PROCUREMENT SALARY GUIDE AND INSIGHTS 2018
Key trends and findings

Scott Dance 24 April 2018
OVERVIEW OF THE REPORT

• 4th edition of the report

• Survey conducted in September 2017

• Over 4,000 professionals globally completed the survey
SKILLS SHORTAGES REMAIN PREVALENT
RECRUITMENT CHALLENGES IN THE LAST YEAR

56% faced challenges finding the right talent

21% top challenge was competition from other employers
TOP RECRUITMENT CHALLENGES

- Lack of sector skills and experience: 47%
- Budget restraints: 47%
- Candidate salary expectations: 40%
- Lack of technical skills: 32%
- Organisational fit: 27%
TOP SKILLS IN DEMAND

Communication & soft skills

Negotiation
INTERNAL STAKEHOLDER MANAGEMENT SKILLS IN DEMAND

82% internal stakeholder management skills in demand at Advanced Professional level
RECRUITING PLANS FOR THE YEAR AHEAD

60% of employers expect to hire in the next year

- 63% Private Sector
- 55% Public Sector
- 55% Charity/NFP
30% of employees expect to move role in the next year.

**Top reasons to move role**

<table>
<thead>
<tr>
<th>Reason</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary</td>
<td>74%</td>
</tr>
<tr>
<td>Location</td>
<td>71%</td>
</tr>
<tr>
<td>Content of the work</td>
<td>65%</td>
</tr>
<tr>
<td>Career progression opportunities</td>
<td>62%</td>
</tr>
</tbody>
</table>
SALARIES CONTINUE TO GROW
SPOTLIGHT ON SALARY

68% received a salary increase

5.1% overall salary growth

2.2% national average salary growth*

*ONS statistics, Sept 2017
AVERAGE SALARIES BY REGION

Scotland £44,183
North East £38,320
London £57,106
South East £50,138
South West £42,468
West Midlands £43,393
East Midlands £44,326
East of England £45,003
Yorkshire & Humber £41,433
Northern Ireland £36,139
Wales £37,301
North West £42,909

HAYS Recruiting experts in Procurement
AVERAGE SALARIES BY SECTOR

£48,057
Private Sector
71% received a salary increase

£44,891
Charity/NFP
65% received a salary increase

£41,565
Public Sector
62% received a salary increase

71% received a salary increase
TOP AVERAGE SALARIES BY INDUSTRY

£71,137
Professional and Business Services

£57,300
Non-Departmental Public Body

£43,351
Charity
# AVERAGE SALARIES BY GENDER

<table>
<thead>
<tr>
<th>Type</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advanced Professional</td>
<td>85,398 £</td>
<td>63,986 £</td>
</tr>
<tr>
<td>Professional</td>
<td>51,680 £</td>
<td>45,416 £</td>
</tr>
<tr>
<td>Managerial</td>
<td>43,742 £</td>
<td>39,285 £</td>
</tr>
<tr>
<td>Operational</td>
<td>32,193 £</td>
<td>30,801 £</td>
</tr>
<tr>
<td>Tactical</td>
<td>25,451 £</td>
<td>24,638 £</td>
</tr>
</tbody>
</table>
PROFESSIONALS RECEIVING A BONUS BY SECTOR

- **53%** Private Sector
- **20%** Charity/NFP Sector
- **15%** Public Sector
TOP BENEFITS BY SECTOR

Private Sector

1. Private medical insurance
2. Life assurance
3. Work mobile phone

Public Sector

1. Flexible working
2. Above statutory pension contributions
3. Professional body membership fee

Charity/NFP

1. Flexible working
2. Professional body membership fee
3. Support for study/career development
GREATER FOCUS ON PROFESSIONAL DEVELOPMENT

30% received support for study/career development (2017)

43% received support for study/career development (2018)
SPOTLIGHT ON INTERIMS
AVERAGE INTERIM DAY RATES BY PROJECT

- Change and transformation: £614
- Greenfield procurement start up: £535
- End to end tender process: £480
- Strategy and performance: £460
- Strategic sourcing exercise: £438
- Category management implementation: £427
INTERIM AVERAGE DAY RATES BY GENDER

£537
Male

£404
Female
HOW IS PROCUREMENT VIEWED?
73% of professionals agree procurement is valued in their organisation.

- 73% Private Sector
- 75% Public Sector
- 63% Charity/NFP
RECOMMENDATIONS
RECOMMENDATIONS FOR EMPLOYERS

- Identify skills shortages in your team, and build from within
- Widen talent pools to find the professionals you need
- Make sure your salaries and benefits are competitive
RECOMMENDATIONS FOR PROFESSIONALS

Ensure your skills are up to date

Be proactive in building your career plan

Develop your personal brand
HAYS/CIPS PROCUREMENT SALARY GUIDE AND INSIGHTS 2018

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