

POSITION PROFILE

DatacardGroup

Director of Global Sourcing & Procurement

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I. OVERVIEW

Datacard Group is a driving force in virtually every major card program around the world. Datacard's secure ID and card personalization solutions are used to issue millions of financial cards and identification documents each day.

More than 35 years ago, Datacard made mass issuance of credit cards economical when they invented systems for high-volume plastic card personalization—forever changing the way consumers conduct transactions. Today, Datacard's high-volume card issuance solutions outsell all other brands combined. Datacard Group built on this heritage to redefine secure identity technology. Datacard introduced the first digital photo ID systems more than a decade ago. Since then, corporations, governments and other security-minded organizations have made Datacard the world's most popular brand of secure ID solutions. Today, the company produces, more than 10 million cards (credit cards, smart cards, driver's licenses, other forms of ID) a day and works on government identity programs in more than 75 countries.

Data card is privately held with annual revenues of approximately \$450 million, with 900 employees in Minnetonka, Minnesota and a total of 1,400 employees worldwide. 60% of revenues come from outside the U.S. Datacard provides service and support covering more than 120 countries. Worldwide operations include development centers in three regions: Asia Pacific and Japan (APJ); the Middle East, India and Africa (EMEA); and the Americas.

II. POSITION DESCRIPTION

Reporting Relationships

The Director of Global Sourcing & Procurement & Procurement will report directly to the Senior Vice President of Operations and Engineering.

In addition, the Senior Vice President of Operations and Engineering has the following positions reporting to him:

- Vice President of Manufacturing
- Vice President of Engineering
- Vice President of Sustaining Engineering
- Director of Global Logistics
- Facilities Manager
- France and Asia Operations

Experience, Qualifications and Education

We are seeking a Director of Global Sourcing & Procurement experienced in developing and executing the global sourcing and procurement strategies, including supplier certification and partnering in a global manufacturing and distribution environment. He/she will have direct knowledge of integrated ERP systems, lean manufacturing concepts and world-class supply chain practices. In addition, the candidate must have the ability to provide leadership, vision and direction to the changing role of sourcing and procurement. This person will possess a balanced approach in evaluating and improving systems, processes and resources as they pertain to the overall supply chain organization.

The preferred candidate will have a minimum of 10+ years of relevant work experience in purchasing and contract management leadership, along with a bachelors' degree in business, purchasing or engineering. Having received an MBA or advanced engineering degree will be considered a plus.

Basic Position Purpose and Responsibilities

This position will be responsible for every step in the supply chain process. This includes supplier relations, and integrated systems development impacting suppliers, developing a world class supply chain organization, and owning the supply side of the new product introduction team. This position requires cross-functional skills as the position works closely with sales, engineering, information systems, manufacturing and finance. Develop strong win/win relationships with suppliers that will allow for combined efforts that will take cost and steps out of the process, thereby improving performance and profits.

The essential job responsibilities for the Director of Global Sourcing & Procurement will be the following:

- Develop the overall supply chain vision. There is a need for new creative ideas regarding philosophy, process and systems that need to be formalized and agreed to across all functions involved in procurement and production. This vision and business strategy should include first year steps and goals, as well as long-term direction. It should also involve the ideas and thoughts of others throughout the organization.
- Formulate and deploy procedures governing all aspects of (materials procurement, material planning, inventory management, and supplier development), supporting Datacard's global operational excellence, customer satisfaction, product leadership, and operating philosophy initiatives. Lead the transition to a demand-pull system by coordinating with sales, manufacturing and logistics functions.

- Provide overall strategic, tactical and operational direction and support to the organization to support best cost manufacturing strategy.
- Develop high-potential and high-performing staff and implement strategies to become a more competitive procurement function, driving enhanced economic value to the enterprise.
- Communicate the vision to suppliers to elicit them as partners in the new direction of global supply chain management. Develop and maintain on-going relationships with key suppliers and establish effective programs and processes of ensuring “best in class” supplier performance.
- Seek out and capitalize on strategic opportunities with the supply base the yield significant advantages for the enterprise to improve corporate profitability.
- Participate in the strategic and tactical negotiation of major supplier contracts.
- Leverage Datacard’s financial resources through the implementation of cost effective purchasing agreements on a global scale.
- Lead in the evaluation of in-sourcing strategies, assessment and deployment.
- Implement continuous improvement processes within the supply chain group, as well as with suppliers.
- Lead the effort in the design, development and implementation of integrated information systems within the manufacturing, materials, and distribution functions.

Personal Traits and Professional Attributes

The qualified candidate will have a personal style and skill set, which includes the following traits and attributes:

- A strong supply chain background and previous responsibility for managing a supply chain function. Possess good process experience/judgment and the ability to recognize key problems before they become major issues. Capable of recognizing opportunities that translate to bottom line improvement.
- A demonstrated ability to work cross-functionally within the company, as well as globally with suppliers.

- A visionary who understands the big picture and can develop programs and processes that capture the true potential and opportunities that may exist – a “Out of the Box Thinker”.
- Be a “Champion for Change” capable of role modeling via work ethic, focus and people skills.
- Self – Starter with a reputation as a “can do – get the job done” personality with superb motivational skills to encourage contribution and involvement from others.
- A team builder and excellent communicator who presents ideas in a fashion where “Buy In” is readily achieved.
- Strongly grounded and at ease working in a technology-driven manufacturing environment.
- Outstanding presentation skills, strong competence in preparing and presenting business direction, strategies, products, services, and capabilities.
- Embraces a style of accountability, continuous improvement and acts with a sense of urgency.
- An excellent coach and team leader who develops clear and concise stretch goals, and is able to formulate and execute a plan.
- Superior project skills that encompass multiple tasks on multiple projects.
- Periodic travel required throughout the regions in which the company operates.
- Unquestionable integrity and trustworthiness. No personal agendas.

Other preferred and emphasized qualifications include:

- Ability to lead change; effectively establishes high performing teams and acts as a role model with high performance standards
- Strategic thinking skills including ability to make sound business judgments related to supply management philosophies and initiatives
- Well developed negotiating skills
- Previous training in Six Sigma Green or Black Belt
- CPIM and/or CPM certification
- Experience implementing cost reduction programs

- Sound knowledge of manufacturing
- Strong systems background
- Tactical planning skills
- Knowledge of forecasting systems
- Sound working knowledge of value engineering
- International coordination of sourcing materials
- Considerable knowledge of Lean Manufacturing Principles

Compensation and Benefits

The compensation package will consist of an attractive and competitive market based salary, which will be determined, in part, by the successful candidate's level of supply chain experience. In addition, the successful candidate will participate in a management incentive program which is based on the achievement of specific individual and/or corporate key result areas.

Datacard provides employees and their families with a comprehensive benefits package. Most all of our benefits start on the first day of employment and all full-time employees are eligible for additional compensation in the form of either an annual bonus or strategic objectives.

Datacard offers an attractive health and welfare package including some of the following benefits:

- Group Medical Coverage
- Dental Insurance
- Group Life Insurance
- Sick Leave Compensation
- Short and Long-term Disability Coverage
- Employee Investment Plans / 401(k)
- Education Reimbursement (up to \$5,250 per calendar year)
- Paid Vacations
- Paid Holidays
- Direct Deposit
- Flexible Spending Accounts

The Opportunity

The position will provide the talented professional with the opportunity to shape the future direction of the company's supply chain throughout the regions in which they operate and make a major impact on the success of Datacard globally. This position requires the ideal candidate to be located in the Minneapolis area. The ideal candidate must be very comfortable with the risks and rewards of a rapidly growing global company. While well capitalized, the Datacard Group is bringing a new technology and capability into a rapidly unfolding global identity marketplace. This type of challenge is a selling point for

the right individual, who will appreciate the magnitude of the opportunity presented to them. Datacard is looking for a passionate extremely creative individual that will thrive in this fast paced environment and understands the global supply chain landscape and the impact this position can have on a global company. The dynamic nature of Datacard's growth and potential acquisitions, demands that this person have the flexibility to adapt to change, push their own personal and professional limits and the judgment and experience to know which course to pursue.

The position carries a high level of visibility within the company, offers the proven individual the opportunity to grow financially and professionally.

III. Contact Information

We respect the need for confidentiality on all information supplied to us by interested individuals and assure that we will not discuss this information with anyone, without prior consent.

For additional information on this search please contact:

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