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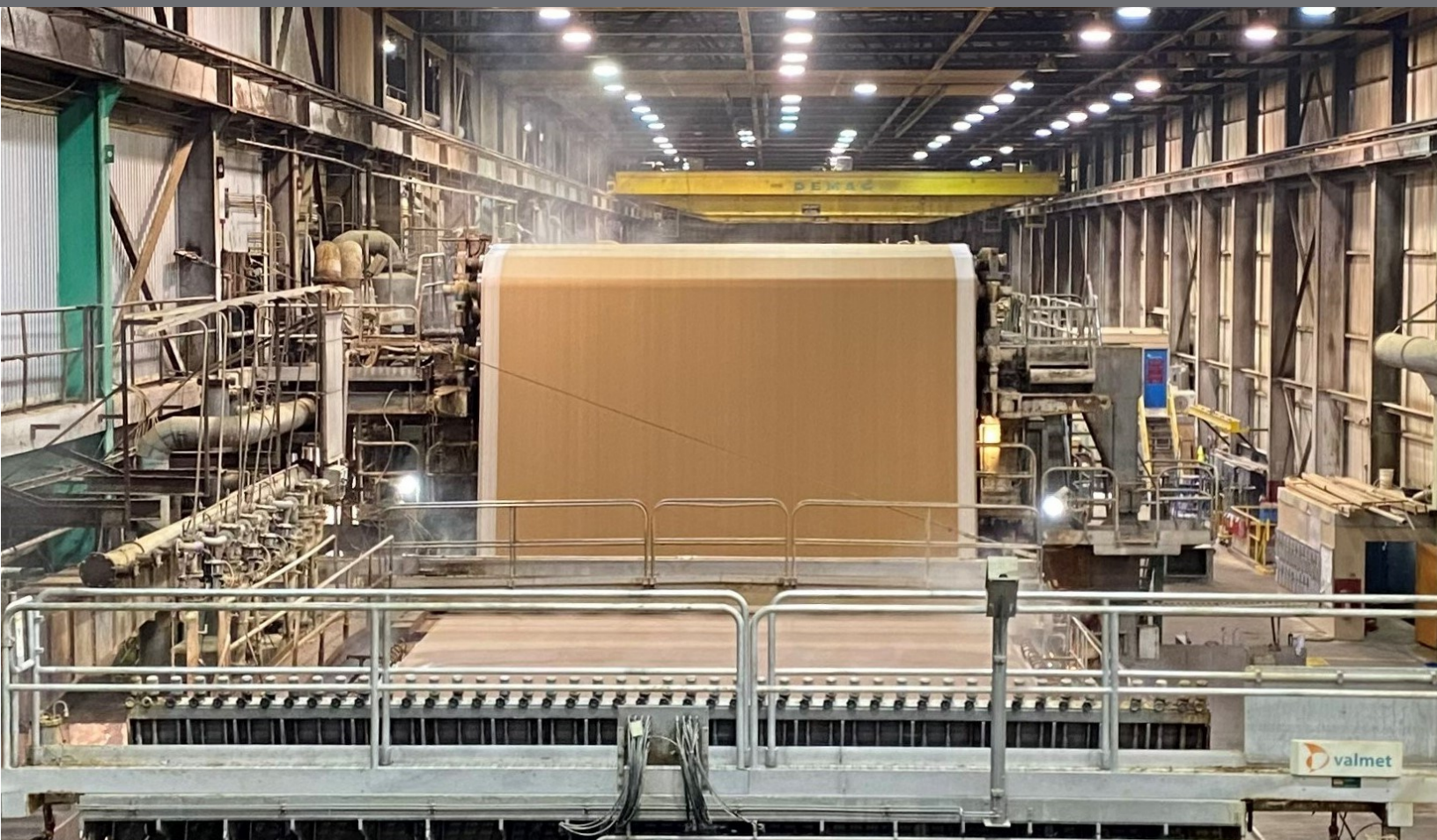
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OPPORTUNITY PROFILE DIRECTOR, SUPPLY CHAIN

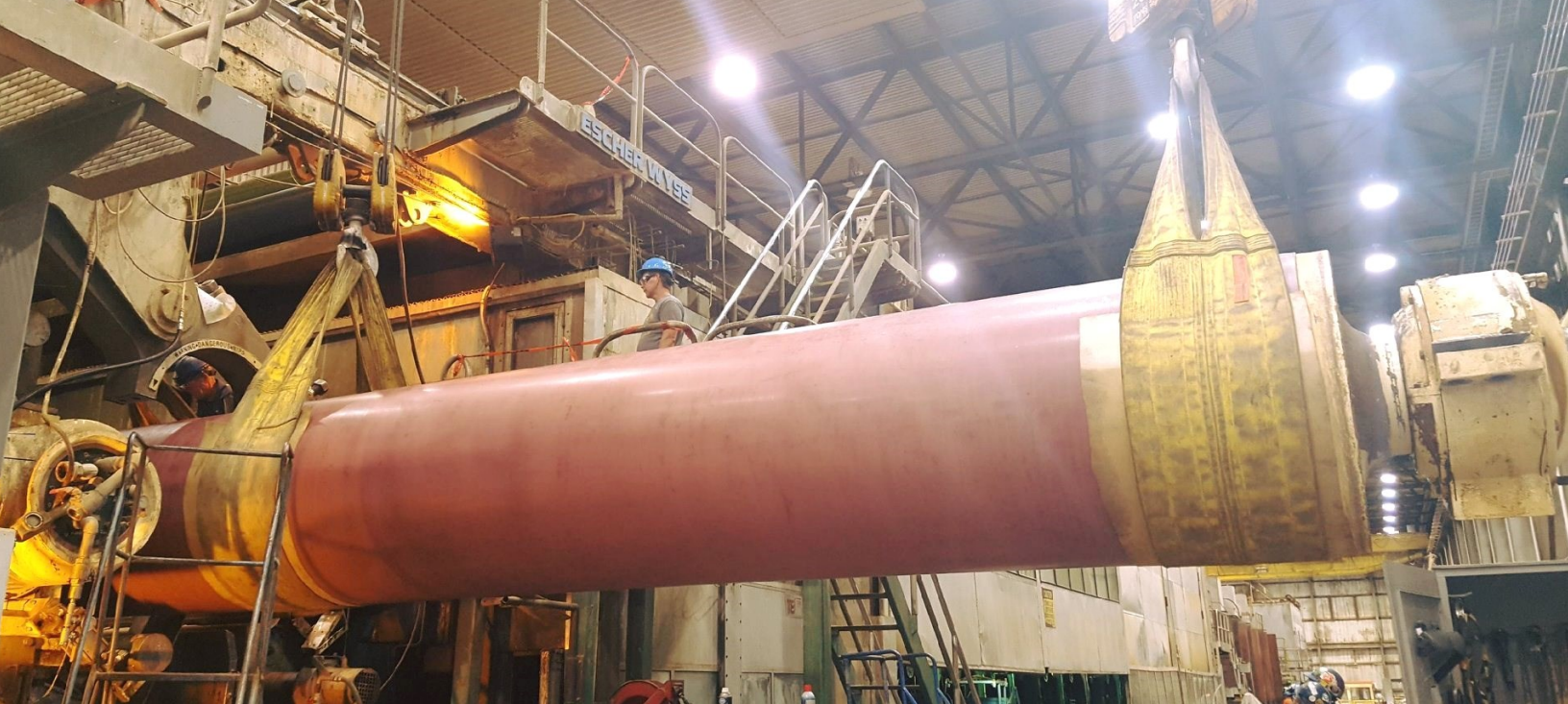


the right people

CANADIAN KRAFT PAPER | DIRECTOR, SUPPLY CHAIN

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THE ORGANIZATION

CANADIAN KRAFT PAPER

Located in The Pas, MB, Canadian Kraft Paper Industries Ltd. ("CKP") specializes in the production of premium kraft paper products. With a rich history dating back decades, CKP has earned a reputation for its commitment to quality, sustainability, and innovation. CKP utilizes state-of-the-art manufacturing processes and cutting-edge technology to produce a wide range of kraft paper solutions that cater to diverse industries such as packaging and specialty applications. CKP's unwavering focus on environmental stewardship is evident in its sustainable forestry practices and energy-efficient production methods. As a leading industry player, CKP continues to deliver exceptional products while maintaining a steadfast dedication to sustainability and customer satisfaction.

Canadian Kraft Paper distributes industry-leading products throughout North America and around the world. The global reach includes major developed markets for uses such as agriculture and food service, as well as emerging countries for construction and chemical applications. CKP is recognized globally for its strong and consistent quality product and excellent customer service.

Mission Statement

Canadian Kraft Paper produce world-class, high-performance paper that creates growth and opportunities for our employees and communities, value for customers and eco-friendly solutions for the world.

Vision

To be a safe, reliable, and responsible operation that supplies the world with high performance unbleached kraft paper, providing a legacy for future generations.

Values

Safety, People, Community, Sustainability, Collaboration, and Integrity.

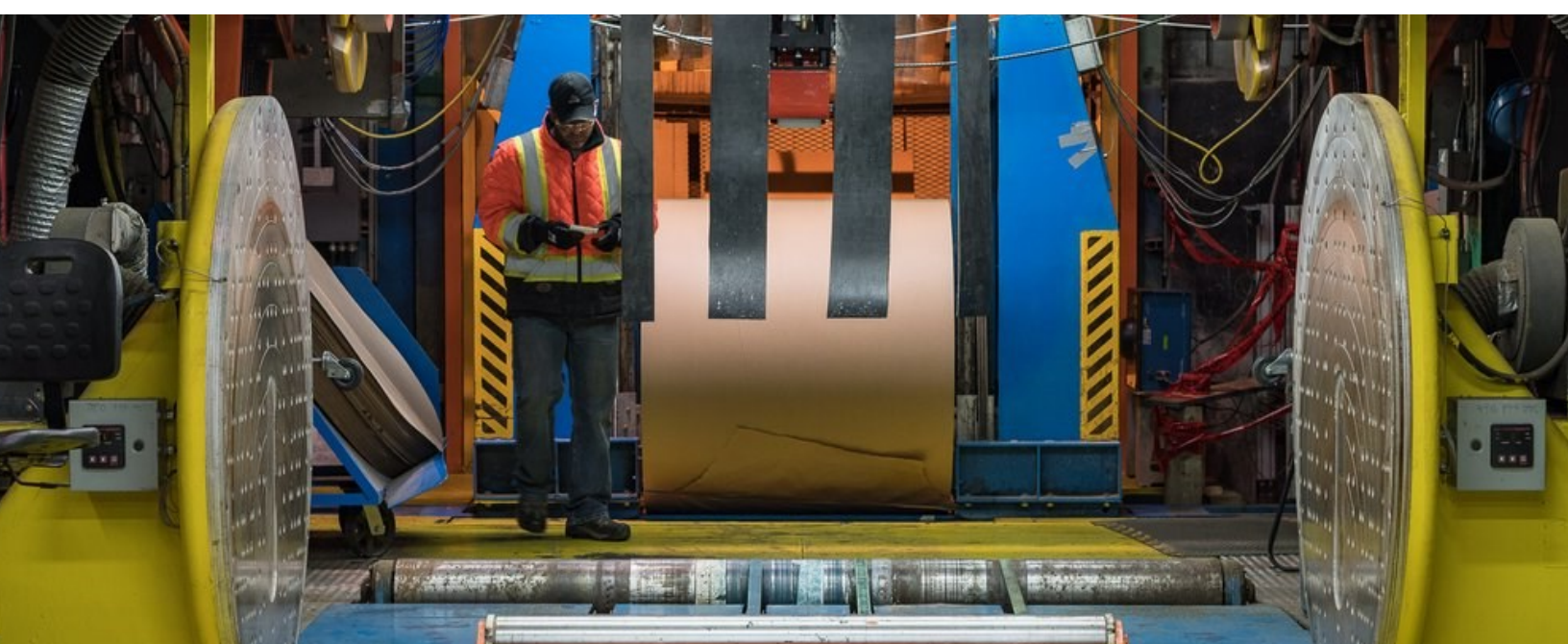
To learn more, please visit the Canadian Kraft Paper's [website](#).

THE OPPORTUNITY DIRECTOR, SUPPLY CHAIN

The Director of Supply Chain (“Director”) is responsible and accountable for planning, directing and controlling procurement of all goods, services and supplies, as well as inventory control, warehouse, transportation, and logistics activities on a timely basis at low cost and at the most favorable terms and conditions.

The Director will work with the Director, CAPEX Sourcing to support the sourcing and procurement activities related to capital equipment and machinery required for the operation and maintenance of the mill and shall use all means available including global sourcing through used equipment dealers, auctioneers, and brokers.

The Director will be responsible for business improvement practices and provide coordination of information flow between the management team, operating departments and suppliers. They will ensure compliance with all corporate and regulatory legislation and that controls are in place to produce accurate data for the Company to make sound strategic business decisions.



This is an outstanding opportunity for a progressive supply chain leader to make a significant impact on CKP’s operations. In this new role, the Director will tie together the various aspects of supply chain activities, focusing on achieving best practices, operational efficiency, and cost-savings. Leading a team of engaged warehouse, transportation, logistics and procurement staff, the Director will build capacity across operations.

Key Responsibilities

General

- Strategic planning and management of all Supply Chain functions;
- Monitor and analyze emerging supply chain trends and lead continuous improvement initiatives;
- Responsible and accountable for preparation and management of fiscal budget;
- Develop, support and maintain supplier relationships;
- Provide leadership to the team and foster an environment which motivates the team to use its full capabilities to achieve desired business results;



- Maintain effective internal business communications to maintain current and consistent understanding of customer issues and expectations;
- Ensure compliance with CKP principles, policies, guidelines, standards, gov't regulations, and legislation;
- Provide leadership to all members of the team and ensure the department has the necessary resources, tools, training and knowledge to effectively perform their duties; and
- Develop department processes and metrics that contribute to best practice behaviors.

Operational Responsibilities

- Develop and implement procurement strategies and policies aligned with company objectives and budgetary guidelines;
- Conduct market research and analysis to identify potential suppliers, evaluate capabilities and negotiate favourable terms and conditions;
- Collaborate with cross functional teams, including operations, maintenance, engineering and finance to understand procurement requirements and specifications, ensuring alignment with technical and operational needs;
- Lead and/or oversee the sourcing process of materials, equipment and services for the site, including Request for information (RFI's), Request for Proposal (RFP), Request for Quotation (RFQ), vendor evaluation, bid analysis and supplier selection and negotiations using established criteria;
- Negotiate pricing, contracts and commercial terms with suppliers, ensuring competitive pricing, favourable delivery schedules and adherence to quality;
- Manage, and/or oversee and evaluate vendor performance and compliance with contractual obligations. Conduct supplier reviews, provide feedback and a means to improve performance and relationships;
- Collaborate with legal and contract teams to review and finalize contracts ensuring compliance with regulations and company policies;
- Stay current with industry trends, market conditions and technology advancement in procurement;
- Work within the guidelines of Procurement ethics;



- Ensure a high level of safety awareness is maintained in the department;
- Utilize a comprehensive CMMS to maintain purchasing records, inventory records and transactions with sufficient controls to ensure data integrity;
- Develop and implement effective purchasing and material control processes to ensure procurement, storage, and distribution of goods and services at minimum cost. Continuously monitor processes and make recommendations to streamline and enhance;
- Remain current with all Customs regulations relating to Duty and the importation of goods and labour into Canada;
- Ensure an awareness of and compliance with all occupational health, industrial, hygiene, safety and environmental policies and regulations as they pertain to the department;
- Communicate contract information to management, identify cost savings, provide recommendations, and obtain approvals from all parties;
- Provide purchasing support to maintenance, engineering and operations for capital expenditures and capital project management to ensure successful and cost-effective completion of capital projects, as required/requested; and
- Proper implementation of the CBA (if required) and all corporate policies.

Supervisor Responsibility

- This position manages all employees in the Procurement and Transportation Department and is responsible for the performance management within the department; this includes coaching, mentoring, and establishing business objectives;
- Responsible for interviewing, selecting, and training direct reports; and
- Responsible for reviewing performance and administering corrective action.

Financial

- Strategic planning and management of all Supply Chain functions;
- Prepares and adheres to the annual operating budget for the department;
- Supports the annual budgeting process with price forecasting;
- Prepare and present financial reports to leadership team; and
- Ability to source material and equipment through means other than direct purchase.

THE PERSON

The Director, Supply Chain should be an experienced business manager with the ability to lead a department through growth and change. With a flexible, solutions-oriented mindset, and a deep commitment to service safety and efficiency, and improving the performance of CKP, the Director should bring a continuous improvement approach to the role, affecting organization-wide change. The Director should also possess expertise and credibility, and be comfortable engaging leaders across the organization looking for opportunities to streamline processes. The Director should bring a flexible mindset, refining procurement and supply chain processes to align with the various risk profiles at hand.



Professional and Personal Qualifications

- An undergraduate degree in business, engineering, or a related field, ideally coupled with a supply management designation, project management, purchasing management; a master's degree is a plus;
- 10+ years experience leading procurement or supply chain management function within a large, complex organization, preferably in the paper industry; proven experience in capital equipment procurement;
- Demonstrated ability in global sourcing and negotiation of major contracts;
- Proficiency in strategic sourcing techniques, market analysis and supplier evaluation;
- A strong attention to detail, project management and leadership skills are essential;
- Must be able to operate in a team environment and develop effective working relationships;
- Strong business acumen; demonstrated ability to provide highly effective support to the business by linking supply chain strategies to the organization's needs;
- A strategic thinker with ability to manage complexity; able to balance big picture with the details;
- An effective negotiator, able to resolve supply management, operating and contractual issues;
- Action and goal oriented; a high sense of urgency toward operational improvement;
- A self starter with excellent communication, interpersonal skills and time management skills;
- Adaptable and understands a complex and changing business environment; ability to keep pace with the company's change management; and
- Must possess the ability to work with interruptions while continually reassessing and changing priorities.



Competencies and Personal Characteristics

Leadership - Achieves desired organizational results by encouraging and supporting the contribution of others; a proactive and positive team player who acts with a sense of urgency and leads by example; sets and communicates clear goals.

Accountable – Holds self and others accountable for responsibilities; focuses on results and measuring attainment of outcomes in a business focus.

Strategic – Develops a plan in support of organizational strategic direction. Demonstrates an understanding of the link between one's job responsibilities and overall organizational goals.

Integrity and Honesty – Demonstrates a resolute commitment to and respect for the spirit behind the rules and core values of the organization, setting an example of professionalism and ethical propriety.

Influential and Collaborative – Has an open and consistent approach to working with others and possesses strong interpersonal skills, with the ability to build relationships and develop/maintain partnerships, obtaining stakeholder agreement.

Creativity and Innovation – Develops new insights into situations; questions conventional approaches; encourages new ideas ; designs and implements new or cutting edge programs/ processes

Effective Working Relationships – Treats colleagues, and stakeholders with respect; resolves conflicts in a timely manner, negotiates effectively, and provides effective feedback to colleagues/employees.

Communication – Clearly presents written and verbal information; writes with clarity and purpose; communicates effectively in both positive and negative circumstances; listens well.

People Development – Fosters learning and development of others through coaching, managing performance and mentoring; has a genuine desire to develop others and help them succeed; formally and informally recognizes deserving staff and colleagues.

Customer Focused – Anticipates and attends to the needs of internal and external stakeholders of the organization; keeps internal and external customer interests in the forefront.



COMPENSATION

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

FOR INFORMATION PLEASE CONTACT:

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