

Location: Toronto, ON, Canada

At EY, you'll have the chance to build a career as unique as you are, with the global scale, support, inclusive culture and technology to become the best version of you. And we're counting on your unique voice and perspective to help EY become even better, too. Join us and build an exceptional experience for yourself, and a better working world for all.

Our Supply Chain Services team includes approximately 300 people working across 31 countries. We are relentless trendsetters, employing the latest in innovation and technology to better service the business. In a world of disruption, we embrace transformation and work to find best-in-class services and suppliers to help us stay ahead of the curve. We are responsible for sourcing across four categories of spend:

- Talent (including Brand, Marketing and Communications)
- Technology & External Content
- Real Estate (including Workplace Services and Real Estate Technology and Innovation)
- Travel, Meetings & Events

The opportunity

EY is seeking a dynamic procurement professional who is passionate about Indirect Procurement with at least five (5) years of Procurement experience. Specifically this role includes the procurement of Talent/HR products and services. EY is seeking a professional who has exciting visions for the future, the ability to drive transformative change and deliver stakeholder value and would look forward to joining a global leader on our ambitious procurement journey.

This role will be a key contributor within Global Procurement's Talent Procurement team. You will report to the Procurement Talent Lead for Canada and will be responsible for the procurement strategy, sourcing execution, transformation initiatives, and stakeholder engagement for selected projects within Talent Procurement mainly in Canada.

Your key responsibilities

- You will be responsible for delivering on a portfolio of strategic projects, across Talent (HR) categories, with a focus on delivering brand and quantitative value through strategic change, strong negotiations, process efficiencies and demand management.
- Act as a trusted business advisor to EY stakeholders, aligning procurement projects with the business' pipeline, and providing Exceptional Customer Service while delivering both brand and quantitative value to the bottom line through cost savings and cost avoidance.
- End-to-end delivery of sourcing projects and category management activities for EY business stakeholders, along with commercial management of EY's Talent (HR) suppliers.
- Provide accurate progress reporting on all projects and ensure timely submission of savings forms.
- Identification and leveraging of digital tools, procurement technologies, and artificial intelligence (AI) solutions to drive efficiency, support data-driven decision making, and

optimize sourcing processes and supplier management. Use tools to perform supplier and market research.

- Employ procurement and category best practices to projects.
- Lead RFX's of varying degrees of complexity including strong commercial contractual negotiations, while partnering with stakeholders and shared functions such as Legal, Risk Management and Vendor Management teams.
- Interact with procurement specialists and Talent & business stakeholders across multiple locations to facilitate the efficient and timely execution of projects and contracts.
- Work closely with other business partners and manage all aspects of the contracting process including Risk Management, Legal (GCO), Global Client Serving Partners, Data Privacy, Supplier Risk Assurance, etc. on a regular basis.
- Manage a portfolio of strategic suppliers.
- Work collaboratively with other EY procurement leads.
- Adherence to EY procurement policy and processes, including collaboration with Legal (GCO), Risk Management and other EY support functions.
- Develop strong relationships with key EY business stakeholders and report project progress via regular meetings.
- Continuously educate the procurement process to local EY staff and stakeholders as needed and deliver procurement and category insights to key stakeholders.
- Solid knowledge of key suppliers and their position in the market, in addition to working through current market intelligence resources and partners to perform the latest research across the Talent categories.
- High quality execution of sourcing projects in line with the procurement policy and within the timeline as agreed with key stakeholders.
- Minimize contractual risks to EY and manage supplier relationships according to EY's procurement and Independence policies.

Skills and attributes for success

To qualify for the role, you must have:

- Minimum of 5-to-7 plus years of Procurement experience, including but not limited to sourcing talent HR services such as payroll service providers, benefits administrator providers, relocation management providers, recruiting agencies for temporary and permanent resources, temporary corporate living, mental health services, benefits including medical insurance, including other areas of Talent/HR spend.
- Demonstrated track record of defining and delivering Procurement strategies and projects in HR category and services.
- Experience of working in a complex matrixed global organization and liaising with different cultures.

- Strong business acumen and ability to identify opportunities & develop sourcing strategies which support EY business needs.

Ideally, you'll also have

- An ability to influence and align efforts with key stakeholders and possess a global mindset.
- The understanding of strategic trends in talent and HR and what changes are occurring in the industry as a whole; and how they impact our category & procurement strategies and programs.
- An aptitude to build rapport efficiently, connect and expand network and promote teaming and consensus.
- Experience with assessing opportunities and building credible options, in an influential manner with EY stakeholder groups to reach resolution and drive results.
- Demonstrated effective decision-making and maturity that enhance interactions with EY leadership.
- The ability to adapt to the styles and cultural differences of others and incorporate feedback to maximize relationships and outcomes.
- Proven people development and management skills.
- Excellent oral and written communication skills in fluent business English.
- The ability to travel up to 5% for strategic planning, stakeholder meetings, people management, project coordination and implementation.
- Proven sourcing experience in other categories, such as technology (desired).
- Experience with managing sourcing projects in Ariba/SAP, and execution of online Rfx and e-Auctions.
- Proficiency in Microsoft Office tools, procurement/sourcing technologies, ERP systems such as SAP Ariba, as well as DocuSign.

What we look for

- Strong procurement expertise and commercial acumen to own and drive sourcing and demand management strategies across a broad array of category services.
- Proven track record of identifying, developing and leading procurement activities of varying complexities, including regional, local or global projects. High level of cultural awareness and EQ.
- Strong organizational skills and strong data analysis skills.
- Strong strategic sourcing and negotiation expertise with a background in HR categories.
- Strong analytical skills and ability to clearly present to senior stakeholders to influence program/project direction.
- Strong project management skills to lead a project through contract execution.
- Candidates who are energetic, innovative and self-motivated.

- Ability to independently manage and prioritize workload.
- Bachelor's degree in business, Human Resources or related field, or equivalent work experience. Masters or MBA preferred.
- CPSM (Certified Professional in Supply Management) preferred.

What we offer

As part of this role, you'll work in a highly integrated, global team with the opportunity and tools to grow, develop and drive your career forward. Here, you can combine global opportunity with flexible working. The EY benefits package goes above and beyond too, focusing on your physical, emotional, financial and social well-being. Your recruiter can talk to you about the benefits available in your country. Here's a snapshot of what we offer:

- **Continuous learning:** You'll develop the mindset and skills to navigate whatever comes next.
- **Success as defined by you:** We'll provide the tools and flexibility, so you can make a meaningful impact, your way.
- **Transformative leadership:** We'll give you the insights, coaching and confidence to be the leader the world needs.
- **Diverse and inclusive culture:** You'll be embraced for who you are and empowered to use your voice to help others find theirs.

Please submit your application through the link below. The assigned recruiter will keep you updated on the status of your application.

<https://careers.ey.com/job-invite/1627236/>

The exceptional EY experience. It's yours to build.

EY | Building a better working world

EY exists to build a better working world, helping to create long-term value for clients, people and society and build trust in the capital markets.

Enabled by data and technology, diverse EY teams in over 150 countries provide trust through assurance and help clients grow, transform and operate.

Working across assurance, consulting, law, strategy, tax and transactions, EY teams ask better questions to find new answers for the complex issues facing our world today.