

Apply Now!

Our Story & Purpose:

We're Vancity, a member-owned credit union built on the principles of inclusion and social justice. Since 1946, our relentless commitment to these values has helped us challenge the status quo and break down barriers. We've made bold commitments to become net-zero by 2040 across all mortgages and loans, and we're actively pursuing strategies in Indigenous banking and financial resilience for our members.

As the largest private sector Living Wage Employer in Canada, we're proud to be consistently recognized as one of the country's Top Employers. If you're ready to join our team of 2,300 diverse individuals, access competitive rewards and benefits, and be part of a greater movement - apply today!

Your Role in Supporting Our Members:

As a Senior Strategic Procurement Lead, you will drive high-impact procurement strategies across key business groups. You'll lead cross-functional teams through the full procurement lifecycle - from market analysis and category strategy to sourcing, negotiation, contracting, and implementation. You'll also play a critical role in delivering business value, ensuring compliance, and optimizing enterprise-wide effectiveness.

This is a Full time, Permanent role based at our Vancity head office and will report directly to the Senior Manager, Strategic Procurement - S2C. While this position provides a hybrid work arrangement with 2-3 days on-site per week, you may be expected to be on site for events and business demands as required.

How You'll Make an Impact:

- Implementing processes for category selection, appraisal, and management, including research methodologies and strategic recommendations
- Advising senior management on cost/benefit analyses, feasibility studies, and service improvement options
- Ensuring compliance with strategic procurement policies, contract management, financial approvals, and third-party risk protocols
- Preparing and executing category, contract, and project pipeline plans
Collaborating with user departments to determine sourcing methodologies and develop selection criteria
- Facilitating competitive processes and complex evaluations using decision matrices and weighted scoring
- Providing formalized direction to strategic procurement project teams and mentoring team members across departments
- Motivating and managing diverse internal and external teams to ensure successful project delivery

- Building and maintaining relationships with Senior Leadership Team (SLT), Executive Leadership Team (ELT), business partners, legal, suppliers, contractors, and corporate legal
- Communicating project objectives, requirements, and progress to sponsors, steering committees, and stakeholders

What You'll Bring to the Team:

- Bachelor's degree in Business, Supply Chain, Finance, or related field, A Masters degree (MBA, MAL) is preferred
- Professional designation such as SCMP, NICSL-CSCL, MCIPS, or equivalent is required
- 9-12 years of progressive experience in procurement or supply chain, with 2+ years of experience managing teams
- Demonstrated category management experience in technology, including oversight of critical and complex vendor relationships
- Proven experience in contract management, strategic sourcing, and vendor governance
- Experience embedding ESG, sustainability, or social impact principles into procurement strategies is a strong asset.
- Advanced business case development, budgeting, and cost accounting
- Strong process design and governance expertise
- Knowledge of OSFI B10, BCFSA and other regulatory frameworks
- Exceptional communication, negotiation, and conflict resolution abilities
- Strategic thinking, problem-solving, and critical analysis
- Results-driven with strong prioritization and project management capabilities

You'll Thrive Here If You Are:

- An excellent communicator - You use your interpersonal, written, and verbal communication skills to facilitate project deliverables, convey and address ideas, challenges, and opportunities across several functions, teams, and departments, internally and externally. You love to collaborate, consult, and be resourceful.
- A subject-matter expert - you possess significant knowledge in your functional area and areas that can impact your work. You ensure to keep updated with the most relevant developments in your space.

- Commercially savvy and risk-aware – You balance value, risk, and long-term outcomes when shaping technology category strategies and negotiating with critical and complex vendors, and you're comfortable operating within governance and regulatory expectations.
- A strategic relationship and influence builder – You can navigate complex vendor ecosystems and senior stakeholder groups to align priorities, manage competing interests, and drive decisions that deliver measurable results.

We value lived experience, so if you are interested in this role, we encourage you to apply even if you feel your skills don't perfectly align with those listed.

What You'll Earn:

This role offers a salary range of \$96,600 to \$113,700 per annum. The base pay offered may vary depending on factors such as relevant qualifications, skills, previous experience, and internal equity. As part of our total rewards package, employees may also be eligible for our annual incentive program, subject to program eligibility requirements.

Why You'll Love Working Here:

A career at Vancity is more than just a job, you're joining a tradition of change-makers who are creating lasting change for our communities. Beyond base pay, we offer a comprehensive total rewards package to ensure our employees are empowered to thrive:

- **Living Wage Employer:** We're the largest private-sector Living Wage Employer in Canada and consistently ranked among Canada's Top Employers.
- **Customizable Benefits:** Permanent employees receive flexible benefit packages that can be tailored annually to meet evolving needs.
- **Generous Vacation:** New employees start with 3-4 weeks of vacation per year, with additional days earned over time.
- **Extra Stat Holidays:** In addition to BC's 11 statutory holidays, we offer 2 extra days, plus care days for personal or family illness.
- **Immediate Health Coverage:** Health and dental benefits begin on your hire date, with three levels of coverage to choose from.
- **Defined Benefit Pension:** Our retirement plan provides a guaranteed income for life, recognizing that retirement looks different for everyone.

Vancity Talent Programs:

Vancity supports an inclusive hiring process for candidates who self-identify as Indigenous, Black, or Trans. With special permission from the BC Human Rights Commissioner, this initiative provides access to

career development opportunities, prioritized job screening, and feedback. Any information you choose to share will be stored securely and used only for recruitment and career development connected to this initiative, in line with the BC Personal Information Protection Act (PIPA). For details, please see our dedicated Talent Programs job posting.

At Vancity we're committed to creating a welcoming and inclusive workplace to help our people and communities thrive and prosper. Diversity in our workforce is integral so that we can truly represent, understand and respond to our community needs and deliver on our member experience.

We are also committed to an inclusive, barrier-free and accessible recruitment experience for all candidates. If you require any accommodations or support at any stage of the recruitment process (including the application stage), we encourage you to let us know by contacting our Talent Acquisition team at recruitment@vancity.com. We're here to work with you to ensure your needs are met promptly and effectively. All requests will be handled with the utmost respect and confidentiality, so you can participate fully in the process.