

DEEP DIVE INTO PROCUREMENT TALENT: JOB DESCRIPTION ANALYSIS

In this project, APQC will analyze the skills desired in publicly posted job descriptions for procurement and sourcing roles. Using text analytics, we will compare the posted skills to the top skills identified in our 2019 research on “[Identifying and Developing the Future Skills Needed in Sourcing and Procurement](#).” Are companies seeking employees with the skills needed for tomorrow? Or are they hiring for the skills needed yesterday?

AUDIENCE

- ◆ Senior/vice president of procurement/purchasing/sourcing
- ◆ Director of procurement/purchasing/sourcing/supplier relationships
- ◆ HR leaders who support hiring sourcing and procurement professionals

RESEARCH QUESTIONS

- ◆ Are organizations hiring for the most critical skills needed in the future?
- ◆ Are they balancing their job descriptions with skills across categories such as job-specific, general business, social, and deep work skills?

ABOUT APQC

APQC helps organizations work smarter, faster, and with greater confidence. It is the world’s foremost authority in benchmarking, best practices, process and performance improvement, and knowledge management. APQC’s unique structure as a member-based nonprofit makes it a differentiator in the marketplace. APQC partners with more than 500 member organizations worldwide in all industries. With more than 40 years of experience, APQC remains the world’s leader in transforming organizations. Visit us at www.apqc.org, and learn how you can make best practices your practices.