

Quality and safety, according to Angus, are the number one priorities. Getting these factors right isn't easy, but the solution is based around the continuous qualifying and monitoring of the standards of suppliers. 'It is important to not take the integrity of your supply chain for granted.'

In terms of cost, Angus is adamant that Beiersdorf must remain vigilant of the fact that material prices could begin rapidly inflating again, just like they did between 2008 and 2011. Being too comfortable during this period of relatively stable commodity prices is a cultural attitude Angus is keen to avoid developing.

"In recent years, Beiersdorf has become too dependent on some of its suppliers while some of its suppliers had become too dependent on Beiersdorf."

Generally, Angus explained, 'There are lots of different approaches to costs. We need to do more of everything; more hedging, more value engineering and better old fashioned price leverage and negotiation.'

Finally, with regards to reputation, Procurement has a vital role to play in auditing the ethical, environmental and labour standards of Beiersdorf's suppliers. 'Our main brand Nivea is all about care and that means we need to care, not just about our consumers, but about what happens upstream in the supply chain as well.'

'Reputation is hard won and easily damaged by a scandal or an issue.'

DEVELOPING A STRONG PROCUREMENT TALENT PIPELINE

Angus explained that Beiersdorf believes 'very strongly' in developing a procurement talent pipeline. He noted that in joining the business, following a 23 year career with Mars, a key talent objective of his is to ultimately develop his successor from within.

Part of his agenda as CPO is to 'raise the bar' on the level of potential of candidates Beiersdorf seeks to attract when recruiting within Procurement. At the same time, he and his management team are 'investing in the development of the people we have.'

In going to market for candidates, Angus argues that his division can now confidently say 'We mean business and we're going places. We are ambitious about raising the game of what we are doing, raising our contribution and raising our professional standards. We also have a raised level of visibility, which is giving us the momentum to add more value, get involved in more issues and make a procurement contribution to more things.'

The skill shortage in technical disciplines like procurement is a worldwide issue. For Beiersdorf, like other FMCG manufacturers, finding candidates with

'potential' is more important now than trying to identify people with specific category expertise.

'I want people who have the potential to do bigger and more senior jobs and move around and up in the organisation. That means they need to be mentally flexible, have high learning agility, good communication skills, good business acumen and commercial and analytical skills. That's more important to me than the individual category expertise.'

Angus noted that once these skill sets have been attracted into the business, Beiersdorf is raising the standard of its career management process, to help those people gain category knowledge and generally develop their careers within the business.

If you're interested in finding out more about opportunities at Beiersdorf, please visit www.beiersdorf.co.uk/careers

Recruiter HOT 100

Nigel Wright recognised for high growth in annual recruitment industry list

In November, Nigel Wright was delighted to confirm that it had retained its place in the 2014 UK Recruiter HOT 100.

In the most recent list compiled by Recruiter Magazine in conjunction with Agile Intelligence and The Guardian, Nigel Wright were placed 90th among a host of other recruiters that have performed strongly during the past 12 months. The ranking is based on independently researched data from over 700 companies with more than 20 staff and an annual turnover of over £1.5million.

Nigel Wright has a history with the Hot 100, appearing in the list during six of the last seven years. As in previous entries, the business was the only consumer sector specialist.

Following the recruitment of 49 new consultants to our UK and international divisions in 2014, the business is still seeking to add a number of new people to its UK division, with opportunities currently available at all levels in Newcastle, Aberdeen and London.

For more information, please visit: www.nigelwright.com/workforus