



• Candidate Pack

Appointment of Procurement Director National Highways

Saxton Bampfylde

June 2026

Reference HBRVE





National Highways Appointment of Procurement Director

Contents

04	Introduction
06	Job Purpose & Key Accountabilities
08	Person Specification
10	Terms of Appointment
11	How to Apply



Introduction

National Highways (NH) is the government company which plans, designs, builds, operates, and maintains the Strategic Road Network (SRN). The Company has a single shareholder in the Secretary of State for Transport and is a government-owned arm's length body (ALB), established under the Infrastructure Act 2015.

National Highways plays a vital role in managing and improving the strategic road network to make journeys safer, smoother, and more reliable. The strategic road network is the backbone of the country, enabling businesses to transport products and services, providing access to jobs and suppliers, and facilitating trade and investment across the country. Investment in the SRN directly supports at least 65,000 jobs and 5,000 apprenticeships. More widely, companies that rely on the SRN contribute over £400bn in Gross Value Added to the economy.

Beyond that, National Highways is working hard to meet the government's commitment to zero carbon. National Highways also needs to exploit the full potential of the digital revolution, both in delivery of its activities, and in its communications with road users and stakeholders.

National Highways' three main overarching imperatives are:

Safety – everyone who uses and works on National Highways roads should get home safe and well. Fatalities and injuries can only be reduced by planning and designing roads that meet the highest levels of safety.

Customers – with more than four million daily journeys, National Highways' roads play a vital part in connecting the nation. National Highways knows the value of customer feedback and works closely with Transport Focus and others to seek its users' views on a range of fundamental matters including journey time, surface quality, roadworks management, roadside information, and safety.

Delivery – it is the job of National Highways to deliver safe and reliable roads. Since 2015 it has invested billions in new routes and extra capacity.

Looking ahead

This is an important period for National Highways as they deliver the government's multi-billion-pound strategic roads investment programme, continuing to set highways standards for the UK, and embarking on a digital future, which is also net zero carbon.

National Highways receives funding from DfT in five-year cycles called Road Investment Periods. This enables National Highways to plan for the long term, and provide excellent value for money for its customers, the taxpayer and the country. The Government has recently developed a draft third Road Investment Strategy (RIS3). The RIS3 will apply to the third Road Period (RP3) covering the five years from 1 April 2026 to 31 March 2031. This follows a 1-year Interim Settlement covering the period 1 April 2025 to 31 March 2026. The five-year funding settlements offered by Roads Reform¹ have provided stability and allowed a renewed and long-term focus on customer satisfaction and better outcomes for users of England's motorways and trunk A roads (the Strategic Road Network). For more information, please see the draft Road Investment Strategy [here](#).

National Highway's outcome areas:

- **Improving Safety for all:** We want National Highways to strive to improve the safety of those that use, work on and are affected by the network. Like RIS1 and RIS2, we want to set a robust and ambitious safety target, ensuring that the network consistently maintains its status as one of the safest.
- **Fast and reliable journeys:** Users highly value the ability to complete journeys faster and with greater reliability, which has considerable economic advantages. Prioritising improvements in this area should be a key focus of National Highways in RIS3. Additionally, we want to improve connectivity with other road networks to minimise disruptions for users, regardless of the road they choose to drive on.
- **A well maintained and resilient network:** National Highways is the steward of a valuable public asset. A key part of the performance specification will be to keep the network in good condition and to develop the capability of the organisation as an asset manager.
- **Being environmentally responsible:** We want to continue the progress made in RIS2 to improve the monitoring of environmental outcomes. For RIS3, this outcome area will include monitoring National Highways' actions to avoid damage to and improve the natural and historic environments, reduce carbon emissions, removing litter and support human health.
- **Meeting the needs of all users:** Ensuring user satisfaction will remain a vital aspect of performance. Ongoing Transport Focus surveys will continue to provide a greater degree of insight. We are also keen to maintain an understanding of satisfaction among, and issues faced by specific customer groups.
- **Achieving efficient delivery:** Ensuring RIS3 delivers best value for money for the taxpayer. Like RIS2, we will require National Highways to demonstrate that they are efficient and deliver schemes on time and to budget.



Job Purpose & Key Accountabilities

Reporting to the Chief Financial Officer and as a member of the directorate leadership team the role provides strategic direction and leadership to the Procurement Division. The job purpose is to provide strong procurement / commercial leadership to design, develop and deliver progressive contractual and commercial arrangements that deliver value for money outcomes to meet not only the needs of the business, governance, assurance and legislative requirements, but also the needs of our customers (road users) and other stakeholders.

Key Accountabilities

1. Accountable for leading the development and delivery of progressive, value for money procurement and category management strategies to meet the needs of the business and customers.
2. In conjunction with and through the wider procurement leadership team, collaborate with internal stakeholders to set the framework, policies and procedures for procurement to deliver commercial models that reflect best practice, good governance and deliver the required outcomes for the business.
3. Provide expert, consistent and timely professional advice and support to members of the Executive and Senior Leadership Team to inform the development of commercial and procurement strategies and investment decisions.
4. Provide business partner support and operational procurement services to the business – embedding procurement resources within programmes to provide commercial expertise, identify needs, understand priorities and deliver to agreed procurement programmes.
5. Provide direction to Strategic Sourcing, to deliver consistent, best practice contract models and industry leading sourcing strategies that identify and deliver clear business benefits.
6. Build visible and effective key internal stakeholder partnerships, contributing procurement leadership to complex agendas, change programmes and the strategic direction of National Highways.
7. Lead and develop appropriate relationships with external stakeholders, professional organisations, supply chain partners and government departments. Build and maintain strong internal and external relationships across government, representing National Highways on a variety of bodies and boards as appropriate.
8. Build the capacity, capability, expertise and professionalism within the Division, balancing efficient delivery of immediate outcomes and the realisation of future improvements.
9. Lead in the Division on planning and implementing change and encouraging innovation, enabling continuous improvement.
10. Contribute to the development of strategy and translate these objectives into the business strategy to meet the programme goals and objectives.

Key Accountabilities

People management responsibilities

- Directors of Procurement and Heads of – up to 10 (direct)
- Procurement division – circa 200

Budget management responsibilities

- OpEx budget (staff costs) as per RIS3 settlement
- OpEx/capex project budget as per RIS3 settlement
- Contract delegations unlimited
- Financial delegations £5m per annum
- Deliver procurement vehicles and frameworks in excess of £10bn

Key stakeholders

- National Highways Executive Directors and Senior Leadership Team
- Senior leadership team
- Department for Transport and its agencies and ALBs, the Cabinet Office and Crown Commercial Services
- Suppliers, primarily Tier 1-3.



Person Specification

Business Knowledge & Experience

- Proven track record of strong senior strategic procurement leadership and line management in a relevant role and / or sector for a Division of c200 employees with an annual business spend of £5bn+.
- Proven strong change management / continuous improvement leadership at both Directorate and business levels to make significant Divisional improvements aligned to business needs.
- Significant and demonstrable experience of leading and managing procurement teams including matrix management at a senior level. Capable of leading, building and motivating large diverse teams and a workforce to deliver strong and consistent procurement performance aligned to external industries best practice and business needs.
- Strong influencing skills, with both internal and external stakeholders.
- Demonstrable experience of delivering value for money outcomes in supply chain relationships (for direct and in-direct spend).
- Proven ability to shape, communicate and align strategic organisational aims with the corporate vision.



Person Specification

Functional & Technical Skills

- Strong knowledge of OJEU public regulated procurement policy and procedures and the legislative framework for public sector procurement whether from the private or public sectors, including:
 - Extensive experience of procuring large complex infrastructure within procurement regulations.
 - Comprehensive knowledge of the legislative framework, gained in large, complex organisations in the public and/ or blue-chip private sectors.
 - Extensive experience of complex infrastructure, civil engineering and extensive knowledge of NEC forms of contract.
- Extensive experience of operating within large Procurement functions in complex business requiring high accountability management and leadership roles skills.
- Have a proven track record in delivering significant benefits in leading procurement / category management functions in large public and/or blue-chip private sector organisations.
- Can demonstrate clear business benefits through improving business and procurement processes and governance, procurement tools (including modern IT and digital technologies), modernising employee development (leadership, behavioural and professional skills etc.) and communications and improving supplier performance management.

- Educated to degree level or equivalent (a master's is desirable), or able to demonstrate development of equivalent knowledge and expertise.
- A minimum of MCIPS professional qualification or demonstrable professional experience and willingness to study towards it. FCIPS is desirable.

Values and Behaviours

Embrace the organisation's values and model associated behaviours:

- **Safety:** Keep ourselves and others safe, above all else
- **Passion:** Deliver with energy and pace, care about what we do, continuously improve and innovate, provide great service in everything we do
- **Integrity:** Open, honest and professional, respect and value the contribution others make, do what we say, always do the right thing
- **Teamwork:** Work together effectively to achieve our goals, work efficiently and flexibly, listen to others and communicate clearly
- **Ownership:** Take accountability, learn from failure and celebrate success, agree stretching goals and delivering them, maintain focus on our imperatives

Terms of Appointment

Job Title: Procurement Director

Reports to Job Title: Chief Financial Officer

Directorate: Business Services Directorate

Remuneration: Competitive

Location: this role can be based at any National Highways office and there will be an expectation for travel around the country.

How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to National Highways on this appointment.

Candidates should apply for this role through our website at **roles.saxbam.com** using code **HBRVE**

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on Thursday 9th July 2026.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

- [Read our guide to writing cover letters](#)



