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COURSE BROCHURE

Procurement Team Resourcing and Buyer Talent Training Course

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Ref: 3152_119747 **Date:** 4 – 8 October 2027 **Location:** Paris **Fees:** 5900 GBP

Procurement Team Resourcing and Buyer Talent is a 1-week training course for procurement and supply managers who staff, shape and grow buying teams, and it ends with a buyer resourcing and succession plan for their own function. Category coverage, supplier leverage and contract control now depend on having the right buyers in the right seats, and gaps in specialist roles are slow and costly to fill. This course is delivered by Jupiter Prime Training.

Why Procurement Team Resourcing and Buyer Talent Matters Now

Three forces shape how buying teams are staffed today. Spend categories are more technical, so buyers must read cost structures and supplier finances. Digital ordering removes routine work and shifts headcount towards analysis and negotiation. Experienced category buyers are scarce, so vacancies in critical seats stall sourcing events for months. A function that plans its buyer capacity, defines roles clearly and grows its own successors keeps savings and supply continuity steady; one that hires reactively loses commercial knowledge with every departure.

Who Gains Most from Procurement Team Resourcing and Buyer Talent

- Heads of buying units responsible for headcount and structure
- Category leads who staff sourcing pipelines and coach buyers
- Supply and materials managers balancing transactional and strategic roles
- Procurement operations leads who own onboarding and role descriptions
- Commercial partners in human resources who recruit buying roles

A procurement leadership group gains most when its head, category leads and human resources partner attend together.

Procurement Team Resourcing and Buyer Talent Capabilities

Participants learn to size a buying team against its spend and keep critical sourcing seats covered.

- Calculate buyer capacity needs from spend and sourcing volume — the head of procurement's headcount case
- Specify buyer role profiles — recruiters and grading panels
- Design structured selection exercises for category buyers — hiring managers choosing between shortlisted candidates
- Build development paths from junior buyer to category lead — buyers planning their next move
- Assess flight risk and successor readiness for critical commercial seats — the leadership group's retention decisions
- Weigh permanent, interim and contingent buyer options — finance and the budget holder

Key Procurement Team Resourcing and Buyer Talent Terms

- Buyer capacity model — an estimate of buyer hours needed, built from spend, supplier numbers and sourcing events.
- Critical commercial seat — a buying role whose vacancy would stop sourcing or expose large spend.
- Role profile — a description of a buyer seat's spend scope, decisions and skills.
- Skills gap map — a grid comparing the skills each seat needs with those the team shows.
- Successor readiness — how soon a named person could take over a critical seat.
- Interim buyer — an experienced buyer engaged for a fixed period to cover a vacancy or peak.

Procurement Team Resourcing and Buyer Talent Day by Day

Day 1: Buying Team Demand and Structure

- Spend Segmentation by Category Complexity — Which Seats Need Specialist Buyers
- Buyer Capacity Model From Sourcing Event Volume — Headcount Case for Leadership
- Centralised, Devolved and Hybrid Buying Structures — Reporting Lines and Control
- Transactional Versus Strategic Purchasing Roles — Effect of Digital Ordering Tools
- Critical Commercial Seat Register — Where Vacancies Expose the Most Spend

Day 2: Defining Buyer Roles and Skills

- Buyer Role Profile Template — Spend Scope, Decisions and Authority Limits
- Commercial, Analytical and Relationship Skill Clusters — Grading Buyer Seats Fairly
- Skills Gap Map for the Current Team — Hire, Develop or Redeploy Choices
- Career Levels From Purchasing Assistant to Category Lead — Promotion Criteria
- Ethics and Conflict of Interest Expectations — Screening Standards for Every Buyer

Day 3: Recruiting and Selecting Category Buyers

- Sourcing Channels for Experienced Buyers — Referrals, Networks and Search Firms
- Structured Interview Questions for Commercial Judgement — Consistent Candidate Scoring
- Negotiation Role Play and Spend Analysis Exercise — Evidence Beyond the Interview
- Selection Panel Scoring Sheet — Defensible Hiring Decisions and Feedback
- Buyer Onboarding Plan for the First Ninety Days — Supplier Handover and Approvals

Day 4: Developing, Retaining and Flexing Buyer Talent

- Individual Development Paths for Buyers — Rotation Across Categories and Projects
- Coaching on Live Sourcing Events — Building Judgement Under Supervision
- Flight Risk Review for Specialist Buyers — Retention Actions Beyond Pay
- Successor Readiness Grid for Critical Seats — Cover and Knowledge Transfer
- Interim and Contingent Buyer Engagement — Cost, Control and Exit Terms

Day 5: Practising the Buyer Resourcing and Succession Plan

- Capacity Model Applied to a Participant's Own Function — Headcount Gaps Ranked
- Role Profiles Drafted for Two Critical Seats — Agreed Skill Expectations
- Selection Exercise Designed for a Live Vacancy — Panel Ready to Use
- Peer Challenge of Successor Choices — Testing Readiness Ratings
- Buyer Resourcing and Succession Plan — Final Version for Leadership Sign-Off

Applying Procurement Team Resourcing and Buyer Talent After the Course

- Run the buyer capacity model against the coming year's sourcing pipeline and present the gaps to leadership.
- Hold a successor readiness review for every critical commercial seat and agree a cover action for each gap.

Procurement Team Resourcing and Buyer Talent Questions FAQ

What is procurement team resourcing and buyer talent, and why does it matter now?

It is the planning, hiring and development of the buyers a procurement function needs. It matters now because experienced category buyers are scarce and vacancies quickly hit savings and supplier control.

Which roles gain most from procurement team resourcing and buyer talent training?

Heads of buying units, category leads and supply managers gain most, along with the human resources partners who recruit for them.

How does procurement team resourcing and buyer talent differ from a general talent management course?

It applies workforce planning only to buying and contracts roles. You work with spend segmentation, sourcing event volume, negotiation exercises and supplier handover rather than generic competency tools.

What do you bring back from procurement team resourcing and buyer talent training?

You bring back a resourcing and succession plan for your own function. It covers capacity gaps, role profiles for critical seats, a selection exercise and named successors.

Procurement Team Resourcing and Buyer Talent: The Way Forward

The buyer resourcing and succession plan first informs where the next hire goes and which seat needs cover most. Heads of procurement use it in budget talks and category leads use it to coach buyers. After its first use, revisit the capacity model whenever the sourcing pipeline or spend mix changes.