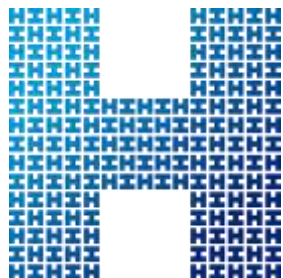


**HAYS** Recruiting experts  
in Procurement

**PROCUREMENT  
SALARY GUIDE  
AND INSIGHTS 2019**  
HIRING FOR THE  
FUTURE OF  
PROCUREMENT

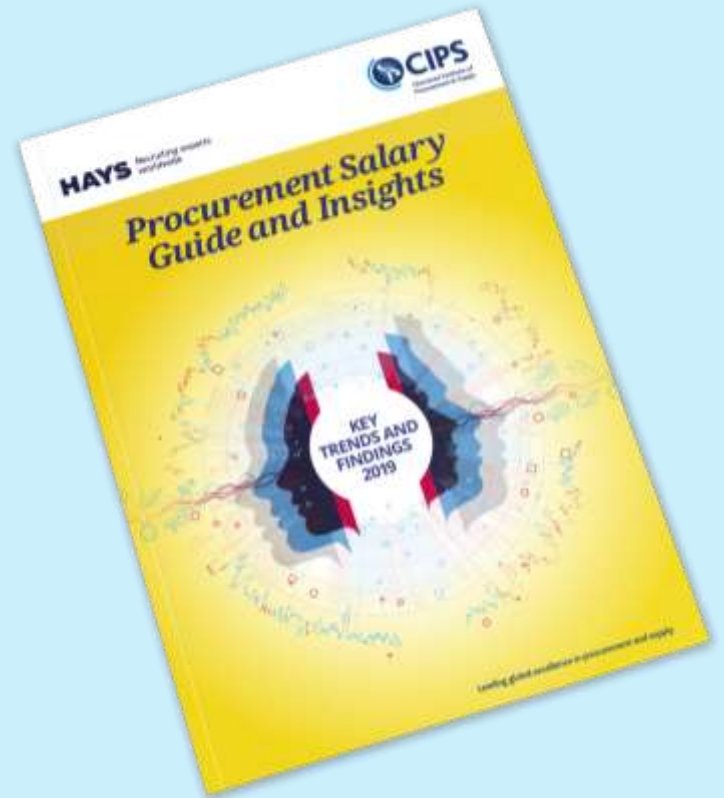


In partnership with



## REPORT OVERVIEW

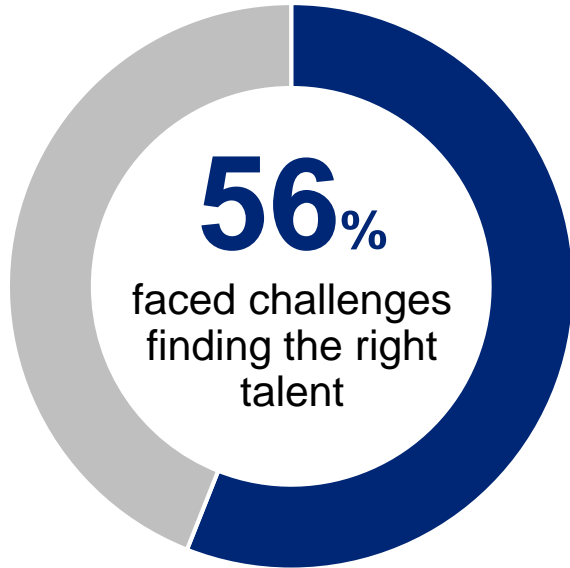
- 5<sup>th</sup> edition of the report
- Survey conducted in September 2018
- Over 3,000 professionals globally completed the survey



# SKILLS SHORTAGES IMPACTING HIRING PLANS



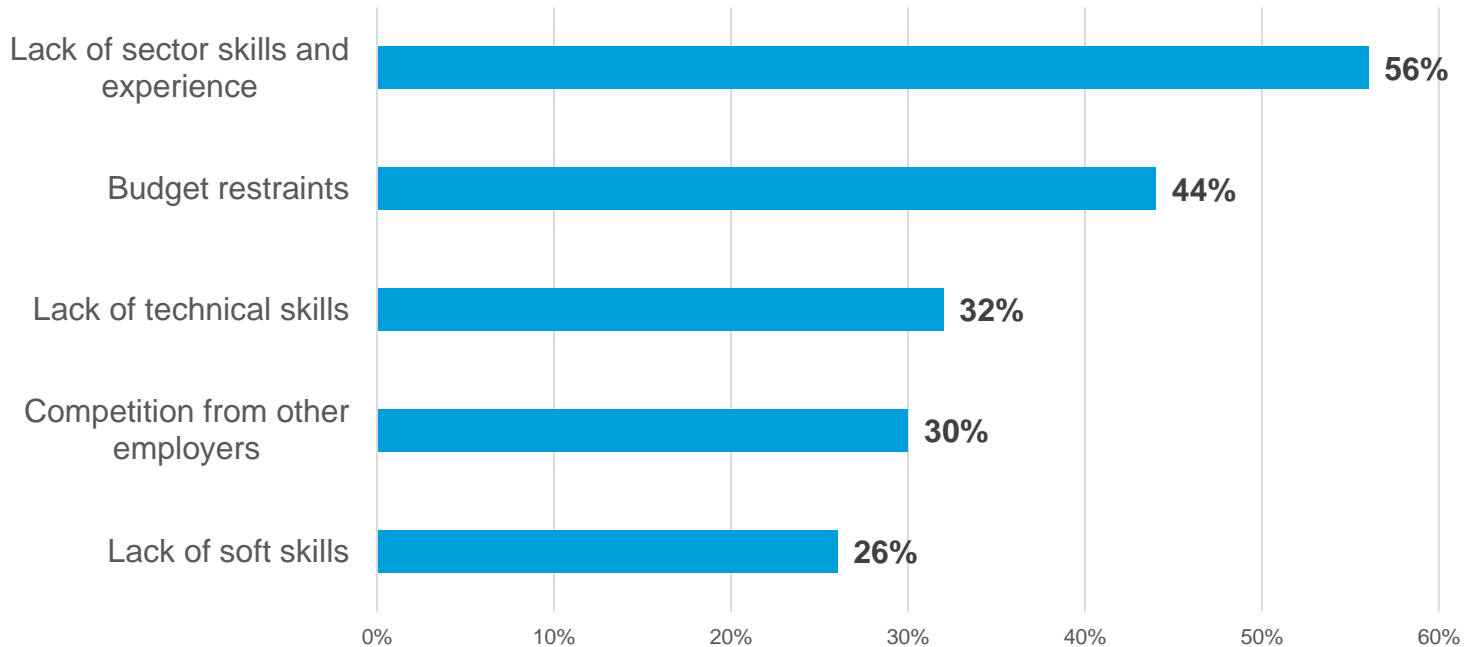
## RECRUITMENT CHALLENGES REMAIN



**50%**

top challenge was candidate salary expectations

# TOP RECRUITMENT CHALLENGES



# TOP SKILLS IN DEMAND

In demand across all levels:

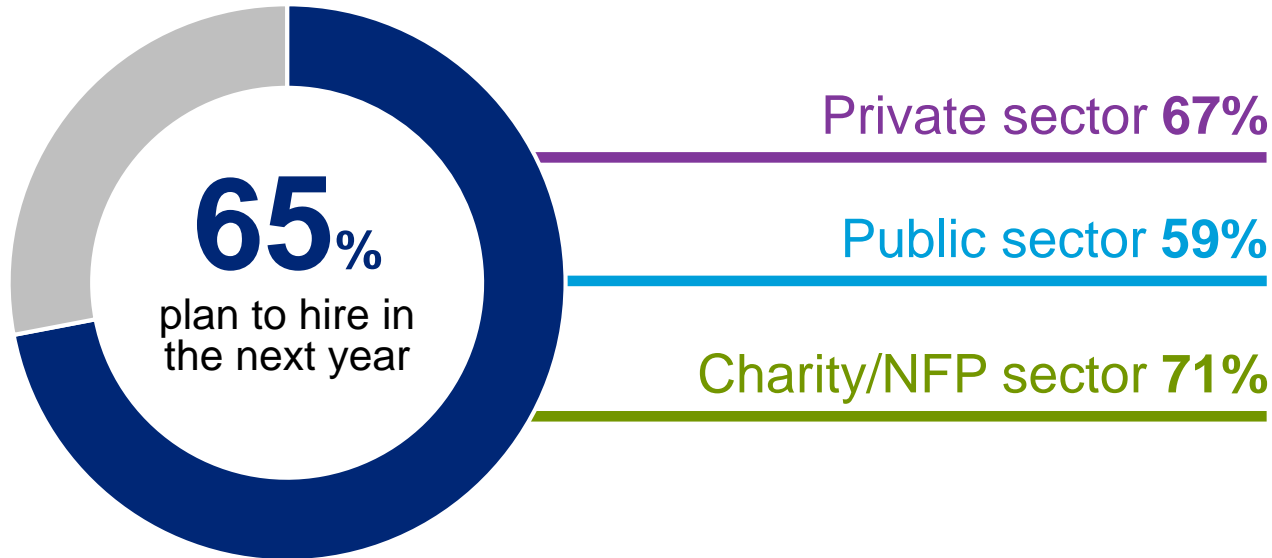


**Supplier  
relationship  
management**

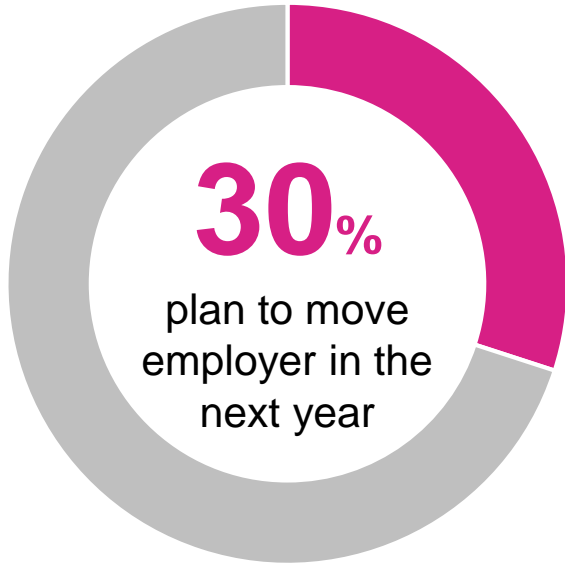
Other skills in demand:

- **Communication & soft skills**
- **Negotiation**
- **Sourcing**

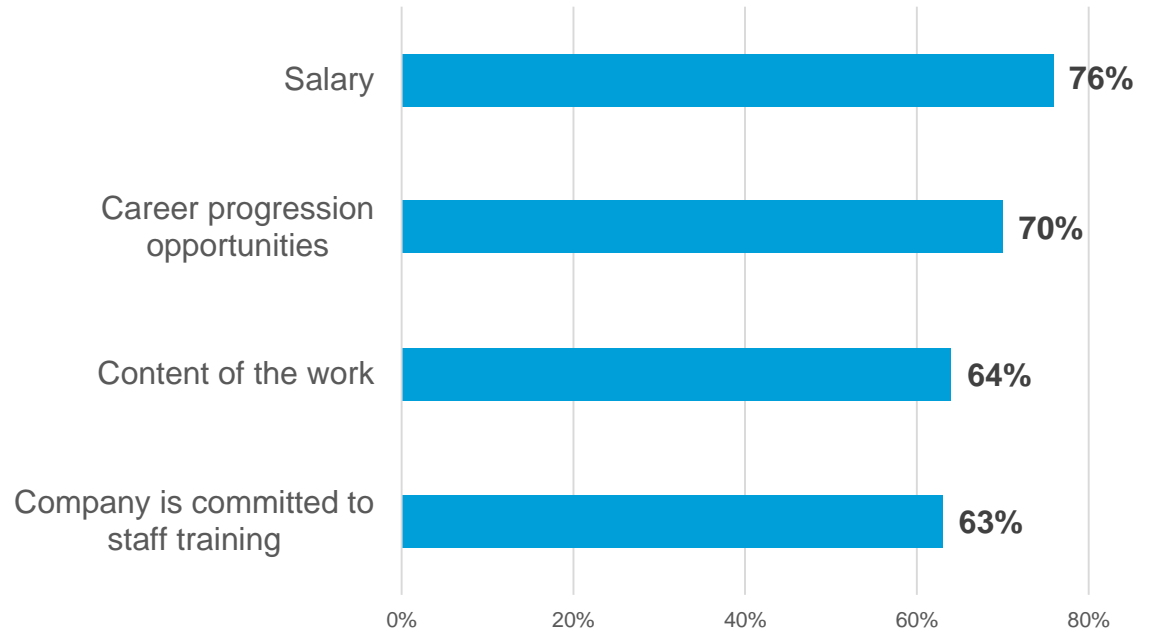
# STRONG HIRING PLANS FOR THE YEAR AHEAD



# PROFESSIONALS MOVING ROLE



## Reasons to move role





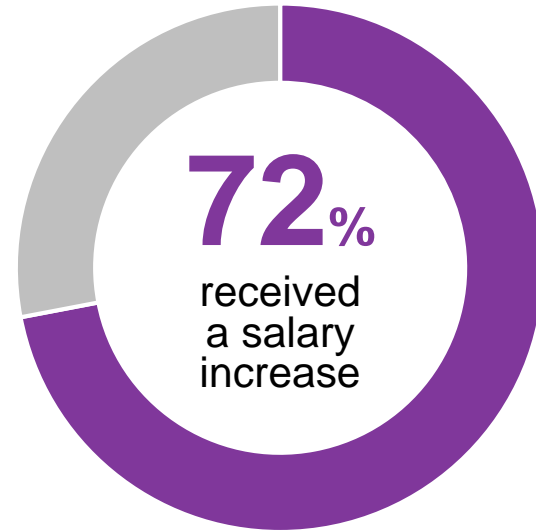
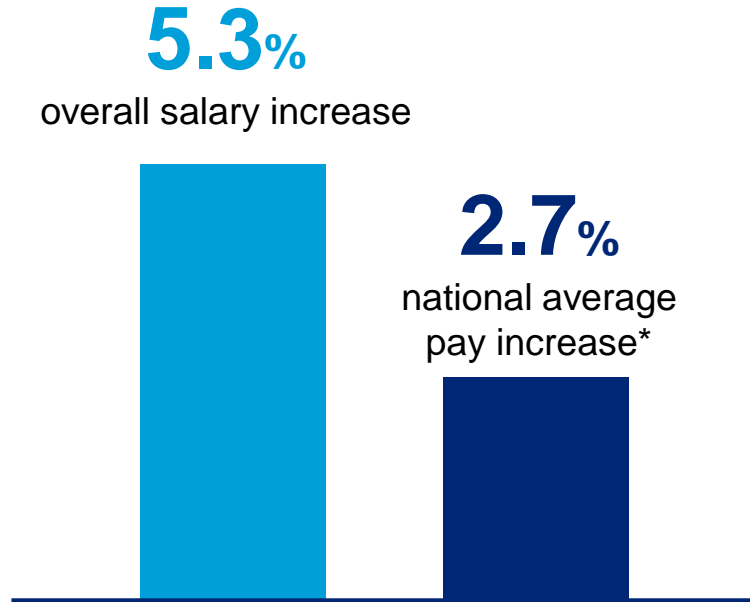
# CHALLENGES AHEAD: KEY ISSUES EMPLOYERS FACE

- 1** Changing EU procurement regulations
- 2** Ensuring engagement with procurement at the outset of a project
- 3** Being seen as a strategic partner to the business
- 4** Managing risk in supply chain
- 5** Budget restraints

# SALARIES ON THE RISE

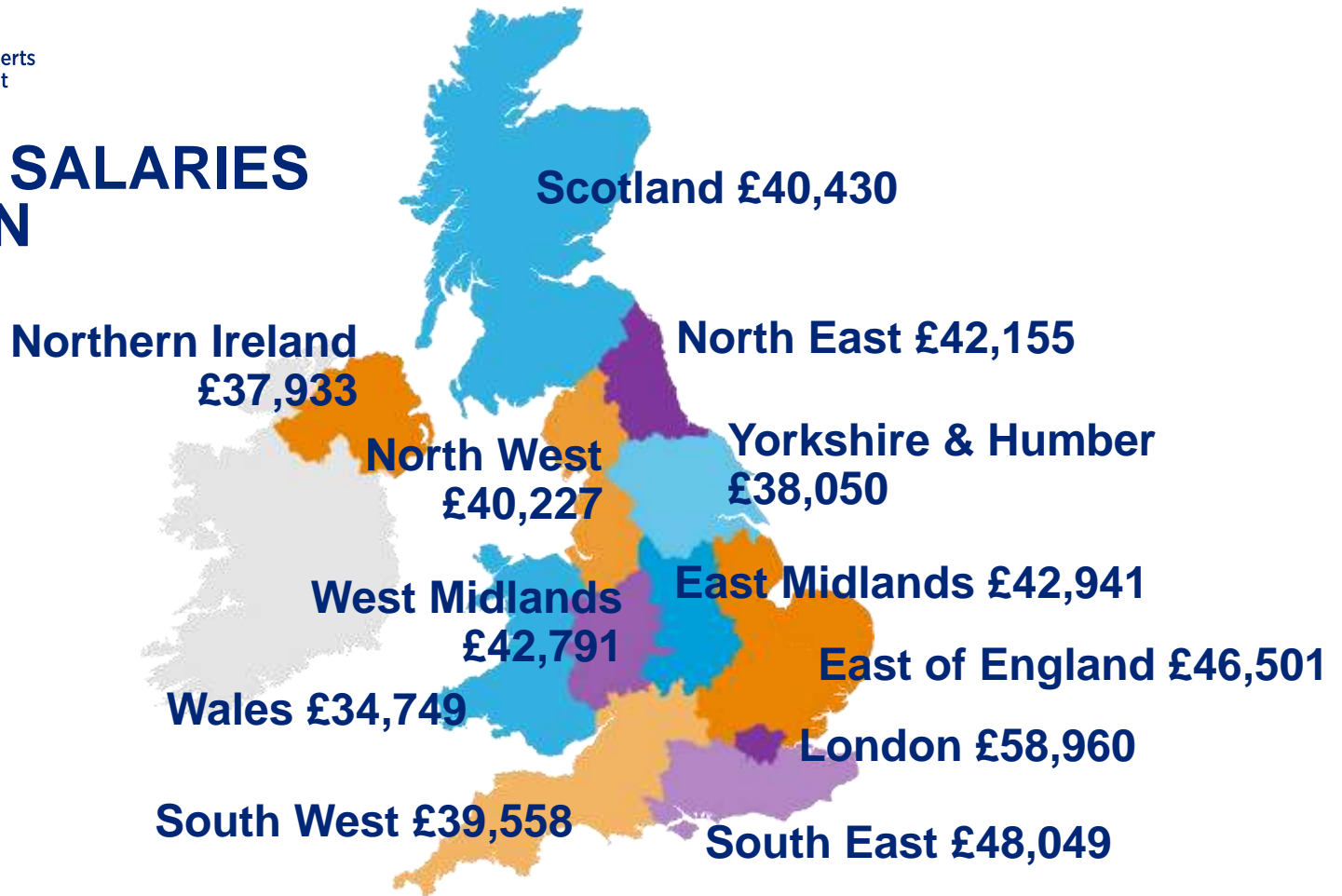


# SALARY TRENDS FROM THE LAST YEAR



\* ONS Statistics September 2018

# AVERAGE SALARIES BY REGION



# AVERAGE SALARIES BY SECTOR

Private Sector  
**£46,432**



Charity/NFP  
**£45,377**



Public Sector  
**£42,278**



## BREAKING THIS DOWN

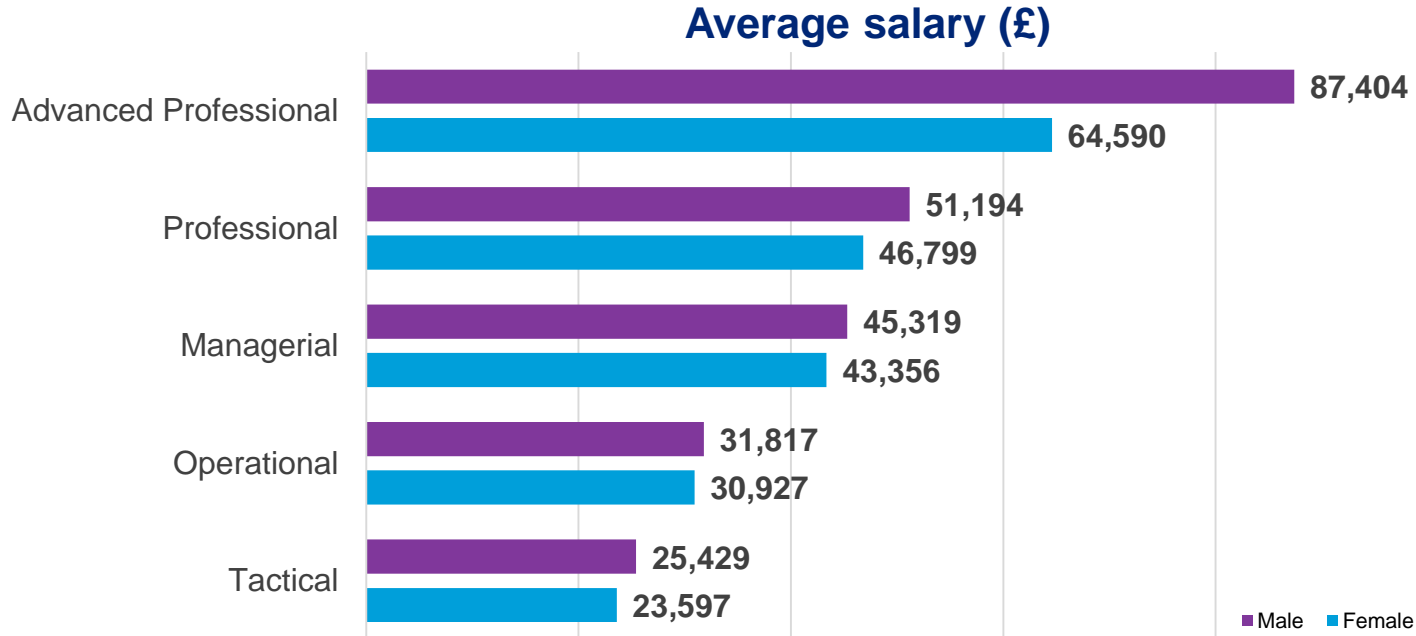
### **Private Sector:**

This year, the greatest salary increases within the Private Sector were seen in industries such as Defence (up 4.3% on last year), Energy & Utilities (including Water, Mining, Oil, Gas and Nuclear), Construction & FMCG. All saw increases between 7% and 7.9%. Over 80% of candidates within Healthcare, Pharma, Life Sciences and FMCG saw a salary increase in the last 12 months. This may be due to the increasing reliance on cutting edge innovations in those sectors, leading to more complex procurement requirements and the need for highly skilled staff who can be 'ahead of the game'.

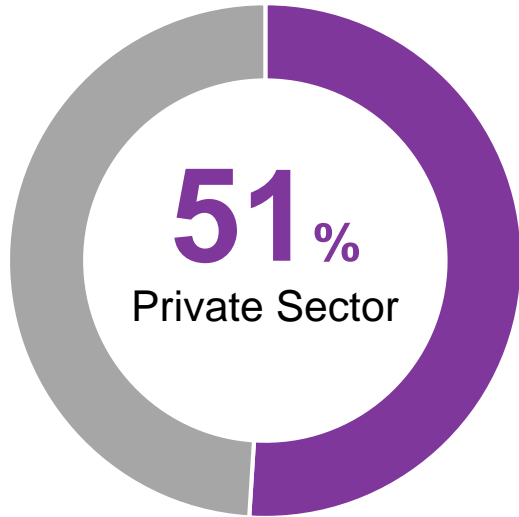
### **Public Sector:**

The highest average salary increases were in Defence/MOD related industries, but the average salary in that space is also still the lowest in the UK by a large margin (almost £10k). Central Government and Emergency Services saw the biggest per pound growth over last year's findings, with transformation projects requiring skilled procurement staff who boast change management skills, and the kind of broad communication capabilities and suite of soft skills we touched on before. The ability to effectively engage stakeholders is vital, and employers will pay extra for this skillset.

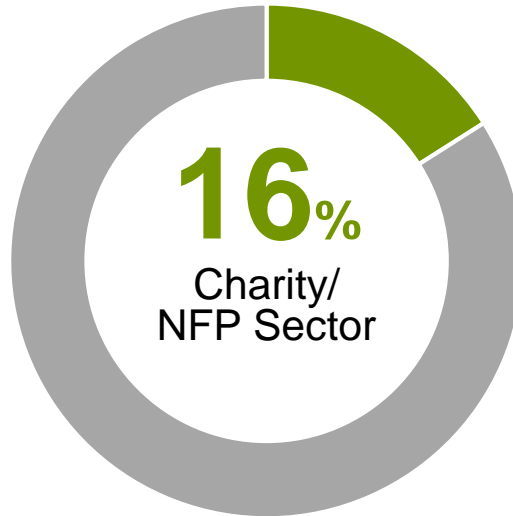
# AVERAGE SALARIES BY GENDER



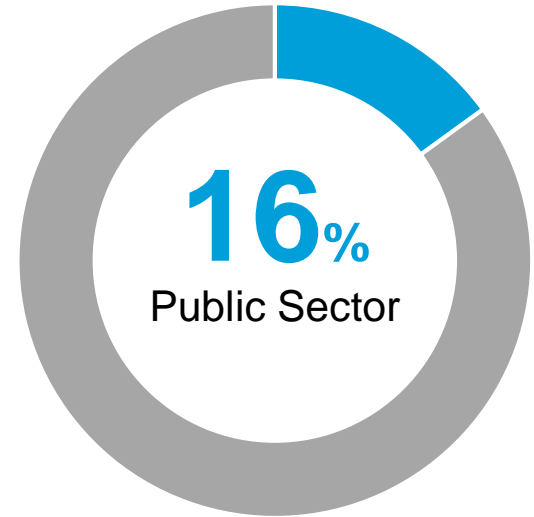
## PROFESSIONALS RECEIVING A BONUS BY SECTOR



**9.5% of annual  
salary**



**6.6% of annual  
salary**



**7.7% of annual  
salary**



# MOST COMMONLY RECEIVED BENEFITS

**Private sector:**



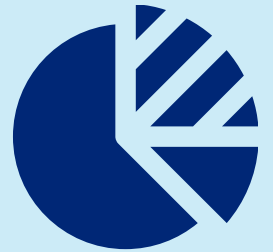
**Public and charity/NFP sectors:**



## MCIPS AND THE BENEFITS OF BEING A MEMBER

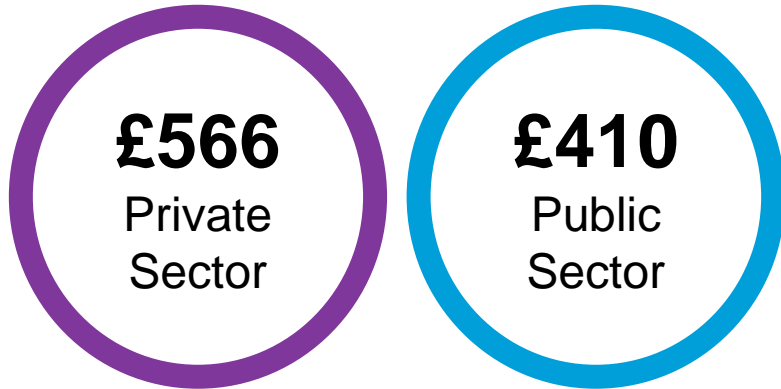
- **We continue to see a significant positive difference in the earning power of MCIPS members who on average earned 15% more (a 2% increase from 2018) than their non-MCIPS colleagues.**
- **For example, MCIPS qualified Senior Buyers in the Private Sector earn 21% more than non MCIPS peers**
- **This is continued with seniority, with FCIPS members also enjoying noticeable higher salaries**
- **This signifies the value employers place on MCIPS as a mark of professionalism, capability and integrity**
- **In future reports it will interesting to see whether the recently introduced Chartered status builds similar recognition to MCIPS and FCIPS, and commands similarly high salaries**

# INTERIM MARKET UPDATE

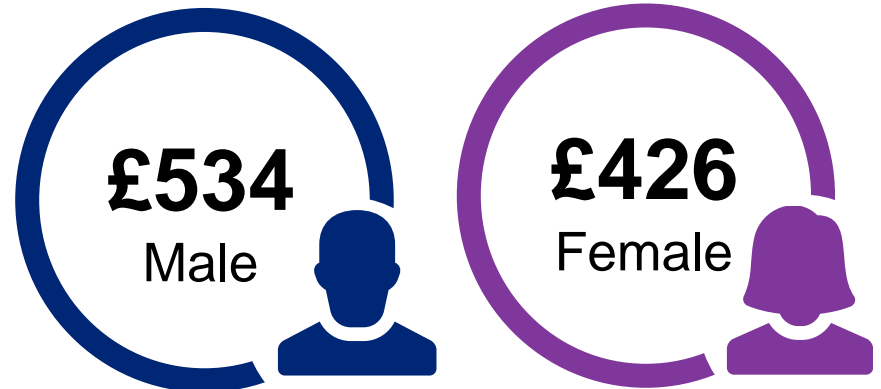


# AVERAGE INTERIM DAY RATES

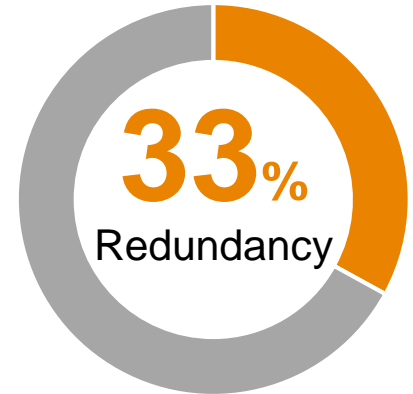
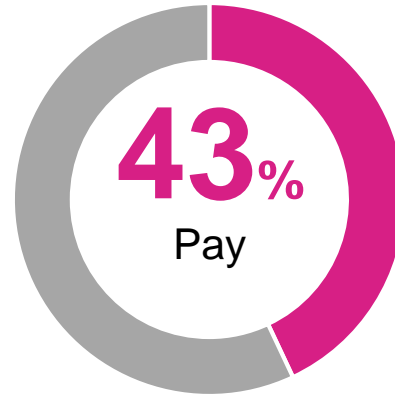
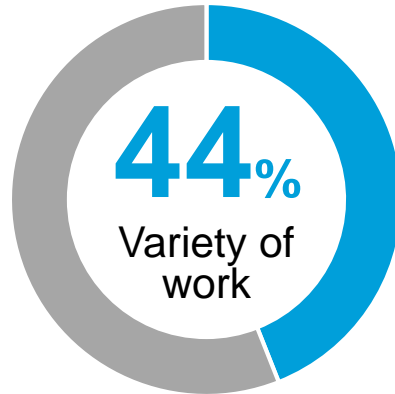
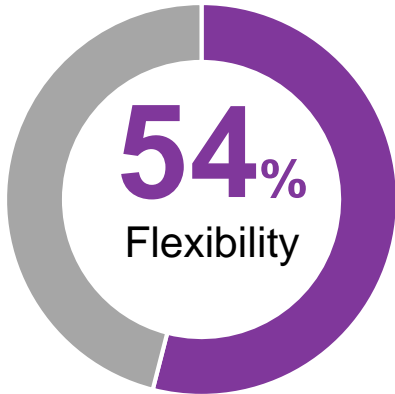
By sector:



By gender:



## TOP FOUR REASONS TO BECOME AN INTERIM



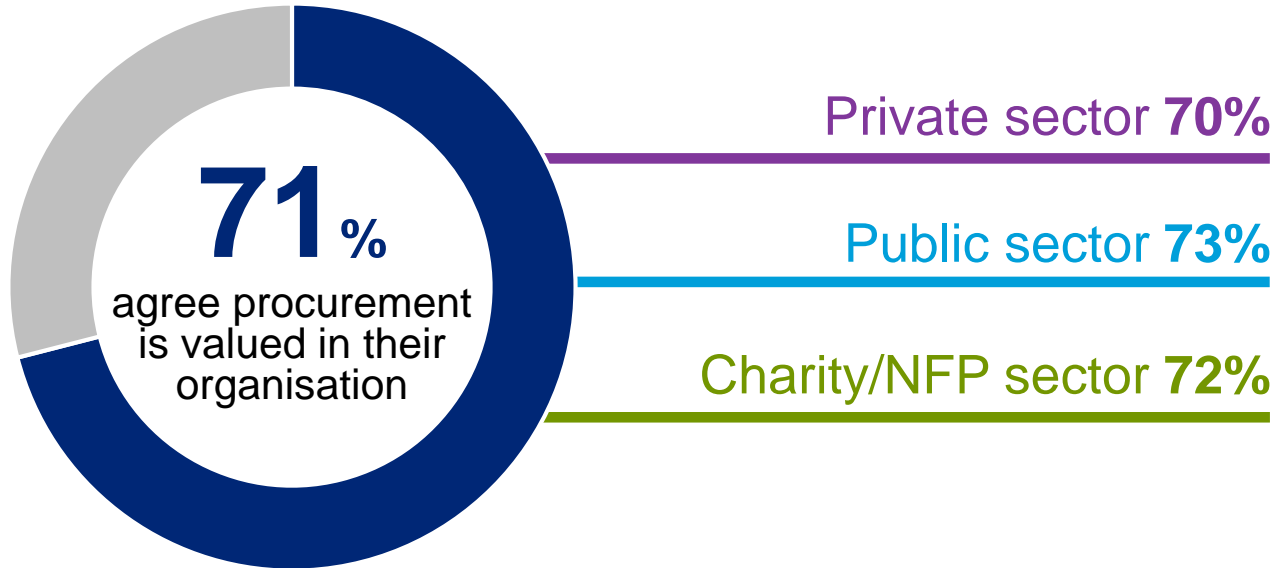
## INTERIMS BY ROLES

- Continuing the trend for the last three years, the most common project for interims was change and transformation. The 5% increase in this figure may be due to such projects within Central Government.
- Businesses over the last year have explored various scenarios in preparation for Brexit with interims undertaking Category Management Implementation projects (up 5%) and process improvement & strategic performance reviews (up 4%).
- Strategic Sourcing interim assignments dropped by 8%, perhaps due to the uncertainty of the market with no current deal on the table.
- The most common reason across both sectors for using interims is as it was in 2018, was as an additional resource. This includes to undertake ongoing projects, programmes of work, or high level transformational projects.
- Employers tend to hire interims for their specific technical skills, but also look for interims with strong shareholder management skills who interact well and have a practical, hand on and 'hit the ground' approach.
- 60% of interim roles are now 1 to 6 months in duration; contracts of more than 6 months dropped by 8%

# PERCEPTIONS OF PROCUREMENT



# PERCEPTIONS OF PROCUREMENT





# RECOMMENDATIONS



# RECOMMENDATIONS

**1** Consider what you can offer outside of salary

**2** Evaluate your hiring process

**3** Don't forget the soft skills

# CIPS/HAYS PROCUREMENT SALARY GUIDE AND INSIGHTS 2019

Contact us:  
[chris.evans5@hays.com](mailto:chris.evans5@hays.com)

LinkedIn:  
[Hays Procurement Insights – UK & Ireland](#)

[hays.co.uk/cips-salary-guide](https://hays.co.uk/cips-salary-guide)

