

Strategic Supplier Manager / Kaiwhakahaere Kaituku Rautaki

WHO WE ARE - KO WAI MĀTOU

We are Farmlands - Te Whenua Tāroa, a Co-operative owned by New Zealand Farmers and Growers, we have been around for 60+ years, supporting our rural communities, looking after our land and our people - we're Out Here Too. We're always backing Kiwis - rain or shine, year in, year out. We work as one - we help each other, we win together.

PURPOSE AND VISION - TE KAUPAPA ME TE MATAKITE

At Farmlands, our purpose is "To enable improved profitability and productivity for NZ farmers and growers", and our Vision is "To be the go-to for everyone connected to our land". Everything we do, every decision we make is with this in the forefront of our minds.

OUR VALUES - NGĀ UARATANGA

Our values of Be You, Minds Open, and See It Through help us to work as one - helping each other and winning together. We're rural people supporting our rural communities looking after our land and our people.

Be you - mōu ake

It takes all sorts to make an awesome team. Diversity, different perspectives and a fresh approach to problems make everyone in the team stronger. It's not who you are or what you look like, it's all about what you bring to the table that matters.

Minds open - hinengaro tākohā

We came from a generation of greatness. It gives us the solid foundation to move on, focus on the future and use our creativity and ingenuity to build Farmlands for the next generation.

See it through - whakamauiā kia tīna

We're a team. United through our love of the land and the communities we serve. We back ourselves, each other, and get behind the decisions we make together.

POSITION PURPOSE - TE PŪTAKE O TE TŪRANGA

Reports to - Kaiwhakahāere:	Head of Merchandising Operations, Merchandising
Your Team - Tō tīma:	Merchandising (Category Management)
Direct reports - Kaimahi:	No

As Strategic Supplier Manager, you own the commercial terms that underpin Farmlands' supplier base. You make sure that what the Co-operative pays for goods, and the way it buys them, delivers value for shareholders.

Farmlands is moving suppliers from a Direct-to-Store (DTS) delivery model onto a centralised, stocked distribution channel. That channel is commercially viable only if suppliers fund it, which requires structured negotiation with strategic and tactical suppliers across every category. This work continues whenever a supplier is onboarded, a contract is renewed, or trading terms fall due for review.

You will carry the remaining transition pipeline through to completion, then embed the same commercial discipline as a permanent part of how the Category function operates. Working alongside Supply Chain, Merchandising and Finance, you will ensure the process, vendor history and negotiation expertise stay with Farmlands, captured, documented and usable by others.

KEY ACCOUNTABILITY AREAS – NGĀ WĀHANGA MAHI

Safety and wellbeing - Haumarutanga

Actively contribute to a safety-first culture by:

- Keeping yourself and others safe, and participating in safety and wellbeing activities
- Speaking up if you see something that could injure yourself or others in the workplace
- Ensuring that all KPI's, policy and procedure requirements related to safety and wellbeing are completed on time and in full, every time

Commercial Delivery - Whakatutuki Arumoni

- Own the commercial outcome across the supplier base, delivering measurable improvement in cost, rebate recovery and trading terms.
- Lead the completion of the remaining Direct-to-Store (DTS) supplier transition programme and support the ongoing commercial sustainability of the centralised distribution channel.
- Develop and maintain prioritised supplier negotiation plans across strategic and tactical suppliers, focusing effort where the greatest commercial value can be realised.
- Lead negotiations to improve supplier-funded benefits, including rebates, cost recovery, trading terms and quantity price break opportunities.
- Work cross-functionally with Supply Chain, Merchandising and Finance so negotiated outcomes are executed and sustained, not just agreed.
- Maintain accurate records of all supplier communications and commercial agreements in Farmlands' systems of record, so commercial performance is transparent and benefit realisation can be tracked.
- Report progress monthly to the Supply Chain and Direct Sourcing Steering Committees, with rebate and QPB benefit reported through existing Finance tracking.
- Champion continuous improvement in negotiation approach, tools and process across the Category function.

Capability and Coaching - Whakawhanake āheinga me te Whakaako

- Share tools, precedent and hands-on guidance with Category team members as they negotiate.
 - Build capability that outlasts any single deal, strengthening the team's ability to negotiate well on its own.
 - Document supplier negotiation history, approaches, precedent and key learnings to ensure commercial knowledge is retained within Farmlands and accessible to the wider team.
 - Support Category team members to build confidence and capability in leading supplier negotiations independently over time.
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Professional Development – Whakawhanaketanga

Continue to develop personally and professionally by:

- Maintaining regular contact with your manager to discuss progress and performance, seek feedback and address development areas
- Engaging with Farmlands performance development process, recording progress and goals
- Being a positive supporter of change initiatives
- Ensuring all training requirements are completed as required

These accountabilities may change from time to time to meet operational or other requirements.

WHAT YOU'LL BRING - ĀU ĀPITITANGA KI TE TŪRANGA

Experience - Āu tautōhitotanga

- 8+ years' experience in commercial negotiation, procurement, category or supplier management, ideally within FMCG, retail, rural supplies or distribution.
- A proven track record negotiating complex supplier agreements covering cost price, rebates, quantity price breaks, freight and logistics recovery, and trading terms, with quantified savings you can evidence.
- Experience managing suppliers through the full lifecycle, from onboarding and transition to renewal and review.
- Experience coaching or developing commercial capability in others, formally or informally.
- Working knowledge of a centralised distribution model and supplier-funded logistics is desirable.

Qualifications – Āu tohu mātauranga

- A tertiary qualification in business, commerce, supply chain or finance, or CIPS or an equivalent procurement credential, is desirable.

Knowledge – Āu mōhiotanga

- Strong financial and analytical acumen, including the ability to model total cost of supply, interpret cost of goods sold (COGS) and margin data, and build a robust negotiation fact base.
- Advanced Excel skills, with experience in Microsoft Dynamics 365 or a comparable ERP, and business intelligence reporting tools.
- A sound understanding of commercial contract terms and risk.

Skills – Āu pūkenga

- The ability to build negotiation strategy that prioritises value across strategic accounts and a long tail of tactical suppliers.
- Strong stakeholder management, with the ability to collaborate, influence and resolve conflict across Supply Chain, Merchandising and Finance.
- Resilient negotiation skills and the confidence to hold a position in high-stakes commercial discussions.
- The ability to coach and upskill Category team members so they can lead more negotiations independently.

Personal Attributes – Ōu āhuatanga



- Resilient and comfortable holding a position in high-stakes negotiations.
- Self-directed, able to carry a large pipeline through to completion with minimal oversight.
- Adaptable, effective in ambiguity and under pressure, with the tenacity to see outcomes through.
- Integrity and high personal and professional standards.

Appendix:

Everyday Leadership Behaviours

We've identified 4 leadership behaviours that we know make the best Farmlands leaders. Different roles across the co-operative require us to approach each aspect in slightly different way, and you'll see on the next pages the different leadership levels and how they all fit together.



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The Four Leadership Behaviours

Create

Create Clarity

Understand the bigger picture – you understand our vision, strategy and plans. You know what's expected of you and how you should deliver this. And, if you don't know, you take steps to find out.

Have a plan – you establish a vision and course of action that's aligned to our strategy. You help others connect the dots between our vision and strategy and where they fit in achieving this. You can describe what success looks like and provide a sense of direction for others, even during times of ambiguity.

Clarify the 'why' – you make clear how activities and decisions benefit the customer and the co-operative. You provide further context where further buy-in or prioritisation is needed to help overcome resistance.

Connect

Build Connections

Forge connections – you have strong relationships with the people around you, your customers and communities. You look outside of your immediate team to create connections with the people and teams across the business who have an influence or impact on your work. You seek broader perspectives to generate insights and opportunities.

Create purpose and belonging – you create meaning for your team by uniting them around a common goal. You're authentic and prepared to be vulnerable. You promote diversity and allow others to express themselves and for all voices to be heard equally.

Take people with you – you inspire people through your energy, commitment to our business and enthusiasm for the future. You listen, seek feedback from a range of sources and involve others in your decision making, without compromising pace. You lead by example through consistency and demonstrating the Farmlands Leadership behaviours.

Deliver

Deliver Results

Create structure – you plan ahead and create the structures and work routines to get things done. You make use of the systems and technology available to you. You're agile and look to work in new ways.

Think and act like an owner – you take responsibility for your performance and delivering to a high standard. You tenaciously pursue the right outcomes and don't confuse activity with results. If you lead people, you set clear expectations for every team member.

Insights driven – you understand the commercial aspects of your role and make decisions based on data and insights. You draw from new sources of information to generate ideas, seeking to innovate, disrupt and change. You are focused on building a stronger organisation tomorrow than today.

Grow

Grow Self, Grow Others

Have a growth mindset – your resilience helps you embrace change, persist through challenges and learn from feedback. You are curious and have flexibility of thought and perspective. You know your strengths and opportunities, actively engage in self-development and take time to reflect and apply learnings.

Develop capability – you coach others to build capability and achieve their potential. You know your team, their aspirations and support them to learn, grow and take ownership of their development.

Get out of the way – you empower others by delegating and creating space for them to do their best work, trusting them to deliver and providing support where required. You make it safe for others to try new things and learn from mistakes.



Lead Self - how this shows up in everyday behaviour:

Create

Create Clarity

By understanding your role and how it contributes to the bigger picture you will make the right decisions.

Align with the bigger picture

- Work is directly aligned with our vision, strategy and plans.
- Know what's expected and how to deliver.

Have a plan

- Have a vision and course of action that's aligned to our strategy.
- Help others understand how they fit in.

Clarify the 'why'

- Understand and make it clear how activities and decisions benefit the customer and the co-operative.

Connect

Build Connections

You have strong relationships with your team and the people you work alongside to achieve success in your role.

Forge connections

- Create strong relationships with others.

Create purpose and belonging

- You and your team are united around a common goal.
- Promote diversity and allow others to express themselves.

Take people with you

- Inspire people through your energy, commitment and enthusiasm
- Consider information from a range of sources in decision making.

Deliver

Deliver Results

You deliver to the expectations of your role.

Create structure

- Plan and create structure to get things done.
- Be agile and look to work in new ways.

Enable performance

- Take responsibility for your performance and deliver to a high standard.

Think about the business

- Think and make decisions with a commercial lens.
- Seek new information focused on building a stronger Farmlands.

Grow

Grow Self, Grow Others

Being agile and resilient, listening and responding to feedback, and putting in the effort.

Apply a growth mindset

- Be agile, persist through challenges and learn from feedback.
- Actively engage in self-development and apply learnings.

Develop capability

- Coach others to build capability and achieve their potential.
- Know and support others to take ownership of their development.

Get out of the way

- Empower others by creating space for them to do their best work.
- Make it safe for others to try new things and learn from mistakes.

