

# Graco

## Vice President of Procurement

### Job Description →

The Vice President of Global Sourcing provides strategic leadership and direction for the company's global sourcing, procurement and supplier management functions. The individual in this position partners with internal customers to develop and execute long-term supplier strategies that deliver organizational goals, strengthen supplier partnerships, mitigate risk, and drive competitive advantage globally. The individual will also develop and lead a high-performing sourcing organization that regularly delivers on value, supplier delivery performance, material cost management and quality across all categories/regions worldwide.

### What You Will Do at Graco →

#### Strategic Leadership:

- Develop and implement the organization's global sourcing strategies to support corporate and divisional objectives, providing Graco a competitive advantage in the areas of materials, supplies and services.
- Identify and pursue opportunities to optimize total cost of ownership, improve supply chain efficiency, and strengthen supplier relationships.
- Support strategy development and negotiations for all major global business agreement
- Proactively work with divisions and full Operations team to define the supplier driven value proposition and sustain excellent service performance.
- Influence and enable the internal stakeholders to diversify supplier sources and reduce sole sourced proportion of the portfolio.
- Ensure sourcing activities adhere to corporate policies, ethical standards, and regulatory requirements. Proactively manage supplier risk and supply chain continuity.

#### Operational Excellence

- Partner with internal stakeholders (Manufacturing, Design Engineering, Quality, Logistics, etc.) to align sourcing strategies with organizational needs. (e.g. make v. buy, TCO).
- Establish and lead with select KPIs for the function and establish a cadence with business stakeholders, with a sustained focus on execution of the procurement deliverables for Graco.

- Ensure continuity of supply and proactively manage global risks, including geopolitical, financial, and operational challenges.
- Monitor and report on sourcing performance, cost savings, and risk metrics to senior leadership and the board.

### Supplier Relationship Management

- Demonstrate expertise in supplier negotiations, with a solid background in pricing strategy, "should-cost / tear-down" modeling, contract management, supplier risk management, and service-level requirements.
- Develop a consolidated supplier base to support 80/20 simplification and continuous improvement in quality, cost, and delivery objectives.
- Implement strategies to monitor supplier performance, identifying and resolving customer issues, and proactive supplier development.
- Drive change management as it relates to supplier development strategies supporting mid and long-term business needs.

### Cost Management

- Understand, track and forecast the key cost drivers, market factors and leading economic indicators that may affect the Company's ability to meet its objectives and develop contingency options.
- Deliver upon annual savings targets and value capture via strategic category deployment, relationship management, organizational leadership, and driving continuous improvement.
- Continuously drive down the Cost of Goods Sold through step change and continuous improvement of procurement strategies, manufacturing efficiencies and overall system/process effectiveness.
- Regularly report supply market intelligence to Graco leadership through opportunity identification and validation, market trends and forecasts.

### Sourcing Enablement

- Drive continuous improvement and shift the function from transactional execution to strategic enablement – supported by Graco's tech roadmap and overarching strategic ambition.
- Implement best-in-class sourcing processes, tools and analytics to enhance decision-making, efficiency and visibility across the supply base.
- Leverage AI and other digitization technologies to optimize the performance, impact, capability and capacity of the Sourcing organization.
- Improve the skills & capabilities of the Sourcing organization through focused development, mentoring and high-performing team management efforts.

### Team Leadership and Financial Management

- Lead, mentor, manage, and staff a team of Sourcing leaders, ensuring alignment with organizational goals and promoting a culture of leadership excellence.

- Develop and implement strategies for talent acquisition and management, succession planning, and leadership development to build a pipeline of future leaders.
- Drive team performance by setting clear goals, providing ongoing feedback, and facilitating professional growth opportunities.
- Establish, manage, and be accountable for the annual Sourcing budget, ensuring effective allocation of resources and alignment with organizational strategic objectives.

## Key Qualifications →

- Bachelor's degree in Business Supply Chain or Materials Management (Master's degree preferred).
- 15+ years global procurement, sourcing, supplier management, with strong cross-commodity experience with progressive leadership responsibilities.
- Proven track record of successfully implementing procurement strategies that drive cost savings and operational movements.
- Strong analytical capability to collect, analyze, interpret, and model compensation data to support decision-making.
- Excellent communication and collaboration proficiency to ensure seamless compensation processes and employee experience.
- Ability to influence decision making through explanation of facts, policies and practices.
- Project management competency with a commitment to timelines, accuracy and detail.
- Strong people management capabilities within a global, matrix environment.

## Accelerators

- Relevant certifications (e.g. Certified Purchasing Manager – CPM)