



A Halma company



## Senior Procurement Manager

### About Us

Halma Water Management (HWM) is a group of successful water conservation companies who have joined forces under a single sales, design and distribution network to manufacture and supply flow measurement, data logging, and leak detection solutions for the water industry. Our extensive experience and unrivalled innovation has made us a world leading team with an international reputation for technology, quality and service. Together, we provide an unparalleled range of products and services for the water industry.

We are proud to be part of Halma, a major worldwide technology group making safety products and products that improve quality of life. As an integral part of the Halma Group plc, Halma Water Management has the strength and credibility of a FTSE 100 plc Company with the financial resources to match.

Halma has been trading for over a century and has a level of corporate pride second to none. Their customers range from small enterprises through to some of the largest companies in the world, and they export products globally, currently to over 50 countries.

### Job Purpose

Responsible for ongoing management of purchasing strategy and activity and for ensuring optimal supplier performance and price. Develop and implement a strategy to ensure the function is operating in line with the objectives of the business to add value, mitigate supply chain risk and deliver cost savings. Develop and maintain strategic supplier relationships and manage the development of contracts, contractual relationships, and contract management to deliver continuous improvement in delivery of goods and services by the supply base. Lead and manage a team of procurement professionals to deliver the appropriate support to the business to ensure corporate and business development objectives are achieved. Work alongside the senior management team in contributing to overall business objectives.

### Main Tasks

- **Develop Procurement Strategy:** Develop and implement a procurement strategy aligned with the organisation's strategic objectives and target budget, this strategy document needs to identify opportunities for cost savings, process improvements, and the strengthening of supplier relationships
- **Team Leadership:** Manage a team of procurement professionals, providing guidance, training, and performance evaluations. Foster a collaborative and high-performing team environment, promoting professional development and knowledge sharing
- **Supplier Management:** Oversee the selection, evaluation, and management of suppliers. Develop and maintain strong relationships with key suppliers, negotiating contracts, and ensuring the best terms, prices, and quality for the organisation

- **Procurement Processes:** Establish and optimise procurement processes, policies, and procedures to ensure efficiency, compliance, and risk mitigation. Implement best practices and drive continuous improvement initiatives across the procurement function
- **Budget and Cost Control:** Collaborate with finance and other relevant departments to develop and manage the procurement budget. Monitor expenditures, identify cost-saving opportunities, and implement strategies to control costs while maintaining quality standards.
- **Compliance and Risk Management:** Ensure compliance with applicable laws, regulations, and internal policies related to procurement activities. Develop and maintain a risk management framework to identify, assess, and mitigate potential risks in the procurement process
- **Performance Monitoring:** Establish Key Performance Indicators (KPIs) to monitor the effectiveness and efficiency of the procurement function. Track and analyse procurement metrics linked to on time in full (OTIF), supplier quality performance, and use this data to prepare reports, presenting the findings to the Senior Leadership Team
- **Market Research and Supplier Development:** Stay updated with market trends, industry developments, and emerging technologies relevant to procurement. Identify new suppliers, evaluate their capabilities, and foster strategic partnerships to drive innovation and competitive advantage
- **Stakeholder Engagement:** Collaborate with internal stakeholders, such as departments requiring procurement support, to understand their requirements and align procurement strategies accordingly. Build strong relationships with cross-functional teams to facilitate effective communication and collaboration
- **SIOP Engagement:** Provide support to the monthly ritual for Sales, Inventory and Operations planning. Ensure the inventory, purchase orders and RM pipelines are sufficient to achieve the confirmed plan. Identify potential gaps and ensure action plans are in place to address.

All employees have a legal duty to take reasonable care for the health and safety of themselves and of others that may be affected by their acts or omissions at work and to observe and follow the relevant systems, rules and methods of working.

The above is not an exhaustive list of duties and you will be expected to perform different tasks as necessitated by your changing role within the Company and its overall business objectives.

## Personal Specification

- Strong leadership presence and the ability to influence and inspire others
- Integrity and ethical conduct in all aspects of procurement activities
- Resilience and the ability to handle pressure and challenging situations
- Proactive and forward-thinking mindset with a focus on anticipating and mitigating potential risks
- Strong attention to detail and a commitment to delivering high quality work
- String problem-solving and decision making skills
- Adaptability and openness to change
- Excellent organisational and time management skills

## Qualifications/Training

- Bachelor's degree in business administration, supply chain management, or a related field
- Extensive experience in procurement, with a minimum of 5 years in a leadership role
- In-depth knowledge of procurement processes, best practices, and industry trends
- Strong negotiation and contract management skills
- Excellent leadership and team management abilities
- Analytical thinking and problem-solving skills
- Proficiency in MRP/ERP software
- Exceptional communication and interpersonal skills
- Ability to work collaboratively with stakeholders at various levels of the organisation
- Knowledge of relevant regulations and compliance requirements
- Strong business acumen and financial management skills

## How to Apply

To apply for this vacancy please contact [hr@hwm-water.com](mailto:hr@hwm-water.com), sending your CV along with a covering letter stating why you feel you are particularly suited to this role.