



The Talent Fit

A Key Communicator Between Candidates and Clients

Talent Fit Summary

Candidate's Name

Supply Chain/Procurement Relationship Leader

About the Talent Fit Summary- John Casey & Associates have taken our client's job requirements and added additional questions typically asked of us by clients over the years, and combined them in a format that allows you to present your skills and experiences directly to the client. Many times in an interview, there is just not enough time to cover all the great experiences and skills you bring to the table for the job you are seeking. We have used this format in the past with much success, and it has proven beneficial to both the candidate and client. This tool breaks down information that might not be covered in your resume, prepares you for the interview if you are selected, allows both you and the employer time to discover if there is a culture fit, and if this is the right career move.

Job Requirements

Skills and Experience

Interest Level/Culture	
What attracts you to our client and this position?	
When working for a company, what aspects of a corporate culture are most important to you in your career?	
Leadership/Management	
Our client is looking for a leader that has a record of managing critical relationships with large suppliers, communicating and coordinating across multiple teams within the company, and developing positive group dynamics. Please describe the size of the supplier relationships you have managed, and an example(s) of developing positive communication/interaction with their operations and supply chain teams.	
Our client believes in continuous improvement. A key aspect of this role will be to develop strategies for improvement and communication to the operations and supply teams. Please give an example(s) of strategies you developed and how you have led and driven change and/or improvements across multiple cultures and/or in a cross functional team leadership role within your organization.	
What do you consider to be the elements of a world-class procurement function? Have you helped implement any of these elements? If so, give an example(s).	
Professional Experience	
A minimum of six years managing a Procurement function is required for this role with a demonstrated increase in responsibilities. Please briefly describe your roles/experience.	
Strong written, verbal and presentation communication skills are required in working with all levels of staff across the organization, including executives and the Board of Directors. Please give an example(s) in these areas.	



Supply Chain/Procurement Skills	
What is your experience in complex procurement and supply chain management working with multiple entities? Do you have international experience?	
Give an example(s) of your knowledge/experience regarding category management, spend analysis, RFPs, and vendor contract negotiations, and include any notable achievements.	
Briefly share your knowledge of purchasing practices and techniques, including billing procedures, accounting and budget processes.	
Which internal Supply Chain and Operations teams have you worked with?	
Give an example(s) where you resolved conflicts between your company and a supplier, including the volume of products/sales involved.	
Have you been involved in complex supply chain redesigns to optimize service and reduce costs? Explain.	
Education/Certifications/Training	
Bachelor Degree required, MBA preferred. CPSM is a strong plus. Please describe any other education or certificates you have earned.	
Systems/Software Skills	
Describe any work you did establishing KPI reporting systems and any tools you used. Do you have any experience with Tableau or SAP's BI systems?	
Please share your experience with data analytical tools (dashboards and business intelligence).	
Must be proficient in Microsoft products, including PowerPoint and Excel creating "what-if" models. Please describe and/or give an example(s) of work you have done.	
Last Thoughts	
Based on what you know about the position from our conversations and the job description, is there anything else you feel would be worth sharing regarding your experience and background (including success stories) as it pertains to our client's Procurement Leader role?	