



Strategic Procurement Lead

Location: Vancouver, BC

Salary: \$81,200 to \$122,000

About Vancity

Vancity is a member-owned credit union built on the principles of inclusion and social justice. A relentless commitment to their values has helped them challenge the status quo and break down barriers since day one in 1946. They have bold commitments to make Vancity net-zero by 2040 across all mortgages and loans and are pursuing strategies on Indigenous banking and to improve the financial resilience of their members.

Vancity is the largest private sector Living Wage Employer in Canada and has been consistently recognized as one of the Top Employers in Canada. If you're interested in joining their team of 2,700 diverse individuals and accessing competitive rewards and benefits, all while knowing you are part of a greater movement, then apply today!

About the workplace

We are hiring for 2 permanent, full-time roles, that will enjoy hybrid working arrangements which can be fulfilled primarily from the Vancity head office location and your Lower Mainland based home office. This role may require you to work on-site at our Vancouver head office at least twice a week.

We're looking for Strategic Procurement Leads to drive high-impact procurement strategies across key business groups. In this role, 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 play a critical role in delivering business value, ensuring compliance, and optimizing enterprise-wide effectiveness.

A typical day would involve:

Program Management

- Lead category strategy development, including research, feasibility studies, and cost-benefit analysis.
- Advise senior management on efficiency gains, cost savings, and service improvement opportunities.

- Ensure compliance with procurement policies, contract management, financial approvals, and third-party risk protocols.
- Maintain procurement records and prepare statistical reports, category plans, and contract pipelines.

Sourcing & Evaluation

- Collaborate with user departments to determine sourcing methodologies and develop selection criteria.
- Facilitate competitive processes and complex evaluations using decision matrices and weighted scoring.
- Execute Source-to-Contract (S2C) and Procure-to-Pay (P2P) lifecycle strategies.

Leadership & Coaching

- Provide direction to strategic procurement project teams and mentor team members across departments.
- Align procurement initiatives with corporate goals and deliver measurable business benefits.
- Motivate cross-functional teams to ensure successful project delivery.

Stakeholder Engagement

- Build and maintain relationships with Senior Leadership Team (SLT), Executive Leadership Team (ELT), business partners, legal, suppliers, and contractors.
- Communicate project objectives and progress to sponsors, steering committees, and stakeholders.

You have:

- Bachelor's degree in Business, Supply Chain, Finance, or related field
- Professional designation such as SCMP, NISCL_CSCL, MCIPS or equivalent is required
- 4-8 years in procurement or supply chain with 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.
- Familiarity with ERP systems (e.g., SAP, Workday, Coupa) and Canadian contract law
- 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 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.

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.

The salary range for this role is \$81,200 to \$122,000 annually. 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.

What we offer:

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:

- We are the largest private-sector [Living Wage Employer](#) in Canada and have been consistently recognized as one of the [Top Employers in Canada](#).
- Our permanent employees qualify for attractive benefit packages that can be customized and changed each year to meet their evolving needs.
- New employees receive between three to four weeks of vacation allowance per calendar year, and the number of vacation days grows
- In addition to the 10 statutory holidays in British Columbia, Vancity provides an additional three statutory holidays. We offer care days for periods of short-term personal illness or emergency family illness.
- We have flex credits for our health care & dental benefits offer three levels of coverage for you to select from. These benefits will also be effective immediately based on your hire date.
- We understand that retirement means different things to different people and at Vancity we will offer you a Defined benefits pension plan that pays you a retirement income for life.

We are committed to providing an inclusive and accessible recruitment experience for all candidates. If you require any accommodations at any stage of the recruitment process, please reach out to our

Talent Acquisition team at recruitment@vancity.com for confidential support. In-person assistance is also available. We will collaborate with you to ensure your needs are met promptly and effectively.

To apply, submit your application through this link:

<https://recruiting.ultipro.com/VAN5000VCSCU/JobBoard/a46cbdaa-ca2c-49b6-8d2b-e0ceaafa0e25/Opportunity/OpportunityDetail?opportunityId=ef3d14c5-1bd3-444b-a3b7-68aa7eae8e54&sourceId=b89b1493-46f7-45df-b559-af36669dfc17>