



## Procurement 2016 Salary Guide

At Artis Procurement, we provide up-to-date market insight and expert knowledge on your sector. Here we offer key information within the Procurement, Buying and Supply Chain sector, covering Permanent and Interim roles across South West England & Wales, London & S.East and the Midlands.

### Overview

2016 has been an active year for Procurement, Buying and Supply Chain permanent recruitment, with volumes increasing to levels not seen since pre-2008 recession levels. There has been a continued demand for Manager level professionals across Indirect Procurement, Supply Chain, Buying and Merchandising. However, there is an increased desire from clients to utilise interim resource whilst seeking that ideal permanent fit.

In general, the permanent market is now highly candidate-driven, with many professionals not actively looking for new opportunities. This is particularly true at the senior end where the top-rated talent will not consider new opportunities unless approached proactively.

### Job Type: Insight

There remains a degree of ambiguity in job title across different organisations or industries, however the concept of the function from an end to end perspective is the same. There is also an increasing requirement for risk mitigation, with soft skills such as relationship management and stakeholder management being as important (if not more so) than the traditional procurement methods of good old financial skills and linear thinking.

### Indirect Procurement

Once seen as the “ball and chain” division that prevented line managers making purchases or decisions around suppliers, indirect procurement functions are playing a much larger role in the corporate strategy of organisations. There continues to be a large number of interim professionals operating, however day rates seem to have stagnated (and in some industries, they’ve decreased) with an increasing population of interims.

Larger institutions continue to develop their “pre” and “post” contract Procurement functions, the reality is even the best end to end Procurement professional has a preference or specialism for Sourcing or SRM. IT Procurement has been high on the agenda for many, which signifies investment is high in new or evolving technology that can only lead to growth and development.

Improved degree courses and a desire for people to get into procurement, will inevitably further populate the market into 2017 and beyond, with hungry candidates seeking development and growth in their career.

## **Supply Chain**

It remains very clear that technology will continue to, as it has done over the past decade, drive and develop change in supply chain management. That said, the fundamentals of supply chain processes need to be fully understood to ensure that this focus of technology and innovation are successfully implemented and integrated into day to day work. We have seen that Supply Chain professionals who have embraced this change and technology development are in high demand.

We have always talked about supply chain being “lean”, however there is a shift to making things agile. It means supply chains must be more interactive and flexible, being able to cope with unforeseen circumstances, whilst ensuring high quality delivery results. Our observation is organisations are investing in people development with further training or identifying external candidates who can bring this skill set to the business.

This increased level of skill set and qualification will invariably increase the salary demanded by SC Managers and above. Short term transition periods also present needs for interims to establish these reinvigorated supply chain strategies and then hand over to BAU once in place.

## **Buying & Merchandising**

Trying to predict what will happen for retailers has been tough over recent years; with discount retailers, e-commerce and unpredictable weather patterns all having a major impact. Consumers are opting for retailers that offer cost effective products via a multi-channel approach, that includes convenience and rapid delivery. We have found clients are further relying on the B&M function to become more acutely aware of consumer trends, which has led to role profiles changing and developing in line with business change.

Online capability and mobile sales are continuing to out-strip traditional high-street shopping growth, with organisations having to really consider and understand their current and future offering to ensure market share. Linking in with developments of technology in supply chain and the way it’s effectively integrated, B&M functions are utilising this to further progress the company offering and increase market competitiveness

Across B&M clients are typically looking for candidates who have a broader skillset and

experience across different areas of the commercial function. If that breadth of experience isn't available, then candidates must be willing to broaden their skills and welcome change.

2017 sees an interesting time for employers as the highest calibre of talent is often being tied into current employers with improved benefits schemes and bonuses.

### **2017 and beyond...**

Hiring forecasts for 2017 are positive, and employers aiming to increase head count will be tasked with differentiating themselves from the competition in order to win talent.

Experts predict many of the recruiting trends prevalent last year – branding, maximising talent analytics, repairing the candidate experience and leveraging untapped sources of hire – will continue to resonate in 2017.

As the employment market continues to tighten, it will become increasingly difficult for employers to differentiate themselves and find the quality, skilled candidates to meet their needs. Attracting and retaining talent will remain a challenge as top candidates experience an increase in competitive job offers, along with better salaries and opportunities.

# Regional Procurement Salary Survey

## London / South East

<b>Procurement</b>	<b>£ Range</b>	<b>£ Typical</b>	<b>£ Interim</b>
Procurement Director	100000 - 175000	140000	800 - 1200
Head of Procurement	90000 - 120000	100000	650 - 900
Group Procurement Manager	55000 - 80000	70000	450 - 600
Strategic Sourcing Manager / Category Lead	60000 - 80000	70000	450 - 650
Category Manager	45000 - 70000	57000	400 - 500
Procurement Manager	45000 - 70000	60000	375 - 500
SRM / Commercial Manager	45000 - 68000	60000	350 - 500
Contracts Manager	45000 - 60000	55000	300 - 450
Senior Buyer / Category Buyer	40000 - 50000	45000	250 - 350
Buyer / Procurement Officer	30000 - 40000	37500	225 - 300
Procurement Analyst	25000 - 45000	37500	200 - 325
Assistant Buyer / Procurement Assistant	25000 - 35000	28000	150 - 225
<b>Supply Chain / Purchasing</b>	<b>£ Range</b>	<b>£ Typical</b>	<b>£ Interim</b>
Supply Chain / Purchasing Director	90000 - 150000	125000	650 - 1000
Head of Supply Chain / Purchasing	85000 - 125000	100000	550 - 800
Supply Chain / Purchasing Manager	55000 - 95000	75000	400 - 650
Production Planning Manager	45000 - 55000	49000	350 - 450
Materials Manager	38000 - 47000	42000	300 - 400
Demand / Forecast Manager	45000 - 65000	57000	325 - 450
Demand Planner	27000 - 40000	35000	225 - 325
Supply Chain Planner	28000 - 43000	38000	225 - 325
Supply Chain Analyst	26000 - 40000	35000	200 - 300
<b>Buying &amp; Merchandising - retail</b>	<b>£ Range</b>	<b>£ Typical</b>	<b>£ Interim</b>
Director	80000 - 150000	120000	700 - 1000
Head of	70000 - 100000	85000	500 - 750

Manager	50000 - 80000	75000	350 - 550
Senior Buyer / Merchandiser	38000 - 58000	50000	275 - 375
Buyer / Merchandiser	32000 - 48000	43000	200 - 300
Assistant Buyer / Merchandiser	20000 - 35000	29000	100 - 150

## South West / Wales

<b>Procurement</b>	<b>£ Range</b>	<b>£ Typical</b>	<b>£ Interim</b>
Procurement Director	70000 - 120000	95000	650 - 1000
Head of Procurement	50000 - 80000	70000	550 - 800
Group Procurement Manager	50000 - 70000	62000	400 - 500
Strategic Sourcing Manager / Category Lead	45000 - 65000	55000	375 - 500
Category Manager	40000 - 55000	50000	300 - 400
Procurement Manager	40000 - 50000	47000	300 - 400
SRM / Commercial Manager	45000 - 60000	50000	300 - 450
Contracts Manager	35000 - 50000	45000	275 - 350
Senior Buyer / Category Buyer	33000 - 45000	38000	225 - 300
Buyer / Procurement Officer	24000 - 36000	30000	150 - 250
Procurement Analyst	22000 - 40000	32000	175 - 275
Assistant Buyer / Procurement Assistant	18000 - 27000	24000	90 - 125
<b>Supply Chain / Purchasing</b>	<b>£ Range</b>	<b>£ Typical</b>	<b>£ Interim</b>
Supply Chain / Purchasing Director	60000 - 100000	85000	550 - 750
Head of Supply Chain / Purchasing	50000 - 80000	70000	400 - 600
Supply Chain / Purchasing Manager	45000 - 60000	52000	300 - 450
Production Planning Manager	30000 - 55000	42000	275 - 375
Materials Manager	28000 - 40000	35000	225 - 300
Demand / Forecast Manager	30000 - 50000	40000	250 - 350
Demand Planner	23000 - 35000	30000	150 - 250
Supply Chain Planner	25000 - 35000	28000	150 - 250

Supply Chain Analyst	25000 - 35000	28000	150 - 225
<b>Buying &amp; Merchandising - retail</b>	<b>£ Range</b>	<b>£ Typical</b>	<b>£ Interim</b>
Director	70000 - 110000	90000	600 - 800
Head of	55000 - 85000	70000	400 - 650
Manager	40000 - 65000	55000	300 - 450
Senior Buyer / Merchandiser	32000 - 50000	42000	200 - 325
Buyer / Merchandiser	28000 - 45000	38000	150 - 250
Assistant Buyer / Merchandiser	18000 - 29000	26000	90 - 120

## Midlands

<b>Procurement</b>	<b>£ Range</b>	<b>£ Typical</b>	<b>£ Interim</b>
Procurement Director	85000 - 150000	105000	700 - 1000
Head of Procurement	65000 - 90000	80000	600 - 800
Group Procurement Manager	45000 - 70000	63000	400 - 500
Strategic Sourcing Manager / Category Lead	58000 - 70000	65000	450 - 500
Category Manager	45000 - 65000	56000	325 - 450
Procurement Manager	45000 - 65000	55000	325 - 450
SRM / Commercial Manager	43000 - 58000	50000	300 - 450
Contracts Manager	35000 - 50000	45000	300 - 375
Senior Buyer / Category Buyer	35000 - 48000	43000	250 - 325
Buyer / Procurement Officer	25000 - 36000	30000	175 - 275
Procurement Analyst	25000 - 40000	33000	200 - 300
Assistant Buyer / Procurement Assistant	18000 - 27000	24000	100 - 130
<b>Supply Chain / Purchasing</b>	<b>£ Range</b>	<b>£ Typical</b>	<b>£ Interim</b>
Supply Chain / Purchasing Director	80000 - 130000	100000	550 - 800
Head of Supply Chain / Purchasing	60000 - 110000	85000	450 - 625
Supply Chain / Purchasing Manager	50000 - 65000	55000	350 - 475

Production Planning Manager	40000 - 50000	42000	300 - 375
Materials Manager	35000 - 45000	40000	250 - 325
Demand / Forecast Manager	30000 - 50000	40000	225 - 350
Demand Planner	25000 - 35000	30000	150 - 250
Supply Chain Planner	22000 - 32000	28000	125 - 250
Supply Chain Analyst	23000 - 32000	27000	125 - 250
<b>Buying &amp; Merchandising - retail</b>	<b>£ Range</b>	<b>£ Typical</b>	<b>£ Interim</b>
Director	75000 - 120000	95000	600 - 850
Head of	60000 - 90000	75000	450 - 650
Manager	40000 - 70000	57000	300 - 500
Senior Buyer / Merchandiser	34000 - 52000	44000	200 - 325
Buyer / Merchandiser	30000 - 45000	40000	150 - 250
Assistant Buyer / Merchandiser	19000 - 29000	27000	90 - 120

# Key Findings

*71% of employers have increased the pay of their staff in the last 12 months*

*65% of employers are looking to recruit more permanent staff in 2017*

*52% of Procurement professionals spoken to said they would be looking for a new role in 2017*

*Professionals with MCIPS, on average, earn 23% more than those without the accreditation*

## Who are we?

We're Artis Recruitment Ltd, a proudly independent and well-established specialist recruitment consultancy based in Bristol. Founded in 2007 by three experienced Directors, we work with some of the UK's leading brands, helping them hire the very best talent available across a range of niche disciplines. Our core market is at the mid to senior level, both interim and permanent roles, across the broader South West, Thames Valley and into London. We are a team of dedicated recruitment specialists supplying Accounting & Finance, HR, Procurement, Marketing & Communications and Customer Contact staff.

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