

Join our team

Category Lead
Full time permanent

Position Description



About us

We provide services to more than 69,000 households and businesses across 43 towns, comprising a diverse, complex, and geographically dispersed asset base, with over 375 team members across eight departments.



So why choose us?

We exist to deliver reliable, high-quality water, wastewater and waste recovery services to ensure the economy and liveability of the central Gippsland region.

Our region is diverse which presents many challenges, and we play an important role in its ongoing stability and transition.

We're continuing to focus on:

- maintaining quality water and wastewater services for our customers at an affordable price
- our sustainable future and the future of the region, and
- the role we play in the future.

Our people

Our strategic priorities provide the direction and insight into how we will deliver on our vision, highlighting that our people play an integral role in our ability to achieve successful outcomes for our customers and the community.

We're committed to building a diverse and inclusive workplace and strongly encourage applications from experienced women and men, people with disabilities, LGBTIQ+, ATSI, culturally and ethnically diverse candidates to best represent and engage with communities we live and work in.

Our achievements

With a clear strategy, strong leadership and driving accountability in a consistent way across the business we've been able to drive a positive and constructive culture shift, and a sustained increase to employee engagement.

Our values

We take pride in partnering with the community in providing quality water and waste services so we can enjoy a healthy and sustainable Gippsland for generations to come.

Our values are:

- Safety and wellbeing
- Customer focussed
- Innovation
- Accountability
- Collaboration
- Integrity & Respect

What we have to offer

We are growing, innovative and committed to ensuring that Gippsland Water remains a great place to work. We do this by offering a flexible and stimulating workplace and investing in our people to enable us to adapt to the changing needs of our region.

But that's not all - it's also about freedom. We support our people to achieve their potential by providing the freedom to learn, explore and be true to their passion.

Interested to find out more?

For more information about our career opportunities and what we can offer you, please visit www.gippswater.com.au/careers

POSITION DETAILS

Position Title	Category Lead
Department	Corporate, Strategy and Technology
Reports to	Senior Supply Chain Lead
Direct Reports	1
Location	Traralgon
Employment Type	Full-time
Band	4

PURPOSE OF THE ROLE

The Category Lead is responsible for leading category management, sourcing strategy and commercial outcomes across defined procurement categories under Gippsland Water's centralised procurement operating model.

Reporting to the Senior Supply Chain Lead, the role translates enterprise-wide procurement strategy into actionable category plans, sourcing pipelines and commercial outcomes. The Category Lead is accountable for category planning, demand aggregation and delivery of medium to high-value sourcing activities, ensuring alignment with organisational priorities, regulatory frameworks and system-enabled processes.

The role provides leadership and direction to Sourcing Officers and acts as a key interface between the central procurement function and business units. It plays a critical role in driving value-for-money outcomes, strengthening governance and embedding consistent, scalable procurement practices aligned with the Integrated Enterprise Management System (IEMS).

KEY ACCOUNTABILITIES

The role is responsible for the following core accountabilities:

- Develop and implement category strategies aligned to organisational objectives and procurement frameworks.
- Deliver value-for-money sourcing outcomes across assigned categories, including higher-value or higher-risk procurements.
- Lead demand aggregation, forward sourcing pipelines and improved visibility of organisational spend.

Category Lead

- Provide commercial and procurement leadership to stakeholders and the Sourcing Officer to support effective procurement outcomes.
- Ensure sourcing activities are compliant, defensible and aligned with legislative, policy and delegation requirements.
- Review and endorse sourcing approaches, evaluations and recommendations within assigned categories to support sound procurement decision-making.
- Support system-enabled procurement through consistent processes, quality data and adoption of Enterprise Resource Planning (ERP)/IEMS functionality.
- Deliver sourcing lifecycle outcomes across assigned categories with appropriate assurance and governance oversight.

SKILLS, KNOWLEDGE AND EXPERIENCE

Essential

- Demonstrated experience in procurement, sourcing or category management roles.
- Experience leading end-to-end sourcing for complex or high-value procurements.
- Strong understanding of category management, demand aggregation and sourcing strategy.
- Proven ability to lead or supervise procurement staff or project teams.
- Strong commercial, analytical and negotiation capability.

Desirable

- Experience in the public sector or a regulated environment.
- Experience with ERP-enabled procurement systems.
- Knowledge of Victorian Government procurement frameworks and policies.
- Experience supporting organisational transformation or centralisation programs

QUALIFICATIONS AND MANDATORY REQUIREMENTS

Essential

- Relevant tertiary qualification in procurement, supply chain, commerce or related discipline and/or equivalent experience.

Desirable

- Postgraduate qualification or professional certification (e.g. Chartered Institute of Procurement & Supply - CIPS, MCIPS).

Mandatory Requirements

- Police check

HOW PERFORMANCE IS MEASURED

Performance in this role is measured through:

- Delivery of sourcing activities within agreed timeframes and procurement governance requirements.
- Achievement of value-for-money outcomes across assigned procurement categories.
- High levels of stakeholder satisfaction with procurement advice, category planning and sourcing support.
- Compliance with legislative, policy, probity and delegation requirements across procurement activities.
- Effective implementation of category strategies, forward sourcing pipelines and demand aggregation initiatives.
- Effective leadership, development and performance of the Sourcing Officer(s).



Gippsland
Water