

# Job Title: Category Manager IO0943

Req ID **1361** - Posted **27/02/2020** - (France, 13067 St Paul Lez Durance Cedex) - **Business Operations - New Posting**

The ITER Organization brings together people from all over the world to be part of a thrilling human adventure in southern France—building the ITER Tokamak. We require the best people in every domain.

We offer challenging full-time assignments in a wide range of areas and encourage applications from candidates with all levels of experience, from recent graduates to experienced professionals. Applications from under-represented ITER Members and from female candidates are strongly encouraged as the ITER Organization supports diversity and gender equality in the workplace.

Our working environment is truly multi-cultural, with 29 different nationalities represented among staff. The ITER Organization Code of Conduct gives guidance in matters of professional ethics to all staff and serves as a reference for the public with regards to the standards of conduct that third parties are entitled to expect when dealing with the ITER Organization.

The south of France is blessed with a very privileged living environment and a mild and sunny climate. The ITER Project is based in Saint Paul-lez-Durance, located between the southern Alps and the Mediterranean Sea—an area offering every conceivable sporting, leisure, and cultural opportunity.

To see why ITER is a great place to work, please look at this video

**Application deadline:** 12/04/2020

**Domain:** Corporate

**Department:** Finance & Procurement

**Division:** Procurement & Contracts

**Section:** Eng., Science, Op. & Corp. Section

**Job Family:** Organizational Support

**Job Role:** Functional Officer - 2

**Job Grade:** P3

**Language requirements:** Fluent in English (written & spoken)

**Contract duration:** Up to 5 years

## Purpose

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As a Category Manager, you will have the responsibility of building, developing and leading the category management process over the first year(s) of appointment across a range of fields including construction, materials and engineering. Following this, you will then further develop, implement and execute an IO-wide category management strategy that will deliver increased value (assured supplies safely, in a timely manner, lower costs, speed to market, and innovation) to the IO (ITER Organization). You will steer the category management process/strategy from the start, working with existing Procurement Officers to navigate change management as necessary.

## Background

The Procurement and Contracts Division (PCD) provides procurement expertise to successfully contribute to the delivery of the ITER Project. The project is currently under construction with First Plasma in 2025. Following First Plasma, the Operations & Maintenance phase will begin. The Procurement team implements competitive procedures in compliance with IO Procurement Procedures, and provides efficient, responsive and quality in-cash procurement services, contract management services in support to the IO Departments in a fast paced and multicultural environment.

In this context, the organization is thriving to increase the commercial mind-set across PCD and its stakeholders, as well as to improve the operational excellence of the procurement disciplines as the project evolves. Disciplines like Category Management, Market Intelligence, Process/system and Contract Management will as such, be reinforced. The category manager role is positioned within an operational excellence team to deliver the category management process alongside highly qualified and cross-project procurement officers.

## Major Duties/Roles & Responsibilities

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- Develops category strategies for products used across the IO. This includes working with key stakeholders to define the IO's requirements, risks, constraints, market value along with suppliers to understand market capability and subsequently combining these information sources as input to developing an IO category strategy.
- Engages and influences senior stakeholders across a broad technical and organisational base. This influence will be done against a backdrop of often competing priorities e.g. Total Cost of Ownership versus Upfront Capex, specific and custom requirements leading to proprietary single source in constrained markets, short lead times and limited choices caused by technical standards in high-risk technical environments;
- Determines and continually monitors the current supply market position in the specific categories' spend areas to identify both over and under capacity, whilst keeping in mind the analysis of future impact on Operations & Maintenance activities;
- Defines and proposes which categories should be centrally managed across the IO in collaboration with Procurement Officers and implements framework/strategic agreements starting from the negotiation, contracting, operationalization, ensuring the performance of the contract and also monitor vendors' adherence to contractual terms throughout the relationship;
- Drives increased supplier performance management with a specific focus on delivery time, service and produce quality, safety, compliance and sustainable development performance;
- Ensure strategies and their implementation matches the procurement policies and procedures of the organization and support the Purchase to Pay (P2P) process in place;
- May be requested to support any of the project/construction teams and to perform other duties in support of the project;
- May be required to work outside ITER Organization reference working hours, including nights, week-ends and public holidays.

## Measure of Effectiveness

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- Establishes a clear category management process and constantly adapts to project evolving needs;
- Guides procurement officers on the category management discipline to support its correct implementation;
- Defines and proposes procurement strategies for large and/or critical spend for the IO when required;
- Identifies and proposes framework/strategic agreements for critical categories when required;
- Drives the usage of the defined categories and large framework/strategic agreements, liaises with relevant procurement officers and technical responsible officers for proper use of the agreements;
- Identifies key suppliers for the projects (large spend, critical, several contracts) and establishes the processes and tools to strategically manage the relationship;
- Ensures the value equation is optimised in a highly collaborative technical environment between suppliers and IO;
- Researches and identifies innovative procurement solutions across the public and private sector that can be implemented within a specific category of spend;
- Effectively translates strategies into actionable plans.

## Experience & Profile

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- *Professional Experience:*
  - At least 8 years' experience within procurement in the role/job function of category management or supplier relationship management;
  - Experience in the field of industry, construction or energy/oil & gas is desirable.
- *Education:*
  - At least a Master degree or equivalent in procurement, business administration, commerce, law or other relevant discipline;
  - The required education degree may be substituted by extensive professional experience involving similar work responsibilities and/or additional training certificates in relevant domains.
- *Language requirements:*
  - Fluent in English (written and spoken).
- *Technical Competencies:*

- Proven experience of developing and implementing a category management process/strategy from start to finish;
- Strong analytical skills and experience of analyzing industry, global and local markets;
- Skilled in developing category/projects strategies & formulating sourcing strategies & tactics;
- Strong commercial awareness and the ability to identify negotiation strategies;
- Management of sourcing process and contracts' development;
- Strong communication skills to collaborate and influence a variety of stakeholders.
- **Behavioral Competencies:**
  - Collaborate: Ability to dialogue with a wide variety of contributors and stakeholders;
  - Communicate Effectively: Ability to adjust communication content and style to deliver messages to work effectively in a multi-cultural environment;
  - Drive results: Ability to persist in the face of challenges to meet deadlines with high standards;
  - Manage Complexity: Ability to gather multiple and diverse sources of information to define problems accurately before moving to proposals;
  - Instill trust: Ability to model high standards of team mindset, trust, excellence, loyalty and integrity.

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***The following important information shall apply to all jobs at ITER Organization:***

- Maintains a strong commitment to the implementation and perpetuation of the ITER Safety Program, ITER Values (Trust; Loyalty; Integrity; Excellence; Team mind set; Diversity and Inclusiveness) and Code of Conduct;
- ITER Core technical competencies of 1) Nuclear Safety, environment, radioprotection and pressured equipment 2) Occupational Health, safety & security 3) Quality assurance processes. Knowledge of these competencies may be acquired through on-board training at basic understanding level for all ITER staff members;
- Implements the technical control of the Protection Important Activities, as well as their propagation to the entire supply chain;
- May be requested to work on beryllium-containing components. In this case, you will be required to follow the established ITER Beryllium Management Program for working safely with beryllium. Training and support will be provided by the ITER Organization;
- May be requested to be part of any of the project/construction teams and to perform other duties in support of the project;
- Informs the IO Director-General, Domain Head, or Department/Office Head of any important and urgent issues that cannot be handled by line management and that may jeopardize the achievement of the Project's objectives.