

ROBERT WALTERS

HIRING INTENTIONS SURVEY 2015

PROCUREMENT, SUPPLY CHAIN & LOGISTICS

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We asked over 650 hiring managers across Australia for their hiring forecasts over the next six months, including their plans to take on new staff, at which level, and the prospect of salary increases.

Overall, 35% are likely to increase headcount over the next six months, up from 22% in 2014.

16% are looking to downsize, while half expect the size of their workforce to remain stable.



“The Australian economy has encountered some challenging headwinds in recent times, leaving businesses facing difficult questions about whether to expand headcount and at what level. Compared to last year, however, the survey tells us that confidence is starting to return to the recruitment market, with a significant rise in the number of organisations looking to onboard more staff. Yet as more employers invest in new hires – especially for permanent roles – the more difficult the challenge of sourcing the right professionals in sufficient numbers becomes.”

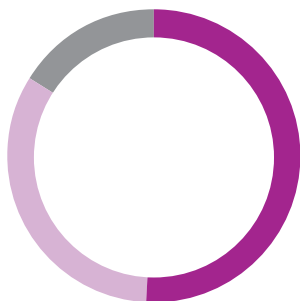
James Nicholson, Managing Director – ANZ

Six in ten hiring managers are focusing on permanent hires in 2015, 10% more than in 2014. Nearly nine in ten (87%) organisations looking to hire will be recruiting at the mid-level, 12% higher than in 2014.

39% of hiring managers anticipate rewarding their workforce with a salary increase this year.

THE NEXT SIX MONTHS IN PROCUREMENT, SUPPLY CHAIN & LOGISTICS HIRING INTENTIONS

Procurement, Supply Chain & Logistics Headcount Expectations



- 51% are expecting to increase headcount
- 33% are expecting headcount to remain stable
- 16% are expecting to downsize

Half (51%) of procurement, supply chain and logistics hiring managers are set to boost headcount in 2015, a significant rise compared to 2014, when only 19% said they were likely to increase employee numbers.

While 16% are looking to downsize, this still represents an improvement on the first six months of 2015, when 21% of hiring managers reported that headcount had decreased.

33% of procurement, supply chain and logistics hiring managers are expecting headcount to remain stable this year.



“Well-managed supply chain, procurement and logistics functions have become the hallmark of a thriving business, helping organisations maximise cost savings and efficiencies while meeting customer needs at short notice. Margins remain tight across many sectors, so it is of little surprise that a majority are looking to hire quality specialists in this space, with even more hoping to keep staff levels stable over the year.”

David Taylor, Manager, Sydney



32%

more procurement, supply chain and logistics hiring managers expect to increase headcount compared to last year



67% of Queensland employers are set to increase headcount over the next six months, more than any other state and higher than the 51% rate reported nationally.

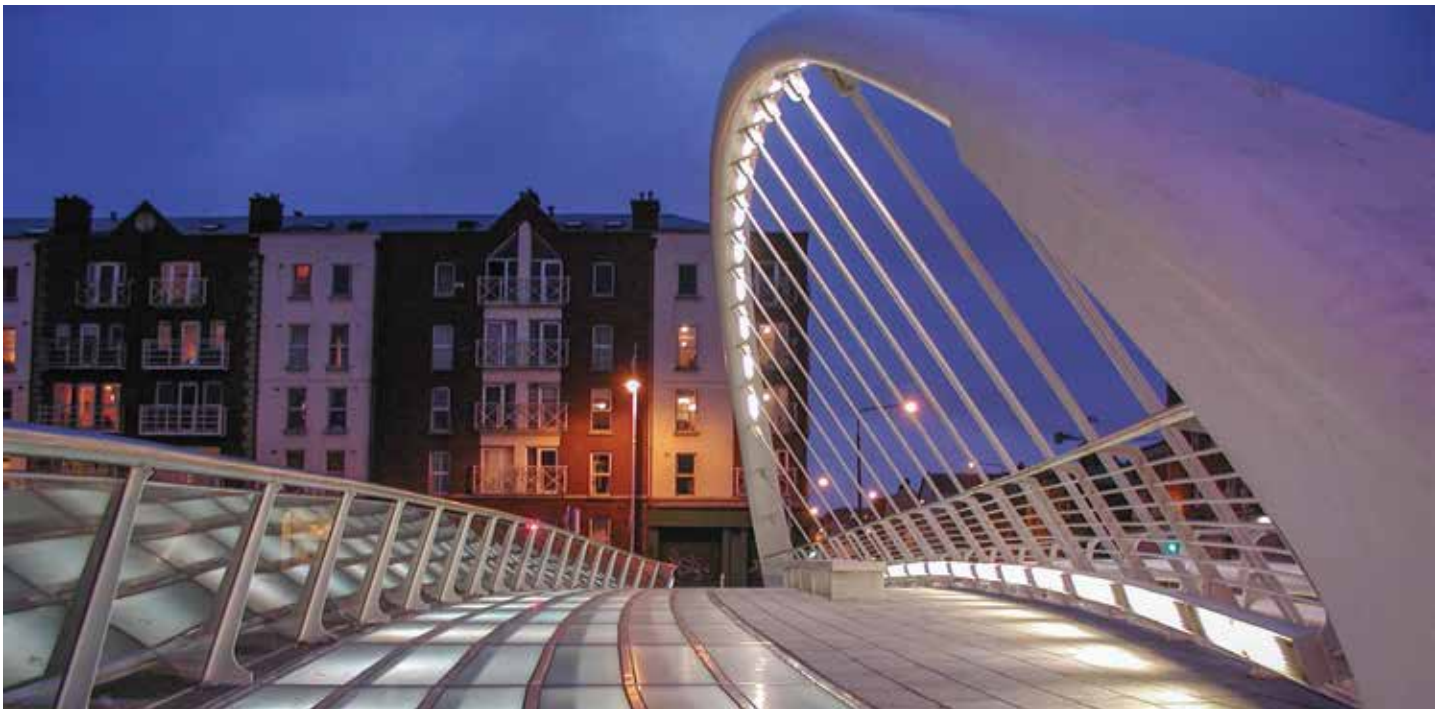


“Competitive hiring conditions put the onus on employers to sell the benefits of working for their organisation, as many candidates now see interviews as a two-way process of judging whether an organisation is a good fit for their career ambitions. By identifying your brand values and developing a mission statement, you’ll offer clarity around your culture and the working environment new recruits can expect to work in.”

Jane Lowney, Manager, Brisbane

51%

of procurement, supply chain and logistics employers expect to increase headcount over the next six months



PERMANENT VS CONTRACT HIRING

Will a majority of your procurement, supply chain and logistics hires be permanent, contract or a mix of both?



Seven in ten (68%) procurement, supply chain and logistics hiring managers are focusing on permanent hires in 2015, a 10% increase since 2014 (58%).

Contractor hires are set to decrease markedly (from 14% to 3%) although the number of employers looking to recruit a mix of contract and permanent hires remains stable.



“With only 4% of procurement, supply chain and logistics hiring managers focusing on contract hires, businesses have shown they are increasingly committed to ensuring the right teams are available over the longer term. Many permanent candidates will want to move quickly to lock in the benefits of a new job, so make sure your hiring processes are as efficient as they can be.”

Darran Butcher, Associate Director, Parramatta

10%

more procurement, supply chain and logistics managers expect to focus on permanent hires compared to 2014

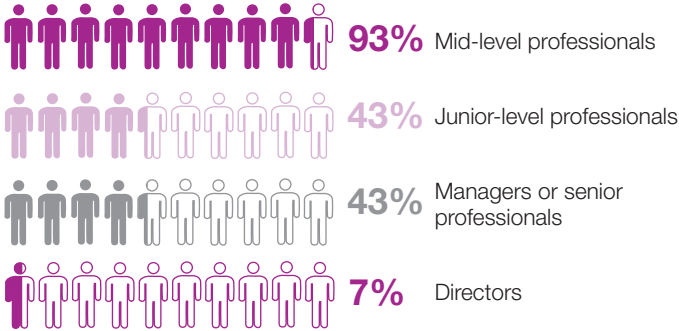
EXPERIENCE LEVEL REQUIREMENTS

An overwhelming number (93%) of organisations looking to hire procurement, supply chain and logistics professionals will be recruiting at the mid-level, an increase of 21% since 2014.

While the number of organisations predicted to hire junior-level professionals is projected to drop from 54% to 43%, 20% more intend to hire senior professionals than last year.

The survey also forecasts a rise in director hires from 3% to 7%.

Procurement, Supply Chain & Logistics Experience Level Requirements



“A sharp increase in demand for more experienced professionals emphasises the premium that hiring managers are placing on their procurement, supply chain and logistics teams. Senior professionals bring much needed business nous and specialist expertise, delivering new methodologies and utilising emerging technologies, while mid-tier professionals provide an expanded array of day-to-day operational support.”

Andrew Hanson, Director, Sydney

93%

of procurement, supply chain and logistics hires will be mid-level professionals

REMUNERATION

Four in ten (41%) procurement, supply chain and logistics hiring managers anticipate rewarding their workforces with a salary increase this year, an 8% increase from 2014.

Furthermore, the number predicting wage cuts has dropped from 5% in 2014 to 2% this year.



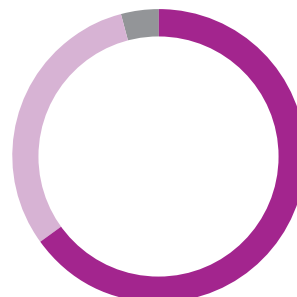
“Many employers are predicting salary uplifts for their procurement, supply chain and logistics professionals this year. Rising demand from employers usually encourages individuals to consider their job options and we expect those businesses with the flexibility to increase packages to be most successful in raising headcount. If you’re not a position to offer higher salaries, leverage your brand strength and attractiveness as an employer through such benefits as career progression or flexible working.”

David Taylor, Manager, Sydney

Procurement, Supply Chain & Logistics Remuneration Expectations



What effect will wage pressures have on your organisation’s ability to hire procurement, supply chain and logistics professionals over the next six months?



65% of organisations say procurement, supply chain and logistics hiring will not be affected by wage pressures in 2015, a year-on-year increase of 11%.

■ 65% say wage pressures will not affect ability to hire
■ 31% say wage pressures will mean taking on fewer new employees
■ 4% say wage pressures will lead to redundancies

SECTORS AT A GLANCE

Organisations that are likely to hire in the next six months:

Banking & Financial Services		37%
FMCG		34%
Leisure/Travel/Hospitality		21%
Manufacturing/Construction		32%
Media		39%
Natural Resources		24%
Pharmaceuticals		33%
Professional Services		48%
Property		50%
Public Sector		18%
Retail		43%
Telco		35%

Organisations that are planning wage increases in the next six months:

Banking & Financial Services		39%
FMCG		56%
Leisure/Travel/Hospitality		43%
Manufacturing/Construction		23%
Media		28%
Natural Resources		22%
Pharmaceuticals		42%
Professional Services		36%
Property		47%
Public Sector		38%
Retail		43%
Telco		39%

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