

INTERIM DAY RATE GUIDE (TO CANDIDATE) UK ROLES for FTSE100/250 & Fortune 500 organisations												
Per Day (£)												
200	250	300	350	400	450	500	550	600	650	700	750	800
Procurement Analyst												
Procurement Manager - SME (Purchasing Manager)												
Senior Procurement Analyst												
P2P Analyst												
				Buyer - Generalist								
				Buyer - IT								
P2P Implementation Specialist												
Contracts Manager (Commercial Consultant)												
Category Specialist - HR (Category Manager - HR)												
Category Specialist - IT (Category Manager - IT)												
Category Specialist - Facilities (Category Manager - Facilities)												
						Senior Category Specialist (Sourcing Manager - Generalist)						
						Senior Category Specialist - HR (Sourcing Manager - HR)						
						Senior Category Specialist - Prof Services (Sourcing Manager - Professional Services)						
						Senior Category Specialist - IT (Sourcing Manager - IT Software / IT Hardware)						
						Relationship Manager (Vendor Manager)						
						Senior Category Specialist - Marketing (Sourcing Manager - Marketing)						

* Data is taken from our Client's recent recruiting requirements

ROLE	TYPICAL ROLE ACTIVITIES AND FUNCTIONS	
Procurement Analyst / Senior Procurement Analyst	<ul style="list-style-type: none"> - Data analysis - Contract support - Implementation support - Catalogue management - Vendor analysis - Typical software experience includes:- Advanced Excel, Ariba, SAP etc. 	
Procurement / Purchasing Manager - SME	<ul style="list-style-type: none"> - Manage all aspects of the day-to-day activities of a purchasing function - Optimise procurement processes and policies - Achieve financial goals including cost reduction strategies - Monitor & develop purchasing processes - Balance & optimise cost, quality & lead time - Work to best practice sourcing & contract management principals - Draft and negotiate agreements with suppliers following legal principals 	
Buyer / Senior Buyer	<ul style="list-style-type: none"> - Manage RFQ's, RFIs, RFPs, Invoicing & Purchase Order processing - Work with suppliers to ensure optimum cost and product solutions - Ensure appropriate sourcing and supplier selection - Support/manage commercial issues relating to suppliers - Assist in developing robust service level agreements 	
P2P Implementation Specialist	<ul style="list-style-type: none"> - Develop eSourcing programmes - Review, Analysis and Score of RFQ's / RFXs - Manage specific sourcing initiatives - Review contracts and pricing schedules 	
Contracts Manager / Commercial Consultant	<ul style="list-style-type: none"> - Produce contracts (support ed by Legal Dept and internal stakeholders) - Contribute to the negotiation of all supplier commercial terms - including price, terms & conditions to ensure best value is achieved - Read supplier proposals, provide commercial solutions & recommend suppliers - Development, negotiation, implementation and management of all contracts 	
Category Specialist / Category Manager	<p>Predominantly Managing Existing Vendors - Not Highly Strategic - Some Engagement with Senior Stakeholders</p> <ul style="list-style-type: none"> - Category planning, strategic sourcing & supplier management - Tracking and milestone monitoring - Develop, approve and implement category plans - Perform supplier management - Benchmark suppliers and market analysis - Ensure appropriate use of procurement tools - Contract management 	
Sourcing Process Compliance Manager	<ul style="list-style-type: none"> - Deliver a programme of sourcing projects on-time and to target - Continuously develop management reporting processes - Continuous improve sourcing & contract management processes - Lead procurement sourcing programmes - Understand accounting processes including forecasting and budgeting 	
Senior Category Specialist / Sourcing Manager	<p>Managing Existing & New Vendors - Defining Category Strategy - Highly Strategic - Significant Engagement with Senior Level Stakeholders</p> <ul style="list-style-type: none"> - Complete ownership of the day to day management of category or categories - Develop category strategies - Strategic development of category plans to reduce costs/improve processes - Lead cross functional teams through strategic sourcing process - Identify opportunities that drive costs out through demand management 	
Relationship Manager / Vendor Manager	<ul style="list-style-type: none"> - Define sourcing strategy that leads to optimised delivery - Direct & manage the relationships with suppliers and outsource suppliers - Coordinate stakeholder requirements to define sourcing approach - Contract management, development and drafting - Manage service level agreements - Develop & execute vendor reduction & payment term improvement activities 	

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 attraction 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 offered 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 qualifications (*educational / professional bodies*), will be the first step in helping secure an interesting and relevant interim opportunity with a great company.