

JOB DESCRIPTION



**Supply Chain**

**CATEGORY LEAD - FINAL-  
COMM/CATLD**

# CATEGORY LEAD - FINAL- COMM/ CATLD

Functional Mid Level Manager | Category Management | Category Management

## ABOUT THE COMPANY

### About NHS Supply Chain

NHS Supply Chain is a part of the NHS family, and our role is to source, deliver and supply healthcare products, services and food for NHS trusts and healthcare organisations across England and Wales. In all, we serve every NHS Trust and operate a national network of distribution centres. We also manage relationships with more than 1000 suppliers, delivering more than 8,000,000 orders each year to more than 17,000 locations.

By doing all of this on behalf of the NHS, this gives NHS staff more time to focus on their main priority of proving excellent patient care.

NHS Supply Chain's management function is called Supply Chain Coordination Limited (SCCL) which is wholly owned by NHS England and overseen by a Board of directors. We are currently developing our new operating model which will be published in 2023

## JOB PURPOSE

The Category Lead will manage the specific portfolio of category or product group strategies, delivering full category management for the area. They will have responsibility for the delivery of the category KPIs, driving savings and value along with growing market share. This role will have line management responsibility for the category managers in the specific category area.

## RESPONSIBILITIES

### Category Management

Manage a category plan/program in line with the organizations' purchasing/ procurement and/or sales strategy ensuring realization of synergies, like cost savings and risk-reduction, and/or optimization of the category profit, while reporting to senior colleagues.

**Horizon Scanning**

Explore and develop a detailed understanding of external developments or emerging issues and evaluate their potential impact on, or usefulness to, the organization.

**Information and Business Advice**

Provide specialist advice on the interpretation and application of policies and procedures, resolving complex or contentious queries and issues and enabling others to take appropriate actions.

**Stakeholder Engagement**

Develop stakeholder engagement through identifying stakeholders, finding out their needs/issues/concerns and reacting to these to support the communication of business information and decisions.

**Customer Needs Clarification**

Set clear objectives for each category; develop and make presentations that are tailored to the known interests, needs, issues, and concerns of decision makers and influencers within the customer organization; gather and analyse relevant information; and gain agreement to a statement of customer requirements.

**Data Collection and Analysis**

Use data from a wide range of sources to analyze key themes and identify possible impacts on the business.

**Market Access**

Build and optimize important relationships and interactions with external and internal stakeholders, including key decision makers, regulators, public organizations, governmental institutions, insurance companies, providers, professional communities, and customer/client/patient groups. Work with guidance from senior colleagues.

**Personal Capability Building**

Develop own capabilities by participating in assessment and development planning activities as well as formal and informal training and coaching; gain or maintain external professional accreditation where relevant to improve performance and fulfill personal potential. Maintain an in-depth understanding of technology, external regulation, and industry best practices through ongoing

education, attending conferences, and reading specialist media.

### **Functional Strategy Formation**

Contribute to the formation of a key element of functional strategy through specialist expertise and insights, to ensure that the strategy meets business needs.

### **Leadership and Direction**

Communicate the local action plan; explain how this relates to the function's strategy and action plan, and the broader organization's mission and vision; motivate people to achieve local business goals.

### **Performance Management**

Manage and report on team performance; set appropriate performance objectives for direct reports or project / account team members and hold them accountable for achieving these, taking appropriate corrective action where necessary to ensure the achievement of team / personal objectives.

## **BEHAVIORAL COMPETENCIES BE AUTHENTIC Instills Trust**

Gains the confidence and trust of others through honesty, integrity, and authenticity. For example, is consistently honest and straightforward; shares uncomfortable information in a clear and helpful manner. Maintains high ethical standards and professional codes of conduct.

## **BE INCLUSIVE Values Differences**

Recognizes the value that different perspectives and cultures bring to an organization. For example, confronts stereotyping and offensive comments promptly. Consistently behaves with great sensitivity toward differences in cultural norms, expectations, and ways of communicating.

## **BE THE DIFFERENCE Cultivates Innovation**

Creates new and better ways for the organization to be successful. For example, motivates others to find new and better ways to address challenges; provides support and resources for promising ideas. Encourages people to incorporate varied perspectives to strengthen the innovation process.

## **BE ENTERPRISING Strategic Mindset**

Sees ahead to future possibilities and translates them into breakthrough strategies. For example, knows what to prioritize for the greatest strategic impact on the organization. Takes industry and market trends into account in decisions. Explores possibilities that may impact the team or organization in the future.

**BE DRIVEN Drives Vision and Purpose**

Paints a compelling picture of the vision and strategy that motivates others to action. For example, explicitly articulates the core purpose of own work and consistently acts in alignment with that. Finds unique ways to contribute to the organization's vision and to the workgroup's mission.

**Manages Complexity**

Makes sense of complex, high quantity, and sometimes contradictory information to effectively solve problems. For example, asks questions to encourage others to think differently and enrich their analyses of complex situations. Accurately defines the key elements of complex, ambiguous situations.

**Business Strategy**

Applies knowledge of business and the marketplace to advance the organization's goals. For example, has a sophisticated grasp of business drivers, finds new ways to increase own contribution. Stays attuned to business and industry changes, ensures own activities remain aligned to key objectives.

**Communicates Effectively**

Develops and delivers multi-mode communications that convey a clear understanding of the unique needs of different audiences. For example, tailors communication content and style to the needs of others. Pays attention to others' input and perspectives, asks questions, and summarizes to confirm understanding.

**Organizational Savvy**

Maneuvers comfortably through complex policy, process, and people-related organizational dynamics. For example, has a firm grasp on organizational culture and politics; connects with key stakeholders and knows when to bring something to their attention.

**Balances Stakeholders**

Anticipates and balances the needs of multiple stakeholders. For example, provides guidance so that others understand the needs of different stakeholders

and can balance them appropriately. Makes sure people understand and adhere to ethical standards when working with stakeholders; models and ensures cross-cultural sensitivity.

**Interpersonal Savvy**

Relates openly and comfortably with diverse groups of people. For example, recognizes even subtle social cues and nimbly responds to others' needs and preferences. Helps to defuse difficult interpersonal situations by showing high levels of tact, sensitivity, and consideration. Builds rapport with ease.

**Nimble Learning**

Learns through experimentation when tackling new problems, using both successes and failures as learning fodder. For example, swiftly incorporates new concepts and principles into own expertise; skillfully uses these fresh insights to solve problems. Shares learning from own mistakes with others.

**Situational Adaptability**

Adapts approach and demeanor in real time to match the shifting demands of different situations. For example, serves as an example of adaptability and provides guidance and support to help others adapt to new situations. Considers the needs of clients, constituents, and the organization; shifts priorities appropriately.

**Builds Networks**

Effectively builds formal and informal relationship networks inside and outside the organization. For example, engages with a wide network, across many functions, disciplines, and business units, to add value to organizational efforts. Leverages a wide network to provide insight and influence outcomes.

**Persuades**

Uses compelling arguments to gain the support and commitment of others. For example, convinces others through a variety of means and methods of persuasion, including well-reasoned rationale. Recognizes when compromise is necessary and shifts approach to accommodate others.

**Collaborates**

Builds partnerships and works collaboratively with others to meet shared objectives. For example, enlists a range of stakeholders to add value; ensures they are well informed and surprises are avoided. Confronts and challenges "us

vs. them"; shows strong appreciation for others' efforts toward shared goals.

## SKILLS

### **Data Collection and Analysis**

Acts as the organizational authority and established expert on analyzing data trends for use in reports to help guide decision making.

### **Assessment**

Uses comprehensive knowledge and skills to work independently while providing guidance and training to others on analyzing data from multiple sources to draw appropriate conclusions and make suitable recommendations.

### **Verbal Communication**

Applies comprehensive knowledge to act independently while providing guidance and training to others on using clear and effective verbal communications skills to express ideas, request actions and formulate plans or policies.

### **Negotiation**

Negotiates as the organizational authority and established expert to help the organization by obtaining consensus between two or more internal or external parties who may have different interests.

### **Action Planning**

Uses comprehensive knowledge and skills to work independently while providing guidance and training to others on developing appropriate plans or performing necessary actions based on recommendations and requirements.

### **Policy and procedures**

Uses comprehensive knowledge and skills to work independently while providing guidance and training to others on developing, monitoring, interpreting and understanding policies and procedures, while making sure they match organizational strategies and objectives.

### **Contract Management**

Acts as the organization's authorities and applies expertise to supervise the construction of assigned properties according to instructions.

### **Costing and Budgeting**

Uses comprehensive knowledge and skills to work independently on costing, budgeting and finance tasks while providing guidance and training to others.

**Planning and Organizing**

Uses comprehensive knowledge and skills to work independently while providing guidance and training to others on planning, organizing, prioritizing and overseeing activities to efficiently meet business objectives.

**Presentation skills**

Uses comprehensive knowledge and skills to communicate with other people independently while providing guidance and training to others on speaking in a clear, concise and compelling manner.

**EDUCATION****General Education**

Master's Degree or Equivalent Level

**EXPERIENCE****General Experience**

Wide and deep experience providing expert competence

**Managerial Experience**

Experience of general supervision of more junior colleagues



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## **ABOUT KORN FERRY**

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