

Strategic Sourcing Director

About the Role

As the Strategic Sourcing Director, you will be responsible for developing and executing a comprehensive procurement strategy for a diverse portfolio of food ingredients, from basic commodities (oils, dairy) to specialized functional components (spices, flavors, proteins, additives).

The role directly impacts product quality, innovation, profitability, and supply chain resilience. You will be working closely with other cross-functional teams including Supply Chain, Quality, R&D, Culinary and Sales to ensure that the company can meet consumer demand while maintaining a competitive advantage in a volatile global market.

Our products support a broad range of customers and consumers across retail, foodservice, and restaurant channels. Experience sourcing ingredients for Quick Service Restaurant (QSR) or Fast-Casual brands is highly valued, as these environments require speed, agility, continuous product refinement, and close collaboration with culinary and innovation teams to meet evolving consumer expectations.

The position reports to the SVP of Supply Chain.

To be successful as a Strategic Sourcing Director, you must demonstrate proven experience in strategic procurement within the food, beverage, or Agri-commodity sector, strong negotiation, analytical, and financial skills with a deep understanding of ingredient pricing and market dynamics with expertise in risk management.

Key Responsibilities

- **Strategic Sourcing & Category Management:** Develop, implement, and manage procurement strategies for multiple ingredient categories, balancing cost, quality, and sustainability.
- **Market Analysis & Trend Forecasting:** Monitor global commodity markets, identify emerging trends, and assess supply chain risks and opportunities.
- **Supplier Relationship Management:** Lead supplier identification, evaluation, selection, and qualification; build and maintain strong partnerships with suppliers, co-manufacturers and a brokerage network to optimize cost and profitability.
- **Contract Negotiation & Management:** Negotiate and review contracts to secure favorable terms, manage risks, and ensure compliance with quality and sustainability standards.
- **Cost Optimization:** Drive cost savings while maintaining or improving product quality and innovation.

- **Cross-Functional Collaboration:** Work closely with R&D and Culinary, Operations, Marketing, and Finance to support new product development, ensure ingredient availability, and mitigate supply risks.
- **Sustainability & Ethical Sourcing:** Champion responsible sourcing practices, environmental stewardship, and compliance with corporate and regulatory standards.
- **Technology & Process Improvement:** Oversee procurement system implementation (ERP, SRM, RFx), maintenance, and process optimization to management.

Qualifications

- **Experience:** 8-12 years of experience in procurement and strategic sourcing for food ingredients.
- **Education:** Minimum bachelor's degree in a relevant field. Master's degree preferred.
- **Location:** Remote or at the Rubix Innovation Center in Jacksonville, FL.
- **Travel:** Up to 20% travel may be required, including manufacturing site visits, supplier meetings, and conventions.
- **Systems:** Familiarity with Excel.
- **Supervisory Responsibilities:** This role has 1 direct report.

Skills & Abilities

- Proven experience in strategic procurement within the food, beverage, or Agri-commodity sector. Experience in sourcing ingredients for Quick Service Restaurant (QSR) or Fast-Casual brands is highly valued.
- Strong negotiation, analytical, and financial skills with a deep understanding of ingredient pricing and market dynamics.
- Ability to manage multi-million-dollar budgets and complex global supply chains.
- Expertise in risk management and supplier performance evaluation.
- Knowledge of sustainable sourcing and compliance with food safety and environmental regulations.
- Leadership experience managing a procurement team.

About Rubix Foods

Rubix Foods is a full-service product development house with end- to-end manufacturing capabilities. We blend culinary creativity, food science, and consumer intelligence to fuel innovation for the industry's most exciting, high-momentum brands. From concept to commercialization, we streamline and accelerate the entire product development journey – delivering white-glove service, disciplined execution, and consistent results that raise the bar every time.



Our Vision: To be the food industry's first call – known for our speed, trusted for our quality, and chosen for our reliability.

Our Mission: To solve the food industry's toughest problems – creatively, collaboratively, and with unrivaled speed and execution.

Applicants must be legally authorized to work in the United States and will not require current or future visa sponsorship for employment.