



Michael Page Procurement & Supply Chain

Salary Survey 2010

Michael Page
PROCUREMENT & SUPPLY CHAIN

www.michaelpage.com

MESSAGE

Message from our CEO

In response to requests from our clients, we are proud to provide the latest 2010 Salary Guide. Whether you are a company looking to recruit or a professional seeking to further your own career, our Salary Guides will provide an extensive range of accurate and detailed salary information within your industry.

2010 represents growth in terms of new endeavours and brands. Businesses are looking to expand while firms are trying to retain their top talent. These factors have led to a reduction of high caliber individuals available on the market; employers will have to work harder to get the best professionals.

The strength of our brand in the marketplace and our relationships with all management levels has allowed us to offer you accurate and detailed salary information. With 136 offices in 28 countries and over 5,000 employees worldwide, Michael Page International is the pre-eminent recruitment firm in the world. We are excited about exceeding your expectations of the recruitment industry and looking forward to working with you in 2010.

As always, please feel to contact us at any time.

Yours truly,

Alexis de Bretteville

Alexis de Bretteville
CEO, The Americas
Michael Page International

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PROCUREMENT & SUPPLY CHAIN

OVERVIEW

An Overview of Michael Page International

Michael Page Americas is currently comprised of seven specialist divisions:

Michael Page Procurement & Supply Chain recruits Supply Chain, Procurement, Demand Planning, Operations, Engineering and Logistics professionals at all levels for Industry & Commerce and Financial Services clients on both a Permanent and Temporary basis. Roles covered include VP/Director of Supply Chain, Manger of Demand Forecasting, Procurement Director, Operations Manager, Process Engineer, Quality Engineer, VP of logistics, etc.

Michael Page Human Resources recruits HR Professionals across all levels for Financial Services and Industry & Commerce clients on both a Permanent and Temporary basis. Roles covered include HR Generalist/Business Partner, Training and Development, Recruitment, Compensation, Benefits, Diversity, and HRIS/Organizational Development.

Michael Page Finance & Accounting recruits finance positions in industry and commerce covering a wide range of roles in Accounting & Finance, as well as Tax & Legal areas.

Michael Page Sales & Marketing recruits sales & marketing positions in industry and commerce, covering a wide range of roles in Sales, Marketing, Public Relations and Communications.

Michael Page Legal recruits legal professionals at all levels, from paralegal through partnership roles, in both law firms and the in-house market. Within in-house, Michael Page Legal covers roles across Banking & Financial Markets, commercial industry and the nonprofit sectors.

Michael Page Banking & Financial Services recruits all roles within the banking and financial services sector in the following areas: Accounting & Finance, Risk, Compliance, Operations, Project Management/Capital Markets, Management Consulting, Interim and Contracts Division.

Michael Page Executive Search recruits functional heads and board level executive positions across each of Michael Page's functional areas. Roles covered include Chief Financial Officer, Chief Risk Officer, Controller, and Chief Executive Officer, Chief HR Officer, VP / SVP Human Resources.

EXPERTISE

Procurement & Supply Chain

- ◆ Chief Procurement Officer (CPO)
- ◆ SVP, Procurement
- ◆ VP, Procurement
- ◆ Director, Procurement
- ◆ Manager, Procurement
- ◆ VP, Purchasing
- ◆ Director, Purchasing
- ◆ Manager, Purchasing
- ◆ Purchasing Supervisor
- ◆ Purchasing Agent
- ◆ Category Manager
- ◆ Strategic Sourcing Manager
- ◆ Strategic Sourcing
- ◆ Buyer
- ◆ Sourcing Specialist
- ◆ Materials Manager
- ◆ SVP, Supply Chain
- ◆ VP, Supply Chain
- ◆ Director, Supply Chain
- ◆ Manager, Supply Chain
- ◆ Senior Supply Planner
- ◆ Supply Planner
- ◆ SVP, Demand Planning
- ◆ VP, Demand Planning
- ◆ Director, Demand Planning
- ◆ Manager, Demand Planning
- ◆ Senior Demand Planner
- ◆ Demand Planner
- ◆ Manager, Production Planning
- ◆ Senior Master Production Scheduler
- ◆ Production Planning
- ◆ Director, Forecasting
- ◆ Manager, Forecasting
- ◆ Forecasting Analyst
- ◆ Chief Operations Officer
- ◆ VP of Operations
- ◆ Operations Manager
- ◆ Inventory Control Analyst
- ◆ Director, Replenishment
- ◆ Replenishment Planner
- ◆ Supply Chain Analyst
- ◆ VP of Logistics
- ◆ Director of Logistics
- ◆ Logistics Manager

Many of our consultants have previous professional experience in the sectors for which they recruit and we can provide a range of guarantees:

- ◆ A tailor-made, proactive and fast service.
- ◆ A deep knowledge of the specific sector and market of our clients and candidates.
- ◆ An excellent understanding of the technical and cultural requirements and salary range for each position.

PROCUREMENT

Procurement, Supply Chain & Logistics

Role	Experience	Salary
Procurement		
Chief Procurement Officer	15-20 years +	\$ 175,000 - \$300,000
VP of Procurement	12-17 years +	\$ 150,000 - \$ 225,000
Director of Procurement	8-15 years +	\$ 100,000 - \$ 175,000
Purchasing Manager	5-12 years +	\$ 75,000 - \$ 125,000
Purchasing Specialist	3- 8 years +	\$ 60,000 - \$ 100,000
Supply Chain		
VP of Supply Chain	15-20 years +	\$ 150,000 - \$ 300,000
Demand Forecasting Director	12-17 years +	\$ 125,000 - \$ 175,000
S&OP Manager	8-15 years +	\$ 100,000 - \$ 150,000
Sr. Supply/Production Planner	5-12 years +	\$ 75,000 - \$ 125,000
Demand/Supply Planner	3- 8 years +	\$ 60,000 - \$ 90,000
Logistics/ Warehousing/ Distribution		
Vice President / Director	15 years +	\$ 125,000 - \$ 225,000
Senior Manager	10 years +	\$ 100,000 - \$ 150,000
Manager	5 years +	\$ 75,000 - \$ 125,000
Assistant Manager	3 years +	\$ 50,000 - \$ 100,000

1. The above table is based on basic salary, excluding bonus/incentive schemes.
2. 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.

Looking for a Procurement, Supply Chain or Logistics candidate

▶▶ [Click here](#)

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RECRUITING

Interim/ Temporary Recruiting

Our mission in the Procurement & Supply Chain Interim division is to be the leading provider of experienced, results-oriented, junior to executive level Procurement & Supply Chain Professionals to meet your specific interim or project needs. Our clients tend to need temporary cover for special projects, staff out on leave and busy periods. A number of our clients who have a position open on the permanent side like to consider temp to perm as a solution to make sure the candidate is the right fit for the role.

Clients who have successfully adopted this method include:

- ◆ Catalent Pharma Solutions
- ◆ Pearson Education
- ◆ Tommy Hilfiger
- ◆ Weight Watchers
- ◆ BBC
- ◆ Sotheby's International Realty
- ◆ JP Molyneux
- ◆ Novartis Pharmaceuticals
- ◆ Coty
- ◆ Jack Resnick & Sons, Inc

We pride ourselves on providing top quality candidates who have been fully screened by our staff. We conduct in depth face-to-face interviews with all candidates to ascertain key skills and experience and check previous references. We do this to ensure that we provide you, the client, with qualified and reliable temporary staff.

In addition, the majority of our temporary candidates are looking for long term opportunities. More than 25% of candidates on temporary assignments are hired permanently by our clients - a testament to the quality of staff we can provide you.

Setting the Record Straight!

Common Misconceptions about Hiring a Temporary Resource



“I don't understand the benefit of this approach”

Benefits of hiring a temporary employee from Michael Page:

- Try before you buy - Test a candidate's skill set before hiring them permanently.
- You are not responsible for paying the candidate, taxes, insurance and you can end the assignment with an hours notice. This can be a huge advantage.
- Every candidate presented has been interviewed and reference checked by a Michael Page consultant.

“Temp Candidates do not possess a high quality skill set”

Untrue! We have sourced, interviewed and reference checked Big 4 and Fortune 500 professionals that happen to be out of work and looking to add value to a company.

“Temp hires are very expensive”

Through our size and scope, we are able to offer a cost effective solution that saves you time.

“How can I guarantee a temp completes their assignment?”

We have had great success offering a retention bonus, i.e.: we hold back a portion of the employee's pay and offer a lump sum at the completion of the assignment.

“What is the danger of hiring a temporary employee from a boutique recruitment firm?”

Two words: Insurance & Liability. Michael Page is a \$1 billion business and as such, has excellent coverage for when a temporary worker is on-site.

To learn how Michael Page's Temporary Services can help you, please contact:

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APPROACH

A Consultative, Specialized Approach

Michael Page can help you recruit the best candidate for your job by matching your specific requirements to our professional candidates.

Recruiting through Michael Page International begins by meeting with one of our consultants. This meeting will help the consultant understand priorities for the position including the skill set and areas of expertise you require, the salary you wish to pay, your corporate culture and whether you wish to secure a permanent, contract or temporary employee.

These meetings are consultative in nature and give you the opportunity to question a recruitment expert about anything including: whether your brief best fits a retained assignment, market conditions, candidate availability, suitable package, timing and so on. The consultant you meet will have extensive and specialist experience in the sector in which you are recruiting.

A Reputation You Can Trust

Michael Page International has an excellent reputation among our candidates and they trust us to secure them quality roles. As such, you can be guaranteed that we will secure your company high caliber employees. Our philosophy is to find the right match for you and our candidates, thus ensuring maximum and mutual satisfaction. This philosophy is the cornerstone of our reputation.

For more information please contact:

or visit us at: www.michaelpage.com

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