



Market changes

National supply chain and logistics sector growth is outstripping that of the economy in general. While contributing nine percent of Australia's gross domestic product, the sector is suffering from a fast-growing critical shortage of skilled workers. There are several contributing factors for this shortage.

The sector suffers from an unglamorous image among potential workers. The lack of interest from high school leavers, along with the perception of low wages within the sector, have resulted in the skills shortage we see today in the industry. This shortage of skilled workers is acute, and extends from forklift drivers to mid level executives, which are roles crucial to the flow of everyday goods.

The average age for workers in these types of roles is 48 and as these workers approach retirement in the coming years, the talent pool of candidates will be significantly reduced. Along with other sectors facing an aging workforce, there is a growing realisation within the industry of the huge impact that will inevitably result from the accelerating skills shortage in the supply chain sector.

Many companies within the sector have been forced to recruit qualified employees from offshore to fill gaps within the industry in Australia. The preferred locations for such forays appear to be the UK, South Africa and New Zealand.

Advice to candidates

Relevant industry qualifications and knowledge is now a must for employers in Logistics, as is a 'hands-on/can do' attitude and approach.

Employers are increasingly turning to recruitment agencies for recruitment within this sector, so you will do yourselves no harm to register with a specialist well-known agency.



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Over the last 12 months there has been significant growth within the finance and service sectors of the market. This demand is more pronounced at the executive level as a result of first and second tier consultancy firms gaining recognition for their value to the overall supply chain strategy and implementation. Financial services in particular are driving for transformational change, creating a buoyant market for skilled candidates with BPO and BPE experience. As a result, there is higher demand for executive placements and average salary expectations are up 23 per cent compared to the previous 12 months.

Manufacturing is still undergoing changes and many of the large corporations are now investigating capability sourcing in order to enhance their core functions and increase their service and marketability.

The movement of consultants into corporate roles has become commonplace and these candidates are highly valued by employers as they can add genuine change and improve long-term processes to maximise results.

Advice for candidates

The bar was again raised over the last 12 months on client expectations and candidate abilities within the key areas of procurement and supply chain. As procurement drives towards a true board level role, the expectation of strong tertiary qualifications (as a minimum, an MBA is often required) is inflexible. In addition, candidates must have proven experience within stakeholder management, business process engineering, contracts and tenders, supplier relationship management and outsourcing.

As a result of these high expectations, candidates seeking a successful career within the business strategy arena must ensure their skills are well-rounded across many strategic functions and processes. Tertiary qualifications within economics and finance are advantageous as is familiarity with an Asian language due to demand for strong procurement executives who can communicate within Asian markets.



Logistics	Sydney	Melbourne	Brisbane
	Typical Salary	Typical Salary	Typical Salary
Operations Manager (Salary Range)	100,000 85,000 - 130,000	95,000 80,000 - 125,000	80,000 70,000 - 90,000
Distribution Manager (Salary Range)	100,000 85,000 - 120,000	95,000 80,000 - 115,000	80,000 70,000 - 90,000
Transport Manager (Salary Range)	70,000 60,000 - 85,000	65,000 55,000 - 80,000	60,000 50,000 - 75,000
Production Manager (Salary Range)	70,000 60,000 - 85,000	65,000 55,000 - 80,000	60,000 55,000 - 75,000
Warehouse Supervisor (Salary Range)	45,000 40,000 - 50,000	40,000 35,000 - 45,000	38,000 30,000 - 45,000
Warehouse Manager (Salary Range)	65,000 55,000 - 85,000	55,000 45,000 - 65,000	50,000 40,000 - 60,000
National Manager (Salary Range)	125,000 110,000 - 170,000	115,000 100,000 - 150,000	95,000 90,000 - 110,000
Dispatch Administrator (Salary Range)	42,000 40,000 - 45,000	38,000 35,000 - 40,000	35,000 30,000 - 40,000
Import/Export Clerk (Salary Range)	50,000 45,000 - 60,000	45,000 40,000 - 60,000	40,000 35,000 - 50,000
Contract Manager (Salary Range)	85,000 75,000 - 100,000	80,000 70,000 - 95,000	75,000 65,000 - 85,000
Fleet Manager (Salary Range)	70,000 50,000 - 80,000	65,000 50,000 - 70,000	60,000 40,000 - 70,000
Depot Manager (Salary Range)	85,000 80,000 - 100,000	75,000 50,000 - 80,000	60,000 50,000 - 65,000
Supply Chain Manager (Salary Range)	110,000 90,000 - 145,000	100,000 80,000 - 130,000	90,000 85,000 - 120,000
Supply Chain Analysis (Salary Range)	75,000 60,000 - 85,000	70,000 60,000 - 80,000	65,000 55,000 - 70,000

Procurement	Sydney	Melbourne	Brisbane
	Typical Salary	Typical Salary	Typical Salary
Purchasing Officer (Salary Range)	50,000 45,000 - 55,000	45,000 38,000 - 55,000	38,000 35,000 - 45,000
Senior Purchasing Officer (Salary Range)	75,000 60,000 - 80,000	70,000 55,000 - 75,000	60,000 50,000 - 65,000
Purchasing Analyst (Salary Range)	70,000 60,000 - 80,000	65,000 60,000 - 75,000	55,000 45,000 - 60,000
Purchasing Manager (Salary Range)	90,000 80,000 - 110,000	85,000 75,000 - 100,000	75,000 60,000 - 90,000
Purchasing Director (Salary Range)	120,000 100,000+	110,000 95,000+	100,000 90,000+
Contract Administrator (Salary Range)	36,000 34,000 - 45,000	35,000 34,000 - 45,000	32,000 28,000 - 35,000
Contract Manager (Salary Range)	80,000 60,000 - 90,000	75,000 60,000 - 85,000	65,000 50,000 - 75,000
Procurement Manager (Salary Range)	150,000 120,000 - 180,000	125,000 110,000 - 175,000	110,000 100,000 - 160,000
Strategic Sourcing Manager (Salary Range)	155,000 130,000 - 190,000	130,000 115,000 - 180,000	115,000 100,000 - 175,000
Strategic Sourcing Director (Salary Range)	200,000 180,000+	180,000 150,000+	160,000 120,000+