

Sourcing & Operational Performance Manager

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Metallurgy, a dusty, old-fashioned environment? Not at all! The steel industry is reinventing itself! Steel is everywhere. Join the adventure and discover modern practices and technological facilities that are well worth the detour. The NLMK Group is a major player in the steel industry, and one of the most successful in the world. We are present in 7 countries and have 20 production sites. And we're not stopping there! We know why we exist. We believe in our strategy. We are driven by strong values. The only thing missing is you. Make a big impact and shape the future of a carbon-neutral steel industry with us!

Function

The Procurement Operational Excellence Manager drives continuous improvement, digitalization, governance and performance management of the procurement function. Accountable for procurement process, systems, analytics, compliance and transformation initiatives, the role ensures procurement operates efficiently, consistently and delivers measurable business value while enabling procurement teams to focus on strategic activities.

This role involves as well on overseeing the sourcing and operational team, collaborating with cross-functional leaders, and ensuring alignment with organizational goals. The focus is on optimizing sourcing operations, ensuring high performance across the value chain, and improving procurement process.

Responsibilities:

Procurement Process Excellence

- Define and standardize Source-to-Contract (S2C) and Procure-to-Pay (P2P) process;
- Simplify procurement workflows and eliminate inefficiencies / establish best practices across all plants, categories and procurement teams;
- Drive process harmonization across the organization;

Digitalization & System management

- Lead procurement digital transformation initiatives / Manage procurement technologies, SAP, e-sourcing, contract management and analytics platforms;
- Improve data quality and process automation / increase touchiness and automated procurement transactions;

Performance management & Analytics

- Define procurement KPI and reporting standards; Monitor savings delivery, compliance, supplier performance, operational effectiveness;
- Develop dashboards and performance reviews / Identify improvement opportunities through data analysis;

Governance & Compliance

- Maintain procurement policies, procedures and controls / Ensure compliance with sourcing contracting and supplier selection requirement;
- Drive audit readiness and corrective action plans / ensure consistent application of procurement standards;

Continuous improvement

- Lead lean Procurement and Operational Excellence initiatives / Drive efficiency improvement projects;
- Reduce cycle times and administrative workload / Promote a culture of continuous improvement;

Change Management & Capability Building

- Support procurement transformation programs / Develop procurement training and capability frameworks;
- Coach procurement teams on tools, processes and best practices / Facilitate adoption of new systems and ways of working;

Cross-Functional Collaboration

- Work closely with Finance, IT, Operations, Supply Chain and Business stakeholders;
- Ensure procurement processes support business objectives / Act as the key interface between Procurement and Digital Teams.

Profile

Profile:

- You have a bachelor’s degree in Business or Procurement.
- You have at least 10 years of experience in Procurement.
- Level of proficiency with core procurement skills (e.g., S2C, P2P, supplier management and performance, supply market analysis, Procurement Excellence, etc.).
- You are results oriented: demonstrated track record of delivering against targets and objectives.
- You have project management experience with Process Excellence and LEAN skills (ideally green belt six sigma).
- You have a strong verbal and written communication skills in English and French with ability to confidently present complex information.
- You have an analytical mindset with sound judgment and decision making as a problem solver.
- You manage multiple priorities while ensuring strict compliance with deadlines and operational requirements.
- You show a high adaptability and resilience when facing organizational or operational changes.
- You drive a culture of continuous improvement by identifying inefficiencies and proposing innovative solutions.
- You have a strategic vision to generate sustainable value for the organization.

APPLY NOW



