

Procurement

Opinions you can count on.
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Procurement

Over the last 12 months, the focus on procurement professionals has grown as more companies look to increase their investments and implement cost management initiatives. The growing number of employment opportunities for procurement professionals is expected to continue throughout the year.

The highest demand is for Procurement Analysts who are required to develop strong relationships with quality suppliers that support and maintain new business investments. There is also a demand for Senior Category Managers in the IT&T, property, professional services and maintenance, repair and operational areas. Companies in these sectors

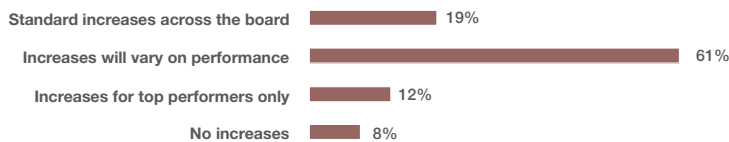
are increasing their focus on improving company expenditure processes through procurement systems and cost analytics.

With the demand for skills exceeding the supply of procurement professionals, employers will be increasing salaries to retain top talent. Average salary increases of 3–4% will be awarded to retain staff. For employees with skills in higher demand such as procurement management and commodity management, above average increases can be expected. Almost half of employers in the procurement sector will be awarding bonuses in the next 12 months as a retention strategy for top performers. The vast majority (86%) of bonuses will be awarded

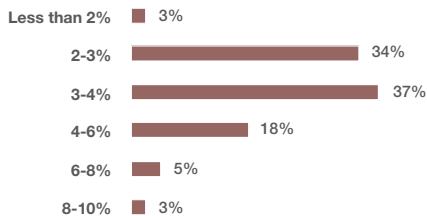
based on a combination of individual, team and company performance. Only 4% of bonus payments will be made solely on the basis of individual performance.

Hiring activity will continue to increase at a steady pace in the coming year for procurement professionals. Employers will continue to hire at the junior to mid-level for category management and procurement analytics. There will also be demand for industry recognised, CIPSA qualified procurement professionals in the IT&T, maintenance, repair and operational areas as business activity in these sectors continues to grow in line with improving market conditions.

Salary increases over the next 12 months



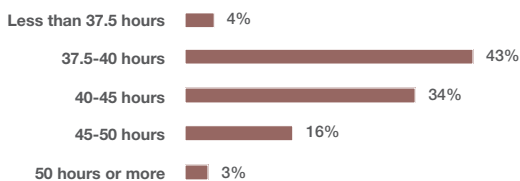
Average percentage salary increases



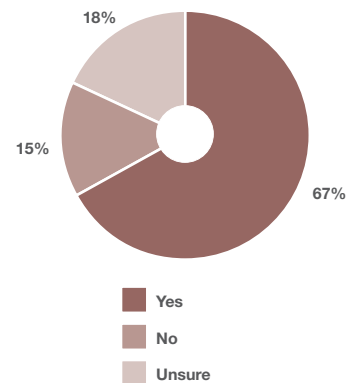
Basis for bonuses over the next 12 months



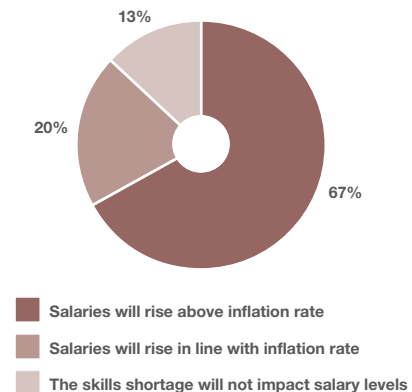
Average weekly working hours



Professional skills shortage in the next 12 months



Skills shortage placing upwards pressure on salaries



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State	NSW		VIC	
Size of Company	Sml/Med	Large	Sml/Med	Large
Salary	\$'000	\$'000	\$'000	\$'000
Purchasing/Procurement Officer	50-70	55-80	50-60	60-80
Procurement Coordinator	60-90	65-110	60-80	65-100
Procurement Specialist	65-90	70-110	75-90	80-100
Buyer	60-90	80-100	55-70	65-90
Senior Buyer	80-100	90-120	70-100	90-120
Contracts Administrator	60-80	70-100	80-95	80-100
Senior Contracts Administrator	80-110	100-130	90-110	85-120
Strategic Sourcing/Procurement Analyst	70-90	75-105	65-90	75-105
Procure to Pay/e-Procurement	110-150	110-180	100-135	100-160
Purchasing Manager	85-120	95-140	70-100	90-190
Junior Category/Commodity Manager	85-105	90-110	80-100	85-110
Category/Commodity Manager	110-130	110-150	80-120	110-150
Senior Category/Commodity Manager	135-150	145-180	125-145	140-170
Procurement Manager	100-130	110-160	110-140	120-160
Strategic Sourcing Leader/Manager	110-150	130-200	110-150	190-200
Commercial/Contracts Manager	100-130	120-180	90-110	110-170
Vendor/Supplier Relationship Manager	100-130	130-160	100-110	130-160
GM Procurement	170-200	200-400	150-180	180-350

PROCUREMENT

State	QLD		WA	
Size of Company	Sml/Med	Large	Sml/Med	Large
Salary	\$'000	\$'000	\$'000	\$'000
Purchasing/Procurement Officer	50-65	55-70	50-65	55-95
Procurement Coordinator	60-80	65-100	70-100	80-110
Procurement Specialist	65-90	70-100	70-95	80-110
Buyer	50-80	60-70	65-80	75-110
Senior Buyer	70-90	90-110	65-75	85-125
Contracts Administrator	55-80	60-95	80-110	100-122
Senior Contracts Administrator	75-100	85-120	95-120	118-145
Strategic Sourcing/Procurement Analyst	55-75	70-95	70-90	95-120
Procure to Pay/e-Procurement	110-150	110-180	110-150	110-170
Purchasing Manager	80-120	80-130	80-110	110-150
Junior Category/Commodity Manager	75-95	80-100	85-100	95-120
Category/Commodity Manager	95-110	100-130	90-120	110-160
Senior Category/Commodity Manager	100-120	120-150	110-135	145-200
Procurement Manager	90-120	100-150	110-140	160-220
Strategic Sourcing Leader/Manager	100-140	120-190	100-150	160-220
Commercial/Contracts Manager	90-110	100-170	110-140	170-230
Vendor/Supplier Relationship Manager	100-110	120-150	100-110	130-160
GM Procurement	160-180	180-300	150-180	220-300

Please note:

1. Salaries indicated are based on annual basic salary, excluding bonus/incentive schemes. 2. Small to medium companies are defined as having a turnover of less than \$100 million. Large companies are defined as having a turnover of more than \$100 million. 3. Market rates are becoming much less uniform. While we have taken great care, these salary ranges can only be approximate guides, as there are often specific circumstances relating to individual companies. Please call us for additional information. 4. Roles marked N/A in this report are not commonly found in the area specified.