



ROGER CASSDY, B.Sc., M.CIPS.

SUMMARY

A competent, motivated & professional manager with a demonstrated track record in strategy creation, key supplier relationship & benefits delivery; extensive experience of leading change programmes, emerging markets sourcing assignments, with a well developed understanding of the cultural dynamics of such work. Experienced in building & developing new teams, stakeholder management, leading complex outsourcing & divestment programmes & applying performance management tools in order to identify opportunities for continuous improvement to drive down cost.

- Demonstrated senior strategic management abilities & functional team leadership
- Leading multi-disciplined negotiating teams to deliver best total cost solutions
- Specialist commercial & contracts knowledge & project management experience
- 15 years experience of supplier relationship management in emerging markets
- Team building, motivating & coaching to drive high performance behaviours
- Strong influencing & stakeholder management skills across all levels of business
- Sponsoring, leading & project managing major outsourcing change programmes
- Applying Lean manufacturing/6 sigma tools to remove cost - accredited Green Belt
- Performance management & best practice identification to drive innovation

PROFESSIONAL EXPERIENCE

*Procurement Director-Outsourcing-Production Procurement,
GlaxoSmithKline, January 2009-Present*

- Leading the Outsourcing programme for a major plant closure in the UK & a multi product divestment programme following a European site sale.
- Developing the business case/sourcing strategies & securing business support for the site closure. Project dimensions:- 12 Products & their associated supply chains, Budgetary spend £92m, Timescale to complete the programme 3 years.
- Leading the global sourcing activity, the negotiation team & establishing contractual relationships with the selected suppliers
- Developing risk mitigation plans, to ensure security of supply is not compromised
- Develop KPI's to measure project progress, identify acceleration opportunities, capture savings & report progress to GSK Global steering committee..
- Manage the product transitions to new supply chains following a site sale & product divestments, including, source changes, trade route & regulatory changes
Dimensions:- 18 products, 10 impacted sites, Budgetary spend £25m

- *Procurement Outsourcing strategies developed & supported by GSK's Global Manufacturing and Supply Executive and key commercial stakeholders.*
- *Outsourcing network consolidated in order to maximise benefits, with supplier selection focusing on core supplier competencies; risk, service & competitiveness*
- *E-sourcing strategy & commercial negotiations delivered £17m cost savings*
- *Overall project plan accelerated by 15 months realising further benefits of £21m*
- *Involving Technical & Project staff's in the global sourcing process broadened their business competences thereby equipping them for new roles post site closure*
- *Product divestments completed & new supply chain established within budget & time*

Sourcing Group Director-Contract Manufacturing, Procurement, GlaxoSmithKline, November 1999-December 2008

- *Leading a global cross functional team to manage a spend of £100m p.a. across 6 therapeutic areas & 5 primary manufacturing sites*
- *Developing and implementing lifecycle strategies for Pharmaceutical products*
- *Leading negotiations & managing complex relationships with key suppliers*
- *Managing business relationships with key partners in India, China and the West*
- *Drive business improvement through the leadership of a Quality Management System & operational excellence rollout, performance management & embedding the continuous improvement culture both within the team & the supply base*
- *Recruited & developed a multidisciplinary sourcing & continuous improvement team to manage contract manufacture across the supply network within GSK.*
- *Delivered £15m (2008) of savings through commercial negotiation, supply base restructuring, E-Sourcing, Low cost sourcing, & the use of technical innovation.*
- *Developed & led a Supplier Relationship Management programme with key suppliers which embedded a performance management culture delivering significant financial & technical benefits in addition to de-risking the supply chain.*
- *Established a supply network across India & China for key product categories, securing supply, reducing cost through the supply chain & shortening lead-times*

Procurement Leader-World Wide MRP11 Project, GlaxoSmithKline, September 1998-November 1999

- *Managing a cross-functional team to develop the Procurement Blueprint design for a change programme to a SAP business platform across global manufacturing*
- *Gain support & business "buy in" to the design through consultation with procurement leaders & other key stakeholder groups globally.*
- *Lead the procurement change programme across the company, managing the education & training rollout across the primary production division*
- *Blueprint designed & business sign-off gained within 3 months of the project start*
- *"As built" design challenged against business scenarios to ensure it would work in "real" business environment & validated against quality/compliance criteria*
- *All procurement staff trained in SAP & an Expert Network established across sites*
- *System achieved "Go Live" status across 8 sites, 2 months ahead of schedule*

Site Procurement Manager-Montrose, GlaxoSmithKline, October 1995-September 1998

- Operational & functional Management for site procurement -12 staff, £70m spend
- Commercial leadership on the Site Management Committee.
- Capturing, analysing & reporting procurement performance & supplier metrics
- Accountable for the production of Risk Mitigation Action Plans for all products
- *Led a change management programme in order to establish a professional procurement operating model for the site & the global respiratory supply chain.*
- *Set up outsourcing(make/buy) options for products to manage peaks in demand*
- *Managed the outsourcing of a former blockbuster pharma product & established low cost sourcing options to manage the post patent expiry supply chain.*
- *Established a cross-site procurement forum to consolidate spend & drive savings.*

Purchasing Executive and Supplier Quality Champion, GlaxoSmithKline, July 1992 – October 1995

- Developed and managed the supply base for respiratory input materials.
- Managing supply quality & auditing activities to ensure supplier compliance.
- *Led a change management programme in order to establish a professional procurement operating model for the site & the global respiratory supply chain.*
- *Set up outsourcing(make/buy) options for products to manage peaks in demand*
- *Managed the outsourcing of a former blockbuster pharma product & established low cost sourcing options to manage the post patent expiry supply chain.*
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Project Procurement Executive, GlaxoSmithKline, November 1990 – July 1992

- Developed and managed the supply base for respiratory input materials.
- Managing supply quality & auditing activities to ensure supplier compliance.
- *Led a global sourcing exercise with all contracts delivered on time & within budget*
- *Gained experience of working in Asia Pacific& leading cross cultural negotiations*

Senior Engineering Buyer, GlaxoSmithKline, July 1988 – November 1990

- Managing the engineering & a project procurement team 14 staff, spend of £35M
- Leading the commercial management for a major engineering expansion project

Graduate recruit through to Contracts Officer, January 1982 – June 1988

- Various roles with progressing seniority from project management, & QA through to Supplies & Contracts Officer for the Morecambe Bay Gasfield operations

EDUCATION

1995 – Elected Member of the Institute of Purchasing and Supply

1986 – Completed Institute of Chartered Secretaries and Administrators Exams

1978-1981 – University of London – BSc Hons in Environmental Sciences (2.II)

1970-1978 – Bournemouth School, Dorset – 7 O-Levels, 3 A-Levels, (Chemistry, Geography, Biology)