

Supplier Sourcing Manager 供应商资源开发经理

Location: Guangzhou

Sector: Sourcing Department

Starting date: ASAP

Report to: Sourcing Director 资源开发总监

ABOUT THE COMPANY

Our client creates and manufactures full-service beauty solutions in the areas of colour cosmetics, personal care, home care, accessories and Gift, as well as made-to-measure promotional items for the airline industry. They are represented worldwide, with headquarters located in Europe, North America and Asia. Their global production facilities and manufacturing partners make it possible to offer the full spectrum of packaging solutions.

MISSIONS

Develop new suppliers, maintain supplier relationships, and effectively manage supplier performance, risk, and cost in accordance with resource development and category management strategies to ensure security of supply and business continuity.

按照资源开发和类别管理战略，开发新供应商，维护供应商关系，并对供应商的绩效、风险、成本进行有效管理，以确保供应安全和业务连续性。

RESPONSIBILITIES

Sourcing Strategies 资源开发战略

- Partnering with stakeholders, executive leaders, and department heads to understand business needs.
与利益相关者、高层领导和部门负责人合作，了解业务需求。
- Generating and implementing efficient sourcing and category management strategies.
制定和实施有效的资源开发和类别管理战略。

Supplier Sourcing 供应商资源开发

- Work with Legal to develop supplier agreements. 与法务部门合作，制定供应商协议。
- Supply market analysis and survey. 供应市场分析和调查。
- Identify and screen potential vendors and suppliers, establishing a list of potential suppliers
识别和筛选潜在的供应商和供货商，建立潜在供应商清单。
- Lead supplier qualification activities, establishing a list of qualified suppliers.
领导供应商资格认证活动，建立合格供应商清单。
- Signing framework agreements with suppliers. 和供应商签署合作框架协议。

Supplier Relationship and Performance Management 供应商关系和绩效管理

- Using Supplier Relationship Management (SRM) best practices throughout negotiation, contracting, onboarding, ongoing business, and renewal.
在整个谈判、签约、准入、持续业务和续约过程中使用供应商关系管理（SRM）的最佳实践。
- Manage suppliers according to category, establish sustainable partnership with key suppliers, so as to achieve mutual help and win-win situation.
按照品类对供应商进行分级管理，与重要供应商建立可持续的合作伙伴关系，以实现互助共赢。
- Drive strong supplier relationships and high-performance level including set up of required KPI (Key Performance Indicators) and SLA (Service Level Agreements).
推动强大的供应商关系和高绩效水平，包括建立必要的 KPI(关键绩效指标)和 SLA(服务水平协议)。

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- Lead annual Supplier Performance & Risk Assessment Workshop, follow up corrective action plan and risk mitigation plan.
领导年度供应商绩效和风险评估研讨会，跟进纠正措施计划和风险缓解计划。

Supplier Risk Management 供应商风险管理

- Systematically identify, assess, and quantify potential supply chain disruption risks, and proactively take risk prevention action measures to control the occurrence of risks and reduce the negative impact or loss of risks to ensure business continuity.
系统化的识别、评估、量化潜在的供应链断裂风险，积极采取预防风险的行动措施来控制风险的发生和降低风险的负面影响或损失，以确保业务连续性。

Cost and Price Management 成本和价格管理

- Have a strong sense of cost, always pay attention to the key factors that affect the cost, including exchange rate, freight rate, raw material price fluctuations, changes in market supply, etc., timely adjust the procurement strategy to ensure procurement advantages.
有极强的成本意识，时刻关注影响成本的关键要素，包括汇率，运价，原材料价格波动，市场供给变化等等，及时调整采购策略，确保采购优势。

Process Optimization 流程优化

- Performing regular reviews of established procurement processes to ensure continual improvement, refining policies where needed.
对既定的采购流程进行定期审查，以确保持续改进，并在必要时完善政策。

REQUIREMENTS

- Bachelor's degree in a field such as Purchasing, Supply Chain, Business Administration or Engineering.
大学本科学历，采购、供应链，工商管理或工程等领域。
- 5+ years of experience within procurement, operations, or relevant experience.
5年以上的采购、运营或相关工作经验。
- Have an in-depth understanding of the cosmetic and cosmetic packaging industry.
对化妆品和化妆品包装行业有深度了解。
- Advanced Excel skills. 高级 Excel 技能
- Strong analytical and problem-solving skills. 强大的分析和解决问题的能力
- Negotiation skills 谈判技巧
- Strong presentation skills 较强的表达能力
- Solid business judgment 扎实的商业判断力
- Ability to understand and articulate the total value of a deal or negotiation.
有能力理解和阐述交易或谈判的总价值
- Fluent in Mandarin. 普通话流利。
- Proficiency in English as a working language, able to work in a multi-cultural environment (China, UK, France, the Netherlands, USA, Canada...).
- 英文熟练，可以作为工作语言，有能力在多文化环境中工作(中国，英国，法国，荷兰，美国，加拿大等)。

APPLICATION

Please send your resume and your motivation letter to: sc-recruitment@ccifc.org

Mail subject: Application Supplier Sourcing Manager

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