beaumont select market

# information

## **Beaumont Select Interim Guide 2014**

		INTEI	RIM DAY RAT	TE GUIDE (TO	O CANDIDATE	E) UK ROLE Per Day (£)	S for FTSE100/	250 & Fortur	ie 500 organisa	itions		
200	250	300	350	400	450	500	550	600	650	700	750	800
	Pro	ocurement Analy	st									
			Procurement N (Purchasing			_						
		Senior	Procurement Ar	nalyst								
			P2P Analyst									
				Buyer - G	eneralist							
				Buye	r - IT							
					P2P Impl	ementation Sp	ecialist					
						ntracts Manage		_				
						Specialist - HR y Manager - HR)						
				_		gory Specialist tegory Manager -						
						ecialist - Facilit lanager - Facilities						
							or Category Speci rcing Manager - General					
						Ser	ior Category Spe (Sourcing Manage					
							or Category Spec	ialist - Prof Ser				
							Senior Cate	gory Specialist				
							Relationship Ma (Vendor Manag	anager				
								gory Specialist ng Manager - Mar				

ROLE	TYPICAL ROLE ACTIVITIES AND FUNCTIONS						
	- Data analysis	- Spend analysis					
	- Contract support	- Report production and presentation					
Procurement Analyst /	- Implementation support	- eProcurement systems support					
Senior Procurement Analyst	- Catalogue management	<ul> <li>Provide support/training to sourcing managers in savings methodologies &amp; pr</li> </ul>					
Senior Procurement Analyst	- Vendor analysis	- Provide management reporting data and conclusions					
	- Typical software experience includes:- Advanced Excel, Ariba, SAP etc.	- P2P support					
	- Manage all aspects of the day-today activities of a purchasing function	- Undertake effective supplier selection and management					
	- Optimise procurement processes and policies	- Set / understand / analyse demand forecasts					
	- Achieve financial goals including cost reduction strategies	- Support /advise internal stakeholders and functions					
Procurement / Purchasing	- Monitor & develop purchasing processes	- Ensure appropriate sourcing and supplier selection processes					
Manager - SME	- Balance & optimise cost, quality & lead time	- Maintain/develop effective supplier & stakeholder relationships					
	- Work to best practice sourcing & contract management principals	- Comply to department, business and legislative standards					
	- Draft and negotiate agreements with suppliers following legal principals	- Provide accurate management data and analysis					
	- Manage RFQ's, RFIs, RFPs, Invoicing & Purchase Order processing	- Support/communicate with other business functions and internal stakeholders					
	<ul> <li>Work with suppliers to ensure optimum cost and product solutions</li> </ul>	<ul> <li>Support commandate with other business functions and methal stakeholders</li> <li>Ensure materials, product and services are supplied to contract</li> </ul>					
Buyer /	Ensure appropriate sourcing and supplier selection	<ul> <li>Comply to department, business and legislative standards</li> </ul>					
Senior Buyer	<ul> <li>Support/manage commercial issues relating to suppliers</li> </ul>	<ul> <li>Comply to department, business and legislative standards</li> <li>Draft and negotiate agreements with suppliers following legal principles</li> </ul>					
	- Support multige commercial issues relating to suppliers - Assist in developing robust service level agreements	Implement strategic sourcing methodologies for specified commodities					
	- Assist in developing robust service level agreements	- Implement strategic sourcing methodologies for specified commodities					
	- Develop eSourcing programmes	- Undertake effective vendor management processes					
P2P Implementation	- Review, Analysis and Score of RFQ's / RFXs	- Create and maintain e-sourcing documents					
Specialist	- Manage specific sourcing initiatives	- eAuction management					
specialise	- Review contracts and pricing schedules	- Train and provide support to P2P system users					
	<ul> <li>Produce contracts (support ed by Legal Dept and internal stakeholders)</li> </ul>	<ul> <li>Identify commercial risks and suggest mitigation ideas</li> </ul>					
Contracts Manager /	- Contribute to the negotiation of all supplier commercial terms	- Identify savings opportunities					
· · · ·	including price, terms & conditions to ensure best value is achieved	- Assist internal project managers with commercial advice					
Commercial Consultant	- Read supplier proposals, provide commercial solutions & recommend suppliers	- Implement and maintain commercial procurement strategies					
	- Development, negotiation, implementation and management of all contracts	- Be primary contact for sourcing, procurement & contract requirements					
	Production the Managerica Existing Mandam Material Mathematica Court	- Francisco de la Contra Contra de Idan					
	Predominantly Managing Existing Vendors - Not Highly Strategic - Som						
	Category planning, strategic sourcing & supplier management	<ul> <li>Identify internal and external best practices and opportunities</li> </ul>					
Category Specialist /	- Tracking and milestone monitoring	- Process improvement and change management					
	- Develop, approve and implement category plans	- Develop/monitor performance metrics					
Category Manager	- Perform supplier management	- Create contract plans					
	- Benchmark suppliers and market analysis	- Category management and process support					
	- Ensure appropriate use of procurement tools	- Act as a category subject matter expert					
	- Contract management	- Support and collaborate with cross-functional teams and stakeholders					
	<ul> <li>Deliver a programme of sourcing projects on-time and to target</li> </ul>	- Identify and provide resolutions to risks & management of dependencies					
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Sourcing Process Compliance	- Continuously develop management reporting processes	Define and measure to best-in-class procurement					
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Sourcing Process Compliance Manager	- Continuously develop management reporting processes	<ul> <li>Define and measure to best-in-class procurement</li> <li>Program and project management including risk mitigation</li> </ul>					
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### information

The upper section of the Table provides Day Rate ranges for various level of Interim Job Title. The lower section of the Table shows Typical Role and Functional Activities for the various Interim Job Titles. (Note: There is significant variation in Interim Job Titles for comparative roles; depending upon the organisation and industry sector. Alternative Job Titles are shown in the Table)

#### SUPPORTING INFORMATION:

Overall Interim Pay Rate levels usually reflect the comparative permanent salaries within their respective sector and the organisations size and the associated level of role responsibility.

We have seen an increase in demand for Interim Procurement Professionals during the first quarter of the year, however in the last couple of months this has flattened off as many organisations have found increased confidence to take on board more permanent staff. The result has been a slight drop in average interim rates, the exception being hard to find specialist category experts for high responsibility senior level roles. We are confident that demand for highly skilled interim procurement professionals will increase over the next few months, supporting a strengthening in interim rates for skilled 'hit the ground running' interims.

For whatever level of interim role, key criteria for success of the Interim Procurement Professionals, will include their 'tool box' of procurement skills, effective stakeholder engagement skills, an ability to self motivate, an understanding of the clients needs and culture and above all a commitment to get the job done.

#### SECTORS:

#### Banking and Financial Services:

Banking and other Financial Services Organisations, on average continue to pay the highest interim rates compared with other sectors. However these rates have been under some pressure since the banking crisis as banks try to reduce their HR costs to reflect the banking sector changes and public opinion. The demand for interim procurement professionals remains fairly high within this sector, driven by on-going work for major restructures and the need for subject matter experts with extensive experience within these highly complicated matrix environments. In some instances interim roles offer the potential for bonus, usually a percentage on savings made, or possibly a retention bonus on contract completion.

#### Pharmaceutical, Technology and Retail:

Pharmaceutical, Technology and Retail sectors offer day rates on par with the lower range of the Financial Services sector. The IT/Technology sector in particular, is keen to attract the very best subject matter experts in this fast paced and challenging environment, so interim rates for the best procurement specialists in this sector can be very strong.

#### **Energy and Utilities:**

Average rates are usually fairly strong in this sector. Increased competition, consumer choice and environmental pressures have increased the need for effective procurement strategies, and an ongoing demand for procurement talent has pushed up interim rates within this sector.

#### Not for Profit:

As you might expect interim rates within the Not for Profit sector are usually significantly lower than the overall industry average. Pay is often not a key driver for many purchasing professionals in the NfP sector, although work life balance and 'making a difference' is a significant contributing factor to purchasing professionals attract ion to the sector.

#### Manufacturing / FMCG:

Day rates for indirects specialist in this sector are on usually slightly lower than the Technology and Pharmaceutical sector.

#### Public Sector:

Public sector day rates have not been effected to the same level as the sectors permanent salaries and interim rates are often comparable with similar level private sector opportunities. The need for public sector bodies to reduce cost and increase efficiency has meant a movement towards using private sector experienced procurement talent, supporting strong interim rates for experienced, 'hit the ground running' interim procurement professionals that can really make a difference to the bottom line.

#### **GEOGRAPHICAL VARIATIONS:**

As you would expect the highest rates can be found with the London and the South East. Investment banks and to a lesser extent other financial services organisation within London raise peak salaries and therefore associated interim rates, compared to the UK overall. Technology sector companies distribution along the M4 corridor and through the South East also offer strong interim rates, for procurement professionals that have relevant and comprehensive subject matter expertise. Companies in the pharmaceutical sector are more geographically dispersed throughout the UK, but despite this can still offer strong rates.

#### CATEGORY EXPERIENCE:

There is a strong correlation between day rate paid and the category skill sets required. In the technology and IT sectors there is strong demand for specialist subject matter experts. Professional Services and in particular Marketing category expertise is also very highly sought after and often hard to find; and the higher than rates of fered in both these areas undoubtedly reflect this. Experienced, outsourcing, offshoring, onshoring and transformation expertise is still in high demand, particularly in conjunction with specific subject matter expertise. As always, evidence of major spend, major savings and an ability to 'hit the ground running' will secure the best supply chain professionals the best interim roles.

#### QUALIFICATIONS:

The majority of our clients will require their Interim hires to possess formal qualifications relevant to the Interim Procurement role being recruited for. Ideally this will be an MCIPS qualification, or you will be working towards this qualification (or equivalent). Relevant Degree level qualifications in Business, Economics or other relevant discipline and/or post graduate qualifications, for example MSc in Supply Chain Management or MBA are considered highly desirable; and give evidence of credibility to undertake the job based on formal principals. A clear CV with no unexplained employment 'gaps', succinct presentation of your talents (i.e. a brief summary, your responsibilities, your category experience), what you achieved (i.e. full details on spends, savings, your other procurement related achievements) with details of any relevant qualificational / professional bodies), will be the first step in helping secure an interesting and relevant interim opportunity with a great company.