

**Job Title: Semiconductor Manufacturing Commercial Sourcing Manager****Department: Commercial Sourcing / Supply Chain Management****Job Summary:**

Commercial Sourcing Manager will lead the strategic sourcing and procurement operations for equipment, critical materials, spare parts, and services within the semiconductor manufacturing supply chain. This role involves overseeing supplier management, contract negotiations, cost optimization, and risk mitigation while ensuring alignment with the company's operational and financial goals. The manager will work closely with cross-functional teams and global stakeholders to ensure the seamless supply of equipment and high-quality materials to support production.

**Key Responsibilities:****1. Strategic Sourcing Management:**

- a. Develop and implement global sourcing strategies for semiconductor equipment, materials, spare parts, and services.
- b. Identify and secure reliable suppliers capable of supporting high-volume production at optimal cost, quality, and delivery timelines.
- c. Conduct market analysis to assess sourcing opportunities and potential risks, adjusting strategies accordingly.

**2. Contract Negotiation:**

- a. Lead commercial negotiations with suppliers, ensuring the best possible terms for pricing, delivery schedules, and quality.
- b. Draft, review, and manage contracts and agreements in compliance with company policies and legal regulations.

**3. Cost Management and Optimization:**

- a. Lead initiatives to reduce procurement costs without compromising quality, delivery, or operational efficiency.
- b. Collaborate with technical sourcing, finance team, and other stakeholders to align sourcing decisions with budgetary goals and financial forecasts.
- c. Continuously identify and implement cost-saving initiatives while ensuring the supply of high-quality materials.
- d. Perform cost analysis and benchmarking to ensure competitive pricing and overall value.

**4. Supplier Management:**

- a. Identify, evaluate, and onboard new suppliers that meet the technical, cost, and quality requirements of the business.

- b. Maintain strong relationships with existing suppliers, ensuring ongoing collaboration for supply chain efficiency.
- c. Conduct supplier audits to ensure compliance with industry standards and company requirements.

**5. Cross-Functional Collaboration:**

- a. Work closely with technical sourcing, IE (production), and logistics teams to ensure alignment between sourcing strategies and operational needs.
- b. Provide commercial guidance to technical sourcing and procurement teams on supplier management, contract negotiations, cost optimization, risk mitigation and potential alternative sourcing options.

**6. Supplier Performance & Continuous Improvement:**

- a. Develop and implement supplier scorecards to monitor performance in terms of quality, cost, delivery, and innovation.
- b. Work with suppliers to identify continuous improvement opportunities and drive initiatives that enhance quality and reduce costs.

**7. Risk Management:**

- a. Monitor and mitigate risks related to supplier performance, geopolitical issues, and supply chain disruptions.
- b. Develop contingency plans for critical materials and components to prevent production delays.
- c. Monitor market conditions and emerging trends to proactively address potential supply chain risks.

**8. Market Research**

- a. Stay up to date with emerging technologies and trends in the market, including global economics cycle and semiconductor business trend.
- b. Attend industry conferences, trade shows, and supplier meetings to stay informed about the latest market trend and suppliers' insight in semiconductor industry.

**9. Documentation and Compliance:**

- a. Maintain comprehensive documentation of purchasing orders, contracts, and agreements.
- b. Ensure that all sourcing activities comply with industry standards, internal policies, and legal requirements.

**Qualifications:**

- Bachelor's degree in Supply Chain Management, Business, Engineering, or a related field (Master's degree or MBA preferred).
- 10+ years of experience in strategic sourcing, procurement, or supply chain management, with at least 5 years in a managerial role within the semiconductor or high-tech industry.
- Strong understanding of semiconductor manufacturing processes, materials, and supply chain dynamics.
- Proven track record in leading successful contract negotiations, supplier management, and cost-saving initiatives.
- Exceptional leadership, negotiation, and relationship-building skills.
- Proficiency in supply chain management software (e.g., SAP, Oracle) and advanced MS Office skills.
- Strong analytical skills with experience in cost analysis, financial modeling, and supplier performance tracking.

**Skills:**

- Excellent negotiation, supplier management, and contract management skills.
- Strong analytical and problem-solving abilities, with the ability to analyze cost structure data and drive sourcing decisions.
- Proficiency with ERP systems, supply chain management software, and data analysis tools.
- Excellent communication and collaboration skills to work effectively with cross-functional teams and suppliers.