



MANAGER, STRATEGIC SOURCING

Department	Procurement
Reports To	Chief Procurement Officer
FLSA Status	Exempt
Location	Spartanburg, SC
Travel	20-30%
Employment Type	Full-time
Job Level	Manager
Supervisory Responsibility	Leads and mentors procurement staff; direct reporting relationships to be defined by organizational structure
Revision Date	July 5, 2026

POSITION SUMMARY

The Manager, Strategic Sourcing is responsible for developing and executing strategic sourcing strategies that create measurable value for SLAM members through continuity of supply, the lowest sustainable total cost, supplier performance, innovation, and risk mitigation. This position leads supplier negotiations, category strategy development, commercial contracting, supplier relationship management, and cross-functional initiatives while serving as a strategic business partner to Operations, Culinary, Marketing, Quality Assurance, Distribution, Finance, and other stakeholders.

PRIMARY RESPONSIBILITIES

- Develop and maintain multi-year strategic sourcing and category strategies aligned with SLAM and member objectives.
- Lead competitive sourcing events, commercial negotiations, and contract development.
- Deliver annual productivity, cost savings, cost avoidance, and inflation mitigation objectives.
- Identify supply chain risks and develop contingency and business continuity plans.
- Build executive-level supplier relationships and conduct formal supplier business reviews.
- Develop and manage supplier scorecards focused on quality, service, innovation, cost, food safety, and execution.
- Partner with cross-functional teams to support new product launches, menu changes, and commercialization.
- Support demand planning and distribution teams to minimize shortages, excess inventory, and obsolete inventory.
- Analyze market conditions, commodity trends, supplier performance, and financial impacts to support strategic recommendations.
- Prepare executive presentations, sourcing recommendations, and business cases for senior leadership and Board committees as needed.
- Mentor procurement staff and promote continuous improvement, collaboration, and professional development.
- Maintain procurement documentation, contracts, sourcing files, and governance records in accordance with SLAM policies.

KEY ACCOUNTABILITIES

- Strategic Sourcing
- Continuity of Supply
- Financial Performance
- Supplier Relationship Management



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- Category Strategy
- Risk Management
- Innovation
- Cross-functional Leadership
- Member Value Creation

MEASURES OF SUCCESS

- Achieves annual productivity and financial objectives.
- Maintains continuity of supply with minimal disruption.
- Completes annual strategic sourcing plans and category strategies.
- Improves supplier scorecard performance year over year.
- Successfully supports commercialization of new products and strategic initiatives.
- Develops strong internal and external partnerships built on accountability and trust.

QUALIFICATIONS

- Bachelor's degree in Business, Supply Chain, Finance, or related field; MBA preferred.
- Seven or more years of progressive procurement, strategic sourcing, or supply chain leadership experience.
- Restaurant, foodservice, consumer packaged goods, retail grocery, manufacturing, or distribution experience preferred.
- Demonstrated success negotiating complex commercial agreements and managing strategic supplier relationships.
- Strong analytical, financial modeling, presentation, and communication skills.

CORE COMPETENCIES

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|------------------------------------|--------------------------|
| • Strategic Thinking | • Project Leadership |
| • Commercial Acumen | • Influence |
| • Negotiation | • Decision Making |
| • Financial Analysis | • Continuous Improvement |
| • Supplier Relationship Management | • Leadership |

WORKING CONDITIONS

Primarily office-based with periodic travel to supplier locations, manufacturing facilities, distribution centers, member meetings, and industry conferences.

BECOME PART OF THE TEAM

To apply, please send your resume to careers@slamcoop.com

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