

Salaries in Supply Chain Management 2009



Value for money has become a strategic imperative for all organisations. Pressure to reduce costs in the supply chain is extremely high and organisations have been looking directly at their supply chain personnel in order to achieve savings.

At the same time, the pressure to be competitive through service is mounting and therein lies the conundrum facing many organisations. While cutting staff numbers seems an obvious step, the knock on impact on relationships with customers, who are already demanding higher value for less cost, can be damaging.

The key to managing this tension is to ensure only extremely high quality leaders and executives are brought into the supply chain. While gathering CV's today is like collecting apples in Autumn, the real challenge is to make sure that the selection process in place is delivering the required results. This applies whether choosing a recruiting partner/channel or deciding on the most effective assessment techniques.

We see this on a daily basis amongst multinational and indigenous customers of our Supply Chain Selection Team. Leadership skills are now an essential element of hiring at all levels in SCM, to the extent that we now offer to build leadership analysis into our own selection process for customers at no additional cost.

Over the last six years, Ireland has become a SCM headquarters for many multinational organisations and consequently the talent levels in SCM have risen over the last five years. The effect of this has been to drive salary levels up, reflecting increased levels of capability. Increases now are markedly reduced and in some cases, candidates are accepting lateral financial moves in favour of increased challenge or security. At the same time, low to mid level positions are frequently seeing salary reductions and a trend towards hiring for short to medium term contract positions.

This survey covers Supply Chain Management positions by job, title and years of experience at the specific position level. The data has been collected through a survey of 738 candidates currently employed in indigenous or multinational organisations in Ireland.

Your feedback is at all times extremely useful to us and we would be grateful to receive it.

The SCM Selection Team at HRM Executive Recruitment sources extremely high quality SCM professionals for permanent, contract and temporary needs in each of the following areas:

Supply Chain Leadership
Procurement
Manufacturing
Operations
Planning
Materials Management
Master Scheduling
Vendor Management
Inventory Management
Analysts
Warehousing
Transport
Logistics



Salaries in Supply Chain Management		Leadership	
Salary shown by job title and number of years experience at that level			
JOB TITLE	1-3 YRS EXPERIENCE	4-5 YRS EXPERIENCE	7+ YRS EXPERIENCE
SUPPLY CHAIN DIRECTOR	€106,175	€117,557	€135,521
SUPPLY CHAIN MANAGER	€76,521	€84,125	€93,571
OPERATIONS DIRECTOR	€93,246	€103,420	€116,480
OPERATIONS MANAGER	€61,578	€67,048	€70,895

Salaries in Supply Chain Management		Planning	
Salary shown by job title and number of years experience at that level			
JOB TITLE	1-3 YRS EXPERIENCE	4-6 YRS EXPERIENCE	7+ YRS EXPERIENCE
PLANNING MANAGER	€56,352	€61,758	€68,585
DEMAND/INVENTORY MANAGER	€59,424	€62,575	€70,105
PLANNER	€33,052	€42,085	€57,512

Salaries in Supply Chain Management		Production	
Salary shown by job title and number of years experience at that level			
JOB TITLE	1-3 YRS EXPERIENCE	4-5 YRS EXPERIENCE	7+ YRS EXPERIENCE
MANUFACTURING DIRECTOR	€115,026	€120,615	€133,213
PLANT/FACILITY MANAGER	€85,872	€97,587	€101,546
PRODUCTION MANAGER	€68,078	€73,012	€81,321
SHIFT MANAGER	€46,082	€51,369	€54,234
PRODUCTION SUPERVISOR	€106,175	€127,557	€155,521

Operating at all levels of middle to senior management in 10 selection verticals, HRM works with multinational and indigenous organisations in their search for the best executive talent. Uniquely, through our "Options" programme, HRM customers choose their own service and price structures that reflect their own specific recruitment and selection support needs.

Human Resources | Accountancy | Sales | Marketing | Legal | IT | Engineering | Insurance | Supply Chain | Science

Salaries in Supply Chain Management		Procurement	
Salary shown by job title and number of years experience at that level			
JOB TITLE	1-3 YRS EXPERIENCE	4-5 YRS EXPERIENCE	7+ YRS EXPERIENCE
PROCUREMENT / SOURCING DIRECTOR	€118,025	€125,820	€132,840
PROCUREMENT MANAGER	€83,185	€96,074	€101,321
CATEGORY / COMMODITY MANAGER	€51,085	€58,512	€64,017
SENIOR BUYER	€45,111	€51,131	€57,587
BUYER	€31,575	€38,585	€44,189

Salaries in Supply Chain Management		Distribution	
Salary shown by job title and number of years experience at that level			
JOB TITLE	1-3 YRS EXPERIENCE	4-5 YRS EXPERIENCE	7+ YRS EXPERIENCE
LOGISTICS DIRECTOR	€115,026	€120,615	€133,213
DISTRIBUTION MANAGER	€72,013	€87,575	€93,058
TRANSPORT MANAGER	€48,756	€53,574	€54,639
WAREHOUSE MANAGER	€44,598	€48,458	€51,538

HRM “**OPTIONS**” PROVIDES THREE DIFFERENT SERVICES, WITH EACH IN TURN OFFERING THREE DIFFERENT PRICE AND SERVICE LEVELS:

1. SELECTION - FOR YOUR DIFFICULT TO FILL PERMANENT NEEDS
2. SCREENING - TO MAXIMISE THE VALUE OF YOUR DIRECT APPLICATIONS
3. SOLUTIONS - FOR SHORT TO MID TERM RECRUITMENT NEEDS AND SIMPLE PAYROLL SERVICE.

SCREENING IS AN OUTSTANDING NEW SERVICE FROM HRM WHICH PROVIDES YOU WITH THREE LEVELS OF PRE-SCREENING FOR YOUR DIRECT APPLICATIONS AND DELIVERS A 100% RESPONSE MANAGEMENT GUARANTEE.

WE SCREEN FROM PRELIMINARY FACT FINDING, UP TO SHL PSYCHOMETRIC OR SKILLS EVALUATION.

WE DESIGN YOUR PRE-SCREENING PROCESS AGAINST YOUR SPECIFIC REQUIREMENTS AND GET ANSWERS TO QUESTIONS THAT ARE OFTEN HARDER TO ASK AS A POTENTIAL DIRECT EMPLOYER. AT TIMES OF CHANGE WHEN CRITICAL HR RESOURCES ARE STRETCHED THIN, WE ENSURE YOU:

- + MAXIMISE THE VALUE OF ALL YOUR DIRECT APPLICATIONS,
- + DO NOT MISS VALUABLE CANDIDATES
- + REDUCE YOUR TIME INPUT BY 80% AND
- + MAINTAIN THE INTEGRITY OF YOUR EMPLOYER BRAND AT ALL TIMES.

FIND OUT MORE TODAY BY EMAILING US NOW AT MICHAEL.OLEARY@HRM.IE OR CALLING 01 632 1817