

EAGLE RAILCAR SERVICES

Procurement Manager

POSITION SUMMARY

Eagle Railcar Services is seeking an experienced and results-driven Procurement Manager to lead purchasing and vendor management activities across our growing network of railcar repair and maintenance facilities. This position is responsible for sourcing materials, negotiating supplier agreements, managing procurement processes, and ensuring our shops have the parts, equipment, and supplies needed to operate safely and efficiently.

The Procurement Manager serves as a key partner to shop managers, operations leadership, finance, and vendors, helping drive cost savings, supplier performance, inventory optimization, and operational excellence. As Eagle Railcar continues to expand through organic growth and acquisitions, this role will play a critical part in standardizing procurement practices and supporting integration efforts across the organization.

KEY RESPONSIBILITIES

Procurement & Strategic Sourcing

- Lead procurement activities for all Eagle Railcar facilities and corporate operations.
- Source and negotiate pricing, contracts, and service agreements with suppliers and vendors.
- Develop and maintain strategic supplier relationships to ensure quality, reliability, and cost competitiveness.
- Identify opportunities for cost reduction, process improvement, and purchasing efficiencies.
- Evaluate supplier performance and implement corrective actions when necessary.
- Establish and maintain procurement policies, procedures, and best practices.

Shop & Operations Support

- Partner with shop managers to understand material, equipment, and supply requirements.
- Ensure timely procurement of railcar repair materials, welding supplies, safety equipment, tools, and operational consumables.
- Coordinate purchasing priorities to support production schedules and customer commitments.
- Assist locations in resolving supply chain disruptions and urgent procurement needs.
- Support the onboarding and integration of newly acquired facilities into Eagle Railcar's procurement network.

Vendor & Contract Management

- Manage vendor qualification, onboarding, and performance evaluation processes.
- Maintain supplier agreements, pricing schedules, and contract documentation.
- Conduct regular supplier reviews to evaluate service levels, quality performance, and pricing competitiveness.
- Develop preferred vendor programs where appropriate to maximize purchasing leverage.

Inventory & Cost Management

- Collaborate with operations and finance teams to monitor purchasing trends and spending.
- Analyze procurement data to identify savings opportunities and improve forecasting.

- Support inventory optimization initiatives to reduce excess stock while maintaining operational readiness.
- Monitor key procurement metrics including vendor performance, purchase order cycle times, and cost savings.

Cross-Functional Collaboration

- Work closely with Operations, Finance, Safety, and Shop Leadership to support company objectives.
- Assist with annual budgeting and forecasting related to materials and procurement expenditures.
- Prepare procurement reports and recommendations for executive leadership.
- Support special projects and strategic initiatives as assigned.

Procurement Systems & Digital Transformation

- Conduct a structured assessment of Eagle Railcar's current decentralized procurement practices across all facilities, documenting gaps, redundancies, and inefficiencies.
- Develop and present a business case to executive leadership and the board outlining the cost, risk, and operational impact of the current fragmented procurement environment.
- Lead the evaluation and selection of a procurement software platform, including defining business requirements, issuing RFPs, conducting vendor demonstrations, and recommending a solution aligned with Eagle Railcar's operational complexity and growth trajectory.
- Own end-to-end implementation and rollout of the selected procurement system, including project planning, vendor coordination, data migration, user training, and go-live support across all facilities.
- Define and enforce system governance, including user access, approval workflows, purchasing thresholds, and reporting standards to ensure adoption and compliance post-launch.
- Partner with Finance and IT to ensure the procurement platform integrates with existing ERP, accounting, and reporting systems, and establish KPIs to measure system ROI and process improvement over time.

QUALIFICATIONS

Required

- Bachelor's degree in Supply Chain Management, Business Administration, Operations Management, or related field, or equivalent experience.
- 5+ years of procurement, purchasing, sourcing, or supply chain experience.
- Strong negotiation and vendor management skills.
- Experience managing multiple priorities across multiple locations.
- Proficiency with Microsoft Office Suite, particularly Excel.
- Strong analytical, organizational, and problem-solving abilities.
- Excellent written and verbal communication skills.
- Ability to build relationships across all levels of the organization.

Preferred

- Experience in railcar services, manufacturing, industrial maintenance, transportation, construction, or heavy industry.
- Experience supporting multi-site operations.

- Knowledge of inventory management and procurement best practices.
- Experience with ERP, purchasing, or inventory management systems, including software evaluation, selection, and implementation.
- Professional certifications such as CPSM, CSCP, or CPM.

WHAT WE OFFER

- Competitive compensation based on experience.
- Opportunity to influence purchasing strategy across a growing organization.
- Direct collaboration with executive leadership and operations management.
- Stable and growing company with a strong reputation in the railcar services industry.
- Meaningful work supporting a network of skilled trades professionals across multiple locations.
- Career growth opportunities as Eagle Railcar continues to expand through acquisitions and operational growth.