

International industrial organization operating a production site in the Brussels–Charleroi area with complex technical facilities.

In a context of growth and organizational evolution, teams are expanding and require the addition of a profile capable of managing a team.

# Procurement Team Manager (M/F/X)

## Responsibilities

### Your Context

You will join a local procurement team composed of experienced buyers with well-established working methods. Your role is not to redefine strategy — it is to lead, structure, and energize the team through a period of meaningful change. You will report to your line manager, who focuses on group-level strategy and cross-functional projects, giving you real autonomy to manage day-to-day operations on site.

This is a people-first management role. Your success will be measured by your ability to bring senior profiles along with you, build trust, and deliver consistent operational performance — all while accompanying the team through transformation.

### Main Responsibilities

#### **Team Leadership & Change Management**

- Lead, support, and develop a team of three senior buyers with established expertise
- Create the conditions for smooth adoption of new ways of working, without disrupting operational continuity
- Act as a stabilizing and motivating force during a period of significant organizational change
- Foster team cohesion, accountability, and a continuous improvement mindset

#### **Operational Procurement Management**

- Ensure effective coordination between group procurement guidelines, lead buyers, and site operational needs
- Animate local procurement activities and maintain strong relationships with internal stakeholders and prescribers
- Drive procurement performance through budget monitoring, SLA tracking, and supplier risk management
- Manage critical suppliers, including audits and corrective action plan follow-up

- Lead complex contractual negotiations to ensure cost, quality, and delivery optimization

#### Process & Compliance

- Optimize and structure procurement tools, processes, and standards (SAP, catalogues, contract management)
- Ensure compliance with HSE standards, ethical guidelines, and internal procurement policies
- Bring structure and rigor to a changing environment while remaining agile and pragmatic

## Profile

- You hold a **Master's degree** in Procurement, Supply Chain, Business, or Management (Required)
- You have solid experience in procurement within an **industrial environment**, with a **natural ability to lead** and bring people with you
- You know how to lead experienced professionals: you earn credibility through substance, not hierarchy
- You are comfortable operating within a defined strategic framework, translating group directives into local execution
- You are proficient in SAP and familiar with contract management fundamentals
- You are fluent in **French** and have a strong professional level of **English** (C1 or solid B2)

Your application will be treated with the utmost confidentiality, in accordance with the GDPR. PaHRtners promotes diversity, equity, and inclusion.

## Interested ?

Please send your CV together with an adapted cover letter via to [recruitment@pahrtners.be](mailto:recruitment@pahrtners.be).

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