reinvested in direct patient care. Plexxus embodies values that reflect a commitment to excellence: These include: a focus on results while delivering value, acting with integrity and respect, inspiring our people, being flexible and responsive, and finding innovative solutions for our customers.

We are recruiting for a Strategic Sourcing Manager to work in our Toronto office. The Strategic Sourcing Manager is broadly responsible for the following:

Accountabilities:

- Provide coaching and leadership to Strategic Sourcing Leads in the development of sourcing strategies, project management and problem solving.
- Lead multiple high value, high complexity strategic sourcing initiatives across some or all of our Member hospitals, driving cost savings and process efficiencies; end-to-end ownership of initiatives
- Project managing initiatives in a matrix environment using a defined strategic sourcing methodology on a consistent basis
- Lead and facilitate multidisciplinary committees in the development of sourcing strategies in a confident, professional manner
- Customer relationship management – deliver to defined service level commitments
- Responsible for the development and management of Requests for Proposal process in conjunction with team members
- Negotiate contracts in conjunction with internal and external stakeholders
- Execute and manage agreements, incorporating the principles of best value while exhibiting sensitivity to hospital objectives and ensuring mutually beneficial solutions for Plexxus, Member hospital and suppliers
- Identify new opportunities for cost or process savings or increased service levels, including leading change initiatives and improving the overall "value chain" through strategic sourcing
- Develop key strategies to enhance relationships with suppliers and customers
- Provide leadership and support to all team members and projects as required
- Implement sourcing strategies, including managing, monitoring and reporting on supplier performance

Qualifications:

- Minimum 7 years experience in strategic sourcing and contract negotiation, including proven expertise working with a defined strategic sourcing process/methodology
- Ability to proactively and confidently lead and champion multiple sourcing initiatives across categories, with vendors and internal and external stakeholders; acts as a change agent
- Demonstrated ability to coach, provide guidance and foster development of more junior sourcing resources.



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- Proven ability to effectively manage multiple stakeholders at one time (e.g. in a meeting situation), recognizing their position as subject matter experts; demonstrated proactivity and follow up skills
- Demonstrated commitment to providing a consistently high level of customer service, with an acute understanding of the customer and their needs; utilizes sound judgment and decision making
- Excellent process/project management skills
- Demonstrated knowledge and experience in public sector procurement or highly complex strategic sourcing environments
- Excellent communication and presentation skills combined with excellent analytical abilities and mathematical aptitude
- Demonstrated experience in supplier relationship management and supplier qualification
- Highly organized approach; project management discipline
- Demonstrated patience, tenacity and resiliency in dealing with situations
- Solid knowledge of MS Office – primarily Word, Excel and PowerPoint
- University Degree; CSCMP designation an asset

Core Competencies:

- **Strategic Business Thinking** – ability to understand business implications of decisions and to improve company performance
- **Customer Focus** – genuine desire to meet or exceed customer needs and expectations, and to teach others to do the same
- **Organizational Awareness/Alignment** – ability to understand and manage the power relationships in Plexxus and in other organizations (e.g. Members, suppliers), including ability to define real decision makers
- **Relationship Building** – works to build or maintain effective relationships with internal and external stakeholders whose cooperation is important to present or future success
- **Leadership** - Strong talent management leadership, committed to developing individuals and teams
- **Impact and Influence** – ability to persuade or convince others through use of effective interpersonal, communications, negotiations and presentation skills
- **Self Confidence** – ability to effectively lead projects involving stakeholders with differing priorities and agendas, and to be able to convey the value Plexxus brings to the table
- **Organizational Commitment** – ability and willingness to align one's own behavior with the needs, beliefs and values of the organization
- **Flexibility** – genuine desire to be flexible and accepting of change

Interested candidates please apply by resume to Plexxus Human Resources at careers@plexxus.ca. While Plexxus thanks all applicants, we advise only those who qualify for an interview will be contacted. At Plexxus, we are committed to diversity and equitable opportunity for all individuals.

Posting Date: January 25, 2012

Closing Date: February 8, 2012