## Senior Supply Chain Manager

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| **Generic title** | Senior Manager - 2 |
| **General Description** | People at this level will manage a function, a number of managers or an income stream.In operations they will manage multidisciplinary construction projects or medium sized sites and their associated activities from conception through to completion, delivering work that meets project requirements, customer satisfaction and in accordance with Morgan Sindall standards. They will play a major role in ensuring Health, Safety and Environmental Policies are delivered.In commercial they will manage contracts and may lead on a framework, project, special works or design. |

## Competencies

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| **Achieving Results** | Capacity to set goals for self and othersProactively identifies and pursues new stretching targets and opportunitiesHigh levels of personal drive and commitmentAdds value beyond doing the jobFocuses well on personal development goals |
| **Analytical thinking and decision making**  | Rational and systematic analysis of situation to enable decisions on more varied issuesQuestioning the evidence to evaluate issues |
| **Communication** | Ability to choose most appropriate style of communication Able to listen actively by which we mean hearing and interpreting what is said Demonstrating sound questioning techniques |
| **Dealing with change** | See potential of new ideas and situations Takes a pragmatic approach to changeConsiders impact of change on others as well as selfAbility to explain the effects to colleagues |
| **Teamwork** | Create appropriate networks of people internally and externallyBuild opportunities for cooperation with other individuals and teamsCut easily across horizontal and other boundaries, taking a corporate perspectiveUnderstand how teams work and how to lead one |
| **Leadership** | Ability to take control of situations with one's sphere of influence Assume responsibility - organising and guiding where necessary |
| **Managing resources**  | Create a resource plan for an unfamiliar or potentially complex project Manage others to implement effective planning, problem-solving and decision makingUnderstand the resource implications on the business plan |
| **Negotiation**  | Collecting and collating information on the reality of the situation and options open to youKnowing where you standKnowing how to create a positionBuilding a winnable caseAnticipate the needs and concerns of others |
| **People Development**  | Grow a team that is aligned with the business objectivesUnderstand strengths and weaknesses of team members and work with them to good effectUnderstand ambition and manager expectationsUse of a wide range of development tools |

## Role definition

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| **Summary of role**  | Responsible for maximising value to Morgan Sindall through the structured management and development of the subcontract supply chain. Leading the implementation of the Morgan Sindall Supply Chain Strategy, and the development of the Business Unit Supply Chain Plan. Providing high quality support on supply chain engagement, selection, development and performance management. |
| **Responsibilities and accountabilities**  | To drive maximum value from the supply chain through effective supply chain selection, segmentation, relationship management and development, and robust performance managementTo lead the implementation of the Morgan Sindall Supply Chain Strategy for their area(s) or sector(s), and support the development and implementation of the Business Unit Supply Chain PlanTo ensure an effective supply chain structure is in place for their area or sector, with clear ownership of key subcontractor relationships, whilst ensuring a consistent approach across the Business UnitTo manage and improve the performance of the supply chain, including driving innovations and best practice, through ongoing engagement, assessment and intervention.Implement the Supply Chain Strategy and deliver the Business Unit Supply Chain PlanOwn the segmentation of the supply chain and the associated supply chain database for their area(s) or sector(s), and input to the management of the database for the Business Unit, working closely with colleagues in other areas, sectors and Business Units to ensure a coordinated approachOwn key supplier and subcontractor relationships, and/or ensure a relationship owner is identifiedIdentify new suppliers and/or subcontractors for consideration by the business where requiredSeek out innovations to differentiate Morgan Sindall, through engagement with our supply chainWork winning – provide supply chain input, answers to questions and support for pre-qualificationsPre-contract – input to subcontractor selection and the development of project tender lists. Lead the development of supply chain bid input / responsesWhere required, support and/or lead subcontract procurement and develop project procurement strategiesLead the performance management of subcontractors for their area or sector. Champion and drive utilisation of the iPortal, ensuring timely assessments and feedback to subcontractorsWork closely with, and support the efforts of, the Supply Chain Hub – to drive value through subcontractor and supplier engagement and trading (with Morgan Sindall Family suppliers)Ensure that the Morgan Sindall processes and DELAPs are adhered toWork with other Procurement Managers and Supply Chain Managers across the Division to develop procurement and supply chain strategies for specific products and tradesRoutinely gather and share competitor, supplier and market intelligence, including suppliers and subcontractors outside of our supply chain.Regularly review and refresh the subcontractor supply chain to ensure it continues to meet the needs of Morgan Sindall and our customersSupport Perfectly Delivery and ensure the Supply Chain is 100% safe and sustainableSupport Group Procurement activities and initiatives as required. |
| **Qualifications, training and technical knowledge**  | Membership of the Chartered Institute of Purchasing and Supply (CIPS) or equivalent qualificationUnderstanding of sub-contract and supplier terms and conditions |
| **Attributes and skills**  | Experience in a procurement, supply chain or commercial roleRelevant experience and knowledge of both subcontract and materials procurement practices and processesExperienced in supporting tenders / bids, and providing input to work winning activitiesExperience of engaging with both existing and prospective suppliers and/or subcontractors; engaging and interfacing at senior management levelExcellent organisational, planning and time management skills; able to manage multiple projects simultaneouslyGood communication skillsAbility to deliver projects to demanding deadlinesExcellent communication, negotiation and diplomacy skillsAbility to use judgement and make effective, timely decisionsAbility to work in a team environment contributing across a business unit or areaGood management skills with the ability to motivate employees to achieve high standards of compliance Excellent organisational, planning and time management skills; able to manage projects simultaneously with compromising on standards and qualitySound knowledge of the construction industryAbility to ensure standards and specifications are metAbility to work with senior management to set project and operational targetsExcellent negotiation and diplomacy skills and the ability to make a sound business case to senior stakeholders  |