

AT HUDSON SUPPLY CHAIN & PROCUREMENT WE CONNECT YOU WITH TALENTED PROFESSIONALS.

HUDSON IS A LEADING GLOBAL RECRUITMENT SPECIALIST WITH A PROVEN TRACK RECORD IN THE AUSTRALIAN MARKET. OUR STRONG BRAND ENABLES US TO ATTRACT THE BEST CANDIDATES IN THE MARKET, WHILE OUR ROBUST PROCESSES MEAN WE SELECT THE RIGHT PEOPLE FOR YOUR BUSINESS.

PEOPLE WITH THE RIGHT ATTITUDE WHO WILL DRIVE YOUR SUCCESS.

PEOPLE YOU'LL WANT TO HOLD ON TO, EVEN WHEN THE GOING GETS TOUGH.

WHATEVER YOUR REQUIREMENTS, HUDSON CAN PROVIDE YOU WITH THE ASSISTANCE YOU NEED. WE PROVIDE SPECIALISED RECRUITMENT SERVICES ACROSS A RANGE OF INDUSTRY SECTORS. HUDSON SUPPLY CHAIN & PROCUREMENT IS MADE UP OF SPECIALIST CONSULTANTS WHO ALL KNOW THE INDUSTRY INTIMATELY.

ALONG WITH OUR EXTENSIVE NETWORKS, OUR MEMBERSHIP OF INDUSTRY BODIES LAA, APICS AND CIPSA ALSO HELP TO KEEP US IN TOUCH WITH THE EVER CHANGING TRENDS IN THE SUPPLY CHAIN AND PROCUREMENT INDUSTRY. AND AT HUDSON WE KNOW THAT VALUES MATTER, THAT'S WHY WE ENSURE THE CANDIDATES WE PUT FORWARD ARE THE RIGHT CULTURAL FIT FOR YOUR BUSINESS.

TO FIND OUT MORE ABOUT HUDSON, VISIT US ONLINE AT WWW.HUDSON.COM

INTRODUCTION

Hudson is pleased to provide the Annual Salary Guide for Supply Chain & Procurement. Throughout the following pages you will find a comprehensive outlook on the salary ranges available to candidates across the industry.

Data has been collated from Hudson's vast number of placements and in consultation with our national teams of specialist recruitment consultants.

We hope you find the information a practical and useful tool in understanding what employees are worth in today's competitive market.

MARKET SYNOPSIS

There has been a significant easing in the skills shortage for supply chain & procurement professionals, with demand being driven down by continued off-shoring of key functions in the manufacturing and IT sectors, contraction in the banking and finance and resources sectors, and the general deterioration in economic conditions.

In a recent survey, Hudson asked supply chain and procurement employers what steps they were taking to minimise the impact of the current economic climate. 52% are reducing budgets of non-core business items, 28% are making role redundancies, 25% are redeploying staff elsewhere in the business, 38% are implementing hiring freezes, 12% are implementing pay freezes.

With the impact of the global financial crisis now being felt across a range of industries in Australia, the labour market is clearly slowing. The Hudson Report for the January – March 2009 quarter returned the lowest level of employer sentiment on record (net +5.4%), as impacts from the global financial crisis take hold. Of the 7,280 employers surveyed, 15.7% of employers expect to increase their permanent

supply chain and procurement staff levels over January – March 2009 and 26.4% expect to decrease staff levels, resulting in a net effect of -10.7%.

In the current market, smart employers will look to capitalise on the opportunities that exist as a result of the downturn and manage their people to ensure the business not only weathers the current market conditions but is also ready to respond when the market improves. This means holding on to top talent, as they will be invaluable when the market improves.

Whilst there has been a resulting increase of candidates in the market, the fundamentals underpinning Australia's talent shortage remain, with quality supply chain professionals remaining a valued asset. In the current climate of uncertainty, employers have less need to keep pushing up salaries to attract and retain staff. Consequently, salaries for Supply Chain & Procurement professionals have remained flat for the first time in a long time.

Demand remains reasonably buoyant for procurement professionals, driven by an increased focus on cost saving. As the economy slows down, most organisations focus more tactically on how they can execute procurement strategies better to save money.

Business Analysts and Commercial Analysts are also still in high demand and salaries for these roles may experience some growth in 2009. As supply chains become more sophisticated, the need to analyse and provide data to measure efficiency has become more critical.

Salaries for senior level roles may experience downwards pressure during 2009, particularly senior supply chain roles such as Operations Managers. We expect to see a continuation of manufacturing and IT companies off-shoring and selecting low cost base supplier models, which will drive organisations to position some of their senior roles off shore. Salary expectations of candidates at the senior end of the market have started to decline.

During 2009, demand for supply chain & procurement professionals is likely to remain flat in the manufacturing, IT and finance industries. Demand remains buoyant in the resources industry although this may decline throughout 2009. Demand for supply chain and procurement professionals in the pharmaceutical and food & beverage industries remains steady across the board.

Candidates are showing much more flexibility in their salary expectations and in the type of roles they will consider. Global supply chain integration and the economic climate will almost certainly impact salary levels and demand for candidates at the senior end of the market will ease during 2009.

ROLE TITLE	NSW	VIC	ACT	QLD	SA	WA
Supply Chain						
Supply Chain Director	250-275	180-250	230-260	230-270	220-260	250-275
Supply Chain / Logistics GM	160-220	150-200	150-200	180-220	150-220	160-220
Operations Manager	130-160	100-150	100-130	110-140	110-140	130-160
Supply Chain Manager	120-150	110-150	100-130	120-150	100-150	90-130
Demand Manager	110-140	90-120	90-110	110-130	100-130	100-130
Logistics Manager	100-140	100-130	90-100	110-130	100-130	120-160
Distribution Manager	90-110	100-130	90-110	80-110	80-120	90-120
Inventory Manager	80-100	80-100	90-100	80-100	80-100	80-100
Transport Manager	80-120	80-110	80-120	80-110	80-110	70-90
Warehouse Manager	80-100	80-120	70-90	70-90	70-90	80-120
Demand / Inventory Planner	70-100	70-90	70-90	70-100	80-100	70-80
Supply Chain / Logistics Analyst	65-85	70-90	60-80	60-80	60-85	70-100
Supply Chain / Logistics Planner	65-85	65-80	60-80	60-80	60-90	60-80
Transport Allocator	60-80	55-75	60-80	60-80	60-90	60-80
Warehouse Supervisor	60-80	60-80	50-70	60-80	60-85	60-80
Procurement						
CPO / Procurement GM	200-250	200-250	180-220	180-250	180-240	200-250
Strategic Sourcing GM	200-250	200-250	160-200	180-220	190-220	200-250
Strategic Sourcing Manager	140-180	120-160	130-150	130-160	130-160	140-160
Commercial Manager	120-160	150-200	110-150	120-160	130-160	160-200
Procurement Manager	110-160	90-120	110-130	110-150	110-140	100-140
Vendor Manager	110-150	90-120	90-110	100-140	100-140	100-130
Category / Commodity Manager	90-130	90-120	80-100	90-120	90-120	90-110
Contract Manager	80-130	90-120	80-120	90-120	90-120	150-200+
Purchasing Manager	80-120	80-110	75-90	80-120	80-110	90-110
Strategic Sourcing Analyst	80-100	80-100	80-90	70-100	80-100	90-110
Commercial / Business Analyst	70-100	80-100	65-90	70-100	70-100	70-90
Procurement Analyst	70-90	65-85	55-85	65-85	65-85	90-120
Purchasing Officer	60-80	65-75	50-75	60-75	60-75	65-80
Contract Administrator	60-90	65-75	55-80	80-120	80-110	80-120
Buyer	55-70	55-80	45-55	55-65	55-65	50-60