



Australia

The procurement market proved its resilience over the past 12 months as businesses recognised the profit contribution attainable through a quality procurement strategy. Recruitment activity was strong within the FMCG, pharmaceutical and public sectors, but weakened in mining and construction.

Many international businesses circumvented recruitment constraints through long-term (12 months or more) temporary assignments. A healthy number of entry-level roles were available for those commencing their procurement careers.

In order to recruit successfully at the executive level, employers need an in-depth, well-structured campaign. Candidate attraction strategies are still required at all levels, with a secure company and career progression essential components.

Demand increased for roles aligned to supply chain, including demand planners and supply planners. Strategic level procurement officers, particularly those with contract administration experience, are also in demand, most notably in Western Australia and Queensland. Senior specialists are required as procurement strategies are developed, as are category managers with high level expertise in large indirect spend categories.

The use of temporary assignments has increased, driven largely by the public sector as particular categories and supply models are analysed on a case-by-case basis.

In the public sector, specialists are required to establish Greenfield sites and assist with

business transformation change projects. State and federal investment into public infrastructure delivered interesting and exciting opportunities, and attracted broad candidate interest. Like the private sector, an efficiency drive has created vacancies in areas where cost savings can be achieved.

Salaries normalised in most job categories this year following very solid increases in previous years. Interestingly, candidates were accepting of this stability and the employer and opportunity rather than any possible increase in salary now motivates their job search.

The few exceptions to overall salary stability occurred in Perth and Brisbane. Typical salaries increased in Perth for contract administrators (by 20%), category managers (11%), senior purchasing officers (8%) and strategic sourcing managers (4%). Brisbane's typical salary rose for procurement managers (17%).

Candidates should maintain currency with the industry to develop innovative ways to add value to an organisation. Professional qualifications, especially MCIPS or other APICS qualifications, are highly valued, particularly when combined with demonstrable success in your recent experience. Global sourcing, specifically low cost country sourcing, risk assessment and strong negotiation skills should be training priorities.

New Zealand

Procurement is a growth sector. Over the last twelve months many businesses focused on cost reduction programmes, which led to an increase in new procurement and supply chain positions

and placed further pressure on an already skills-short market.

Forecasting analysts, inventory analysts and demand planning specialists are required as businesses, in particular within the manufacturing industry, tighten their production planning strategy to minimise cost and maximise revenue.

There has also been a surge in demand for senior procurement professionals to deliver company-wide cost savings, while procurement and strategic sourcing managers are required in service-based industries such as insurance, telecommunications and IT.

Demand is high at the executive level as businesses tighten their procurement and sourcing strategy.

High demand for experienced forecasting analysts, demand planners, purchasing analysts, procurement managers and strategic sourcing managers is driving employers to become more flexible and offer top premiums for candidates with strong experience.

The sudden increase in demand has seen procurement candidates change roles frequently. However despite candidate shortages, employers are reluctant to offer a position to a candidate without a history of long-term tenure and commitment. Reflect on your reasons for moving and carefully consider what the next role can offer in terms of training and development, career progression, variety and work/life balance.

| Procurement | Purchasing Officer | Senior Purchasing Officer | Purchasing Analyst | Purchasing Manager | Purchasing Director |
|--|----------------------------------|----------------------------------|----------------------------------|------------------------------------|-------------------------------------|
| | Average Remuneration Package | Average Remuneration Package | Average Remuneration Package | Average Remuneration Package | Average Remuneration Package |
| NSW - Sydney (Remuneration Package Range) | 50,000 45,000 - 55,000 | 75,000 60,000 - 80,000 | 70,000 60,000 - 70,000 | 130,000 90,000 - 150,000 | 200,000 150,000+ |
| VIC - Melbourne (Remuneration Package Range) | 50,000 45,000 - 55,000 | 70,000 60,000 - 80,000 | 67,000 55,000 - 70,000 | 100,000 80,000 - 120,000 | 200,000 150,000+ |
| QLD - Brisbane (Remuneration Package Range) | 50,000 45,000 - 55,000 | 75,000 60,000 - 80,000 | 70,000 55,000 - 75,000 | 100,000 80,000 - 120,000 | 160,000+ 140,000+ |
| WA - Perth (Remuneration Package Range) | 55,000 45,000 - 50,000 | 70,000 65,000 - 85,000 | 65,000 55,000 - 70,000 | 95,000 80,000 - 120,000 | 120,000 110,000+ |
| NZ - Auckland (Remuneration Package Range) | 45,000 40,000 - 50,000 | 65,000 50,000 - 75,000 | 65,000 55,000 - 75,000 | 95,000 85,000 - 120,000 | 125,000 100,000 - 150,000 |

□ All Salaries are representative of the total package value □ Package includes Superannuation
□ Please note, Supply Chain salaries are related solely to this function within Procurement, not Logistics

PROCUREMENT

| Procurement | Contract Administrator | Contract Manager | Procurement Manager | Strategic Sourcing Manager | Strategic Sourcing Director |
|--|----------------------------------|------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| | Typical Salary | Typical Salary | Typical Salary | Typical Salary | Typical Salary |
| NSW - Sydney (Remuneration Package Range) | 70,000 60,000 - 80,000 | 100,000 80,000 - 110,000 | 120,000 90,000 - 150,000 | 150,000 120,000 - 180,000 | 180,000 160,000+ |
| VIC - Melbourne (Remuneration Package Range) | 60,000 55,000 - 75,000 | 100,000 80,000 - 110,000 | 115,000 90,000 - 130,000 | 130,000 100,000 - 180,000 | 160,000 150,000+ |
| QLD - Brisbane (Remuneration Package Range) | 65,000 60,000 - 75,000 | 100,000 80,000 - 110,000 | 120,000 100,000 - 150,000 | 135,000 110,000 - 165,000 | 180,000 160,000+ |
| WA - Perth (Remuneration Package Range) | 60,000 55,000 - 70,000 | 95,000 75,000 - 100,000 | 115,000 90,000 - 130,000 | 125,000 110,000 - 140,000 | 150,000 140,000+ |
| NZ - Auckland (Remuneration Package Range) | 45,000 40,000 - 50,000 | 85,000 75,000 - 95,000 | 110,000 90,000 - 130,000 | 120,000 100,000 - 140,000 | 140,000 120,000 - 160,000 |

| Procurement | Procurement Specialist | Demand Planner | Inventory Analyst | Materials Manager | Category Manager |
|--|-----------------------------------|-----------------------------------|----------------------------------|-----------------------------------|------------------------------------|
| | Typical Salary | Typical Salary | Typical Salary | Typical Salary | Typical Salary |
| NSW - Sydney (Remuneration Package Range) | 90,000 80,000 - 110,000 | 85,000 70,000 - 100,000 | 60,000 45,000 - 75,000 | 85,000 70,000 - 100,000 | 110,000 75,000 - 140,000 |
| VIC - Melbourne (Remuneration Package Range) | 90,000 80,000 - 110,000 | 85,000 70,000 - 100,000 | 60,000 45,000 - 75,000 | 85,000 70,000 - 100,000 | 90,000 75,000 - 110,000 |
| QLD - Brisbane (Remuneration Package Range) | 90,000 80,000 - 110,000 | 90,000 80,000 - 100,000 | 70,000 60,000 - 80,000 | 85,000 70,000 - 110,000 | 110,000 75,000 - 140,000 |
| WA - Perth (Remuneration Package Range) | 85,000 80,000 - 100,000 | 90,000 85,000 - 100,000 | 60,000 40,000 - 70,000 | 80,000 70,000 - 100,000 | 100,000 85,000 - 120,000 |
| NZ - Auckland (Remuneration Package Range) | 80,000 70,000 - 90,000 | 80,000 70,000 - 90,000 | 60,000 50,000 - 70,000 | 75,000 60,000 - 90,000 | 85,000 75,000 - 95,000 |

| Procurement | Supply Chain Analyst | Supply Chain Manager | Supply Chain Director |
|--|-----------------------------------|-------------------------------------|-------------------------------------|
| | Typical Salary | Typical Salary | Typical Salary |
| NSW - Sydney (Remuneration Package Range) | 70,000 60,000 - 80,000 | 120,000 100,000 - 140,000 | 210,000 180,000 - 250,000 |
| VIC - Melbourne (Remuneration Package Range) | 70,000 60,000 - 80,000 | 120,000 100,000 - 140,000 | 160,000 180,000 - 250,000 |
| QLD - Brisbane (Remuneration Package Range) | 60,000 50,000 - 70,000 | 100,000 90,000 - 120,000 | 145,000 130,000 - 160,000 |
| WA - Perth (Remuneration Package Range) | 85,000 80,000 - 100,000 | 95,000 80,000 - 100,000 | 160,000 140,000 - 180,000 |
| NZ - Auckland (Remuneration Package Range) | 65,000 55,000 - 75,000 | 110,000 90,000 - 130,000 | 125,000 100,000 - 150,000 |