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# Example of Sourcing Director Job Description

Our company is growing rapidly and is looking to fill the role of sourcing director. Please review the list of responsibilities and qualifications. While this is our ideal list, we will consider candidates that do not necessarily have all of the qualifications, but have sufficient experience and talent.

## Responsibilities for sourcing director

* Plans, develops, directs, and implements complex business strategies through the establishment of short/long-range objectives, change management, performance goals, and metrics for each spend category
* Directly manages complex negotiations with key suppliers that require a detailed strategic plan and that have a direct correlation with Corporate operational needs and/or goals
* Supports the talent development of inter-departmental team members and the overall development of cross-functional teams (including global sourcing resources located in other regions)
* Provides continuous leadership to business units to assist in the achievement of their goals and the overall corporate strategies/targets across assigned categories
* Collaborates with the departmental DVP for resource allocation, budgetary control, staff development and sets enterprise wide sourcing plans to effectively assist in the attainment of the company’s P&L
* OComplex and/or large scale RFPs and RFIs as needed
* OEvaluation of supplier fit based on pre-determined selection criteria
* OPreparation and execution of clear, structured negotiation of complex deal terms and contracts
* OMonitoring supplier adherence to contracts
* OCalculating the cost savings/value added benefits for sourcing opportunities, and

## Qualifications for sourcing director

* Computer proficiency in MS Excel, Access and PPT
* Strong project management and operations management skills
* Over 10+ years of purchasing experience in the Financial Services industry
* 10 to 15 years of procurement experience in a highly complex, multi-brand environment with a minimum of 3 to 5 years in marketing category management
* Proven experience in sourcing traditional media
* Solid understanding of marketing channels, traditional and digital technologies, creative processes, agency specialization, vendor landscape, and competition in all marketing subcategories