

Senior Supply Chain Manager

Generic title	Senior Manager - 2
General Description	<p>People at this level will manage a function, a number of managers or an income stream.</p> <p>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.</p> <p>In commercial they will manage contracts and may lead on a framework, project, special works or design.</p>

Competencies

Achieving Results	<p>Capacity to set goals for self and others</p> <p>Proactively identifies and pursues new stretching targets and opportunities</p> <p>High levels of personal drive and commitment</p> <p>Adds value beyond doing the job</p> <p>Focuses well on personal development goals</p>
Analytical thinking and decision making	<p>Rational and systematic analysis of situation to enable decisions on more varied issues</p> <p>Questioning the evidence to evaluate issues</p>
Communication	<p>Ability to choose most appropriate style of communication</p> <p>Able to listen actively by which we mean hearing and interpreting what is said</p> <p>Demonstrating sound questioning techniques</p>
Dealing with change	<p>See potential of new ideas and situations</p> <p>Takes a pragmatic approach to change</p> <p>Considers impact of change on others as well as self</p> <p>Ability to explain the effects to colleagues</p>
Teamwork	<p>Create appropriate networks of people internally and externally</p> <p>Build opportunities for cooperation with other individuals and teams</p> <p>Cut easily across horizontal and other boundaries, taking a corporate perspective</p> <p>Understand how teams work and how to lead one</p>
Leadership	<p>Ability to take control of situations with one's sphere of influence</p> <p>Assume responsibility - organising and guiding where necessary</p>
Managing resources	<p>Create a resource plan for an unfamiliar or potentially complex project</p> <p>Manage others to implement effective planning, problem-solving and decision making</p> <p>Understand the resource implications on the business plan</p>
Negotiation	<p>Collecting and collating information on the reality of the situation and options open to you</p> <p>Knowing where you stand</p> <p>Knowing how to create a position</p> <p>Building a winnable case</p> <p>Anticipate the needs and concerns of others</p>
People Development	<p>Grow a team that is aligned with the business objectives</p> <p>Understand strengths and weaknesses of team members and work with them to good effect</p>

	<p>Understand ambition and manager expectations</p> <p>Use of a wide range of development tools</p>
--	---

Role definition

<p>Summary of role</p>	<p>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.</p>
<p>Responsibilities and accountabilities</p>	<p>To drive maximum value from the supply chain through effective supply chain selection, segmentation, relationship management and development, and robust performance management</p> <p>To 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 Plan</p> <p>To 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 Unit</p> <p>To manage and improve the performance of the supply chain, including driving innovations and best practice, through ongoing engagement, assessment and intervention.</p> <p>Implement the Supply Chain Strategy and deliver the Business Unit Supply Chain Plan</p> <p>Own 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 approach</p> <p>Own key supplier and subcontractor relationships, and/or ensure a relationship owner is identified</p> <p>Identify new suppliers and/or subcontractors for consideration by the business where required</p> <p>Seek out innovations to differentiate Morgan Sindall, through engagement with our supply chain</p> <p>Work winning – provide supply chain input, answers to questions and support for pre-qualifications</p> <p>Pre-contract – input to subcontractor selection and the development of project tender lists. Lead the development of supply chain bid input / responses</p> <p>Where required, support and/or lead subcontract procurement and develop project procurement strategies</p> <p>Lead the performance management of subcontractors for their area or sector. Champion and drive utilisation of the iPortal, ensuring timely assessments and feedback to subcontractors</p> <p>Work 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)</p> <p>Ensure that the Morgan Sindall processes and DELAPs are adhered to</p> <p>Work with other Procurement Managers and Supply Chain Managers across the Division to develop procurement and supply chain strategies for specific products and trades</p> <p>Routinely gather and share competitor, supplier and market intelligence, including suppliers and subcontractors outside of our supply chain.</p> <p>Regularly review and refresh the subcontractor supply chain to ensure it continues to meet the needs of Morgan Sindall and our customers</p> <p>Support Perfectly Delivery and ensure the Supply Chain is 100% safe and sustainable</p>

	Support Group Procurement activities and initiatives as required.
Qualifications, training and technical knowledge	<p>Membership of the Chartered Institute of Purchasing and Supply (CIPS) or equivalent qualification</p> <p>Understanding of sub-contract and supplier terms and conditions</p>
Attributes and skills	<p>Experience in a procurement, supply chain or commercial role</p> <p>Relevant experience and knowledge of both subcontract and materials procurement practices and processes</p> <p>Experienced in supporting tenders / bids, and providing input to work winning activities</p> <p>Experience of engaging with both existing and prospective suppliers and/or subcontractors; engaging and interfacing at senior management level</p> <p>Excellent organisational, planning and time management skills; able to manage multiple projects simultaneously</p> <p>Good communication skills</p> <p>Ability to deliver projects to demanding deadlines</p> <p>Excellent communication, negotiation and diplomacy skills</p> <p>Ability to use judgement and make effective, timely decisions</p> <p>Ability to work in a team environment contributing across a business unit or area</p> <p>Good management skills with the ability to motivate employees to achieve high standards of compliance</p> <p>Excellent organisational, planning and time management skills; able to manage projects simultaneously with compromising on standards and quality</p> <p>Sound knowledge of the construction industry</p> <p>Ability to ensure standards and specifications are met</p> <p>Ability to work with senior management to set project and operational targets</p> <p>Excellent negotiation and diplomacy skills and the ability to make a sound business case to senior stakeholders</p>