

Beaumont Select Salary Guide 2014

PERMANENT SALARIES GUIDE - UK (FTSE100/250 & Fortune 500 Organisations)																				
Annual Salary (£)																				
15	20	25	30	35	40	45	50	55	60	65	70	75	80	85	90	95	100	105	110	150+
			Purchasing Administrator																	
				Contracts Administrator																
					Material Planner / Senior Material Planner															
						Analyst / Senior Analyst														
							Buyer / S.Buyer Raw Materials / Construction													
								Buyer / S.Buyer Cap Equipment												
									Buyer / S.Buyer Generalist Services											
										Buyer / S.Buyer HR / Travel										
											Buyer / S.Buyer IT / Telco									
												Buyer / S.Buyer Marketing / Professional Services								
													Contracts Manager / Bid Support Manager							
														Category / Sourcing Manager Facilities / Property						
															Category / Sourcing Manager HR / Travel					
																Category / Sourcing Manager Marketing				
																	Category / Sourcing Manager IT / Telco			
																		Procurement / Sourcing Manager Generalist SME - Non FTSE		
																			Procurement / Sourcing Manager Generalist EMEA	
																				Procurement / Sourcing Manager Generalist - Global
																				Categories Lead / Head of Procurement / Head of Sourcing
																				Director of Procurement / CPO

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

The Table indicates salary ranges (excluding benefits) for various levels of Procurement Professionals within FTSE100/250 & Fortune 500 Organisations

Key points:

SECTORS:

Banking and Financial Services:

Banking & FS Organisations continue to pay higher salaries compared with other sectors. Generally the Investment Banks pay the highest salaries; followed fairly closely by the Retail Banks who usually pay above the industry average, although these rates are under pressure as the banks try to reduce HR resourcing costs to reflect banking sector changes. Benefits packages are usually excellent; and the opportunity of achieving a high bonus within senior positions in particular, still remain an important attraction to working within this sector. A Company car is not, however always included within the package, mainly due to London City based locations. The demand for interim procurement professionals remains high within this sector, driven by major restructures and the need for subject matter experts with extensive experience within highly complicated matrix environments. Other financial services (Pensions & Insurance sectors) salaries and benefits generally fall a little way below the retail banking sector, but work/life balance can be more attractive within this sub-sector.

Pharmaceutical, Technology & Retail:

Pharmaceutical, Technology and Retail sectors offers salaries on par with the lower range of the Financial Services sector. Benefits packages are usually highly competitive and a company car (or allowance) will usually be offered for middle management roles and above. The IT/Technology sector in particular, is keen to attract the very best subject matter experts in this fast paced and challenging environment, so salaries and bonus potential for the best procurement specialists in this sector can be very strong.

Energy and Utilities

Average salaries sit between technology and Manufacturing/FMCG. 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 salaries within this sector. A car (or allowance) is quite likely to be part of the benefits package compared to other sectors.

Not for Profit:

As you might expect, salaries within the Not for Profit sector are lower than the industry average. Benefits packages are on the whole less comprehensive, for example the option of a car (or allowance) not being the norm, however bonus payments are becoming more prevalent in this sector. Salary and package is not the key driver for the majority of 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.

Public Sector:

Public sector salaries, as you might imagine have been under continued pressure, more so than any other sector. Pay rises have been minimal and the suggestion is that this will remain the same over the ongoing year and onwards. Overall salaries are significantly lower than for comparative private sector roles. Benefits are less comprehensive than for equivalent private sector roles, with the majority of middle management level roles not offering a car (or allowance) and little bonus potential. However good pension provisions still remain a significant attraction associated with the majority of Public Sector opportunities.

Manufacturing / FMCG:

Salaries are on the whole are slightly lower than the Technology and Pharmaceutical sector. As you might expect, salary rates are under significant pressure in the current economic climate.

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 significantly, compared to the UK overall. Technology sector companies distribution along the M4 corridor and through the South East also offer highly competitive salaries, for procurement professionals that have relevant and comprehensive subject matter expertise. Pharma companies are more geographically dispersed, but can offer very competitive packages, particularly in view of their non-centralised locations. Not for Profit and Public Sector remuneration packages are less effected by geographical location than the equivalent private sector roles.

CATEGORY EXPERIENCE:

There is a strong correlation between salaries paid and the category skill sets required. In the technology and IT sectors there is strong demand for specialist subject matter experts. Marketing and Professional Services category expertise is also very highly sought after and often hard to find; and the higher than average salaries 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 and major savings will secure the best supply chain professionals the best roles.

BENEFITS:

Packages vary greatly over sectors, for example for some Senior positions in the Banking Sector, the benefits package with bonus achievement, might almost double the base salary. However on average benefits packages usually account for between 30% and 40% of base. Bonus potential is likely to be highest in the Banking and FS sectors, followed by the Technology sector. A Car (or allowance) is less likely to be offered within the Banking sector, Not of Profit and Public sectors but more likely within the Utilities, Retail and Technology Sectors. The overall average for jobs offering a car allowance as part of the package is circa 45%.