

## GROUP PURCHASING DIRECTOR

**Paragon ID** provides identification solutions focused on four key activities - public transport, track & trace, payment, and identity.

Our products, solutions, RFID applications and SaaS platforms aim to securely connect and locate people, products and things. They include identity control documents, tickets and cards for public transport, labels and tags and payment and loyalty cards.

Paragon ID also develops and markets software platforms such as the Open ABT platform for mass transit and the RFiD Discovery multi-technology RTLS platform.

With more than 900 employees worldwide, Paragon ID has a strong industrial base, with factories close to its global customers.

### MISSION

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The Group Purchasing Director at Paragon ID is responsible for designing and executing a comprehensive purchasing strategy across all entities within Paragon ID. This role ensures alignment with Paragon ID Group directives and drives continuous improvement in cost efficiency, cash flow optimization, supplier performance, innovation, cross-business collaboration, and sustainability. The director acts as a strategic partner to internal stakeholders and contributes directly to profitable growth and operational excellence.

Reporting to the Paragon ID Group Chief Operating Officer, your functional reports includes regional buyers, category managers and procurement analysts. Given the importance of the role, you will participate in the Group Executive management meetings including from time to time interaction directly with the Group CEO given the significant supplier relationships.

### KEY RESPONSABILITES

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#### Strategic Leadership

- ▶ Define and propose a complete purchasing policy to General Management, aligned with Paragon ID Group's strategic guidelines
- ▶ Implement the purchasing strategy across Paragon ID, managing both centralized and local procurement activities
- ▶ Lead and support purchasing teams and supply coordinators in optimizing procurement performance, including working capital and cash flow
- ▶ Develop and apply make-or-buy strategies to support operational efficiency and cost control
- ▶ Position the purchasing function as a key business partner to internal clients, contributing to growth and differentiation

#### Supplier Management & Negotiation

- ▶ Conduct direct negotiations during purchasing phases and throughout contract execution, especially in cases of service issues or non-conformities
- ▶ Optimize Incoterms and delivery conditions to improve cash flow, reduce risk, and enhance supply chain efficiency
- ▶ Build long-term, trust-based relationships with suppliers that deliver mutual value for customers, employees, and shareholders
- ▶ Draft and deploy specific supplier/client contracts

#### Governance, Compliance & Reporting

- ▶ Establish and monitor purchasing KPIs in line with strategic objectives; ensure regular reporting to General Management
- ▶ Ensure compliance with internal policies, regulatory standards, and ethical commitments
- ▶ Lead ISO audits and certification processes
- ▶ Oversee deployment of RFAR Label and ISO 20400 standards
- ▶ Manage procurement data: Power BI dashboards, supplier mapping cleanup in Business Central
- ▶ Lead EUDR compliance projects and actively support CSRD group initiatives

#### Risk Management & Business Continuity

- ▶ Organize and coordinate supplier audits across all entities
- ▶ Develop and implement supplier risk mitigation and continuity plans

#### Digitalization & Procurement Tools

- ▶ Define and deploy digital procurement tools and processes (SRM, e-procurement, automation) to improve efficiency, traceability, and performance tracking
- ▶ Lead SRM consultation: draft technical and operational specifications, conduct sourcing and RFP management

## **Lead Buyer – Supply Category**

- ▶ Develop and execute category-specific strategies for supply-related purchases
- ▶ Implement price monitoring tools and data tracking systems
- ▶ Coordinate with local supply team and contribute to RFP responses and client presentations

## **REQUIRED QUALIFICATIONS & SKILLS**

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- ▶ Master's degree in Business, Supply Chain, Engineering, or related field.
- ▶ Minimum 10 years of experience in strategic procurement, ideally in a multinational or consulting environment.
- ▶ Strong leadership, negotiation, and project management skills.
- ▶ Excellent communication and stakeholder engagement abilities.
- ▶ Fluent in English and French; other languages are a plus.
- ▶ Proficiency in ERP systems and procurement platforms (e.g., Business Central, SRM, Power BI).
- ▶ Solid understanding of Incoterms, cash flow dynamics, and make-or-buy decision frameworks.

## **AUTRES INFORMATIONS**

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- ▶ Working from home position
- ▶ International and national frequent travels
- ▶ Attractive package: salary + bonus + company car

## **POUR EN SAVOIR PLUS**

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- ▶ Grenadier Holdings : <https://grenadier-holdings.com/>
- ▶ Paragon ID : <https://www.paragon-id.com/en>

Ready for a new challenge ? Please send your application to: [laurence.hamard@paragon-id.com](mailto:laurence.hamard@paragon-id.com)