

MIKE NAUJUNAS

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PROCUREMENT / SOURCING DIRECTOR

Leading end-to-end sourcing operations, full sourcing processes, and decision-management

Team-oriented leader, optimizing sourcing strategies and processes, reducing costs, and forging robust supplier relationships to enhance organizational efficiency and profitability. Lead growth-oriented teams, manage critical organizational projects, and collaborate cross-functionally to design and implement cutting-edge procurement solutions to achieve goals in dynamic environments. Establish supply base and spend under management strategies and execute cost reduction programs with vendors while ensuring quality and timely delivery.

Key Expertise

Financial Analysis | Budgeting | Strategic Planning & Execution | Inventory Management | Project Forecasting | Risk Evaluation
Value Engineering (VE) | RFx | Bid Leveling & Negotiation | Supplier R&D | Strategic Pipelining | Process Improvement
Value Engineering | Design & Development Strategy | Contract Management | International Sourcing | Presentation Deck Building
Supplier Relationship Management | Collaborative Reporting | Global Market Trends | Team Leadership & Collaboration

Professional Experience

FOOT LOCKER, INC. – New York, NY

Director of Construction Procurement NA

01/2022 – 08/2023

Led high-performing team of 7 and managed \$30M annual construction spend across 125 projects and \$5M non-construction spend. Achieving budgets within +/- 4% on individual projects and within +/- 2% yearly through lean inventory management, contractual volumes/pricing, cross-functional forecast guardrails.

- Spearheaded rollout of 8+ new fixture designs, collaborating on supplier onboarding, engineering alignment, RFx management (pipeline and execution), mass production, and on-time delivery, while negotiating BPO/Price Commit agreements and managing capital allocation and inventory projections.
- Implemented bid/negotiate and pre-manufacturing value engineering strategies, resulting in yearly savings of 2%-5% on FF&E costs, despite inflation in commodity prices.
- Saved \$1.4M in lighting category by changing production strategy, reducing SKUs, negotiating multi-year contracts, and implementing new supplier globally.
- Reduced graphics category costs \$250K through supplier consolidation and bulk production practices.
- Cut expenses \$150K in stock shelving category by transitioning from custom production to off-the-shelf solutions during bidding process.
- Rebuilt Master Service Agreement (MSA) to mitigate risks caused by delivery damages, warranty execution, and lost tenant allowances.

FOOT LOCKER, INC.

Director of Construction Procurement EMEA / APAC

02/2020 – 01/2022

Directed 4-member team in managing \$20M annual construction budget across 80 projects and \$6M non-construction spend for open-rollout and FF&E maintenance, consistently achieving budgets within +/- 8% and annual variance within +/- 3%.

- Spearheaded fixturing cost-saving initiative that saved \$450K by standardizing assembly and installation processes without compromising visual or functional quality.
- Consolidated suppliers and instituted bulk production, thereby saving \$150K in graphics/frames category.
- Streamlined procurement processes and transitioned team from purchasing orientation to procurement-focused approach.
 - Introduced plan reading, inventory projection, tracking, full-scope expediting, and financial reporting to enhance efficiency and cost-effectiveness. Resulting in increased accuracy in: delivery timing, inventory, forecasting.
- Implemented role of APAC Procurement Manager, overseeing vendor relations, order management, and logistics for all Asia-based stores and achieving full onboarding and responsibility in 3 months.
- Oversaw procurement activities for Australian business, progressing from zero procurement oversight to full oversight within 9 months. New APAC manager coached through process of transitioning responsibility from Real Estate team to our Procurement team: warehousing & inventory, contracts & production, product delivery.

FOOT LOCKER, INC.

Director of Construction Global Standards

04/2019 – 02/2020

Aligned global construction teams (NA, EMEA, APAC) to create process efficiencies, reporting standardization, share knowledge & methods. Coaching across and up (to Sr Dirs & VPs) to create collaborative learning and improvement plans across geos.

- Aligned global construction teams (NA, EMEA, APAC) and reviewed programs and processes to increase efficiency and streamline reporting, thereby reducing costs by 2-5% and saving time in the Real Estate Committee approval timeline.
- Pioneered global build-out cost documentation standardization, accelerating budget approvals, bolstering financial forecasting precision, and simplifying project closeouts.
- Guided project post-mortem analysis and reshaped GC bid documents and contracts, leading to 50% drop in short-term maintenance expenses, 25% decrease in change orders, and increase in forecast accuracy on all projects.

FOOT LOCKER, INC.

Senior Manager of Procurement Standards NA

05/2017 – 04/2019

Enhanced vendor performance by driving VE initiatives and recommending process improvements. Analyzed spend and planning, tracking expenditure and risk tiers and providing valuable insights to directors.

- Saved \$1M+ with strategic pause and consolidation approach in 3PL maintenance freight that reduced CO2 emissions.
- Conducted market evaluations, leveraged spend, recommended competitive bids, and tracked cost savings.
- Spearheaded contract management and set KPI/metrics; vetted and onboarded vendors, conducted clause reviews with Legal team, and monitored scorecard performance.

FOOT LOCKER, INC.

Manager of Construction Procurement NA

06/2012 – 05/2017

Managed 200+ annual projects, including 13 design initiatives, optimizing processes and ensuring financial compliance. Contributed to supply chain operations in Australia, the Middle East, and South Korea, maintaining lean stock positions. Directed rollout of vendor management (VM) projects, ensuring seamless execution.

- Managed suppliers by focusing on cost control, innovation, social responsibility, and capacity optimization.
- Oversaw financial compliance, including accruals, asset transfers, budgets, fixture reuses, and rolling budget forecasts.
- Propelled competitive bidding processes (RFx) for inventory programs, conducting cost analyses and negotiations, and securing business awards.

Previous Experience:

Construction Procurement Analyst | FOOT LOCKER, INC., New York, NY

Construction Procurement Coordinator | ANN, INC., New York, NY

Education

MARIST COLLEGE, Poughkeepsie, NY

Bachelor of Arts (BA), Communications / Digital Media

Minor: Information Systems

HARVARD MANAGED MENTOR PROGRAM

The Art of Performance Management coursework

Technical Skills

Microsoft Office (Word, Excel, PowerPoint, Teams, SharePoint) | SAP | Ariba | JobCost | Smartsheet