

Bobby Ralphs Individual Skills Report

Team: Technology

Grade: Category Manager

Manager: Jn Ralphs

	Target Score	By Bobby Ralphs	By Line Manager	Line Manager / Individual Alignment	Individual Score / Target Score
<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="border: 2px solid black; padding: 5px; width: 25%;">Summary of your score against targets</div> <div style="width: 40%; text-align: center;"> </div> <div style="border: 2px solid black; border-radius: 50%; padding: 10px; width: 15%;">Summary of the alignment between your score and your line managers score</div> </div>					
1 Supplier Insight					
1 Supplier/Market Intelligence	3	3	3	-	On Target
2 Data Analysis and Management	3	3	2	-1	On Target
3 Sourcing / Category Strategies	3	3	2	-1	On Target
2 Procurement Process					
1 Contract Specification Development including KPIs and SLAs	3	3	3	-	On Target
2 Supplier Selection	3	3	3	-	On Target
3 eSourcing	3	3	3	-	On Target
4 Purchase to Pay (P2P)	3	2	3	1	Development Review
3 Supplier Management					
1 Segmentation (Tiering) Methods	3	3	3	-	On Target
2 Contractual Agreements	3	3	3	-	On Target
3 Supplier Performance Management	3	3	3	-	On Target
4 Supplier Relationship Management	3	3	3	-	On Target
5 Inventory Management	3	4	2	-2	Exceeds Target
4 Commercial Management					
1 Cost Modelling	3	3	3	-	On Target
2 Negotiation	3	2	3	1	Development Review
3 Budgeting Knowledge	3	3	3	-	On Target
4 Benefits Tracking and Analysis	3	3	3	-	On Target
5 Business Case development	3	3	3	-	On Target
5 Procurement Risk Management					
1 Risk Assessments	3	3	3	-	On Target
2 Business Continuity and Contingency Planning	3	3	3	-	On Target
3 Regulatory Knowledge and Compliance	3	3	2	-1	On Target
4 Sustainable and Ethical Procurement	3	3	4	1	On Target
6 Soft Skills					
1 Stakeholder Engagement	3	3	3	-	On Target
2 Effective Communication/Presenting	3	4	3	-1	Exceeds Target
3 Facilitation	3	4	4	-	Exceeds Target
4 People Management/Leadership	3	2	3	1	Development Review
5 Change Management	3	3	2	-1	On Target
6 Project Management	3	3	2	-1	On Target

Skills

Target level for role type

Assessment by you and your line manager