|  |  |  |  |
| --- | --- | --- | --- |
| P:\Emerson Logos\CORP_RGB_Standard.jpg | |  | |
| **Job Title:**  Category Leader- Purchased Finished Goods | **Date Created:**  10/2019 | | **Business Unit:**  Pressure Management |
| **Exempt / Non-Exempt**  Exempt | **Functional Area:**  Supply Chain | | **Job Location:**  McKinney, Texas |

**Job Description**

The Category Leader-Purchased Finished Goods will be responsible for allsourcing activities for a Category of strategic purchases for 6 manufacturing sites in Americas region. This role will work closely with product management, operations, and quality organization to identify, access and select suppliers for buyout components like steam traps, actuators, valves and other Original Equipment Manufacturer (OEM) products. Manages domestic and international supplier relationships.

**Responsibilities**

* Execute annual plan and 3-5 years’ strategic plans for OEM categories.
* Develop and manage supply chain for bought out components (finished goods) and manage overall supplier relationship for the Americas through conducting periodic suppliers review and performing following activities.
  + 1. Participate in suppliers’ business review; provide feedback on performance.
    2. Assess suppliers’ performance and training needs and propose supplier development plans for continuous improvement.
    3. Drive and track continuous improvement programs with a focus on performance on quality, lead-time, service level and capacity to provide speed and agility.
    4. Obtain market intelligence and understand supplier’s plans and long-term strategies.
    5. Provide a road map to mitigate risk in supply chain or improve supply chain flexibility and monitor the execution.
* Participate in negotiations with key suppliers for long-term agreements (contracts) or cost containment projects. This includes suppliers that are exporting out to PRM sites in other regions. Negotiations should include worldwide spend with any supplier and not limited to the spend for one region or site only.
* Understand the cost drivers for OEM categories, set, and standardize price adjustment mechanisms through raw materials adjustments in contracts.
* Identify leveraging opportunities with other PRM sites worldwide and Emerson
* Act as the PRM Americas representative for a specific sub-category and resolve conflicts with suppliers.

**Knowledge, Skills and Abilities**

* Bachelor's degree or equivalent in Engineering, Finance, Operations, Technical or Business required.
* 0-2 years functional experience, in one or more of the following areas: Supply, Engineering, Finance or Operations required. Work experience in a manufacturing environment preferred.
* Project and change management experience supported by a methodology preferred.
* Experience in spend analytics methodologies & best practice implementation preferred.
* Experience in implementing supplier improvement programs preferred
* Professional understanding of the respective category market and key cost drivers.
* Experience in e-Sourcing (e.g.: ARIBA) preferred.
* Ability to travel 20-25% domestically and internationally required.

**Korn Ferry Leadership Competencies:**

**Action oriented**

**Taking on new opportunities and tough challenges with a sense of urgency, high energy, and enthusiasm.**

Readily takes action on challenges, without unnecessary planning. Identifies and seizes new opportunities. Displays a can-do attitude in good and bad times. Steps up to handle tough issues.

**Manages ambiguity**

**Operating effectively, even when things are not certain or the way forward is not clear.**

Deals comfortably with the uncertainty of change. Effectively handles risk. Can decide and act without the total picture. Is calm and productive, even when things are up in the air. Deals constructively with problems that do not have clear solutions or outcomes.

**Collaborates**

**Building partnerships and working collaboratively with others to meet shared objectives.**

Works cooperatively with others across the organization to achieve shared objectives. Represents own interests while being fair to others and their areas. Partners with others to get work done. Credits others for their contributions and accomplishments. Gains trust and support of others.

**Communicates effectively**

**Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.**

Is effective in a variety of communication settings: one-on-one, small and large groups, or among diverse styles and positions levels. Attentively listens to others. Adjusts to fit the audience and the message. Provides timely and helpful information to others across the organization. Encourages the open expression of diverse ideas and opinions.

**Manages complexity**

**Making sense of complex, high quantity, and sometimes contradictory information to effectively solve problems.**

Asks the right questions to accurately analyze situations. Acquires data from multiple and diverse sources when solving problems. Uncovers root causes to difficult problems. Evaluates pros and cons, risks and benefits of different solutions options.

**Customer focus**

**Building strong customer relationships and delivering customer-centric solutions.**

Gains insight into customer needs. Identifies opportunities that benefit the customer. Builds and delivers solutions that meet customer expectations. Establishes and maintains effective customer relationships.

**Decision quality**

**Making good and timely decisions that keep the organization moving forward.**

Makes sound decisions, even in the absence of complete information. Relies on a mixture of analysis, wisdom, experience, and judgment when making decisions. Considers all relevant factors and uses appropriate decision-making criteria and principles. Recognizes when a quick 80% solution will suffice.