



The University of Texas System

Chief Supply Chain Officer

The University of Texas System invites nominations and applications for the position of Chief Supply Chain Officer (CSCO). This is a new position at the System level, where the successful candidate will have the opportunity to develop and implement a strategic supply chain management plan across the University System. The CSCO will be an entrepreneurial leader who can formulate essential relationships throughout the System and with external partners, generate revenue, and build organizational capacity across all supply chain functions.

ABOUT THE UNIVERSITY OF TEXAS SYSTEM

For more than 140 years, [The University of Texas System](#) has been committed to improving the lives of Texans and people all over the world through education, research, and healthcare. With an enrollment of more than 256,000 students at [academic and health institutions](#) across the state, and an operating budget of more than \$33 billion, the UT System is one of the largest public university systems in the nation and the world. UT institutions produce more than 66,000 graduates annually and award more than one-third of the state's undergraduate degrees and more than half of its medical degrees. Across UT academic and health institutions, federal research and development expenditures total \$4.3 billion – the highest in Texas and the second highest in the nation – and the UT System regularly ranks among the top 10 most innovative universities worldwide.

The UT System is also one of the largest employers in Texas, with more than 22,000 faculty and more than 115,000 healthcare professionals, researchers, and support staff. The System's faculty members, researchers, and clinicians are consistently honored by their peers, professional associations and academies, and other organizations for contributions to their fields. Honors and distinctions among the System's internationally distinguished faculty include six [Nobel Prize](#) laureates, two [Shaw](#) laureates, one [Abel Prize](#), two [Japan Prizes](#), one [Pulitzer Prize](#) recipient, 48 members of the [National Academy of Sciences](#), 55 members of the [National Academy of Engineering](#), 52 members of the [American Academy of Arts and Sciences](#), 28 members of the [American Law Institute](#), 75 members of the [American Academy of Nursing](#), 38 members of the [National Academy of Medicine](#) and 73 members of the [National Academy of Inventors](#).

[Austin](#), where the UT System offices are located, the state capital of Texas, is known for its eclectic live music scene centered around country, blues, and rock. The city's official slogan promotes Austin as "[The Live Music Capital of the World](#)," a reference to the city's many musicians and live music venues. Its many

parks and lakes are popular for hiking, biking, swimming, and boating. *U.S. News & World Report* named Austin the No. 1 place to live in the U.S. for 2017 and 2018, and in 2022, it topped the list as the best place to live in Texas. A formidable hub for technology, business, the arts, nature, culture, and history, Austin is a warm and inviting community.

The University of Texas System [SmartBook](#), produced by UT System's Office of Institutional Research, provides an overview of the mission areas of the System and all UT institutions. It also includes annual data for UT students, faculty, and employees, as well as budget and finance data.

GOVERNANCE AND LEADERSHIP

The UT System is governed by the nine members of the [UT System Board of Regents](#) a prominent group of Texans appointed by the Governor and confirmed by the Texas Senate and one Student Regent. The Chancellor of The University of Texas System oversees day-to-day operations. [Chancellor, John Zerwas, MD](#), serves as the chief executive officer of the UT System and reports to the Board of Regents. He has direct line responsibility for all aspects of the UT System's operations. The Chancellor's direct reports at the System include:

- Executive Vice Chancellor for Business Affairs and Chief Operating Officer
- Executive Vice Chancellor for Academic Affairs
- Executive Vice Chancellor for Health Affairs
- Vice Chancellor for Health Affairs and Chief Medical Officer
- Vice Chancellor for Governmental Relations
- Vice Chancellor for External Relations, Communications, and Advancement Services
- Vice Chancellor and General Counsel

The Chief Supply Chain Officer will report directly to [Dr. Derek Horton](#), Associate Vice Chancellor, Budget and Planning at The University of Texas System. Dr. Horton joined The University of Texas System in January 2021. He has Systemwide responsibility for coordinating the preparation and maintenance of the UT System operating budget. His responsibilities include advising UT System executive staff on strategic matters with budget implications, working as needed to guide UT institution budget officers on institutional budgets, financial condition analysis, and long-range financial planning, as well as oversight for preparation of legislative appropriations requests and fiscal impact analysis.

THE ROLE OF THE CHIEF SUPPLY CHAIN OFFICER

The Chief Supply Chain Officer will serve as a strategic partner and resource to enhance, strengthen, and expand supply chain operations across The University of Texas System institutions. This person must be innovative, collaborative, and possess strong leadership skills while also being comfortable working in a highly complex organization. The CSCO will oversee the organization's procurement strategy and ensure purchasing activities align with business objectives; drive efficiency, cost-effectiveness, and supplier relationships while maintaining compliance and risk management; and lead the development of a procurement plan, the definition of requirements, the selection of suppliers, the development of offers, the negotiation of conditions, the development of contracts, and the management of contracts. An essential aspect of the CSCO role will be to partner at all levels of the organization to develop, implement, and execute a Systemwide supply chain management strategy that optimizes employee capabilities, achieves UT System's strategic objectives, and delivers a competitive advantage.

The Chief Supply Chain Officer will have direct responsibility over the System [Supply Chain Alliance](#) and the UT System Administration Contracts and Procurement Teams. The CSCO will develop a highly collaborative and supportive working relationship with these offices to ensure efficient, effective, and ethical business practices throughout the system.

KEY RESPONSIBILITIES OF THE CHIEF SUPPLY CHAIN OFFICER

Additionally, the CSCO will hold the following key responsibilities:

- Lead the development and execution of a comprehensive procurement and supply chain strategy that aligns with the organization's goals and System's strategic vision
- Ensure procurement activities are efficient, cost-effective, and compliant with regulatory standards while fostering strong supplier relationships and mitigating risk
- Oversee the full procurement lifecycle – including planning, requirements definition, supplier selection, offer evaluation, contract negotiation, and contract management
- Collaborate across all levels of the organization to create System-led, multi-institutional strategic sourcing opportunities that enhance operational performance, maximize value, and deliver a sustainable competitive advantage
- Provide leadership for the UT System's group purchasing organization (GPO) accreditation program, ensuring institutions have access to a trusted network of GPOs that meet procurement and contracting standards
- Represent the UT System in external relations with industry, vendors, the public, and others with a focus on the contracting, procurement, and supply chain function
- Build strong relationships and deliver customer-centric solutions, use feedback and data to drive continuous improvement, and create an environment in which team members feel a strong sense of ownership and accountability toward making the best possible customer experience
- Effectively integrate long-term opportunities and challenges with day-to-day activities

CHALLENGES AND OPPORTUNITIES

Lead the strategic development of a supply chain operation. Because this role is new at the System level, the CSCO has the opportunity to define and build the office of Collaborative Business Services and bring national best practices for a strategic supply chain operation to UT System. The academic institutions and health centers that make up The University of Texas System are some of the most renowned and high-quality organizations in the nation, and the CSCO will leverage this well-recognized brand to establish new relationships with external partners and negotiate contracts that will further enhance all the institutions in the UT System and generate additional revenue. The next CSCO will need to be an exceptional self-starter, strategic problem solver, and excellent communicator who can embrace ambiguity while understanding the complexities present in a matrixed organization.

Balance operations across organizations with differing needs and priorities within The University of Texas System. As the supply chain leader of The University of Texas, the CSCO will need to understand and address the unique needs of each academic and medical institution and organization through strategically optimizing and streamlining logistics, leveraging technology and data analytics, and ensuring quality and compliance. There will be substantial complexities in developing a strategic vision that will equitably align sourcing strategies across all organizations in the System. The CSCO will employ excellent leadership and communication skills to bring together the chief business officers from each institution to ensure a strong sense of collaboration with a focus on revenue generation, improved logistics, and compliance.

Motivate, lead, and collaborate with a strong team. The next Chief Supply Chain Officer will have the opportunity to effectively organize and shape their team within this new position. The operation will not have to be built from scratch, as many strong team members have been in place across different organizational structures. The CSCO will energize and motivate team members and include them in the development of a new vision for the supply chain division at UT System. There will be opportunities for

team building and staff development. It will be important for the CSCO to understand the opportunities and complexities of leading staff in a distributed and hybrid working environment. The ability to engage in a hybrid working format will be an essential quality for the next CSCO.

Enhance a strategic approach to contracts and procurement. The CSCO will lead the development of a new strategy focusing on fostering long-term supplier relationships, standardizing processes, and spearheading a proactive approach toward contracts and procurement. The CSCO should be able to work with current teams to analyze procurement data and identify creative ways to negotiate better terms that will benefit all System organizations, reduce costs, and standardize quality. The CSCO will align sourcing strategies with System-wide needs by ensuring resilience, innovation, and flexibility. There will be opportunities to leverage Group Purchasing Organizations to establish a stronger and more efficient procurement operation at the University of Texas System.

Understand the opportunities and limitations of working in a system structure. While this new System-level position offers candidates amazing opportunities to enhance the supply chain operation across multiple campaigns and organizations, there are also limitations and complexities to working at a system level. The CSCO will identify best practices and establish strategies that will align with the System's needs; they will not be directing operations at each campus. The CSCO will have the flexibility and skills to facilitate the enhancement of policies and procedures to spur the development of new ideas around supply chain operations at each campus and organization. This will require an understanding of nationwide best practices and the ability to assess supply chain operations, while having the patience and flexibility to work with leaders at each organization to develop an environment of continuous improvement.

DESIRED QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will be forward-thinking, a collaborative leader, and a self-starter who embraces and models the highest ethics and integrity and demonstrates a commitment to creating a respectful and supportive work environment. In addition, the CSCO will possess the following experiences, capabilities, and personal attributes:

- Bachelor's degree required, Master's or terminal degree preferred.
- Significant experience as a leader in a complex organization.
- At least seven years of direct supervisory experience in higher education or a similar complex organization.
- Experience implementing non-mandated, strategic sourcing (and other) collaborations involving largely autonomous business organizations
- Experience as a strategic leader with evidence of planning and prioritizing work to meet commitments aligned with organizational goals.
- Ability to interpret and apply key financial indicators to make better business decisions.
- Flexible communication styles and leadership approaches to adapt to the shifting demands of various situations and audiences, initiate change in response to changing external factors, and convey a clear understanding of a dynamic environment across diverse constituents.
- An emphasis on efficiencies and effective processes to ensure the completion of goals with a focus on continuous improvement.
- Experience as a leader who can effectively paint a compelling picture of vision and strategy that motivates others, fosters a team-oriented environment based on cooperation and collaboration, and understands working with people to focus on outcomes while holding employees accountable.
- Experience forming strong relationships with strategic sourcing partners with an emphasis on successful contract negotiation on behalf of the organization.

- Humble with a servant leadership approach and a demonstrated track record of being highly collaborative.
- Bottom line driven with results achieved through collaboration.
- Highly resilient, persistent, and self-motivated.
- Professional with sophisticated intellectual capability, nimble, confident, and comfortable in a matrix environment.

Work is performed in a hybrid office environment. The expectation is that up to 50 percent of the time will be in person, subject to change. A personal computer and other standard office equipment will be provided. The position may require occasional evening or weekend hours. Travel is expected about 15 percent of the time, but potentially more, as significant policy issues and opportunities arise requiring in-person meetings.

The starting salary for this position is anticipated to range from \$250,000 to \$270,000, commensurate with experience. A summary of benefits can be found [here](#).

The Search Committee will begin reviewing materials immediately, and applications will be considered until the position is filled. For full consideration, please submit a resume/CV and cover letter via our [Talent Profile](#). Additional inquiries and nominations can be submitted to:



Carly DiGiovanni, EdD, Managing Director
 Brian Bustin, Senior Search Associate
UTSystemCSCO@dsgco.com

For more information, please visit The University of Texas System home page at <https://www.utsystem.edu/>.

The University of Texas System Administration is an Equal Opportunity/ Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, age, disability, veteran status, or sexual orientation. Reasonable disability accommodation may be requested by contacting the Office of Talent and Innovation.