

Joshua Palacios

PROCUREMENT & STRATEGIC SOURCING LEADER

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Procurement leader with **\$20M+** in career savings across chemicals, industrial equipment, consumer products, and distribution. Leads category strategy, supplier development, supply continuity, and team performance. Delivered **\$3M** at Ecolab in **12** months and coached a direct report to implement an additional **\$1M**. Builds AI-assisted sourcing tools and automates routine procurement work.

CORE EXPERTISE

Category Strategy | Strategic Sourcing | Supplier Development & Qualification | Commercial Negotiations | RFPs & E-Auctions | Equipment & CAPEX | Supply Continuity | Supplier Risk Management | Team Development | Contract Manufacturing | AI & Procurement Automation

PROFESSIONAL EXPERIENCE

Ecolab

July 2025-Present

Associate Procurement Manager

\$4M role savings | \$3M direct + \$1M implemented through team coaching

Own category strategy and security of supply for **\$40M+** in annual North American petrochemical spend.

- Delivered **\$3M** in **12** months through **3** RFPs, **1** e-auction, and supplier negotiations; led pre-scoping, sourcing strategy, and negotiation planning.
- Championed formula-based pricing to improve cost transparency and strengthen supplier negotiations.
- Develop alternative suppliers and lead cross-functional qualification and approval projects to reduce dependency risk and strengthen supply continuity.
- Coached one direct report to implement an additional **\$1M** in savings, separate from the **\$3M** delivered directly.

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May 2021-November 2024

Senior Sourcing Manager

\$2M role savings

Led sourcing and supplier strategy across a **\$20M** portfolio spanning supplements, ingredients, packaging, and contract manufacturing.

- Developed a contract manufacturing strategy that reduced supplement spend by **\$355K** and shortened lead times by **40%**.
- Re-shored flexible packaging, saving **\$55K** annually and reducing lead times by **63%**.
- Reduced corrugated packaging SKUs by **60%**, delivering **\$126K** in annual savings and simplifying fulfillment.
- Supported the launch and scale-up of **10** products, contributing to eight-figure revenue within **18** months through sourcing and supplier coordination.
- Developed backup supplier options and provided executive updates on supply risks, sourcing decisions, and product readiness.

PROFESSIONAL EXPERIENCE CONTINUED

Votorantim Cimentos

February 2020-May 2021

Senior Buyer

\$10M role savings

Managed approximately **\$50M** in annual direct and indirect spend across a multi-site industrial operation, including industrial equipment and conveyor belts.

- Led cross-functional RFPs and supplier consolidation initiatives to support cost reduction and operational requirements.
- Managed sourcing for two CAPEX projects, delivering critical equipment on time and under budget.
- Coordinated with plant stakeholders and suppliers to resolve delivery constraints and maintain supply continuity.

Power Equipment Direct

August 2016-October 2019

Assistant Category Manager

\$1.5M role savings

Managed sourcing, supplier negotiations, and commercial planning across five e-commerce categories generating approximately **\$12M** in annual revenue.

- Developed category strategies that supported **11%** year-over-year growth, approximately **\$4M** in annual gross profit, and **33%** gross margins.
- Negotiated a bulk purchase arrangement that generated approximately **\$600K** in savings.
- Aligned product selection, pricing, supplier terms, and inventory planning with category growth and profitability targets.

Justin Blair & Company

February 2013-July 2016

Purchasing Manager

\$1M role savings

Managed a **\$3M** annual purchasing portfolio, more than **3,000** active SKUs, and teams of four to six employees.

- Delivered **\$400K** in annual savings through supplier negotiations and purchasing improvements.
- Improved out-of-stock performance by more than **95%** through inventory planning and supplier coordination.
- Reduced average lead times by **35%**, supporting product availability and revenue growth.
- Directed purchasing execution and resolved supplier, shipment, and invoice issues.

AI AND PROCUREMENT SYSTEMS

Independent Procurement & Systems Consultant

January 2025-Present

- Develop sourcing strategies, supplier comparisons, and cost models for client procurement projects.
- Build dashboards and AI-assisted workflows for supplier research, quote analysis, sourcing tracking, and reporting.
- Translate fragmented supplier and purchasing information into actionable recommendations.

EDUCATION

Governors State University | B.A., Business and Applied Science