**Job description**

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| **Position** | |
| Job title | **Category Manager - Dairy** |
| Department Name | Procurement Department, Supply Chain |
| Reporting to | Global Head of Procurement |
| Workplace | N/S |

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| **Description** | |
| **Overall Purpose** | As Dairy Category Manager, you will lead the strategic sourcing, supplier development, and cost-risk optimization for all dairy-derived raw materials across our manufacturing locations. This includes delactosed whey powders, WPC, lactose, dairy permeates, and other milk-based ingredients critical to our nutritional product lines.  You will act as the functional owner of the dairy category globally, embedding deep market expertise, securing long-term supplier partnerships, and enabling technical and operational excellence across the value chain. You will partner with Nutrition, Planning, Quality, and Operations to ensure our sourcing strategies are cost-efficient, supply-resilient, compliant, and innovation-driven.  This is a high-impact role within a functional procurement model transitioning towards best-in-class category leadership. |
| Responsibilities | **Category Strategy & Development**   * Develop and implement a multi-year **Dairy Category Strategy** covering:   + Global and local sourcing models   + Supplier segmentation and portfolio design   + Make vs. buy scenarios (e.g., toll spray drying)   + Forward contracting windows and hedging approaches * Align category strategy with commercial pricing strategies, margin improvement programs, and nutrition product development roadmaps. * Drive annual cost budgeting and category risk planning cycles.   **Market Intelligence & Risk Management**   * Monitor international dairy markets (EU, US, Asia) and anticipate volatility in spot pricing, seasonality, and regulatory shifts. * Create and maintain **market dashboards** with forward curves, currency risks, and cost models to support proactive decisions. * Work with Finance to define coverage policies, FX exposure, and alternative scenario modeling.   **Supplier Management & Negotiation**   * Build and maintain senior relationships with strategic dairy suppliers, producers, processors, and traders across Europe. * Lead **SRM programs**, ensuring robust performance metrics, innovation pipelines, and commercial transparency. * Manage complex negotiations covering quality specs, supply security, sustainability commitments, and long-term agreements. * Coordinate supplier risk evaluations (e.g., financial, ESG, capacity) with Quality and Sustainability teams   **Collaboration & Stakeholder Engagement**   * Serve as the key liaison between Procurement and Nutrition/R&D to ensure category alignment with technical formulation needs and feed performance. * Collaborate with Planning and Site Coordinators to validate forecasts, address constraints, and unlock cost-to-serve optimization. * Support Quality and Regulatory Affairs in implementing feed safety standards, traceability protocols, and supplier audits.   **Reporting & Compliance**   * Define and track **category KPIs**, including: * Contract coverage * Delivered cost vs. budget * Supplier OTIF and complaints * Cost savings and value creation * Spec and source harmonization * Ensure end-to-end sourcing processes are compliant with AB Agri and ABF governance frameworks (Feed Safety, Supplier Approval, ESG). |
| **Internal stakeholder Engagement / Key Relationships** | - Sales  - Customer Service and Administration  - Product Development Department  - Quality Assurance and Control Department  - Production Department  - Warehouse Management Department  - Finance Department  - HR Department  - Global Supply Chain Team |
| **KPIS** | * % of dairy spend under active contract coverage * % of critical materials with validated second sources * Forecast vs. actual raw material cost variance * Supplier OTIF (On-Time In-Full) performance * Savings achieved vs. category target * Contract compliance and audit score (per site) |

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| **Personal Profile/ Knowledge, any formal qualifications and necessary key areas of knowledge or experience** | |  |
| **Essential** | **Desirable** | |
| 5+ years of experience in category management or strategic sourcing in **food, feed, or dairy-related commodities**. | Essential | |
| Proven experience in end-to-end procurement process, ideally including category management and use of e sourcing tools and Supplier Management / analytics | Essential | |
| Strong understanding of dairy ingredient markets (e.g., whey, lactose, protein derivatives). | Essential | |
| Demonstrated ability to lead cross-border sourcing and supplier negotiations. | Essential | |
| Financial and commercial acumen, including TCO, commodity risk, and hedging principles. | Essential | |
| Strong communication and stakeholder management skills across levels and geographies. | Essential | |
| Fluent in English; ability to travel regularly across Europe (20–40%). | Essential | |
| Background in animal nutrition or infant-grade dairy markets | Desirable | |
| Familiarity with feed safety frameworks and quality compliance protocols | Desirable | |
| Experience with ERP and e-sourcing systems (e.g., D365, Ariba, Jaggaer) | Desirable | |
| Good analytical skills and negotiation skills both with stakeholders, suppliers and across the wider business group. Strong attention to detail and able to establish positions of strength from which to negotiate. Strong Leadership skills essential: tenacity and growth mindset also required. | Essential | |
| Exposure to sustainability programs (e.g., non-GM, carbon traceability) | Desirable | |

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| Version | Date | Developed by | Approved |

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| Date of transfer | Employee/Signature | Supervisor/Signature |