

Global Procurement Head of Category



part of the Trifast plc Group

Who we are

At TR, part of Trifast plc, we're more than fasteners, we're the trusted partner behind some of the world's most advanced industries. As a global leader in the design, engineering, manufacture, and supply of fastenings and Category 'C' components, we deliver smart, efficient solutions that enhance performance across major assembly operations.

From Automotive to Smart Infrastructure and Medical Equipment, our focus on engineering excellence and streamlined supply keeps us at the forefront of progress.

We're looking for a driven and dynamic Global Procurement Head of Category to contribute to our continued success on a global scale.

We are recruiting for Global Procurement Head of Category roles:

- 1) Indirect and Secondary Operations x 1 UK based
- 2) Direct fasteners key market sectors x 1 EU Based and x 1 Asia (Taiwan Based)

The Role

This is a senior management and entry into a leadership role that will report directly into the Global Procurement Director, providing critical support and leadership in the execution of the Global Procurement Transformation Strategy of One TR, becoming a commercial powerhouse and delivery of sustainable value that last.

The role holder will be specifically a head of category for key markets within either: Automotive, Smart Infrastructure, General and Medical (direct fasteners) or Indirect and secondary operations, however, the global procurement function operates with agility aligned to key market fluctuations and the role holder will be expected to lead and support where required operating as One TR.

Key Tasks

Commercial Value

- Deliver measurable EBIT impact and margin improvement through disciplined category strategies, leveraging TCO analysis, should-cost modelling, and working capital demand management initiatives.
- Negotiate robust contractual terms and lock in value by driving cost transparency, benchmarking, and supplier innovation across all categories.
- Ensure auditable benefits tracking for in-year savings and forward value, validated by Finance and aligned to the Global Procurement Balanced Scorecard.
- Identify and execute optimization opportunities such as specification standardisation, make/buy decisions, and process efficiencies to maximise commercial outcomes.

Category Strategy & Execution

- Design and implement multi-year category strategies and wave plans with clear value levers (should-cost, TCO, working capital demand management, standardisation, make/buy, specification optimization).
- Create category playbooks with segmentation, sourcing pathways, SRM tiering, risk profiles, and ESG requirements; ensure global alignment and local applicability.
- Establish and maintain category governance: charters, RACI, approval workflows, and decision rights across regions.



Sourcing Excellence

- Own the sourcing pipeline (Enquiries, RFx, Negotiations) ensuring disciplined commercial outcomes, robust contracting, and measurable benefits (in-year and forward value).
- Drive consistent use of templates, evaluation models, and negotiation plans; lead complex, multi-region negotiations and supplier resets.
- Ensure contract lifecycle management coverage, standard terms, obligations tracking, and renewal calendars to avoid lapses.

Supplier Relationship Management (SRM) & Performance

- Segment suppliers (strategic, preferred, approved) and run QBRs focused on performance, innovation, and continuous improvement.
- Set SLAs/Scorecards for OTD, quality, warranty/liability posture, responsiveness, and cost-to-serve; enforce corrective actions.

Risk & Resilience

- Maintain risk registers per category; implement dual/multi-sourcing, geographic diversification, and capacity buffers for critical supply.
- Track financial health, geopolitical exposures, and supply market indices; pre-empt disruptions via contingency plans and playbooks.
- Integrate CBAM and tariff considerations into sourcing decisions.

ESG & Sustainability

- Embed ESG due diligence, evidence-based assessments, and improvement plans into sourcing and SRM; avoid self-certification without proof.
- Align with Group sustainability goals (net zero ambition, responsible sourcing, EHS compliance); report progress transparently.

Governance & Compliance

- Uphold procurement policies, DOA thresholds, and auditability; drive contract coverage, SVL's compliance and discipline.
- Ensure ethical conduct, antibribery/antitrust compliance, and robust confidentiality across all supplier engagements.

Digital & Data Enablement

- Champion pragmatic adoption of eProcurement and analytics tools (e.g., D365, Enquiry Portal, dashboards, AI and new and existing technology) to enhance visibility, compliance, and decision quality across all categories.
- Standardise data definitions and reporting frameworks to create a single source of truth for savings, cost avoidance, and performance metrics, ensuring global consistency.
- Drive integration of digital platforms with existing ERP and procurement systems, enabling automation of manual processes and reducing cycle times.
- Promote data-driven decision-making and capability building, training teams to interpret dashboards, leverage insights, and embed analytics into category strategies.

Operating Rhythm & Communication

- Run monthly performance huddles and quarterly SLT reviews; publish dashboards aligned to the Global Procurement Balanced Scorecard.
- Provide concise, impact-driven storytelling to stakeholders, focusing on outcomes rather than slide-by-slide narration.

Deputy Responsibilities

- Act as trusted advisor for the Global Procurement Director, representing the function at SLT/ELT forums and able to step in as required.



- Mentor peers, model best-in-class behaviors, and safeguard delivery against transformation milestones and ROI commitments.

People (Leadership & Team Enablement)

- Lead a global team within category of procurement professionals in a matrix across UK&I, Europe, USA, and Asia; set clear objectives and standards.
- Embed the nine-domain competency framework (Commercial & Category; Technical & Quality; Supply Market & Risk; Operations & SLA Compliance; Data & Analytics; Stakeholder Engagement; Ethics & Governance; Leadership & Enablement; Strategy Development & Execution).
- Drive capability building: targeted training, playbooks, coaching, shadow negotiations, and communities of practice.
- Own succession planning, talent acquisition, and diversity & inclusion outcomes; maintain high engagement and retention.
- Foster a culture of accountability, collaboration, and continuous improvement consistent with 'One TR'.

Key Relationships/Stakeholders

The role holder will be an influential and be a key Internal relationship business partner across all levels of the organisation ensuring high stakeholder satisfaction with Global Procurement activity and output

- Internal: Global Procurement Director, Global Procurement team, Supply Chain, Commercial/Sales, Operations, Engineering/Quality, IT, Finance, EHS, Legal, and HR.
- External: Strategic suppliers (manufacturing & distribution), logistics partners, market intelligence sources, auditors, and consultants.
- Governance: SLT/ELT updates, Margin Management, Focused Growth, and EHS committees.

Essential Experience

- Proven track record of delivering significant EBIT impact and margin improvement through advanced sourcing strategies, cost optimisation, and supplier negotiations at global scale.
- Extensive experience in category strategy development and execution, including TCO analysis, should-cost modelling, and working capital management initiatives.
- Demonstrated ability to lead complex, multi-region negotiations with strategic suppliers, securing long-term value through contractual levers and risk allocation.
- Strong commercial acumen with deep understanding of global supply markets, commodity trends, and cost drivers influencing procurement decisions.
- Experience influencing senior stakeholders (SLT/ELT) and aligning procurement outcomes to business priorities, including P&L impact and growth objectives.
- Change management expertise, particularly in embedding new sourcing strategies and governance frameworks across multi-region teams.
Proven management of global teams, fostering high performance and capability development across sourcing and category management functions.

Education and Qualifications

- Relevant work experience: Min 10 yrs., including 5 years of people management within global procurement and supply chain function/environments delivering year on year value and achievement of ROI targets
- Advanced commercial acumen: expertise in TCO analysis, should-cost modelling, and complex negotiation strategies to deliver EBIT impact.
- Category strategy design and execution: ability to create multi-year playbooks, wave plans, and governance frameworks aligned to global objectives.

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- Contractual and risk management: strong knowledge of contractual levers, liability clauses, and risk allocation to safeguard value.
- Supplier relationship management (SRM): proven capability to segment suppliers, run QBRs, and drive innovation and continuous improvement.
- Global supply market intelligence: ability to interpret commodity trends, cost drivers, and geopolitical risks to inform sourcing decisions.
- Digital enablement leadership: champion adoption of eProcurement platforms, ERP integration, and analytics tools for visibility and automation.
- Data-driven decision-making: proficiency in interpreting dashboards, validating benefits, and ensuring governance through accurate reporting.
- Stakeholder engagement and influence: trusted advisor skills with impact-driven communication at SLT/ELT level; ability to align procurement outcomes to P&L priorities.
- ESG and compliance expertise: embed sustainability, ethical sourcing, and regulatory compliance into category strategies and supplier assessments.
- Leadership and change management: proven ability to lead global teams, build capability, and embed new ways of working across multi-region environments.

What we offer

- **25 days holiday + 8 bank holidays. The business does observe a Christmas shutdown period and a maximum of 4 days will be deducted from employees annual leave entitlement.**
- **Life insurance *4 basic salary**
- **Pension**
- **Employee Assistance Programme**
- **Private Medical Cover**

To apply

If you are interested, know of someone who might be or have any queries, please contact:

HR at careers@trifast.com

To apply for this role, kindly send your CV and specify the position you are applying for to the above email.