



Market changes

A renewed focus on spending without compromising customer satisfaction has once more highlighted procurement's value to many businesses. Consequently demand for strategic and analytical procurement professionals surged over the last 12 months as the contribution of procurement is recognised.

Positions in demand

Underlining the increased value placed on the procurement function, candidates at the \$130,000 to \$165,000 level are in most demand. Buyers and category managers with specific skills in indirect procurement, strategic sourcing, analytical and low-level purchasing (incorporating negotiation) skills are also required. There has been a general decrease in mid-level direct and indirect candidates.

Contractors are also required in both the private and public sector since project-based work increased over the last 12 months.

Public sector trends

This notable rise in long-term contracts is driven by the public sector, which has increased project-based and greenfield opportunities. The Federal and State purchasing policy has also increased the importance of efficient procurement activities.

Private sector candidates are attracted to these roles due to the flexible working hours and competitive rates. For example, a procurement officer in a \$60,000 private sector role can earn up to \$35 per hour in a government contract.

However the public sector struggles to attract candidates for permanent roles, particularly middle management procurement professionals seeking the next step in their career.

Salary movements

Queensland is clearly the boom state in terms of salary growth, increasing by 14.4 percent on average over the year. For example, the typical salaries increased for a Senior Purchasing Officer from \$60,000 to \$75,000, a Strategic Sourcing Manager from \$110,000 to \$135,000 and a Category Manager from \$85,000 to \$110,000.

Purchasing Managers, Directors and Contract Administrators received the notable salary increases nationally. Apart from these exceptions, salaries levelled out in all other states over the year, although with candidates seeking higher rates and procurement becoming an increasingly recognised function, salary pressure will remain.

Changes to employer recruitment practices

Flexible working hours, working from home options and performance-based incentives emerged as attraction and retention tools over the year. International recruitment campaigns, branded marketing and informative well-structured interviews are also attracting more candidates to innovative employers.

Rather than setting specific selection criteria, those employers that cast a wide net are successfully recruiting. For example, a manufacturing company can employ a candidate from the mining industry and train them in the particularities of their industry.

Advice to candidates

Professional qualifications or CIPSA accreditation is valued by employers, so further studies are advantageous. Global sourcing, vendor management, risk assessment and tender negotiation should be priorities when seeking further training. You should seek roles that maximise your exposure to both 'products' and 'services'. Finally, the current market presents a multitude of opportunities; it is a great time to progress and grow your skills in purchasing, procurement and contract management.

Procurement	Purchasing Officer	Senior Purchasing Officer	Purchasing Analyst	Purchasing Manager	Purchasing Director
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	50,000 45,000 - 55,000	75,000 60,000 - 80,000	70,000 55,000 - 75,000	130,000 90,000 - 150,000	200,000 150,000+
VIC - Melbourne (Remuneration Package Range)	50,000 45,000 - 55,000	70,000 60,000 - 80,000	67,000 55,000 - 70,000	100,000 80,000 - 120,000	200,000 150,000+
QLD - Brisbane (Remuneration Package Range)	50,000 45,000 - 55,000	75,000 60,000 - 80,000	70,000 55,000 - 75,000	100,000 80,000 - 120,000	130,000+ 120,000+
WA - Perth (Remuneration Package Range)	55,000 45,000 - 60,000	65,000 55,000 - 75,000	65,000 55,000 - 70,000	95,000 80,000 - 120,000	120,000 110,000+

PROCUREMENT

Procurement	Contract Administrator	Contract Manager	Procurement Manager	Strategic Sourcing Manager	Strategic Sourcing Director
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	70,000 60,000 - 80,000	100,000 80,000 - 110,000	120,000 90,000 - 150,000	150,000 120,000 - 180,000	180,000 160,000+
VIC - Melbourne (Remuneration Package Range)	60,000 55,000 - 75,000	100,000 80,000 - 110,000	115,000 90,000 - 130,000	130,000 100,000 - 180,000	160,000 150,000+
QLD - Brisbane (Remuneration Package Range)	65,000 60,000 - 75,000	100,000 80,000 - 110,000	120,000 90,000 - 130,000	135,000 110,000 - 165,000	180,000 160,000+
WA - Perth (Remuneration Package Range)	50,000 45,000 - 65,000	95,000 75,000 - 100,000	115,000 90,000 - 130,000	120,000 100,000 - 130,000	150,000 140,000+

Procurement	Procurement Specialist	Demand Planner	Supply Chain Director	Inventory Analyst
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	90,000 80,000 - 110,000	90,000 80,000 - 100,000	210,000 180,000 - 250,000	60,000 45,000 - 75,000
VIC - Melbourne (Remuneration Package Range)	90,000 80,000 - 110,000	85,000 80,000 - 100,000	160,000 140,000 - 180,000	60,000 45,000 - 75,000
QLD - Brisbane (Remuneration Package Range)	90,000 80,000 - 110,000	90,000 70,000 - 100,000	145,000 130,000 - 160,000	85,000 70,000 - 100,000
WA - Perth (Remuneration Package Range)	85,000 80,000 - 100,000	90,000 85,000 - 100,000	160,000 140,000 - 180,000	60,000 40,000 - 70,000

Procurement	Materials Manager	Category Manager
	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	85,000 70,000 - 100,000	110,000 75,000 - 140,000
VIC - Melbourne (Remuneration Package Range)	85,000 70,000 - 100,000	90,000 75,000 - 110,000
QLD - Brisbane (Remuneration Package Range)	85,000 70,000 - 110,000	110,000 75,000 - 140,000
WA - Perth (Remuneration Package Range)	80,000 70,000 - 100,000	90,000 75,000 - 110,000