



Country Team Lead

Ottawa ON- Hybrid

Regulatory Compliance Requirements

- Requires direct or indirect access to hardware, software, technology or technical data controlled under the Canadian Export Control List, the ITAR or the EAR
- Requires a positive Controlled Goods assessment as you will have direct access to hardware, software, technology or technical data controlled under the Canadian Controlled Goods Program
- Required to obtain and maintain a Security Clearance at the NATO Secret Level

Position Summary

We have a current vacancy for a **Country Team Lead** who manages all category buyers and category managers within Engineering & Customer Support Service Segment. The main responsibility of the role is to lead and manage a dynamic team of category buyers and managers with the aim to deliver best in class value contribution for Thales. The role focuses on competitiveness, innovation, and strategic contribution to top-line growth. The Country Team Lead (Engineering & Customer Support Services) cultivates a strong working relationship across a vast stakeholder network and a dynamic global supply base. This role will support the implementation of the global category strategies through sourcing events within the region dedicated to Engineering & Customer Support Services. As a procurement leader, the Country Team Lead will also oversee all commercial topics related to their respective category activity and suppliers within the region. The position holds a heavy interface with the global category structure supporting various strategy development sessions, budget forecasts, supplier quarterly reviews, and workshops

The Country Team Lead is an essential contributor to the Regional Procurement team and serves as the primary point of contact for the global category managers within their respective perimeter. Reporting directly to the VP of the Regional Procurement Centre of the America Region, the Country Team Lead is a member of the extended procurement leadership team in the region and represents the region to global procurement leadership activities.

Key Areas of Responsibility

- Provide regional input into the global segment strategies for short, medium, and long-term needs based on the regional business needs
- Leads a team of procurement professionals across four countries and establishes SMART objectives that contribute to the strategies and growth of Thales.
- Ensures the relevant regional players have a solid working knowledge and support the segment strategies so the region gains maximum business and customer competitive advantage.
- Supports all relevant sourcing events (PVets) within their respective delegation of authority (DoA) and ensure the best sourcing decisions are being made in the interest of Thales
- Drives and negotiates high profile supplier claims and disputes
- Compiles information and data to support the supplier risk management strategies and empowers the category managers/buyers to act accordingly.
- Supports the organization of supplier technology days and drive innovation into the regional businesses through our supplier partner relationships
- Participates in the negotiation and implementation of supply, pricing, and framework agreements and ensure the best possible outcome for Thales.
- Supports specific supplier negotiations (negotiations in person, virtual negotiations, traditional BAFO/LAFO rounds, e-auctions, etc.) when required.
- Consolidates information on the latest in new technologies to drive operational efficiencies and resource optimization.
- Monitors the relevant supplier markets and take into account while adjusting the strategy related to market risks and volatility.
- Execute to key cash/working capital targets and initiatives, as applicable to the Region.
- Set targets for all category buyers and managers within the perimeter for all offset programs (Go to India, Canadian Offsets, Buy America)
- Support supplier performance management efforts through the organization and management of Quarterly/Strategic business reviews with strategic supplier.

- Reinforce and hold suppliers accountable to on-time and on-conformance delivery requirements
- Manage to smart working principles across the region ensuring an efficient and healthy working environment with a geographically dispersed and remote working team
- Enforce strict compliance to all Federal and local regulatory requirements.

Minimum Qualifications

- Minimum of 10 Years of Experience in a procurement or supply chain environment with increasing levels of responsibility within Engineering subcontracting
- Strong executive presence and business acumen
- Bachelor Degree in business, supply chain, or economics or equivalent
- Experience in sub-contract management and delivery of complex engineering supplier solutions
- Solid record of accomplishment in category management with a solid understanding of the categories under their control
- Good understanding of the global markets impacting Engineering and Customer Services
- Strong leadership and management skills
- Strong contractual knowledge (esp. framework agreements), including import / export considerations
- Excellent communication skills (verbal and written)
- Propensity for global aptitude with strong cultural insights
- Strong negotiation skills

Preferred Qualifications

- Aerospace, automotive, transportation, and defense industry experience

If you're excited about working with Thales, but not meeting the requirements for this position, we encourage you to join our Talent Community!

Special Position Requirements

Travel: domestic travel once a month; international travel: once a year

Personal Vehicle Usage: use of personal might be required for domestic travel

The reference Total Target Compensation (TTC) market range for this position, inclusive of annual base salary and the variable compensation target, is between **Total Target Cash (TTC) \$150,000 - \$180,000 CAD Annual**.

This reflects how companies in a similar industry and geographic region generally pay for similar jobs. This range helps the Company make pay decisions as one data point among many. Where a position falls within this range is also dependent on other factors including – but not limited to – the employee's career path history, competencies, skills and performance, as well as the company's annual salary budget, the customer's program requirements, and the company's internal equity. Thales may offer additional benefits and other compensation, depending on circumstances not related to an applicant's status protected by local, state, or federal law.

We use artificial intelligence-enabled tools as part of our recruitment process to support activities such as candidate discovery, résumé matching, and interview scheduling. These tools may help **screen and assess applications** and recommend potential matches based on the requirements within the job description. All hiring decisions, including candidate evaluation, selection, and disposition, are made by human recruiters. Artificial intelligence does not make hiring decisions on our behalf.

Why Join Us?

Say HI and learn more about working at Thales [click here](#)

Please apply directly via:

https://thales.wd3.myworkdayjobs.com/Careers/job/Ottawa/Country-Team-Lead---Segment-E_R0329010-1