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OPPORTUNITY PROFILE

Director of Procurement

BURNCO



About BURNCO

www.burnco.com

BURNCO Rock Products Ltd. is a family business established in Calgary, Alberta in 1912 by James F. Burns. Today, BURNCO is a 100-year-old, 4th generation aggregate construction materials company with over 60 locations in Alberta, British Columbia, Saskatchewan, Colorado and Texas. With a new Head Office in Northeast Calgary, BURNCO produces high quality aggregates, paving asphalt and ready-mix concrete for customers across Canada and the US. Under the direction of a new CEO, the organization is poised for growth creating new opportunities for employees to be challenged and developed.

Values of excellence, integrity and passion will always be central to BURNCO's success.

BURNCO's core values shape its approach to working with customers, communities, employees and stakeholders, allowing them to build relationships for long-term growth. At BURNCO, quality is what they are known for, and what sets them apart. Quality is behind the organization's continued success, and the reason that they deliver that quality is because of people.

The Opportunity

BURNCO is looking for a **Director of Procurement**. Under the general direction of the VP Transformation Office, the Director of Procurement will lead the transformation of BURNCO's procurement function which has been identified as a strategic priority in support of the organization's high-growth objectives.



This newly created role is the top procurement leader for BURNCO across North America. Leading a distributed team of professionals across 70+ locations, the Director of Procurement will be responsible for implementing a source-to-pay (S2P) approach from sourcing, negotiating with, and contracting suppliers, culminating in final payment for goods and services.

The Director of Procurement will leverage technology and data to create procurement efficiency while building and leading the function for all BURNCO locations. Additional responsibilities include owning the procurement strategy for BURNCO, executing procurement best practices for the purchase of all materials and services while working closely with operational leaders to reduce total cost of ownership of goods and services procured.

Key Responsibilities

- Builds and leads the S2P processes and organization to execute proven procurement practices for the purchase of all materials and services for the Company.
- Works closely with operational leaders to implement proven practices in supply chain management to reduce total cost of ownership of goods and services procured.
- Accountable for all procurement process and ERP utilization.
- Accountable for bidding, negotiations and contracting for all purchases of materials and services.
- Leads execution of the Company's procurement policy for all material and services.
- Deploys supply chain management proven practices to reduce total cost of ownership and associated risks of goods and services procured.
- Drives improvements in the supplier base relative to the quality, cost, and service level of goods and services procured.
- Promotes performance excellence and professionalism within the procurement function.



- Leads change management necessary to implement proven procurement practices.
- Uses external benchmarking of procurement practices for internal improvement of our purchasing processes and ERP utilization.
- Prepares budget forecasting information for materials and services.
- Engages in supervisory responsibilities i.e., involving staffing, conducting performance appraisals, training and developing subordinates, promotions, salary increases, terminations, disciplinary actions, etc.
- Engages in the typical responsibilities of a director requiring planning, evaluating, organizing, integrating, and controlling.
- Be a leader in the company's plan to significantly grow the business through scalable P2P processes, organization and contracts.
- Performs other job-related tasks as assigned by the VP – Transformation Office.

The Person

Required Qualifications:

- Bachelor's degree required. MBA is a plus. Procurement certification from ISM, CIPS or EIPM preferred.
- 10+ years of strategic procurement leadership and business operations experience in construction materials, heavy industrial, or manufacturing sectors. 5+ years managing complex team and organizations. Prior implementation of S2P or P2P processes using ERP system is required.

Skills and Attributes

- Proven track record of change management of S2P or P2P processes, leading procurement organizations and ERP technology utilization. Knowledge of aggregate and ready-mix operations is an asset.
- Ability to successfully lead negotiations and commodity management for multiple commodities for multiple businesses in Canada & US.
- Ability to work with many levels of the operations organization to understand their needs and fulfill those needs through application of consistent processes.
- Proven change management skills that demonstrate independent thinking, while delivering real business results.
- Curiosity, problem solving skills, high accountability, service mentality, self-motivated, high performance and productivity.
- Excellent oral communication and written skills.
- Ability to effectively manage teams located in and supporting multiple locations.
- Ability to interact effectively with people at all levels of the organization.
- Must be able to handle varied workloads. Work requires the ability and willingness to travel.

Compensation

A competitive compensation package will be provided including an attractive base salary, STIP and excellent benefits. Further details will be discussed in a personal interview.

Express Your Enthusiasm

Email a cover letter and tailored resume (PDF or Word document only) to **Shalini Bhatt** or **Allan Nelson** at **calgary@leadersinternational.com** indicating the job title in the subject line of the email.

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