

2018 Salary Survey Supply Chain & Procurement

Sussex & South East Regions

Prepared by Classic Consulting (UK) Ltd
Your Multi Award Winning Recruitment Specialists





Hello and Welcome!

Given the climate of change in 2018, our comprehensive analysis of the **Supply Chain & Procurement Sectors** may prove invaluable to both experienced and aspiring professionals working within the South East and Sussex today.

This specialist Salary Survey presents a crucial view of what organisations perceive to be their current employment challenges, plans for the year ahead and the types of skills in high demand.

We trust you will find the information within to be both timely and relevant for your workforce planning.

For a confidential discussion on your unique requirements, please contact our friendly and professional team at any time on 01273 607129.

We hope you enjoy!

Denise Buchan

Denise Buchan, MD
Classic Consulting (UK) Ltd



2018 Salary Survey Supply Chain & Procurement Summary

Sector Summary

Recent years have seen demand outstripping supply of skilled procurement, supply chain, manufacturing and logistics professionals, leading to some salary rises across the South East and Sussex.

As organisations increasingly recognise the value of a commercially-aligned procurement function, demand for procurement professionals who have the skills to operate at senior levels is expected to rise.

Sectors that have seen particular growth include FMCG, utilities, pharmaceuticals, defense and banking, and the NHS and central government in the public sector.

In response to a competitive employment market, employers have been improving salary and benefits packages to retain and attract staff. We have seen more organisations renewing investment in training and development to help advance skills and drive loyalty in their workforce, a trend which is continuing in 2018.



DID YOU KNOW...

64% of supply chain executives consider big data analytics a disruptive and important technology, setting the foundation for long-term change management in their organisations.*

BIG

DATA

49% of Chief Supply Chain Officers consider digitalisation of the supply chain to be important, while 45% site it to be interesting, but not yet relevant.*

**SCM World's latest Chief Supply Chain Officer Report

Supply Chain & Procurement Recruiting Trends

The technological landscape for procurement professionals continues to shift. As the value of procurement becomes more widely recognised, there is greater use of sophisticated sourcing tools over simpler e-purchasing or spend management tools.

The proliferation of omni-channel retail is also having an impact, requiring more flexible and agile supply chains to anticipate and fulfill demand. Candidates with the right combination of technical ability and soft skills will continue to be in demand as organisations prioritise professionals who excel in supplier and stakeholder management.

Pressure to manage costs and improve efficiencies has seen procurement teams increasingly investing in permanent headcount over the past 12 months. Higher demand has been reflected in salary increases across the procurement function. However, skills shortages and unrealistic salary expectations often result in difficulty recruiting permanent staff. Consequently, use of interim and temporary professionals remains common.

Procurement and supply chain salaries continue to rise. Bonuses have also become more prevalent, especially in the private sector where bonuses of up to a third of their salary have been awarded to some senior staff.

General Procurement & Supply Chain	PERMANENT (£ PER YEAR)		Brighton Average Salary	CONTRACT / TEMPORARY (£ PER DAY)		Brighton Average Daily Rate	Brighton Average Hourly Pay Rate - Based on 7.5 Hours per Day
	MIN £	MAX £		£	MIN £		
GENERAL PROCUREMENT							
Chief Procurement Officer	£ 75,000.00	£ 120,000.00	£ 85,000.00	£ 288	£ 460	£ 327	£ 44
Head of	£ 50,000.00	£ 110,000.00	£ 65,000.00	£ 192	£ 423	£ 250	£ 33
Director	£ 50,750.00	£ 111,650.00	£ 80,000.00	£ 195	£ 429	£ 308	£ 41
Commercial Director	£ 63,184.00	£ 98,457.00	£ 81,000.00	£ 243	£ 379	£ 312	£ 42
Commercial Manager	£ 45,675.00	£ 68,000.00	£ 55,000.00	£ 176	£ 262	£ 212	£ 28
Strategic Sourcing Manager	£ 35,525.00	£ 72,000.00	£ 52,000.00	£ 137	£ 277	£ 200	£ 27
Procurement / Purchasing Manager	£ 37,555.00	£ 60,900.00	£ 46,000.00	£ 144	£ 234	£ 177	£ 24
Procurement Change Manager	£ 45,675.00	£ 60,900.00	£ 51,000.00	£ 176	£ 234	£ 196	£ 26
Procurement Transformation Manager	£ 45,675.00	£ 72,000.00	£ 52,500.00	£ 176	£ 277	£ 202	£ 27
Category Manager	£ 35,525.00	£ 69,020.00	£ 45,000.00	£ 137	£ 265	£ 173	£ 23
Contract Manager	£ 40,600.00	£ 65,975.00	£ 48,000.00	£ 156	£ 254	£ 185	£ 25
Supply Relationship Manager	£ 40,600.00	£ 71,050.00	£ 55,000.00	£ 156	£ 273	£ 212	£ 28
Procure to Pay Specialist	£ 60,900.00	£ 79,170.00	£ 70,000.00	£ 234	£ 305	£ 269	£ 36
Senior Buyer	£ 38,570.00	£ 45,000.00	£ 41,000.00	£ 148	£ 173	£ 158	£ 21
Buyer	£ 30,450.00	£ 40,600.00	£ 35,000.00	£ 117	£ 156	£ 135	£ 18
GENERAL SUPPLY CHAIN							
Director	£ 81,200.00	£ 126,000.00	£ 85,000.00	£ 312	£ 485	£ 327	£ 44
Head of	£ 60,900.00	£ 81,200.00	£ 65,000.00	£ 234	£ 312	£ 250	£ 33
Manager	£ 40,600.00	£ 65,975.00	£ 47,500.00	£ 156	£ 254	£ 183	£ 24
Sales and Operations Planning Manager	£ 45,675.00	£ 65,975.00	£ 47,500.00	£ 176	£ 254	£ 183	£ 24
Demand Manager	£ 45,675.00	£ 60,900.00	£ 42,500.00	£ 176	£ 234	£ 163	£ 22
Demand Planner	£ 30,450.00	£ 45,675.00	£ 32,500.00	£ 117	£ 176	£ 125	£ 17
Supply Manager	£ 35,525.00	£ 50,750.00	£ 42,500.00	£ 137	£ 195	£ 163	£ 22
Procurement Project Manager	£ 30,450.00	£ 40,600.00	£ 35,000.00	£ 117	£ 156	£ 135	£ 18
Procurement Programme Manager	£ 40,600.00	£ 60,900.00	£ 50,000.00	£ 156	£ 234	£ 192	£ 26

General Procurement & Supply Chain	PERMANENT (£ PER YEAR)		Brighton Average Salary	CONTRACT / TEMPORARY (£ PER DAY)		Brighton Average Daily Rate	Brighton Average Hourly Pay Rate - Based on 7.5 Hours per Day
	MIN £	MAX £	£	MIN £	MAX £	£	£
General SCP & Logistics							
Director	£ 70,000.00	£ 100,000.00	£ 85,000.00	269	385	£ 327	£ 44
Head of	£ 50,000.00	£ 70,000.00	£ 60,000.00	192	269	£ 231	£ 31
Manager	£ 40,000.00	£ 60,000.00	£ 50,000.00	154	231	£ 192	£ 26
Contract Manager	£ 35,000.00	£ 55,000.00	£ 45,000.00	135	212	£ 173	£ 23
Implementation Manager	£ 40,000.00	£ 50,000.00	£ 45,000.00	154	192	£ 173	£ 23
Solution Design Manager	£ 32,000.00	£ 45,000.00	£ 38,500.00	123	173	£ 148	£ 20
Logistics Analyst	£ 22,000.00	£ 30,000.00	£ 26,000.00	85	115	£ 100	£ 13
GENERAL TRANSPORT							
	MIN £	MAX £	£	MIN £	MAX £	£	£
Distribution Director	£ 70,000.00	£ 120,000.00	£ 85,000.00	£ 269	£ 462	£ 327	£ 44
Head of Distribution	£ 60,000.00	£ 85,000.00	£ 65,000.00	£ 231	£ 327	£ 250	£ 33
Regional Transport Manager	£ 45,000.00	£ 60,000.00	£ 52,500.00	£ 173	£ 231	£ 202	£ 27
Manager	£ 30,000.00	£ 55,000.00	£ 42,500.00	£ 115	£ 212	£ 163	£ 22
Planning Manager	£ 35,000.00	£ 50,000.00	£ 42,500.00	£ 135	£ 192	£ 163	£ 22
Transport Shift/Team Manager	£ 28,000.00	£ 37,000.00	£ 32,500.00	£ 108	£ 142	£ 125	£ 17
Transport Planner	£ 20,000.00	£ 30,000.00	£ 25,000.00	£ 77	£ 115	£ 96	£ 13
GENERAL WAREHOUSE							
	MIN £	MAX £	£	MIN £	MAX £	£	£
Operations / Business Unit Director	£ 70,000.00	£ 120,000.00	£ 80,000.00	£ 269	£ 462	£ 308	£ 41
Regional General / Operations Manager	£ 60,000.00	£ 90,000.00	£ 75,000.00	£ 231	£ 346	£ 288	£ 38
General Manager	£ 50,000.00	£ 65,000.00	£ 57,500.00	£ 192	£ 250	£ 221	£ 29
Manager	£ 30,000.00	£ 50,000.00	£ 40,000.00	£ 115	£ 192	£ 154	£ 21
Operations Manager	£ 30,000.00	£ 50,000.00	£ 40,000.00	£ 115	£ 192	£ 154	£ 21
Inventory / Stock Manager	£ 26,000.00	£ 40,000.00	£ 33,000.00	£ 100	£ 154	£ 127	£ 17
Shift Manager	£ 24,000.00	£ 35,000.00	£ 29,500.00	£ 92	£ 135	£ 113	£ 15



Data Methodology

About Our Data

The data included in this Salary Survey is intended as a guide only, and can be influenced by many factors unique to your organisation.

As such, the final rates of pay you settle on for your new hires may differ from those outlined in this report.

Data has been compiled using up-to-date information from a variety of sources including placements and job offers

by clients, candidate disclosure of salary information, the collective experience of our specialist consultants and an average of advertised salaries on the leading job boards in the region.

Our summary and recruiting trends reports are based on the survey findings of almost 7,000 employers and employees, from organisations of all sizes, across all sectors.

Thank you.

Classic Consulting (UK) Ltd is one of Sussex's leading recruitment consultancies. We place the market's most highly skilled professionals on a temporary, permanent and interim basis.

Classic Consulting (UK) Limited
Imperial House 40-42 Queens Road
Brighton BN1 3XB

Telephone: 01243 607129

Email: info@classicconsulting.co.uk

Website: www.classicconsulting.co.uk

Multi-Award Winning Recruitment that dares to be different

For our full library of Salary Surveys and Recruitment Guides, visit our website at: www.classicconsulting.co.uk/salariesurveys

