



Director of Program Implementation

Tradewater is an environmental project development firm located in Chicago, Illinois. Our projects are all designed to have a dual mission – fight climate change and make a profit. We believe companies with this dual mission are better positioned for growth and success in a changing economy. And we are proving it year over year.

The Director of Program Implementation will oversee implementation of a national program to source and collect refrigerants. They will lead a team of 8 – 12 people working to achieve company mission and performance goals. The work is at the heart of the company's core program to develop carbon offset credits from the destruction of these harmful gases.

Responsibilities:

- Direct and coordinate activities of Regional Team Leads and Sales Lead, as well as their supporting staff, to obtain optimum operational efficiencies and maximize profits
- Manage the day-to-day operations of the procurement process
- Participate in company management as part of the leadership team
- Develop and maintain strong relationships with internal and external stakeholders to ensure optimal performance
- Reinforce the importance of metrics and monitoring progress and success
- Work collaboratively, negotiate and engage with key stakeholders to facilitate delivery and compliance with the refrigerant purchasing strategy
- Design policies and procedures to facilitate efficient and effective operations
- Anticipate or spot barriers to success or program weaknesses and problem solve around those issues
- Develop and implement long-term and annual operating plans aligned with national business objectives
- Prepare an annual personal development plan for team members to ensure training needs are appropriately identified and a mutually agreed upon training plan for individual staff members is completed
- Develop and enable the integration of best practices across the procurement organization, ensuring the best use of effective sourcing and supply chain tools, techniques and processes
- Foster an environment of teamwork and emphasize the importance of strong project management

Position Requirements:

- Enthusiasm for mission of the company and desire to make a difference
- 7+ years of experience in Sales, Procurement or Strategic Sourcing Operations with a high- growth company
- Experience setting budgets and managing projects within budget
- Proven leader with experience hiring, training, and coaching a high-performance team
- Experience with negotiations, analytics, strategy, planning and managing sourcing activities
- Experience with RFX and procure-to-pay systems
- Experience in project/program management
- Experience in Strategic Sourcing with a strong track record of driving operational improvements for both direct and indirect spend, preferred
- Strong business acumen supported by robust quantitative, analytical, and problem-solving skills

Education Requirements:

- Bachelor's degree from an accredited institution.

Tradewater offers a competitive salary and good benefits.

Please send a cover letter and resume to Gabe Plotkin at gplotkin@tradewater.us.