



Essential Transformation : A Vision for the Procurement Group in the Government of Canada

Jessica Sultan
Director, Strategic Procurement and
Material Management Division

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Introduction

- The procurement group within the Government of Canada is undergoing a period of rapid transformation.
- A broader Purchasing and Supply (PG) community is essential.



An Agenda of Innovation and Change: The Time is Now

- This is an exciting time to be a PG!
- PGs are positioned in an environment that is ready for transformation.
- The potential to create something truly extraordinary exists right now, and the opportunity is ours for the taking!



Distinct PG Groups

- Three (potentially four) notable groupings of PGs across Government
 - PSPC
 - DND
 - GAC (different in certain ways)
 - The rest of us
- Is widespread change possible across all groups?



Current Challenges

- Demographics
- Budgets
- Silos and 'stealing talent'



Current Challenges

- Changing Expectations: What exactly is a PG supposed to do?

“Ideally, a PG wants to be a partner at the table: to be seen as a value-added service, an enabler who can help the organization achieve its goals. Rules and regulations exist to give us boundaries and guidelines. The key is to find innovative solutions that work within these guidelines, always respecting the boundaries, but pushing them where required.”



How Do We Get There Together: A Ten Point Plan

1. Start at the top

- Functional Authority for each department
- Two critical roles:
 - Annually certify departmental policies and procedures related to procurement: sound stewardship, good governance
 - Review of all procurement strategies
- Creation of a Chief Procurement Officer at TBS



How Do We Get There Together: A Ten Point Plan

2. Classification Standard

3. Professionalization

4. Recruitment

- Investment in the future: must be ongoing, must be a priority.
- Post-Secondary Institutions (Co-op, FSWEF)
- Internal recruitment programs
- Focus on recruiting the right skill sets (mix of knowledge and potential)



How Do We Get There Together: A Ten Point Plan

5. Collective Staffing: Standing Offers for PGs
 - Government wide, standardized
 - Annual Refresh

6. Investment in Our Biggest Resource: Our People
 - Access to appropriate training
 - Internal training programs: such as PSPC IO Program
 - Alternate learning opportunities



How Do We Get There Together: A Ten Point Plan

7. Sharing Best Practices and Lessons Learned
8. Career Paths for Senior Procurement Leadership
9. Certification
10. Interdepartmental Commitment and Cooperation



The Time is Now: The CBSA Experience

- Growth of the contracting team, commensurate with increasing demand for strategic procurement
- Change in mix of PG levels and skill sets
- Shared pools
 - Based on Generic PG Work Descriptions
 - Interview panels composed of participants from departments across government
- Increased investment in student recruitment
 - Coop, FSWEF, Career Fairs, In-Class Presentations



The Time is Now: The CBSA Experience

- Investment in People
- Staffing Changes
- Commitment to Continued Learning
- Network of Procurement Professionals
- Sharing of knowledge and resources
- Training
- Certification
- Client Outreach
- Success Stories



So..... What Now?

- Recognize the opportunity inherent in these changing times
- PG Community able to effect change and shape the future of our group
- Identification of steps that can be taken together:
 - Investment in People
 - Creative and open staffing
 - Communication
- Take down the silos



So..... What Now?

- Buy in from Senior Levels will lead to:
 - Increased professionalization
 - Certification
 - Training
 - Tools
 - Career Paths



So..... What Now?

The Time Is Now!



So..... What Now?

“The result of our efforts will be a vibrant, capable PG community that enables business, protects the interest of the government, and is valued by clients as a partner. We can fundamentally help the federal government to achieve its agenda. This is a vision for the procurement group that we can all be proud to be a part of.”



Thank you

Questions or comments?

Jessica.Sultan@cbsa-asfc.gc.ca

(343) 291-5683 Office
(613) 614-5751 Cell