

Regional Supply Chain Director West Africa Region

Location: [Africa] [Senegal]

Town/City: Dakar

Category: Supply Chain

Job Type: Fixed term, Full-time

***Preferred position location: Dakar, Senegal. Other locations to be determined by home country of successful candidate in the West Africa Region where WVI is registered to operate".**

***Please submit your CV in English.**

PURPOSE OF THE POSITION:

Supply Chain related expenses are the second largest expense category in World Vision following people expenses. When combining development and relief programs, between \$.60 to \$.70 for every \$1 passes through our supply chain, Reputational risk and exposure to fraud is greatest amongst Supply Chain Management (SCM) staff as they are the most exposed of all World Vision staff to graft, corruption, fraud, nepotism and poor governance. Instances of poor management and lack of risk mitigation in challenging contexts give full voice to challenges to fulfilling our donor's promises to the communities that the Partnership serves.

The West Africa Region is comprised of emergency and fragile context and in some countries a mixture of all three. The countries geographic size and market complexity, make it the most challenging region in the partnership.

This position is unique in that it reports directly to the Global Center Senior Director of SCM Field Operations and is strongly matrixed to the Regional Office as a core member of the Regional leadership team. This position will provide overall leadership; matrixed oversight and management support for all aspects of Supply Chain Management at the Regional and Field Office level in the West Africa Region. This position is part of the Regional Office (RO) Leadership team with a focus on ensuring stewardship, accountability, risk reduction and management strategies, leading the planning and sourcing of all key program spend that best serves the strategic and program objectives of the Field Offices (FO's) while ensuring best value for \$. In addition this position is responsible for establishing supply chain management as a core partnership function for both emergency, fragile and development context, Supply Chain staff capacity strengthening, the development and implementation of systems, processes and controls to drive efficient and effective delivery of FO programs while mitigating risk.

KEY RESPONSIBILITIES:

Leadership, Capacity Development, and Strategic Partnering:

In partnership with the Field Office (FO) leadership provide strong and positive leadership to the FO SCM departments ensuring talented and motivated staff are hired, retained and developed, providing efficient delivery of SCM services and programs.

Coordinate professional and personal development of FO SCM staff through effective orientation, development plans, on the job coaching, identification of learning needs and opportunities (e.g. disaster response, grant management, procurement in Provision, risk management leadership) and succession planning. Duly conduct performance planning and evaluation through on-going discussions and performance management with FO Leadership.

Accountable for establishing regional SCM strategies and delivery of SCM activities across the region and FO's leading to optimal service, product supply, inventory management, best value for \$, while mitigating risk and establishing WV SCM as a competitive driver with donor recognition.

Develop and implement rolling annual regional sourcing plans as part of multi-year plan for the region and each FO insuring GC and RO contracts are leveraged where they provide best overall value:

- Insuring best value for \$ at the program level through on going.
- Building market intelligence through on going market assessments to understand and respond to supply risk, cost, fluctuating financial markets.
- Leveraging demand and spend across all countries to drive the best overall value through regional and FO contracts.
- Quarterly plan updates and adjustments based on changing actual demand to insure supply.

Responsible for the development, management and negotiation of Regional and FO contracts to include suppliers, consultants and construction works:

- Leading and setting negotiation strategy for long term and major expenditure contracts.
- Management of supplier performance against contractual terms, conditions and deliverables.
- Compliance to local laws and regulations.
- Contract amendments as needed.
- Minimizing risk and exposure to WV.

Responsible for the development and implementation of inventory strategies and plans to support response readiness either through pre-positioned owned inventories or supplier stocks:

- Establish import capabilities at the FO and RO level through identified 3rd Party brokers.
- Full understanding of import regulations and tariffs.

Communicate with Senior GC and RO leadership on key relevant market conditions, regulatory changes and operating metrics.

Develop strong integrated working relationships with TSO's and GAM to support the early identification of supply needs to support grant proposals demand for new operating models:

- Provide supplier support in the specification definition and new potential technologies.
- Identify regional sources of supply.
- Provide targeted cost of supply and lead-time.

Model Christ-centered servant leadership and support spiritual development of teams.

Actively participate in the GC and Regional Office Management/Leadership Meetings and facilitate and drive the implementation of key strategies to support 2030 strategy implementation.

Lead and actively participate in all relevant strategic GC and Regional Meetings.

Ensure partnership Supply Chain policies and procedures are understood and supported by Regional Office and National Office Senior Management, Operations/Technical staff, Finance staff, local partners and communities.

Develop strong networks internally (FO's, other Regions, GAM, DMT, SO's, DMT and other partnership entities) and externally (other NGO's, Supplier Networks, Logistics Cluster) through effective communications, relationships and twin citizenship.

Promote shared resource networks within the region and the Partnership.

Adhere to and promote WVI Key policy documents:

- Mission
- Core Values

- Covenant of the Partnership
- Strategic Imperatives

Stewardship:

- Ensure effective and cost efficient SCM processes, measures and controls are in place in the FO's.
- Lead and implement process continuous improvement as a standard way of operations across FO's partnering with Finance, Operations at the GC, Regional and FO level.
- Provide analysis, benchmarks and recommendations for determining effective resource utilization across RO/FO SCM.
- Contribute to the development, facilitate the implementation and monitor the controls of SCM policies, business rules and processes across the Region to drive efficiency, continuous improvement and mitigate risk.
- Explore and implement more economic and effective ways of addressing the program needs without compromising the ministry quality (e.g. item rationalization, supplier pre-qualification, disaster management responsiveness plans).
- Build and drive strategic sourcing and supplier rationalization across WARO FO's to ensure the best value for \$, timely delivery of goods, works and services to support the programs and mitigate risk.
- Provide broad base knowledge of donor requirements and compliance of donor requirements across FO's.
- Align SCM FO structures to drive greater flexibility, agility and ability to support cross border as needed.

Processes, Systems and Controls:

- Drive and lead the FO and Regional teams in the readiness, implementation and full adoption and use of Provision to its fullest.
- Develop FO strategies and work-plans for improvement leading to full adoption of Provision(Processes, systems, controls).
- Ensure and lead the implementation of the integrated standard business processes for Procure-to-Pay across all WARO field offices.
- Business process owner for all supply chain processes and systems.
- Determining best known methods Escalation of issues and change request to governance group.

- Facilitate system upgrades and process changes across offices.
- Create regional forum to share and leverage knowledge of Provision that builds the overall Provision competency throughout the region.
- Develop and lead Regional Provision training teams which provide ongoing training as needed across all FOs in both Emergency, Fragile and/or development context.
- Drive and implement GAM/Procurement protocol from Concept design to Grant closeout.
- Lead, facilitate and drive the implementation of the Regional and FO Sourcing strategy through on going procurement planning across the region, Identify and leverage global, regional consolidation opportunities.

Monitoring, Compliance and Reporting:

- Ensure SCM standard systems are established and maintained across FO's in order to provide appropriate levels of security and controls over the organizations resources and operations.
- Ensure compliance with the policies and standards set forth in the GSCM Policy Manual and Donor requirements (where applicable).
- Define and implement efficient and effective internal control systems in partnership with Finance, SSC and Operations.
- Coordinate and facilitate the monthly review by FO of the Provision Transformational and Optimization Metrics to drive to full adoption and efficiency.
- Facilitate the development and delivery of FO improvement plans.
- Manage SCM systems and controls and ensure they are in place across the FO's to minimize audit risk ratings both at the FO and project level.
- Perform FO SCM system and control checks.
- Support FO's in the remediation of SCM audit findings and recommendation.

KNOWLEDGE, SKILLS AND ABILITIES:

- Master of Business Administration and or Supply Chain Management degree and /or equivalent work experience.

- Extensive process improvement, strategic sourcing, and systems implementation experience.
- Minimum of 15 years of senior management experience in the field of strategy and operations, logistics and supply chain management with experience in developing, implementing, training, knowledge management and capacity development programmes.
- Past experience in organisation(s) where Best Practice has been successfully introduced and lead in a global organisation. Delivered significant qualitative and quantitative (including financial) benefits through supply chain management which has positively impacted organisational performance.
- ISM, CPM or CIP's certification is a plus.
- Lean-Six Sigma training or certification.
- Fluent English and French language skills required.

Preferred:

- Suitable experience in humanitarian industry or the corporate sector with an emphasis on measurable performance in terms of amounts strategically sourced, saved or key performance indicators (KPIs) on processes improved.
- Clear conceptual thinker who can convert supply chain management concepts into operational outcomes.
- Demonstrated leadership skills in complex and multi-facet work environment, being able to lead virtual and/or matrix teams effectively.
- Strong organisational skills and ability to manage an integrated supply chain process where members are geographically dispersed.
- High level of independence shows initiative, and highly motivated team oriented and process oriented leadership style.
- Experience in leading cross cultural teams in developing countries.
- Capacity in strategic thinking, analytical problem solving, financial management and decision making.
- Capacity to act as a servant leader and follow the example of Jesus Christ.
- Strong relational, negotiating and cross-cultural skills that develop trust and enable achievement of job objectives.
- Strength to translate technical information into common language so that non-technical individuals can readily understand the information.

- Excellent knowledge and understanding of project management and supply chain transformation processes.
- Delivered significant qualitative and quantitative (including financial) benefits through supply chain management which have positively impacted organizational and operational performance and impact.

Work Environment/Travel:

- The position requires ability and willingness to travel domestically and internationally up to 50% of the time.