

SALARY GUIDE

Supply Chain



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Market Trends

The supply chain and procurement industry has experienced an unprecedented 12 months: with Brexit approaching many companies adopted a "wait and see" approach to their supply chain activity.

Numerous senior strategic procurement and supply chain roles have also been taken out of Ireland and returned to HQ in the U.S, U.K, Luxembourg and Switzerland. With pressure for businesses to reduce costs, some individuals have effectively outsourced their own roles to lower-cost economies and third-party vendors.

The news isn't all bad, however, and in September 2019, we saw a resurgence of activity within the supply chain sector.

What Roles are Growing?

- Supply Chain Manager
- Logistics Manager
- Supply Chain Consultant
- Procurement Manager

Changes in supply chain have also brought a significant shift in the type of skills in demand. The industry has seen a move towards more analytical roles, with an emphasis on systems, particularly SAP. Candidates with end-to-end supply and project management experience are highly valued and there has been an uplift in supply chain analyst and data analyst roles.

Industries Experiencing Supply Chain Expansion

- Pharmaceutical
- FMCG
- Logistics
- Healthcare
- Construction/Capital Expenditure

The capital expenditure boom in construction is having a ripple effect in supply chain, as buyers with CapEx experience are

highly sought-after and are benefiting from lucrative salaries. Other industries are seeing roles created through churn, but not necessarily growth.

Many candidates are seeking to move into the pharmaceutical industry as typically salaries are typically higher and career development opportunities are plentiful. While most pharmaceutical companies require previous GMP experience, some clients see the benefit of hiring people from other industries who bring new thinking, innovative ideas and a fast pace to the role.

There is a greater volume of positions requiring candidates at intermediate level (three to five years' experience) and less movement at more senior level. As a result, we have seen candidates at intermediate level finding more job options than those in more senior positions.

Our logistics and transport clients are experiencing a severe lack of candidates with experience in freight and transport at junior and intermediate level. One client is starting their own graduate programme to address this shortage of talent and grow out their own business.

In procurement; there has been a considerable shift in demand from indirect procurement experience to direct procurement experience, particularly in pharma and food companies. Experience of sourcing raw ingredients, packaging and external manufacturing is very well remunerated and attractive to employers.

Graduates from supply chain and procurement degree and masters' courses also command high salaries as these areas continue to align closely with overall company objectives and targets.



PERMANENT	Dublin €k P/A		ROI €k P/A	
	Low	High	Low	High
Production Planner	45	55	45	55
Purchasing Director	100	160	95	135
Purchasing Manager	70	120	70	90
Purchasing Officer	35	45	35	45
Buyer	35	55	35	60
Supply Chain Manager	65	85	65	75
Supply Chain Coordinator	35	45	32	42
Supply Chain Director	110	150	110	150
VP Supply Chain	180	220	180	220
Logistics Manager	55	75	55	75
Logistics Analyst	35	45+	32	45+
Logistics Coordinator	33	45	30	45
Order Management Team Lead	40	55	38	50
Order Management Rep	28	35	28	33
Warehouse Manager	50	70	45	60
Warehouse Supervisor	40	55	35	50+
Production Operatives	25*	40*	25*	38*
Inventory Analyst	35	45	32	42
Inventory Coordinator	35	45+	35	45+
Master Scheduler	60	70	50	65
Demand Planner	45	65	45	55
Vendor Manager	65	75	65	70
Vendor Coordinator	35	45	35	45
SC Customer Care Manager	50	65	50	65
Stock Control Manager	40	55	30	50+
Stock Control Officer	27	38+	26	38+
Materials Handler	32	40+	25	40+
Shipping Manager	55	70	60	65
Shipping Clerk	25	40	28	40
Procurement Manager	65	100	65	80
Procurement Officer	40	60	35	58
Procurement Director	110	150	110	150
VP Procurement/ CPO	190	260	180	260

Note: *not including shift premium

CONTRACT	ROI € P/Hour	
	Low	High
Plant/Operations Manager	45	55
Production Manager	45	55
Production Planner	35	45
Production Operatives	10	20
Purchasing Director	55	65
Purchasing Manager	40	50
Purchasing Officer	30	40
Supply Chain Manager	50	60
Supply Chain Coordinator	30	40
Logistics Manager	40	55
Logistics Analyst	25	35
Logistics Coordinator	20	25
Warehouse Manager	30	40
Warehouse Supervisor	25	35
Master Scheduler	40	55
Demand Planner	30	45
Procurement Manager	40	60
Procurement Officer	25	30