

# Procurement & Supply Chain

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Michael Page International

**Salary & Employment Forecast**

# Procurement & Supply Chain

Businesses are looking to make their procurement and supply chain processes more cost efficient to maximise profitability, which is driving demand for talented professionals across the country.

There is a high requirement for talent at all levels within the areas of strategic sourcing, as well as production, demand, sales and operations planning. These professionals will focus on cost management strategies to increase profitability in response to a strengthening New Zealand dollar. Skills in ERP, data analysis and strong interpersonal communication with both internal and external clients are highly sought after as companies

look to boost business development opportunities. There is also a growing requirement for professionals with skills in procurement category management.

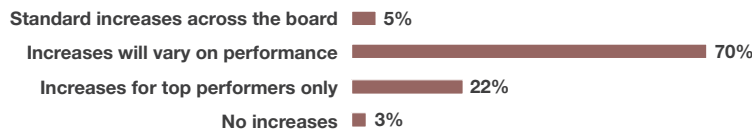
Demand is increasing for Supply Chain Managers with experience in continuous improvement and lean manufacturing. These professionals are required to implement and maintain systems that ensure best practice in the lean manufacturing, sourcing and planning areas.

Most employers will be offering salary increases to retain employees, given ongoing skills shortages in the procurement and supply chain sector. Average salary increases of 3-5%

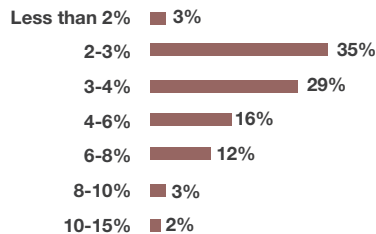
can be expected for top performing staff. For skills that are highly sought after, including demand and supply planning, higher increases are anticipated.

Over the next 12 months, we expect strong demand to continue for professionals across the procurement and supply chain sectors, particularly within the areas of planning, data analysis and continuous improvement. Retention will become a growing focus for employers as more procurement and supply chain professionals look to progress their careers in an improving market.

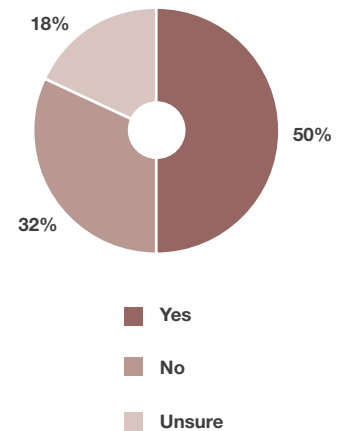
## Salary increases over the next 12 months



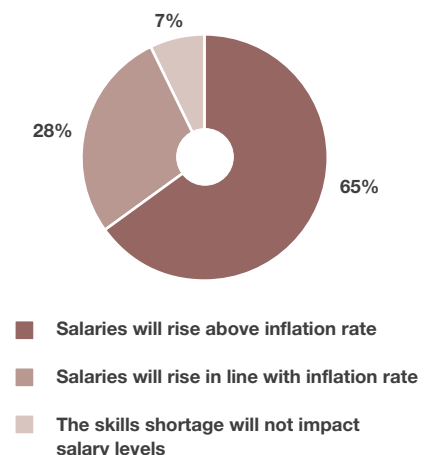
## Average percentage salary increases



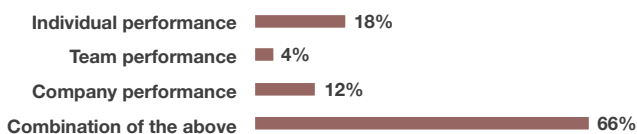
## Professional skills shortage over the next 12 months



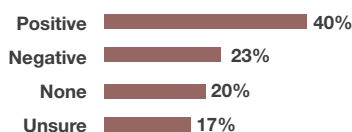
## Skills shortage placing upwards pressure on salaries



## Basis for bonuses over the next 12 months



## Impact of strong New Zealand dollar on business activity



# Procurement & Supply Chain

## Procurement

Size of Company	Sml/Med	Large
Salary	\$'000	\$'000
Purchasing/Procurement Officer	50–70	55–80
Procurement Coordinator	60–90	65–110
Procurement Specialist	65–90	70–110
Buyer	60–90	80–100
Senior Buyer	80–100	90–120
Contracts Administrator	60–80	70–100
Senior Contracts Administrator	80–110	100–130
Strategic Sourcing/Procurement Analyst	70–90	75–105
Procure to Pay/e-Procurement	110–150	110–180
Purchasing Manager	85–120	95–140
Junior Category/Commodity Manager	85–105	90–110
Category/Commodity Manager	110–130	110–150
Senior Category/Commodity Manager	135–150	145–180
Procurement Manager	100–130	110–160
Strategic Sourcing Leader/Manager	110–150	130–200
Commercial/Contracts Manager	100–130	120–180
Vendor/Supplier Relationship Manager	100–130	130–160
GM Procurement	170–200	200–400

## Supply Chain

Size of Company	Sml/Med	Large
Salary	\$'000	\$'000
<b>PLANNING/SCHEDULING/BUYING</b>		
Production Planner/Scheduler	50–70	58–85
Inventory Planner/Planner Buyer	55–70	75–90
Purchasing Officer	50–70	55–80
Purchasing Manager	85–120	95–140
Demand Planner/Analyst	70–95	75–110
Supply (MRP or Finished Goods) Planner	60–80	60–90
S&OP Analyst	60–75	70–95
Replenishment Manager	75–90	85–120
S&OP Demand/Supply Planning Manager	100–125	120–180
<b>LOGISTICS/DISTRIBUTION</b>		
Customer Service Officer	45–65	50–70
Transport Planner	50–70	60–85
Logistics/Supply Chain Coordinator	50–70	55–85
Logistics/Inventory Analyst/Controller	55–70	65–90
Warehouse Supervisor	55–75	60–75
Inventory Manager	70–95	75–100
Import/Export Manager	45–60	50–70
Warehouse Manager	65–90	80–120
DC Manager	100–120	110–160
Transport/Distribution/Logistics Manager	90–110	100–130
Operations Manager	85–140	130–180
Supply Chain Development Manager	110–150	125–200
Supply Chain Manager	85–140	140–200
Supply Chain Director/GM	150–200	200–350

Please note:

1. Salaries indicated are based on annual basic salary, excluding bonus/incentive schemes. 2. Small to medium companies are defined as having a turnover of less than \$100 million. Large companies are defined as having a turnover of more than \$100 million. 3. Market rates are becoming much less uniform. While we have taken great care, these salary ranges can only be approximate guides, as there are often specific circumstances relating to individual companies. Please call us for additional information. 4. Roles marked N/A in this report are not commonly found in the area specified.