

# HUDSON SUPPLY CHAIN AND PROCUREMENT

## 2019 Salary Guide



# Discover great talent with Hudson

In this fast-changing world, an organisation's competitive advantage comes from having the best people.

Hudson helps organisations find and develop high performers with the right skills and experience – as well as the right motivational and cultural fit.

**Hudson** helps organisations achieve great performance by discovering talent and helping people realise their potential.

## Find the best talent

In today's market where candidates are more passive than ever before, we use our extensive database of specialised talent pools, networks and multiple sourcing channels to find, engage and nurture outstanding candidates – quickly.

## Rely on deep market knowledge

We understand the intricate needs of our clients and our candidates' niche skillsets, which ensures accuracy in our placements. Our specialist market knowledge of salaries, job titles and hiring trends helps us achieve the best outcome for your organisation at the appropriate remuneration.

## Hire with confidence

Using data-driven and best practice talent profiling and assessment techniques, our solutions minimise the risk in hiring decisions and ensure you select high performers who will stay and grow.

We use rigorous recruitment processes and science-based psychometric assessment tools that give you in-depth insights into the skills, behaviours and motivational drivers of candidates. Which in turn helps you make an informed decision when it comes to the cultural fit, capabilities and potential of your people.

This salary guide is a compilation of salary and market information provided by Hudson consultants, clients, candidates and other sources across Australia. Information was gathered by drawing on the extensive knowledge of our specialist recruitment consultants across Hudson's specialist practice groups. Salary ranges are approximate guides only.

# HUDSON SUPPLY CHAIN AND PROCUREMENT

## Melbourne

### SUPPLY CHAIN AND LOGISTICS

	Permanent (AUD/000)	Contracting (AUD/hr)
General Manager Supply Chain (Mid Weight)	150 - 200	n/a
General Manager Supply Chain (Senior)	200 - 350	n/a
Supply Chain Manager (Junior)	90 - 120	55 - 75
Supply Chain Manager (Mid Weight)	120 - 160	70 - 100
Supply Chain Manager (Senior)	160 - 200	100 - 130
Demand Planning (Junior)	60 - 80	40 - 55
Demand Planning (Mid Weight)	80 - 110	50 - 70
Demand Planning (Senior)	110 - 150	70 - 95
Inventory / Materials (Junior)	55 - 75	35 - 50
Inventory / Materials (Mid Weight)	75 - 100	45 - 70
Supply Planning (Junior)	60 - 80	35 - 50
Supply Planning (Mid Weight)	80 - 110	55 - 75
Supply Planning (Senior)	110 - 150	70 - 95
Supply Chain Project (Junior)	70 - 85	40 - 55
Supply Chain Project (Mid Weight)	85 - 120	70 - 80
Supply Chain Project (Senior)	120 - 180	80 - 110
Supply Chain Analyst (Junior)	75 - 100	50 - 65
Supply Chain Analyst (Mid Weight)	100 - 130	60 - 85
Supply Chain Analyst (Senior)	130 - 160	85 - 100
General Manager Logistics (Mid Weight)	120 - 150	55 - 95
General Manager Logistics (Senior)	150 - 250	n/a
Logistics and Transport (Junior)	60 - 80	35 - 50
Logistics and Transport (Mid Weight)	80 - 100	50 - 65
Logistics and Transport (Senior)	100 - 150	65 - 95
Warehouse / DC Management (Junior)	55 - 75	35 - 50
Warehouse / DC Management (Mid Weight)	75 - 100	45 - 65
Warehouse / DC Management (Senior)	100 - 150	70 - 100
Customs Manager (Junior)	60 - 75	35 - 50
Customs Manager (Mid Weight)	75 - 120	50 - 85
Customs Manager (Senior)	110 - 130	n/a

# HUDSON SUPPLY CHAIN AND PROCUREMENT

## Melbourne

### MANUFACTURING

	Permanent (AUD/000)	Contracting (AUD/hr)
General Manager Manufacturing (Mid Weight)	150 - 180	n/a
General Manager Manufacturing (Senior)	180 - 350	n/a
Manufacturing Management (Junior)	90 - 120	55 - 75
Manufacturing Management (Mid Weight)	120 - 160	55 - 100
Manufacturing Management (Senior)	160 - 200	100 - 130
Production (Junior)	55 - 75	35 - 50
Production (Mid Weight)	75 - 100	50 - 65
Process Improvement (Junior)	75 - 100	45 - 70
Process Improvement (Mid Weight)	100 - 130	60 - 80
Process Improvement (Senior)	130 - 160	85 - 100
Quality Management (Junior)	65 - 85	35 - 55
Quality Management (Mid Weight)	85 - 100	50 - 65
Quality Management (Senior)	100 - 150	60 - 95

### HEALTH, SAFETY AND ENVIRONMENT

	Permanent (AUD/000)	Contracting (AUD/hr)
<b>High Risk: Construction, Mining, Oil and Gas</b>		
General Manager Health and Safety (Mid Weight)	180 - 200	n/a
General Manager Health and Safety (Senior)	200 - 300	n/a
Health and Safety Manager	140 - 180	n/a
Health and Safety Advisor (Junior)	80 - 100	n/a
Health and Safety Advisor (Mid Weight)	100 - 140	n/a
Health and Safety Advisor (Senior)	140 - 160	n/a
Site Safety Coordinator (Junior)	60 - 80	n/a
Site Safety Coordinator (Mid Weight)	80 - 90	n/a
<b>High Risk: Manufacturing and Logistics</b>		
Health and Safety Manager (Mid Weight)	85 - 100	n/a
Health and Safety Manager (Senior)	100 - 120	60 - 95
Health and Safety Specialist (Junior)	60 - 75	n/a
Health and Safety Specialist (Mid Weight)	75 - 90	n/a

# HUDSON SUPPLY CHAIN AND PROCUREMENT

## Melbourne

### PROCUREMENT

	Permanent (AUD/000)	Contracting (AUD/hr)
Chief Procurement Officer	180 - 250 +	130 - 190 +
Procurement Manager (Mid Weight)	120 - 160	75 - 100
Procurement Manager (Senior)	160 - 200	100 - 126
Category Manager (Junior)	80 - 95	50 - 60
Category Manager (Mid Weight)	95 - 120	60 - 75
Category Manager (Senior)	120 - 160	75 - 105
Strategic Sourcing Specialist (Junior)	80 - 95	50 - 60
Strategic Sourcing Specialist (Mid Weight)	95 - 115	60 - 70
Strategic Sourcing Specialist (Senior)	115 - 160	70 - 105
Procurement Officer (Junior)	60 - 75	40 - 47
Procurement Officer (Mid Weight)	75 - 85	47 - 54
Procurement Officer (Senior)	85 - 95	54 - 60
Procurement Analyst (Junior)	60 - 75	40 - 47
Procurement Analyst (Mid Weight)	75 - 85	47 - 54
Procurement Analyst (Senior)	85 - 95	54 - 60
Supplier Relationship Manager (Junior)	90 - 115	60 - 70
Supplier Relationship Manager (Mid Weight)	115 - 140	72 - 90
Supplier Relationship Manager (Senior)	140 - 160	90 - 105
Commercial Manager (Mid Weight)	130 - 150	80 - 95
Commercial Manager (Senior)	150 - 250	95 - 175 +
Contract Manager (Junior)	95 - 115	60 - 72
Contract Manager (Mid Weight)	115 - 155	72 - 98
Contract Administrator (Junior)	60 - 75	40 - 47
Contract Administrator (Mid Weight)	75 - 85	47 - 54
Contract Administrator (Senior)	85 - 95	54 - 60
Claims Specialist (Mid Weight)	150 - 170	95 - 105
Claims Specialist (Senior)	180 - 210	115 - 130 +

# HUDSON SUPPLY CHAIN AND PROCUREMENT

Melbourne

## FEATURED ROLE

### Supplier Relationship Manager

**Permanent salary range (AUD/000)**

90 - 160

#### About the role

In the next phase of procurement maturity, Supplier Relationship Managers (SRM) are well-placed to drive value beyond the obvious dollar savings. SRMs are particularly focused on partnership 'win-win' outcomes to enable innovation, drive continuous improvement and leverage shared value creation.

#### Key skills/attributes

- Strong stakeholder management, influencing and negotiation skills
- Strategic with a commercial long-term mindset
- Lateral thinker who can deliver mutually beneficial outcomes

# HUDSON SUPPLY CHAIN AND PROCUREMENT

## Sydney

### SUPPLY CHAIN AND LOGISTICS

	Permanent (AUD/000)	Contracting (AUD/hr)
General Manager Supply Chain (Mid Weight)	150 - 220	n/a
General Manager Supply Chain (Senior)	200 - 360	n/a
Supply Chain Manager (Junior)	90 - 130	55 - 80
Supply Chain Manager (Mid Weight)	120 - 170	70 - 110
Supply Chain Manager (Senior)	160 - 210	100 - 140
Demand Planning (Junior)	60 - 85	40 - 60
Demand Planning (Mid Weight)	80 - 120	50 - 80
Demand Planning (Senior)	110 - 160	70 - 100
Inventory / Materials (Junior)	55 - 80	35 - 55
Inventory / Materials (Mid Weight)	75 - 110	45 - 75
Supply Planning (Junior)	60 - 90	35 - 55
Supply Planning (Mid Weight)	80 - 120	55 - 80
Supply Planning (Senior)	110 - 160	70 - 100
Supply Chain Project (Junior)	70 - 90	40 - 60
Supply Chain Project (Mid Weight)	85 - 130	70 - 85
Supply Chain Project (Senior)	120 - 190	80 - 120
Supply Chain Analyst (Junior)	75 - 110	50 - 70
Supply Chain Analyst (Mid Weight)	100 - 140	60 - 90
Supply Chain Analyst (Senior)	130 - 170	85 - 110
General Manager Logistics (Mid Weight)	120 - 160	55 - 100
General Manager Logistics (Senior)	150 - 260	n/a
Logistics and Transport (Junior)	60 - 90	35 - 55
Logistics and Transport (Mid Weight)	80 - 110	50 - 70
Logistics and Transport (Senior)	100 - 160	65 - 100
Warehouse / DC Management (Junior)	55 - 80	35 - 55
Warehouse / DC Management (Mid Weight)	75 - 110	45 - 70
Warehouse / DC Management (Senior)	100 - 160	70 - 110
Customs Manager (Junior)	60 - 80	35 - 55
Customs Manager (Mid Weight)	75 - 130	50 - 90
Customs Manager (Senior)	110 - 140	n/a

# HUDSON SUPPLY CHAIN AND PROCUREMENT

## Sydney

### MANUFACTURING

	Permanent (AUD/000)	Contracting (AUD/hr)
General Manager Manufacturing (Mid Weight)	150 - 200	n/a
General Manager Manufacturing (Senior)	180 - 380	n/a
Manufacturing Management (Junior)	90 - 135	55 - 85
Manufacturing Management (Mid Weight)	120 - 170	55 - 110
Manufacturing Management (Senior)	160 - 220	100 - 140
Production (Junior)	55 - 85	35 - 60
Production (Mid Weight)	75 - 110	50 - 75
Process Improvement (Junior)	75 - 110	45 - 80
Process Improvement (Mid Weight)	100 - 140	60 - 90
Process Improvement (Senior)	130 - 180	85 - 110
Quality Management (Junior)	65 - 95	35 - 60
Quality Management (Mid Weight)	85 - 110	50 - 75
Quality Management (Senior)	100 - 160	60 - 100

### HEALTH, SAFETY AND ENVIRONMENT

	Permanent (AUD/000)	Contracting (AUD/hr)
<b>High Risk: Construction, Mining, Oil and Gas</b>		
General Manager Health and Safety (Mid Weight)	180 - 220	n/a
General Manager Health and Safety (Senior)	200 - 320	n/a
Health and Safety Manager	140 - 200	n/a
Health and Safety Advisor (Junior)	80 - 120	n/a
Health and Safety Advisor (Mid Weight)	100 - 160	n/a
Health and Safety Advisor (Senior)	140 - 180	n/a
Site Safety Coordinator (Junior)	60 - 100	n/a
Site Safety Coordinator (Mid Weight)	80 - 110	n/a
<b>High Risk: Manufacturing and Logistics</b>		
Health and Safety Manager (Mid Weight)	85 - 110	n/a
Health and Safety Manager (Senior)	100 - 130	60 - 115
Health and Safety Specialist (Junior)	60 - 90	n/a
Health and Safety Specialist (Mid Weight)	75 - 110	n/a



# HUDSON SUPPLY CHAIN AND PROCUREMENT

## Sydney

### PROCUREMENT

	Permanent (AUD/000)	Contracting (AUD/hr)
Chief Procurement Officer	180 - 280 +	130 - 195 +
Procurement Manager (Mid Weight)	120 - 180	75 - 110
Procurement Manager (Senior)	160 - 220	100 - 135
Category Manager (Junior)	80 - 105	50 - 70
Category Manager (Mid Weight)	95 - 130	60 - 85
Category Manager (Senior)	120 - 180	75 - 115
Strategic Sourcing Specialist (Junior)	80 - 95	50 - 65
Strategic Sourcing Specialist (Mid Weight)	95 - 125	60 - 80
Strategic Sourcing Specialist (Senior)	115 - 170	70 - 115
Procurement Officer (Junior)	60 - 85	40 - 57
Procurement Officer (Mid Weight)	75 - 95	47 - 64
Procurement Officer (Senior)	85 - 105	54 - 70
Procurement Analyst (Junior)	60 - 90	40 - 57
Procurement Analyst (Mid Weight)	75 - 95	47 - 64
Procurement Analyst (Senior)	85 - 105	54 - 70
Supplier Relationship Manager (Junior)	90 - 125	60 - 80
Supplier Relationship Manager (Mid Weight)	115 - 150	72 - 100
Supplier Relationship Manager (Senior)	140 - 180	90 - 115
Commercial Manager (Mid Weight)	130 - 160	80 - 105
Commercial Manager (Senior)	150 - 270	95 - 185 +
Contract Manager (Junior)	95 - 125	60 - 72
Contract Manager (Mid Weight)	115 - 175	72 - 108
Contract Administrator (Junior)	60 - 85	40 - 57
Contract Administrator (Mid Weight)	75 - 105	47 - 64
Contract Administrator (Senior)	85 - 105	54 - 70
Claims Specialist (Mid Weight)	150 - 180	95 - 115
Claims Specialist (Senior)	180 - 220	115 - 130 +

Hudson's specialist recruitment consultants have the in-depth market knowledge of salaries, job titles and hiring trends to ensure you achieve the best outcome for your organisation at the appropriate remuneration.

We build highly nurtured and engaged pools of select talent so you can find the right person quickly. This means greater speed and precision in placements, and higher satisfaction for both clients and candidates.

Our proprietary assessment tools and techniques will help you find candidates with the right technical skills and capabilities for the role and for your team, so you can achieve.

## Get in touch to see how we can help

### AUSTRALIA

[au.hudson.com](http://au.hudson.com)

Adelaide

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# Hudson

Great people. Great performance.