

Director of Strategic Procurement

Role profile

Department	Procurement		
Job number		Reports to	CFO
Date effective		Salary band	£Competitive

Purpose

To lead the organisation's procurement function, delivering value for money, regulatory compliance, and strategic outcomes through suppliers, while supporting the wider corporate strategy and social value objectives.

Key responsibilities/ deliverables

1. Strategy & Leadership

- Develop and lead the organisation-wide procurement strategy aligned to corporate objectives and financial plans
- Shape long-term sourcing approaches, category strategies, and pipeline planning
- Provide strategic input to Executive/Board on market trends, inflation, supply risk, and regulatory change
- Lead procurement transformation (e.g., TOM, systems, governance maturity)
- Develop and embed the assurance framework for procurement activity

2. Commercial & Category Leadership

- Oversee the Group's end-to-end strategic sourcing and procurement lifecycle activity in line with strategy and assurance.
- Lead high-value, complex procurements (works, repairs, IT, professional services etc.)
- Drive cost optimization, value creation, efficiency savings and quality standards

- Ensure TCO is embedded to maximize value and not compromise quality with drive to the bottom pricing.
- Ensure robust category management and pipeline governance

3. Supplier & Contract Management (SRM Focus)

- Establish and lead Supplier Relationship Management (SRM) frameworks
- Develop strategic supplier partnerships and performance frameworks (KPIs / SLAs)
- Oversee contract lifecycle management, ensuring performance, compliance, and risk control
- Lead negotiations on major contracts and frameworks
- Provide coaching for contract managers across the organisation

4. Governance, Compliance & Risk

- Ensure the business assurance framework enables all procurement activity to be delivered in compliance with:
 - Procurement Act 2023 / Public Contracts Regulations
 - Internal governance, audit and financial controls
- Implement robust procurement policies and procedures
- Ensure contract assurance frameworks are in place
- Manage supply chain risk, including continuity planning for critical suppliers

5. Stakeholder & Business Partnering

- Act as a strategic advisor to Executive and operational leadership
- Partner with Finance, Property, Asset Management and Operations to drive enterprise-wide efficiency and commercial value
- Influence decision-making at senior level on commercial strategy
- Build procurement capability across the organization (training, coaching)

6. Team Leadership & Capability Building

- Lead and develop a high-performing procurement team
- Build organization-wide capability across:
 - Value optimisation
 - Category management
 - Contract management
 - Commercial assurance

7. Transformation, Systems & Data

- Lead procurement transformation programmes:
 - AI / eProcurement / P2P systems
 - Spend analytics

- Strategic sourcing
- Contract management
- Drive data-led decision making and reporting
- Embed best practice and continuous improvement

8. Social Value & ESG

Ensure procurement supports:

- Social value outcomes (jobs, apprenticeships, community impact)
- Sustainability goals
- Ethical sourcing

Desired experience

- Extensive senior procurement leadership experience (Head/Director level)
- Proven delivery of large-scale procurement transformation
- Strong knowledge of UK public procurement regulations
- Experience managing high-value, complex contract portfolios
- MCIPS (usually essential/desirable)
- Experience in housing, local government, NHS or regulated sector preferred

Line management

Responsible for a small centralized team of procurement business partners, procurement analyst and an evolving centralized buying team (c10-15 in total)

Key internal contacts

Executive Management Team members and Operational Management Team members, contract managers across the organization, budget holders, Finance and Audit, risk and assurance committee

Key external contacts

Suppliers and contractors, Procurement clubs, auditors, Directors of Procurement (G15), legal advisors, Crown Commercial Services, professional bodies

Operating environment/ dimensions

Procurement subject matter expert for the organisation overseeing procurement activity across the Group with an expenditure scale of c£200-300m.
Develop opportunities for trading services and establishing sector leading frameworks.

Knowledge, skills and competencies	Essential	Desirable
Qualifications/training		
Educated to degree level or equivalent	A	
CIPS Qualified	A	
Knowledge and skills		
Project management	T/I	
Experience of leading a procurement department in organisations that have devolved user base, geographically spread	T/I	
Leadership skills	T/I	
Significant procurement experiences in delivering service and financial benefits	T/I	
Ability to negotiate at the highest levels with stakeholders	T/I	
Analytical skills	T/I	

This role profile outlines the main responsibilities and requirements of the post. All employees are expected to comply with reasonable management requests to carry out additional or alternative duties.

How we will assess your match to the job:

- A = Application
- T = Testing
- I = Interview
- TS = Telephone Screen