



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

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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**

- PGs are positioned in an environment that is ready for transformation
- The potential to create something truly extraordinary exists and the opportunity is ours for the taking!
- Is widespread change possible across all departments and agencies?



# Current Challenges

Demographics

Budgets

Working in Silos

'Stealing' talent



# Current Challenges

Changing Expectations:

What exactly is a PG supposed to be?

*“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 it’s 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?

## A Ten Point Plan

### 1. Start at the top

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



# 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, FSWEP)
- Internal recruitment programs
- Focus on recruiting the right skill sets (mix of knowledge and potential)



## 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



## 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 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 CBSA Experience

- Staffing Changes
- Training and Certification - Commitment to Continued Learning
- Network of Procurement Professionals
- Sharing of knowledge and resources
- Client Outreach



# What Now?

- Recognize the opportunity inherent in these changing times
- Identification of steps that can be taken together:
  - Investment in People
  - Creative and open staffing
  - Communication
- Take down the silos
- Get Senior Management involved – budgets are top of mind and the PG Community needs to take advantage of these times and make a place for themselves



“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?

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