CIPS and Hays Talent Solutions
North America

Whilst we did not receive enough responses through the survey to include a North America regional report in 2018, CIPS/Hays are very keen to include this in the future. The next survey will come out in September 2018 so please ensure you respond to enable us to be able to report on this region. In the meantime the country managers have shared some of their insights.

Procurement is an increasingly important strategic function for North American companies, where it has traditionally been seen as a transactional role. Companies now see the potential value the function can bring, including not only cost savings, but improved processes, better efficiencies, and improved timelines. Demand is particularly high from the banking and financial sector, where companies are focused on both increasing efficiency, and cost reduction.

In North America, we are also seeing more permanent workers opening up to the idea of a flexible contract role, creating the need for talent acquisition and strategic sourcing to align to find the best talent and create a more robust candidate pool whether the worker is contingent or permanent.

There is a region-wide need for procurement leaders with the business acumen and strategic vision to not only drive results for their companies, but to continue to prove the value of the profession beyond its tactical role. As part of this, Hays has partnered with CIPS to host a webinar on how to align HR and procurement, Travis O’Rourke, VP of Hays Talent Solutions Canada, commented: “The best relationship you can have with a talent supplier is one that is as close to an extension of your day-to-day business as possible. When you’re creating your workforce plan, invite that person to open the book with you. Look at your business goals and priorities, and share that with your partners to help find the most strategic way of delivering that result.”

Bill Michels, VP of Operations at CIPS, also relayed the importance of procurement and HR working together in a shared ownership space: “It’s getting over the ‘my territory, your territory’ and defining how the relationship is going to work and what the strategy is and how each party is going to play into that category management process. Outline the goals and roles and work together to build a plan, because it is a business requirement to get the best talent, at the right time, and at the right cost.”

So how are companies finding the talent they need? One of the most important steps we see employers taking is to do a requirements assessment. What does success look like for the role, and what skills and experience will be needed? By assessing these requirements employers can focus on the “must haves”, such as communication, negotiation, personality fit and business understanding. We see a lot of employers very focused on finding industry-specific experience, but this is often unnecessary, and just narrows the available talent pool. Procurement experts with the right stakeholder management, negotiation, and communication skills, transcends industries and will be able to drive success across a variety of sectors. Those who have been successful in finding these procurement leaders are actively networking, engaging with associations, and using experienced recruitment firms to benchmark and source top talent.

Procurement candidates are interested in finding an organization that values procurement, have sophisticated approaches and are offering career growth. Salary is one part of this, but beyond just base compensation, candidates want to see that their roles are strategically important to the business, and that there are opportunities for career progression. For their part, procurement candidates looking to make the leap from transactional to strategic need to get outside their comfort zone and focus on building their business skills and stakeholder management ability.

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www.CIPS.org/salarysurvey