

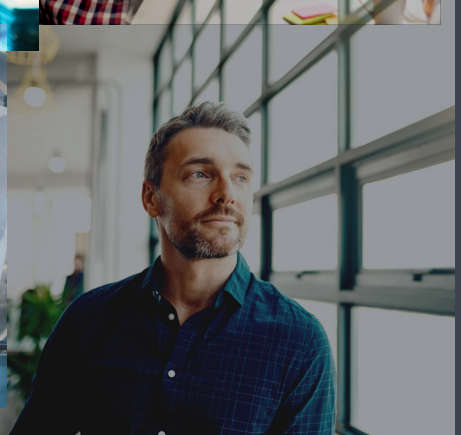


**NIGEL WRIGHT**  
GROUP  
RECRUITMENT

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**THE NORTH EAST OF ENGLAND**  
**SUPPLY CHAIN & PROCUREMENT**  
SALARIES, SKILLS AND BENEFITS REPORT  
**2020**

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## INTRODUCTION

Welcome to Nigel Wright Recruitment's 2020 North East of England Supply Chain & Procurement Salaries, Skills and Benefits Report.

Engineering and manufacturing, consumer sectors, the service sector and public and not for profit sectors all draw heavily on Supply Chain & Procurement professionals. The North East, therefore, is a highly attractive market for any company that needs to employ experienced people within this critical discipline.

Salaries are dependent upon the company and the job role, together with the specific skills and experience of the employee. Market conditions and dominant employers will affect local and regional market rates, as will supply and demand. Recruitment companies are in an ideal position to understand market rates, since their customer base covers both employers and employees. The goal for the employer is to attract good talent and pay them fairly.

Market rates set candidates' expectations and employers' salary offers. Market rates are more established in some disciplines and levels than others. Certain disciplines will command a strong market rate especially when markets are buoyant and skilled workers are essential but in short supply.

## ABOUT NIGEL WRIGHT RECRUITMENT

Nigel Wright Recruitment is the leading and largest, multi-discipline regional recruitment business specialising in the North of England, with deep expertise across every discipline.

Our clients trust us to quickly attract the highest calibre and most suitable candidates first time.

1. We access candidates that others can't.
2. Our customers believe we enhance their employer brand.
3. We control the process and manage risk, allowing you to focus on your day job.
4. We deliver sustainable results that produce long term value.

## SAMPLE BASE

Nigel Wright's annual survey is sent to over 30,000 professionals at all levels across the North East of England.

This Report has been compiled from the answers of people identifying themselves as having a Supply Chain & Procurement discipline. As such it is the most comprehensive Report about what Supply Chain & Procurement professionals in the North East are earning and what benefits they are enjoying, their opinions on what attracts and motivates them to stay with or leave their employers, and their remuneration structures.

The sample base is representative of the North East Supply Chain & Procurement marketplace.

The majority are male (**68%**) and a third are working for warehousing or logistics companies. A further **28%** are employed in the industrial sector, while a fifth work for food & drinks or other consumer products manufacturers.

Our Supply Chain & Procurement sample are all in full-time employment, and **88%** described themselves as permanent, **6%** as contract, **2%** as interim and **4%** as temporary. The results shown in this survey are based on permanent full-time workers.

FIGURE 1: RESPONDENTS' SECTOR

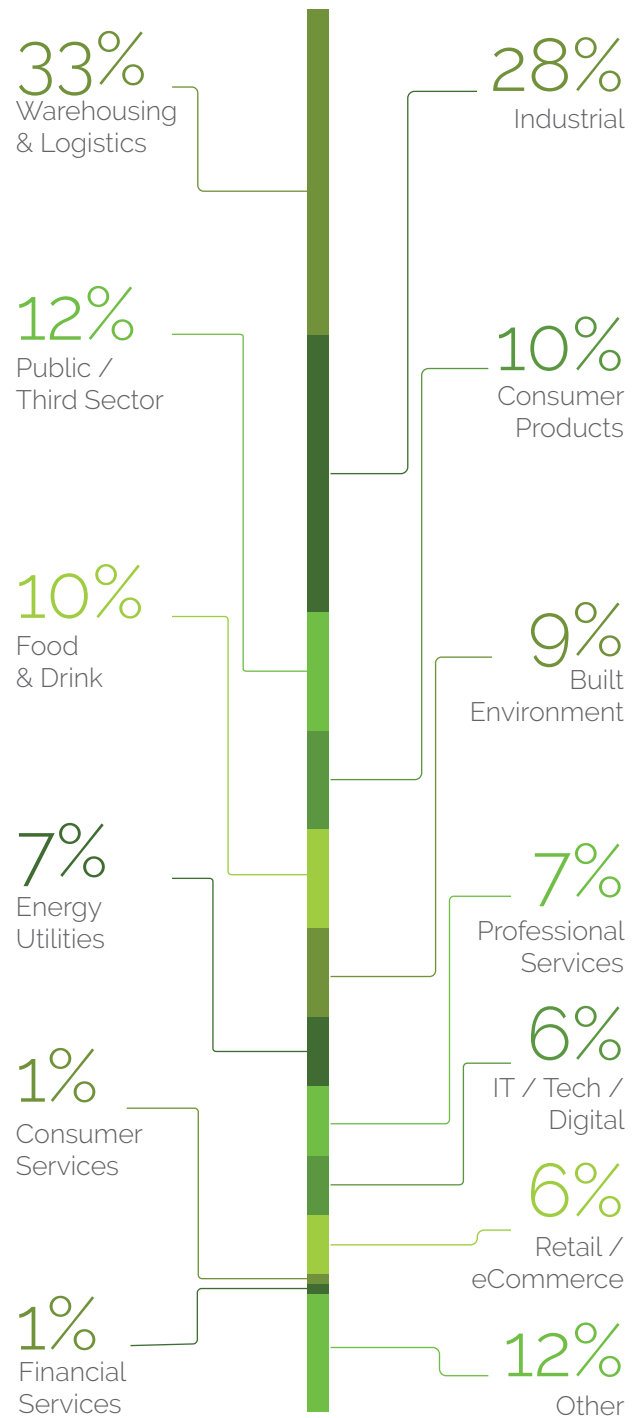




FIGURE 2: RESPONDENTS' JOB TITLE



In terms of position, **76%** of our sample work in a management capacity, including **16%** who identify themselves as Directors. **9%** work as Consultants and the remainder are employed in Executive / Assistant roles e.g. Purchasing Assistant.



1.0

# THE WORKING ENVIRONMENT

“ I would like to be involved with more of the decision making within my department. I feel that as a Manager, I should have more of a say as to how it's run. ”

## 1.1 SATISFACTION LEVELS & CHANGING JOBS

TABLE 1: JOB AND SALARY SATISFACTION

	Current job		Current salary	
	Supply Chain & Procurement	All disciplines	Supply Chain & Procurement	All disciplines
Very satisfied	6%	13%	19%	17%
Moderately satisfied	47%	46%	43%	45%
Neither satisfied nor dissatisfied	14%	16%	15%	15%
Moderately dissatisfied	29%	17%	17%	17%
Very dissatisfied	4%	7%	6%	7%

The survey found that over half (**53%**) of permanent Supply Chain & Procurement professionals in the North East are satisfied with their current job (**6%** are very satisfied, **47%** moderately satisfied).

Supply Chain & Procurement professionals are generally more satisfied with their current salary (**62%**: **19%** are very satisfied, **43%** moderately satisfied), though there is a hard core of **15%** of workers who are dissatisfied with both their job and their salary.

This is eclipsed by the **43%** who say they are satisfied with their job and their remuneration; the remaining **42%** fall somewhere in between these two poles.

“ There's a lack of employee benefits here; the salaries aren't great either. ”

“ I want to be in a job where I am learning every day and where I'm excited to go to work. ”

FIGURE 3: SATISFACTION MATRIX

		Salary satisfaction		
		Satisfied	Neither satisfied nor dissatisfied	Unsatisfied
Job satisfaction	Satisfied	43%	7%	3%
	Neither satisfied nor dissatisfied	7%	3%	4%
	Unsatisfied	12%	6%	15%

43% are satisfied with both their job and their remuneration.



TABLE 2: CHANGING JOBS

	Supply Chain & Procurement	All disciplines
Changing job now (within a month or so)	10%	11%
Within the next year	43%	30%
In the next 1 - 2 years	15%	17%
In the next 2 - 3 years	8%	8%
In 3+ years	1%	3%
Not planning to change job	22%	31%

When we asked permanent Supply Chain & Procurement professionals if they were planning to change jobs, **78%** told us they were planning to do so. **68%** of our sample base said they are planning to change jobs within the next two years. **10%** told us they were currently in process, and **43%** said they were looking to move within the next year.

These findings are also borne out by the fact that only **39%** of our sample have worked for their current employer for more than five years, with **20%** having been in their current position for more than five years. Our research finds that only when people reach the age of 50+ does the urge to change jobs start diminishing.

68% say they will be looking to change jobs in the next two years (53% within the year ahead).

10% told us they were currently in process to change jobs.

# Why Supply Chain & Procurement professionals change jobs

TABLE 3: FACTORS INFLUENCING A CHANGE OF ROLES

	Supply Chain & Procurement	All disciplines
Feel valued / have influence / make an impact	74%	75%
Higher salary	67%	70%
Location	67%	65%
Career progression	63%	59%
New challenges	61%	57%
Company's values & culture	60%	61%
Agile / flexible working	58%	61%
Generous holiday entitlement	47%	50%
Generous employer contributory pension	42%	44%
Profit share / bonus / commission levels	24%	25%
Health insurance	22%	25%
Car allowance / loan	18%	18%
Environmental & sustainability credentials	18%	15%
Corporate social responsibility initiatives	17%	14%
Latest technologies	10%	18%

We asked permanent Supply Chain & Procurement professionals to select from a series of factors that were important to them when looking for a new role, and also asked them to tell us their main reason for changing jobs. Overall, the top three reasons selected were to feel valued and make a difference (74%), earn a higher salary (67%) and location (67%).

Least likely to influence a permanent Supply Chain & Procurement professionals' decision to change roles are a company's corporate social responsibility initiatives and access to the latest technologies.

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The main reasons that Supply Chain & Procurement professionals change jobs is to feel valued, have influence or make an impact, earn a higher salary, as well as to work in a different location.

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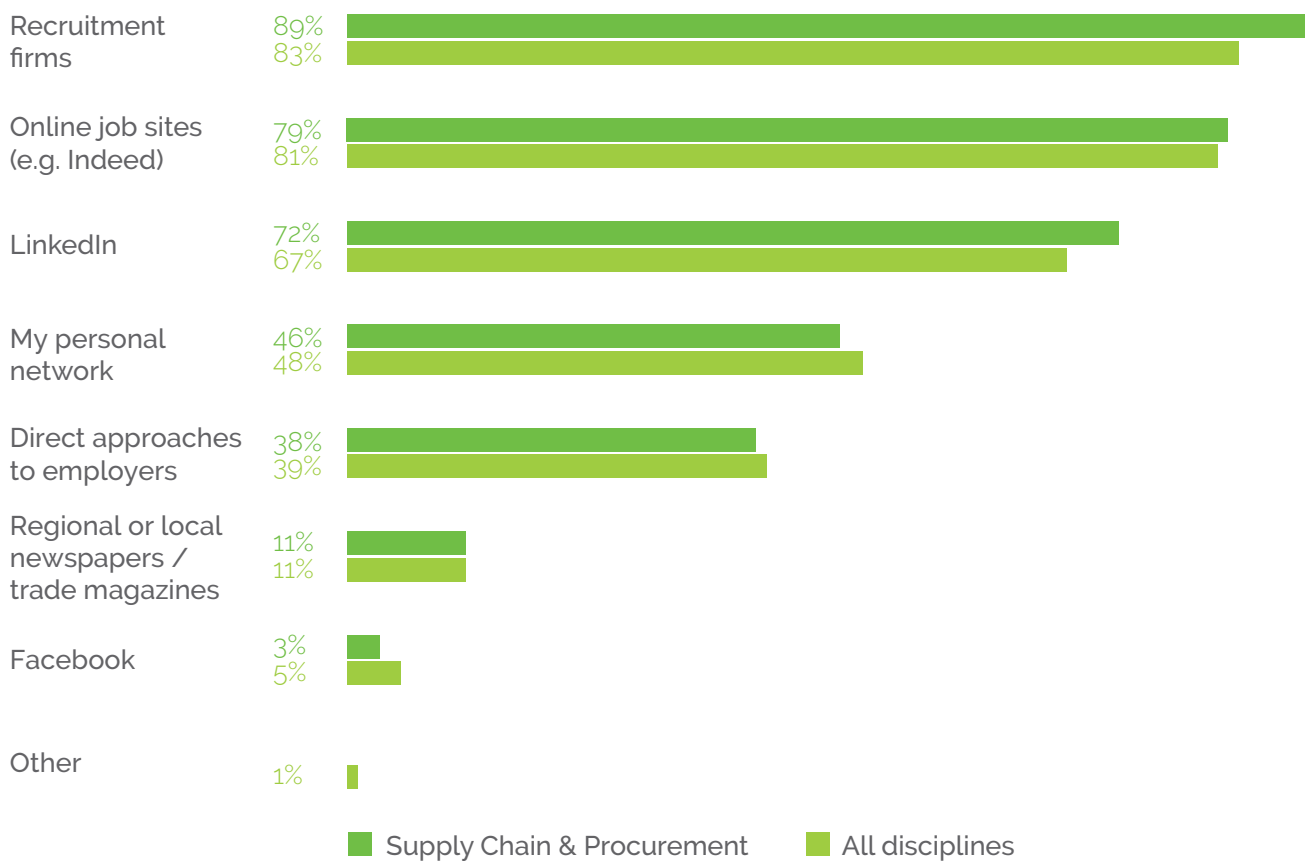
“ Salary and career progression and the most important factors for me when seeking a new role. ”

“ I want career progression through gaining experience across varied sectors. ”

“ I'm disillusioned with my current situation; I need a new challenge. ”

# How Supply Chain & Procurement professionals look for jobs

FIGURE 4: METHODS USED TO SEARCH FOR A NEW ROLE



Once seeking new employment, the first ports of call are recruitment firms (89%) and online job sites (79%), followed by LinkedIn (72%). Permanent Supply Chain & Procurement professionals are more likely to approach their personal network (46%) than make direct approaches to employers (38%).

“ I’m finding tasks to perform and coming up with ideas, but there’s no appetite for change. ”



## 1.2 SALARY INCREASES, BONUSES & BENEFITS

### Basic salaries

TABLE 4: AVERAGE SALARY INCREASE RECEIVED AND EXPECTED

	Last salary review		Next salary review	
	Supply Chain & Procurement	All disciplines	Supply Chain & Procurement	All disciplines
Zero	25%	24%	21%	16%
Up to 1%	7%	8%	8%	8%
Between 1 - 2%	22%	24%	19%	21%
Between 2 - 3%	19%	21%	21%	24%
Between 3 - 4%	10%	6%	7%	7%
Between 4 - 5%	1%	5%	4%	4%
Between 5 - 10%	4%	6%	8%	6%
Between 10 - 15%	7%	3%	1%	1%
Between 15 - 20%	0%	1%	0%	1%
20%+	4%	2%	0%	0%
Don't know	-	-	10%	11%

A quarter (**25%**) of permanent Supply Chain & Procurement professionals told us they received no increase at their last pay review and a further **29%** received an increase of 2% or less. With the UK annual inflation rate averaging 1.8% in 2019, this means that **54%** had an effective decrease in the value of their basic salary. Our sample were hopeful that they would receive a more generous pay increase at their next salary review, but still **48%** are anticipating less than 2%.

**29%** received a pay increase of up to 2%.

**25%** received no increase to their basic salary at their last pay review.

TABLE 5: BONUS AND COMMISSION PAYMENTS

	Guaranteed	Personal performance	Company performance
Payment type received	7%	29%	28%
0 - 1 %	0%	19%	10%
1 - 5%	60%	43%	40%
5 - 10%	40%	19%	40%
10 - 15%	0%	10%	5%
15 - 20%	0%	5%	5%
20 - 40%	0%	5%	0%
40%+	0%	0%	0%

Base: All permanent employees receiving some form of bonus / commission

44% of permanent Supply Chain & Procurement professionals told us they get some form of financial bonus or commission payment on top of their basic salary.

44% receive a bonus or commission.

We looked specifically at company performance, personal bonus and guaranteed bonus payments, and the one that was most commonly received was personal performance bonus payments which was received by **29%** of our sample.

For most permanent Supply Chain & Procurement professionals who receive a personal performance bonus (**81%**) it will represent less than 10% of their salary. For those receiving a company performance bonus payment, **10%** are receiving over 10%.

**FIGURE 5: NEXT EXPECTED BONUS / COMMISSION**



Base: All permanent employees receiving some form of bonus / commission

In order to get an understanding of what overall level bonus / commission payments represent, we asked what the overall level received would be compared to basic salary (Table 6). **50%** said it would represent less than 10%, and only **6%** said it would be over 50%. **22%** said they expected to achieve more bonus / commission next year (Figure 5).

**66% who receive a bonus find it's worth up to 20% of their salary.**

TABLE 6: MAXIMUM LEVEL OF TOTAL BONUS OR COMMISSION PAID

	Supply Chain & Procurement	All disciplines
Under 10% of basic salary	50%	42%
Between 10 - 20% of basic salary	16%	27%
Between 20 - 30% of basic salary	13%	9%
Between 30 - 50% of basic salary	3%	5%
Between 50 - 75% of basic salary	3%	2%
Between 75 - 100% of basic salary	3%	1%
Over 100% of basic salary	0%	3%
Not certain / don't know	13%	12%

Base: All receiving some form of bonus / commission payment



## Benefits received

TABLE 7: BENEFITS CURRENTLY RECEIVED

	Supply Chain & Procurement	All disciplines
Death / injury in service benefits	58%	61%
Car parking (free parking / reimbursement of daily parking)	43%	44%
Private healthcare insurance (self only)	29%	22%
Private healthcare (self & family)	22%	17%
Company car / car allowance	21%	19%
Buy / sell holidays	19%	30%
Help with career development costs (e.g. professional qualifications)	18%	28%
Help with commuting costs	7%	6%
Travel insurance	4%	5%
Mutual pay (profit share scheme)	4%	5%
Interest free loans	1%	3%
Other	10%	17%

58% receive death / injury in service benefits.

We asked permanent Supply Chain & Procurement professionals to tell us which benefits they received. Death / injury in service benefit is the most frequent one received. Healthcare (either for themselves or family) is received by **51%** of our sample and help with the costs of career development is received by **18%**. **19%** told us they were able to buy or sell holidays.

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29% get healthcare just for themselves and  
22% have healthcare for themselves and  
family.

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# Pension

FIGURE 6: YEARS IN PENSION POT

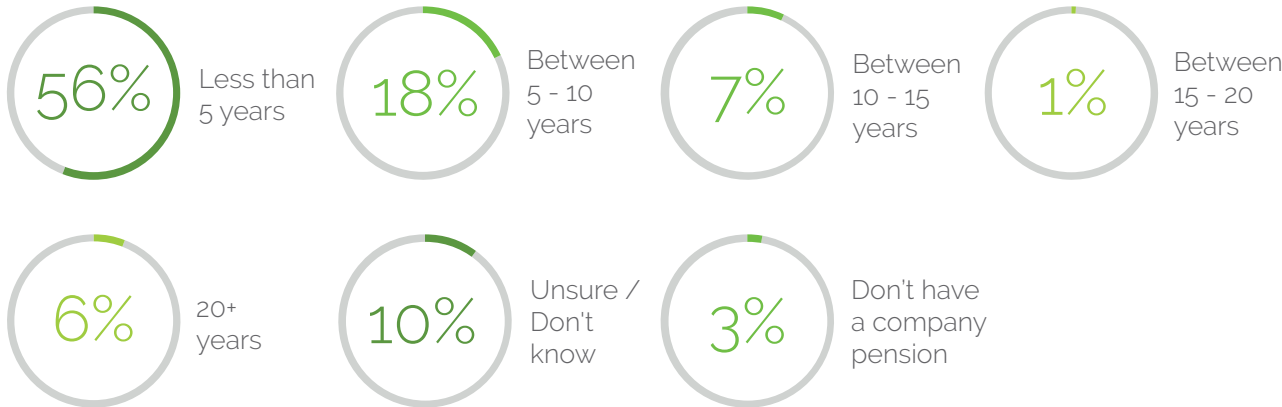
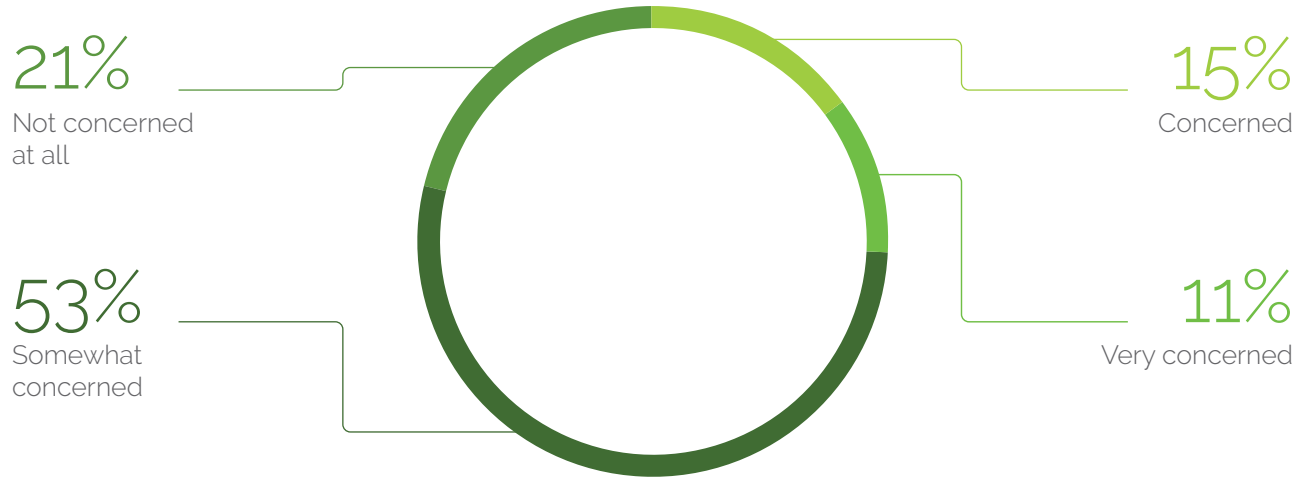


FIGURE 7: PENSION CONCERNS



79% are concerned about the size of their final pension pot.

TABLE 8: PERCENTAGE CONTRIBUTION TO PENSION

	Employers' contribution		Personal contribution	
	Supply Chain & Procurement	All disciplines	Supply Chain & Procurement	All disciplines
Up to 3%	11%	17%	10%	13%
Between 3 - 5%	29%	31%	41%	38%
Between 5 - 7%	30%	18%	20%	21%
Between 7 - 10%	11%	14%	17%	14%
Between 10 - 15%	3%	7%	3%	4%
Between 15 - 20%	4%	3%	1%	2%
Over 20%	1%	2%	0%	1%
N/A / don't know	10%	8%	7%	7%

Base: All permanent employees

Only **21%** of our sample say they have no concerns about their pension, although over half of respondents (**53%**) say they are "somewhat concerned." **11%** are "very concerned" about their final pension pot. Only **8%** are working for companies who contribute 10% or more into a pension, and **51%** say their personal contribution is less than 5%.



# Holidays

TABLE 9: STANDARD HOLIDAY ENTITLEMENT

	Supply Chain & Procurement
20 days or less	13%
21 - 24 days	6%
25 days	43%
26 - 30 days	29%
31+ days	10%

In terms of holidays, **82%** of permanent Supply Chain & Procurement professionals were getting at least 25 days. Unsurprisingly, the larger the company, the more generous the holiday entitlement.

**39% have 26+ days holiday per year.**

## 1.3 FLEXIBLE WORKING

FIGURE 8: FLEXIBLE WORKING OPTIONS

	On offer		Ideal scenario	
	Supply Chain & Procurement	All disciplines	Supply Chain & Procurement	All disciplines
Flexi-time that includes a 'core' period of the day during which you are required to be at work	32%	27%	53%	47%
Working from home occasionally	33%	42%	36%	37%
Agile working (work where, when and how you choose)	11%	18%	35%	47%
Informal permission to start late / leave work early	38%	47%	25%	33%
Working from home regularly	13%	18%	25%	33%
Compressed hours (same hours over fewer days)	3%	8%	25%	26%
Part-time working	3%	10%	4%	7%
Annual hours	3%	2%	3%	4%
Term-time working	1%	3%	1%	5%
Job sharing	3%	5%	1%	2%
Other	0%	1%	0%	1%
None	18%	19%	4%	1%
Not possible with my role	13%	6%	0%	3%

In this year's survey, we asked permanent Supply Chain & Procurement professionals to tell us what flexible working options they are offered through their employer and which would represent an ideal working scenario. We already know through earlier questioning that **58%** say that flexible working is important to them when seeking a new role (reference Table 3).

Not everyone can work flexibly: **18%** said their company offered no options to do so and **13%** said that it wasn't possible with their job role. A third said their company lets them work from home occasionally, **13%** said they can work this way regularly, and **38%** say their employer provides informal permission to start late / leave work early.

An ideal working scenario for permanent Supply Chain & Procurement would include flexi-time arrangements, which over half of respondents selected, making it the most popular choice ahead of working from home occasionally and agile working – **81%** of the sample chose at least one of these as representing their ideal working options.

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82% work for a company that offers some form of flexible working.

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88% consider agile working or flexi-time to be an ideal form of working.

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31% are unable to enjoy any form of flexible working options.

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## 1.4 THE DAILY COMMUTE

TABLE 10: LENGTH OF COMMUTE TO WORK

	Current journey	Maximum acceptable
Up to 30 minutes	60%	17%
Up to 45 minutes	17%	24%
Up to 1 hour	19%	44%
Up to 1 hour 15 minutes	3%	7%
Up to 1 hour 30 minutes	0%	6%
Up to 2 hours	1%	1%
Over 2 hours	0%	1%

This year we asked about the length and cost of people's daily journey to work, and we also asked about the maximum time they would consider commuting.

Nearly two thirds of our sample (60%) told us that door to door, their journey is less than 30 minutes, and over half (51%) said their weekly travel costs were less than £20. Only 4% travel for more than an hour each way and 16% say they spend over £40 per week.

44% of our sample said they would consider a commute of over 45 minutes, but not many (15%) are prepared to have a journey time of over an hour, and only 8% would consider travel costs in excess of £60 a week. 86% of our sample told us that they drive to work each day, with only 7% using public transport.

“ It's factors like better location, travel time and costs that would persuade me to change employers. ”

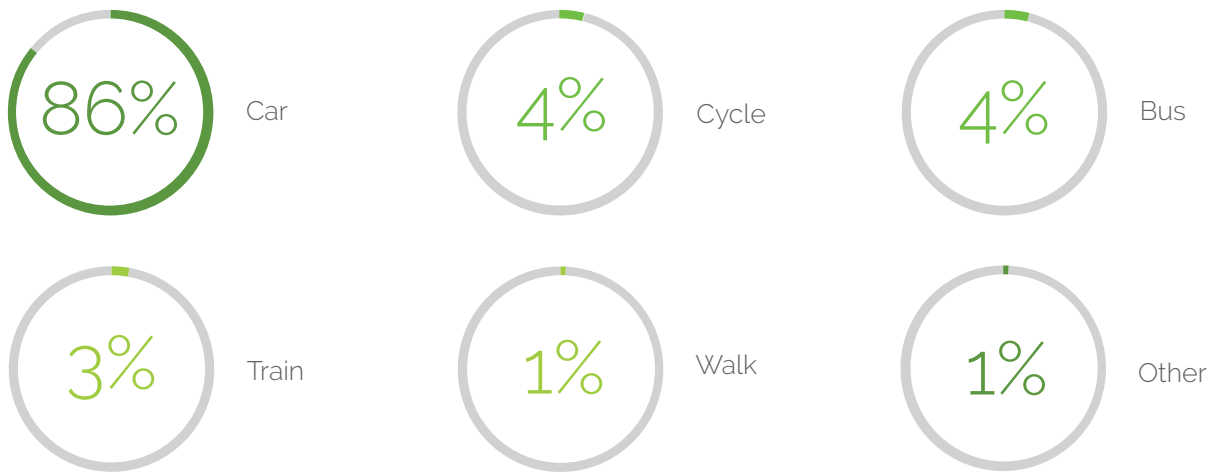
**TABLE 11: WEEKLY COMMUTING COSTS**

	Current journey	Maximum acceptable
Less than £10	18%	0%
Between £10 - £20 per week	33%	17%
Between £20 - £30 per week	17%	31%
Between £30 - £40 per week	15%	17%
Between £40 - £60 per week	8%	21%
Between £60 - £80 per week	6%	7%
Between £80 - £100 per week	1%	4%
Over £100 per week	1%	4%

77% of Supply Chain & Manufacturing professionals commute for up to 45 minutes to work.

68% of Supply Chain & Procurement professionals incur weekly commuting costs of up to £30.

FIGURE 9: MAIN TYPE OF TRANSPORT TO WORK



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86% of Supply Chain & Procurement professionals drive to work

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## 1.5 LEARNING & DEVELOPMENT OPPORTUNITIES

TABLE 12: LEARNING & DEVELOPMENT OPPORTUNITIES

	Supply Chain & Procurement	All disciplines
Those working at companies offering L&D opportunities	60%	64%
Professional development programmes	58%	44%
Online learning platform	51%	63%
Leadership programme	40%	44%
Personal development programmes	33%	37%
Professional memberships	30%	48%
Leadership training for those who don't want to manage people	9%	15%
Ability to retrain	2%	7%
Enable employees to pursue their passions (e.g. learn a new language)	0%	8%

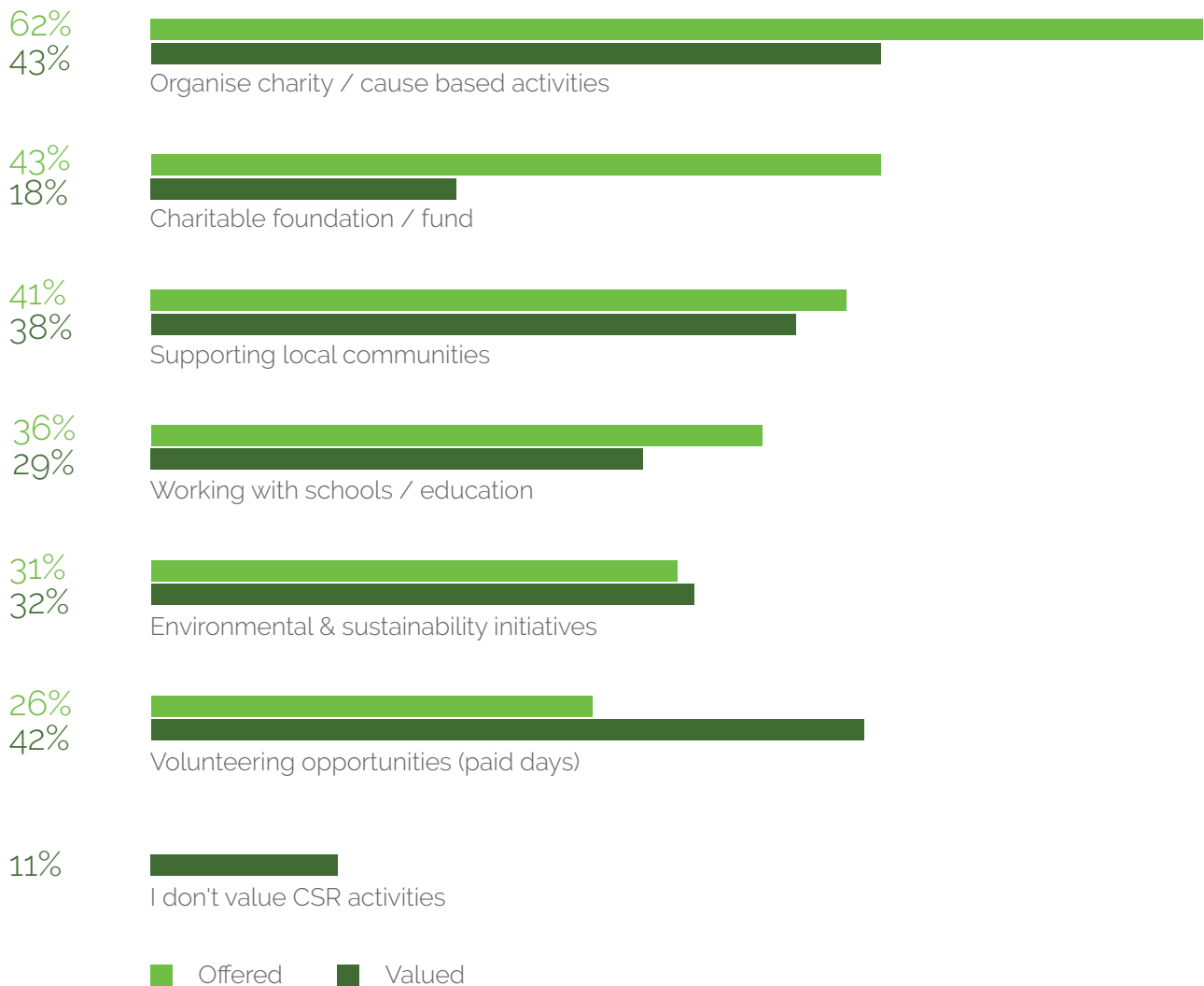
Base: All permanent employees at companies providing L&D

Within companies offering L&D, the most common opportunity offered to Supply Chain & Procurement professionals was professional development programmes (58%), and the least likely was enabling employees to pursue their passions (e.g. learn a new language).

60% of our sample told us their employer offered them L&D opportunities.

## 1.6 CORPORATE SOCIAL RESPONSIBILITY

FIGURE 10: CORPORATE SOCIAL RESPONSIBILITY ACTIVITIES (OFFERED & PERSONALLY VALUED)



The most common CSR activities encouraged are charity-based activities. While **43%** of Supply Chain & Procurement professionals value charity-based initiatives, **42%** say they would want to participate in paid volunteering opportunities, which are only currently offered to one in four people from our sample.

It is assumed that one of the benefits of CSR is increased employee engagement and satisfaction. It is also assumed that employees want to work for a company involved in positive initiatives and with a strong public image, and that CSR initiatives will attract valuable and engaged employees.

However, our earlier questions about what is important to Supply Chain & Procurement professionals when they are looking for a new role does imply that CSR is one of the least likely factors to influence a change of job (reference Table 3). Nevertheless, it is positive to note that only **11%** say they don't value CSR activities.

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85% say their company offers CSR activities.

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11% say they don't value CSR activities.

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Charity-based activities and paid volunteering opportunities are highly valued by Supply Chain & Procurement professionals.

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## 1.7 SKILL SHORTAGES

TABLE 13: ACTIONS TAKEN BY EMPLOYERS TO ADDRESS SKILL SHORTAGES.

	Supply Chain & Procurement	All disciplines
Those working for companies with skill shortages	28%	26%
Increased external hiring	45%	50%
Reskilled our current workforce	40%	34%
Recruited apprentices / graduates	30%	39%
Recruited from other industries or professions	5%	22%
Utilising AI / Automation	5%	14%
Recruited workers from other countries	0%	15%
Recruited from further afield in the UK	0%	15%
Other	25%	19%

Base: All working for companies with skill shortages

Just under a third (**28%**) of Supply Chain & Procurement professionals reported that the companies they work for are experiencing skill shortages. To counter this, those companies were seen to have taken various actions to address those skill shortages – the most common being increased external hiring (**45%**) followed by reskilling the current workforce (**40%**).

When we asked for more details about skill shortages, there were various skill areas which respondents indicated needed addressing. They included project and warehouse management skills, as well as general people management and leadership skills.

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**28% say their company is experiencing skill shortages.**

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“ People with poor skills are hiring more people with poor skills which is creating a vicious circle of professional poverty. ”

“ Employees are knowledgeable in their own area, but information is often outdated because they don't have regular training. ”

“ The company has strategic goals for a more skilled workforce, but very little has been done to achieve these goals over the past couple of years. ”

## 1.8 RECRUITMENT

TABLE 14: HOW WILL THE NUMBER OF PEOPLE RECRUITED BY YOUR COMPANY CHANGE COMPARED TO LAST YEAR?

	Supply Chain & Procurement	All disciplines
Recruit more	34%	41%
No change	21%	24%
Recruit less	11%	11%
Don't know	34%	24%

We asked respondents whether they thought their organisation would be recruiting more people in the next 12 months and whilst a third admitted they didn't know, **34%** said they expected to see an increase on current recruitment levels, and only **11%** said there would be less recruitment.

**55%** say their companies will recruit at least the same or more people during 2020.

“ Group expansion means people don't always know how procurement works and why it is necessary. ”

“ We suffer from poor systems knowledge. ”

**TABLE 15: WHAT CHALLENGES DO YOU THINK YOUR COMPANY EXPECTS TO ENCOUNTER WHEN RECRUITING STAFF?**

	Supply Chain & Procurement	All disciplines
Shortage of suitable candidates	59%	54%
Competition from other employers	33%	37%
Issues relating to Brexit	24%	17%
Applicants with unrealistic salary requirements	17%	22%
Immigration restrictions	6%	5%
Don't know	15%	19%
Not planning to recruit	9%	11%

59% think the companies they work for will have problems finding suitable candidates.

Whilst Supply Chain & Procurement professionals believe that most of their organisations will recruit staff during the year ahead, the majority expect a shortage of suitable candidates. This is compounded by competition from other employers and issues relating to Brexit.





**2.0**

# ANALYSIS OF SALARIES IN RELATION TO DISCIPLINE

## 2.5 SUPPLY CHAIN & PROCUREMENT

JOB TITLE	AVERAGE	MINIMUM	MAXIMUM
<b>SUPPLY CHAIN</b>			
VP Supply Chain	£110,000	£90,000	£170,000
Supply Chain Director	£95,000	£65,000	£150,000
Supply Chain Manager	£55,000	£35,000	£70,000
<b>PROCUREMENT</b>			
Procurement Director	£80,000	£75,000	£130,000
Head of Procurement	£66,000	£60,000	£92,000
Senior Procurement Manager	£65,000	£55,000	£80,000
Procurement Manager	£60,000	£45,000	£65,000
Commodity Manager	£50,000	£42,000	£70,000
Senior Buyer	£42,000	£35,000	£48,000
Buyer	£35,000	£25,000	£42,000
Procurement Assistant	£22,000	£19,500	£23,000
<b>LOGISTICS</b>			
Head of Logistics	£60,000	£55,000	£80,000
Logistics Manager	£54,000	£43,000	£68,000
Warehouse Operations Manager	£47,000	£38,000	£59,000
Warehouse Project Manager	£48,000	£42,000	£60,000
Transport Manager	£40,000	£33,000	£55,000
Warehouse Manager	£45,000	£35,000	£58,000
Warehouse Shift Manager	£37,000	£34,000	£41,000
Transport Planner	£29,000	£26,000	£38,000
Depot Manager	£33,000	£25,000	£45,000

## 2.5 SUPPLY CHAIN & PROCUREMENT

JOB TITLE	AVERAGE	MINIMUM	MAXIMUM
<b>PLANNING</b>			
Senior Manager - Production Control	£64,000	£58,000	£80,000
Production Control Manager	£55,000	£48,000	£65,000
Materials Manager	£45,000	£38,000	£60,000
Production Controller	£38,000	£30,000	£45,000
Senior Materials Planner	£37,000	£35,000	£45,000
Senior Production Planner	£35,000	£32,000	£40,000
Demand Planner	£37,000	£30,000	£50,000
Production Planner	£35,000	£26,000	£45,000
Materials Planner	£32,000	£24,000	£43,000
Transport Planner	£29,000	£24,000	£36,000

# SUPPLY CHAIN & PROCUREMENT CAREER PYRAMID

## MAIN ACTIVITIES & TYPICAL SALARY

Long-term business planning, risk management, sustainability, budget management

£65k - £170k

Defining department objectives and ensuring team is aligned towards delivery of those objectives

£35k - £70k

Operation focus. Day to day delivery of objectives. Sales acquisition

£19k - £40k

## RELATIONSHIPS

Reporting into CEO / MD or FD

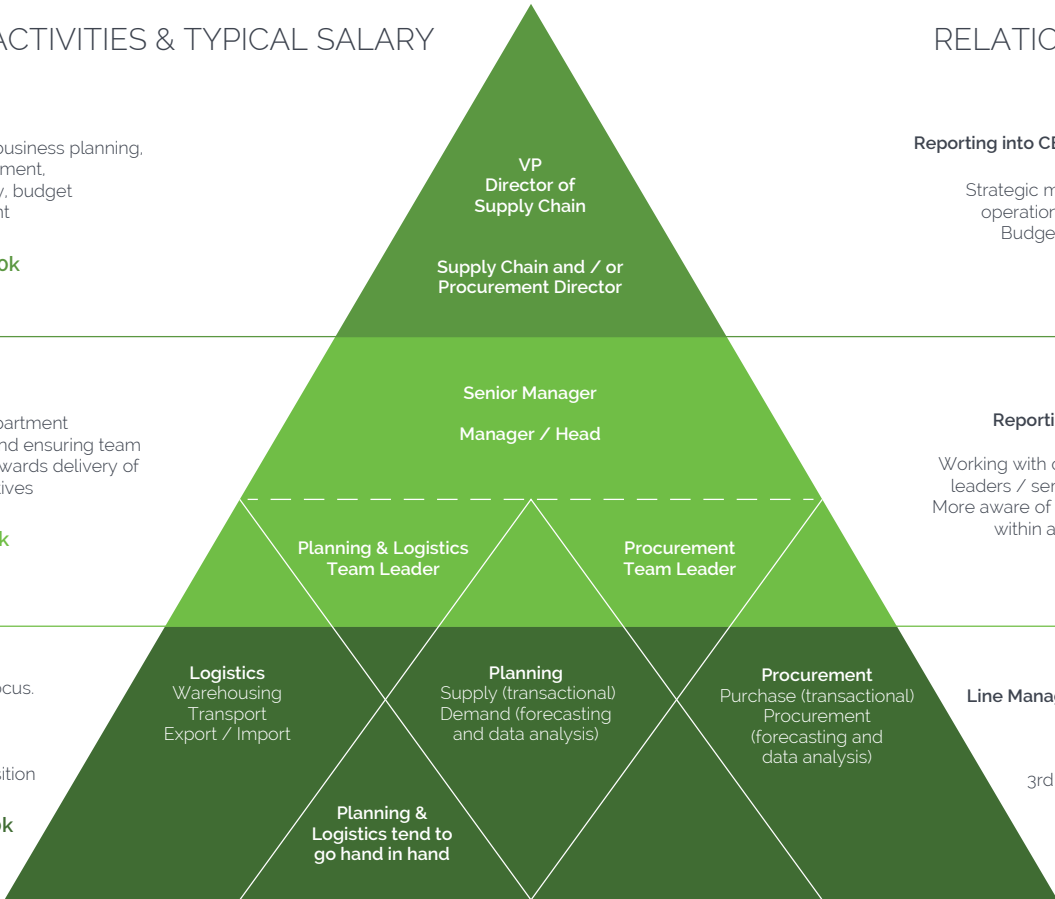
Strategic management at operational board level  
Budget responsibility

Reporting to Director

Working with other business leaders / senior managers. More aware of bigger picture within an organisation

Line Manager and Peers

Suppliers and customers. 3rd party logistics



For further information on your recruitment needs or on a particular role within Supply Chain and Procurement, please contact:

**Lisa Taylor - Associate Director**

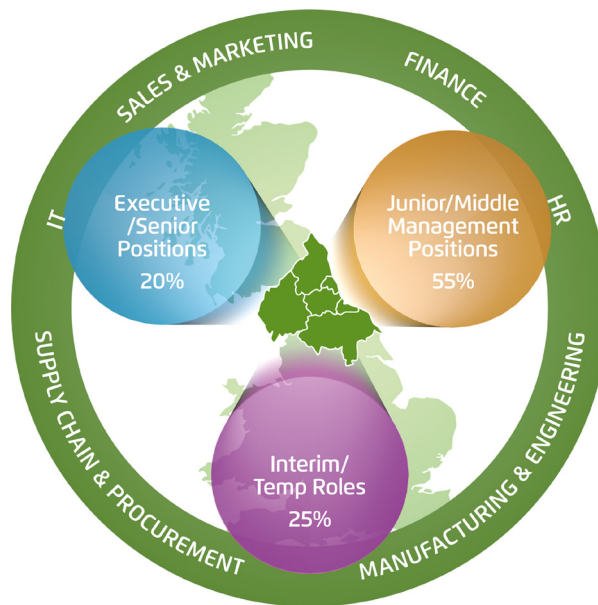
E: [lisa.taylor@nigelwright.com](mailto:lisa.taylor@nigelwright.com)  
DD: +44 (0) 191 269 0685  
M: +44 (0) 771 413 3486

# NIGEL WRIGHT: OUR PROPOSITION

Nigel Wright Group has 2 specialist recruitment divisions:

1. The leading and largest, multi-discipline recruitment business specialising in the North of England, with deep expertise across every discipline.
2. We are Europe's number one consumer sector recruitment specialist.

## OUR REGIONAL PROPOSITION



Nigel Wright has been the preferred talent partner for the last 30 years.

1. We have significant experience in bringing together high-calibre candidates and local/global organisations for individual assignments and as part of a long-term account.
2. Our depth and breadth of experience for handling large scale, transformational recruitment projects is extensive and we have the capacity and capabilities required to provide clients with excellent service levels whilst helping achieve their objectives.

Our clients trust us to quickly attract the highest calibre and most suitable candidates first time.

1. We access candidates that others can't
2. Our customers believe we enhance their employer brand
3. We control the process and manage risk, allowing you to focus on your day job
4. We deliver sustainable results that produce long term value

## OUR OFFICES

### NIGEL WRIGHT GROUP HAS OFFICES ACROSS EUROPE:

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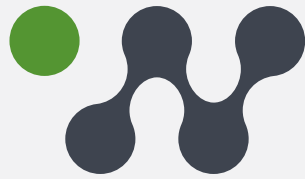
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