As the latest insights are revealed about the profession, there have been some successes, but we must strive to become even better.

Perhaps that's why the top skill required by businesses from procurement and supply chain professionals in the private sector especially, was risk management. Risk encompasses many things – continuation of supply is just one, the most basic requirement, but we know that supply chain managers are now responsible for a whole lot more. Sustainability issues, protection from corporate reputational risk, eliminating slaves from a business's supply chains, all have to be the highest examples of not just risk management but strong ethical procurement.

As professionals we must show greater will, greater transparency, and what I call ethics-plus, to elevate the profession still further.

With this backdrop and with the findings of the report, it's obvious that this profession remains in high demand. When I started in procurement, there were two goals – continuity of supply and value across the supply chain. Now procurement and supply chain professionals must protect corporate reputation, create an environment for best investment opportunities, increase innovation, grow the business and beat off competition, implement digitalization and the maintenance of sustainable supply chains. That sounds like a lot, and the necessary range of skills both technical and soft skills that are required create the professionals of choice eagerly sought by businesses large and small, and develops our professionals into potentially, the CEOs of the future.

This year's report found that 61% of professionals said procurement was valued at their organization. Though a positive statistic, I would like it to be higher. Having the right people in the right roles is crucial to the success of every business and we must be more vocal about the benefits of procurement and what as professionals we can do to support business goals.

On a personal career level, procurement and supply chain managers also excel. With an average pay rise of 4.8%, the rewards are there for driven individuals. With 8% more for MCIPS professionals, this means that talent is also being recognized. Therefore, I would urge all our professionals to keep striving and keep training and maintain their up-to-date knowledge to become Chartered professionals and prove those rewards are well-deserved.

By demonstrating their relevance not only to their peers, the businesses they work for, and even the profession itself, the impact from highly-skilled professionals will be felt far and wide. Potentially, and collectively, we can make a difference to economies and even the public good; by being the best professionals, with the strongest ethics and bringing transparency and excellence to supply chains.

Malcolm Harrison
Group CEO
Chartered Institute of Procurement & Supply

cips.org/salary-guide-usa
This report is published as the North American economies reel from the impact of the coronavirus pandemic. The pandemic highlighted the risks that exist in the supply chains of all organizations. Managing that risk has, arguably, never been more important, while the complexity of the task faced by procurement professionals has never been greater.

In our ‘new normal’ world it’s been shown that hiring and onboarding procurement professionals can continue in a virtual way, so with skills shortages still being widespread, those employers who are carrying on with their recruitment plans to fill skills gaps now must now start to examine in greater depth; with a view to understanding why the gap exists and what can be done to eradicate it.

Digitalisation increasingly allows more operational and repetitive procurement tasks to be completed with greater speed and accuracy. This has increased the focus of procurement professionals on strategic and risk management activities. The combination of the environment in which procurement professionals are working and evolving technologies is impacting the skills that procurement professionals are being asked to exhibit. There is much greater focus on the soft skills of communication, relationship management, influencing and stakeholder management. The development of these soft skills will be an increasingly important component of the future procurement professionals’ catalogue of competences. As a result, the need for training and development will be critical to equip procurement professionals with these ‘future facing’ competences. This report clearly illustrates that procurement professionals are aware of the need for ‘professional development’. This is most obviously articulated when employers are recruiting, with 50% of employers expressing a preference for MCIPS qualified or working towards MCIPS when hiring new employees.

At the start of this decade the challenge for procurement professionals is clear, a rapidly changing business and technological environment requires new capabilities and competencies to be added to the procurement professional’s arsenal. The development of these capabilities combined with new ways and patterns of working will be key drivers of the profession in the next ten years.

Dr. John Glen
CIPS Economist
Visiting Fellow of Cranfield University

This events of the opening few months of 2020 have been unprecedented leaving many professionals and organizations to adapt to a new way of working and to rapidly changing situations. One thing the COVID-19 crisis has allowed procurement and supply chain teams to demonstrate is just how invaluable their role is in keeping vital services across the world afloat, including healthcare, social care and food supply chains to name just a few. As we enter into the new era of work, this importance will continue to develop.

Working from home is one aspect of working life that has become decidedly more widespread as a result of the COVID-19 pandemic. Our guide shows that being able to work from home is an important factor to professionals, so employers should use this opportunity to see how they can maintain remote working capabilities going forward.

The salary increases we are seeing in a number of roles within the profession is an indicator of the high value that continues to be placed on talented professionals, and we would expect this trend to continue in the next year as the procurement and supply professions continue to play an important role during the COVID-19 crisis and beyond. We hope you find the insights covered in this report useful in your workforce planning, or as a guide for your own career development.

Scott Dance
Director, Hays Procurement & Supply Chain

We are pleased to partner with CIPS for a sixth year to continue to provide insight into the key trends and issues impacting the procurement and supply chain profession.

The CIPS/Hays Procurement Salary Guide and Insights 2020 report is launched and clearly shows that in the US demand for procurement professionals continues to be very strong. Within the profession there continues to be a salary premium (8%) for MCIPS professionals as opposed to non-MCIPS professionals.

Unfortunately, the gender pay gap divide continues to be an issue. This disparity in male and female earnings has been discussed in previous reports and is one that the profession

ABOUT THIS REPORT

The CIPS/Hays Procurement Salary Guide and Insights 2020 allows procurement professionals and employers to:

• Evaluate the perceptions of procurement
• Benchmark salaries and bonuses for different roles
• Highlight career aspirations
• Gain insights on how to attract, retain and develop talent

The data was collected prior to the COVID-19 outbreak, however, we hope the information contained in this guide still provides useful insights when hiring or taking the next step in your career during this extremely busy time for procurement professionals. We will continue to monitor the impact of COVID-19 in next year’s 2021 report.

Within each section we have set out the statistical findings of our survey alongside conclusions drawn by the experts involved in putting together the report, plus links to useful information and resources that further support the points discussed.

The findings in this report are based on research conducted in September 2019 via an online survey among professionals currently working in procurement. This year over 5135 professionals globally completed the survey. The results were analysed by the Professional Associations Research Network (PARN).

The data in all graphs is based on 2020 respondents only and is not a comparison on 2019 data. However, we have highlighted significant year on year changes.

Statistics throughout this report have been rounded to the nearest decimal point.

Throughout this report different levels of professional seniority have been summarised into five levels of competency. These are described in the chart below along with some examples of job roles that fall into each group.

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Throughout this report different levels of professional seniority have been summarised into five levels of competency. These are described in the chart below along with some examples of job roles that fall into each group.
As we embark on our first ever report for North America, we are at a point in time when the procurement and supply chain profession in the country has evolved at an alarming pace to become a more demanding and rewarding career than it has ever been.

Today’s professionals are seen not as buyers, but as enablers, business partners and strategic leaders who understand business needs are core to the success of their organization, and who are aligned with the social responsibility and ethics agenda.

The social, political and economic environment in which organizations are operating is increasing more complex, which has been compounded by the COVID-19 global pandemic. The digital revolution is placing more complex demands on procurement and supply chain management. American business leaders are increasingly turning to procurement for solutions to reduce risks and find new opportunities. In fact, risk mitigation – whether security of supply, reputational risk caused by ethical and environmental issues, or ensuring the sustainability of sources of critical products and services – is fast becoming the prime focus of modern procurement.

At the heart of this are value, ethics and sustainability, and they should run through everything that procurement does. Procurement and supply chain professionals need to strategically position themselves as champions for change, promoting the highest standards of ethical practice for their organizations and supply chains. Modern slavery is a perfect example of where professionals, by ensuring more transparent supply chains, can step in and not only help to safeguard the reputation and longevity of their organizations, but also make a difference to people’s lives.

Procurement is growing ever-more important, valued, interesting and rewarding as a career. And so, it is perhaps no surprise that we are seeing an influx of new talent into the profession. In fact, 69% of our respondents in North America – a much higher proportion than expected – stated that they had made a conscious decision to work in procurement and that’s a different scenario from years gone by when professionals ‘fell’ into procurement. It is a particularly exciting career choice for young professionals who are attracted by: the potential to hit the ground running from day one, the prospect of managing large budgets, and opportunities to choose and manage supplier contracts that can make a real difference to people’s lives, economies and society as a whole.

It has also become easier to move from other professions into procurement roles, as organizations continue to place a stronger emphasis on recruiting for soft skills. Technical skills and qualifications are an important foundation to procurement roles, but they can be learned on the job and so abilities such as communication, influencing and internal stakeholder management have become more highly sought after. As procurement and supply chain managers develop their skills, we are also seeing more individuals move into more generalist roles with some making their way to the very top.

In the fourth Industrial Age with its core focus on digital initiatives, we are starting to see more automation of procurement processes, which will continue to evolve: 70% of our respondents see technology replacing some or all of their tactical sourcing decisions in the future. This is not a negative as 96% of our respondents see technology as an enabler to create opportunities for procurement. Automation helps to reduce or even remove human error, and means that soft skills will become even more critical and that means procurement professionals will be freed from repetitive, time-intensive tasks and will be able to focus on strategic activities that can positively impact business outcomes.

The picture our report paints of the value placed on strong procurement and supply management is largely positive but there are still some challenges. Primarily, these centre on internal issues such as not being seen as a business partner or not being engaged from the start of a project. In reality, gaining competitive advantage through strategic sourcing, efficiencies and effective risk management are real value-adding activities, and so business leaders are increasingly looking for procurement professionals who are able to deliver these outcomes and ultimately enhance the overall business performance.

Bill Michels
CIPS Country Manager

As the value of procurement continues to grow, it is up to professionals to ensure they are upskilling not only in technical skills, but also in soft skills such as communication, stakeholder management and strategic thinking. Professionals must be developing these skills no matter what their seniority in order to truly drive value within their organization.

Scott Dance
Director, Hays Procurement & Supply Chain

**CIPS Tips**
- Report: Digitalisation in Procurement
- Guidance: Soft Skills
- Guidance: Stakeholder Management
Procurement in North America has evolved to a large extent over the last two decades to become more central to the success of organizations. Today's professionals have a wider remit, require broader skills and experiences, and are becoming ever-more sought after as challenges increase in number and complexity. This has been even more true during the COVID-19 outbreak, where procurement professionals have played a key role in helping to keep frontline services, from healthcare through to supermarkets, supplied with the assets they need to support the country. From embedding innovation through digital disruption and proactively embracing the sustainability agenda, to shaping and developing new supply markets or improving the wider community and economies through a focus on social value. There is no doubt that procurement and supply chain professionals are making a real difference for customers, colleagues, society and other stakeholders.

In this, our first year of reporting, we see that the perception of procurement and supply management is very positive, with 61% of respondents agreeing that the profession is valued within their organization. However, there is still work that can be done to further improve the understanding of other staff, including senior stakeholders, about the value that procurement specialists can offer. Developing strong internal stakeholder management and communication skills is essential. Focus on understanding the pressure points of each of your internal stakeholders and use this knowledge to communicate how procurement can help to alleviate these challenges.

Scott Dance
Director, Hays Procurement & Supply Chain

**CIPS Tips**
- Podcast: Behavioural Procurement
- Guide: How to become an effective storyteller
- Guidance: Change Management
- Podcast: Procurement must lead rather than being led
- Tools: Soft Skills and Communication Tools
- Tools: Stakeholder Identification and Management Tools
Excluding the impacts of COVID-19 on organizations, our findings show that internal challenges dominate, reinforcing the importance of securing strategic and operational buy-in and engagement with stakeholders as a priority for professionals operating in America and globally. Procurement must be championed as a strategic enabler at the very highest levels of an organization and be fully appraised of strategic objectives to deliver against senior leadership’s expectations, demonstrating real value.

In organizations where procurement is seen as a strategic function, the profession is likely to be engaged at the earliest stages of identifying business goals, such as supply chain sustainability, cost savings and digital transformation. In fact, many organizations in North America are coming to realize that to play a part in achieving these corporate goals, procurement must be involved at the beginning.

Managing risk in the supply chain is also identified as a key challenge. Risk mitigation - whether it is to achieve security of supply, prevent reputational risk caused by ethical and environmental issues, or ensure the sustainability of sources of critical products and services - should be the prime focus for procurement and supply. Procurement professionals must focus on increasing transparency across their supply chains, increasingly traceability and enabling them to proactively manage, mitigate and minimize risks across their supply chain. Furthermore, procurement professionals need to strategically position themselves as champions and leaders for change, promoting the highest standards of ethical practice for their organizations and supply chains rather than playing catch up as change occurs.

### TOP SIX CHALLENGES

<table>
<thead>
<tr>
<th>Challenge</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Being seen as a strategic partner to the business</td>
<td>56%</td>
</tr>
<tr>
<td>Attracting staff with the right skills</td>
<td>47%</td>
</tr>
<tr>
<td>Budget restraints</td>
<td>44%</td>
</tr>
<tr>
<td>Being recognized within the organization for savings made</td>
<td>42%</td>
</tr>
<tr>
<td>Managing risk in supply chain</td>
<td>39%</td>
</tr>
<tr>
<td>Retaining staff</td>
<td>38%</td>
</tr>
</tbody>
</table>

**CIPS Tips**

- **Tool:** CIPS Risk Toolkit
- **Tool:** CIPS Risk and Resilience Assessment Model
- **Guidance:** Risk Analysis and Management
- **Webinar:** How can AI support risk management?
Soft skills are in demand at every level of the procurement profession, but are most pronounced at senior levels.

It is those skills like negotiation and communication, influencing and stakeholder management that help to elevate the value of procurement within a business and which are essential to building relationships. Technical expertise is obviously an essential requirement, however employers need to consider a shift in recruitment strategies to ensure that soft skills are factored in too.
The digital revolution is placing more complex demands on procurement and supply chain management. It is therefore logical that procurement professionals view technology as a critical enabler of opportunities for the future.
The perception of procurement is changing as it continues to be viewed as a more strategic activity and a critical part of achieving organizational objectives. As we have highlighted earlier in this report, this means the demands on today’s procurement professionals are more complex and have increased in number. This brings both opportunities and challenges for procurement and supply chain managers if they are plugged into the latest thinking, and while technical skills are well understood, the skills for today’s successful procurement professionals have much in common with those of a business leader.

Soft skills continue to grow in importance at every level globally this year, and are seen as very important by procurement professionals for doing their jobs well. In addition, communication and negotiation were identified within the top five skills in demand at all levels, while change management and internal stakeholder management were also of importance for senior professionals. These skills are all critical to achieving cost-effective and strategically sound procurement solutions. In North America, trained professionals know this includes creating a business case, securing buy-in from internal stakeholders, pre-empting challenges and sourcing the right suppliers, developing relationships and managing contracts effectively.

Of course, technical skills are still valued and so we see change management in the top five skills for senior professionals. Traditionally, dealing with change was tasked to a tactical function but more and more, organizations appreciate the limitations of this approach which may stem from lack of skill and experience, lack of time to implement change or not enough information available for the program. Business leaders therefore see change management as a distinct and strategic skill which requires departmental and senior level buy-in, the right support and the right systems in place. However, as well as requiring technical knowledge, effective change managers must also possess all the soft skills listed here and so this cannot be seen as standalone requirement.

CIPS Tips
Webinar: Influencing the C-Suite
Top 10 tips for influencing internal stakeholders
Tool: CIPS Global Standard
Podcast: Procurement must enhance their soft skills to increase their influence
Podcast: Procurement must lead instead of being led

cips.org/salary-guide-usa
The average pay rise for procurement professionals is 4.8%. This paints a very positive picture for procurement in North America as a profession that is highly regarded and remunerated. Slightly more than half of our respondents stated that there was a transparent pay grade in their organization and, as expected, those at more advanced levels of seniority earn higher salaries. Remuneration is highest in the Private Sector; however, the highest pay rises at 5.4% were seen in the Public Sector and the highest incidence of receiving a pay rise was in the Charity/Not For Profit sector, perhaps a sign that these sectors are seeking to win talent from the Private Sector.

Our report highlights a significant gender pay gap of 53% and so it is clear that organizations in North America have much work to do in order to face up to and proactively address this issue. For men and women alike, salary is the most important issue when considering moving to a new employer and so in order to retain talented women in the profession and for North America to play a lead role in this area, gender pay equality must be addressed.

Employers should benchmark their salaries to ensure they are as competitive as possible to attract talent. Further to this is the consideration of what else your organization can offer to a prospective employee. For example, can your employees work from home? Are you able to offer support for training such as through CIPS? Is the job very varied? Promoting this information to prospective candidates alongside salary can help your organization to stand out from the competition.

Scott Dance
Director, Hays Procurement & Supply Chain

CIPS Tips
Tool: Interactive global salary map
Across the world and within North America, at CIPS we are continuing to see a growing appreciation and understanding of the value of MCIPS and FCIPS as procurement grows its strategic influence. The designations are clearly highly respected and valued as a mark of professionalism and performance.

MCIPS denotes that an individual has achieved an internationally recognized award which represents the global standard within the profession for a procurement professional. It signals to peers and employers professional excellence based on ability, achievement and ethics. Combined with ambition and commitment, MCIPS professionals command a premium in terms of salary and benefits and eligibility to receive a bonus.

It is also important to point out the continuing higher earning power, both in terms of salaries and bonuses, of MCIPS and FCIPS professionals compared to their non-MCIPS colleagues. This internationally acknowledged professional recognition of skill and competency provides reassurance and demonstrates candidates' commitment to their professional proficiency. MCIPS and FCIPS professionals have shown dedication to their career with ongoing learning and operating with integrity through ethical practice, which is reflected in their remuneration.

50% of employers would request MCIPS (or studying towards) as a preference from candidates.

57% would give further consideration for candidates with FCIPS.

Globally, recognized, MCIPS demonstrates professional relevance and credibility – and increases demand from employers.

The power of MCIPS

MCIPS brings professional credibility and increases demand from employers. Join today* and start to benefit from MCIPS’ professional recognition.
Most commonly, bonuses in North America are based on a mix of criteria and this is also the preference for most procurement professionals. Achieving company targets (25%) and personal targets (9%) are the next two most common criteria for bonuses to be based upon. Exactly 50% of our respondents in the North America were eligible to receive a bonus and, of those eligible, 12% did not receive a bonus. The Private Sector boasts by far the largest proportion of procurement professionals eligible for and receiving a bonus. This is as we would expect due to private companies on the whole offering higher salaries of which bonuses are usually a percentage. Those with MCIPS and FCIPS designations were also more likely to be eligible for and to receive a bonus. Our report also identifies that procurement professionals with the MCIPS designations are more likely to be eligible for and to receive a bonus, as well as receiving larger bonuses than their non-MCIPS counterparts.

**BONUS ELIGIBILITY BY SECTOR**

<table>
<thead>
<tr>
<th>Key</th>
<th>Private Sector</th>
<th>Public Sector</th>
<th>Charity/Not for Profit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Received a bonus</td>
<td>65%</td>
<td>2%</td>
<td>10%</td>
</tr>
<tr>
<td>Average bonus as % of salary by sector</td>
<td>13.1%</td>
<td>4.0%</td>
<td>2.5%</td>
</tr>
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</table>

The findings of our survey provide a detailed insight into the benefits employers offer compared to the benefits employees want to receive. In a world where talented individuals are highly selective about their career decisions and where so much information is available about organizations, those looking to recruit must work hard to attract and retain talent. The information in this section will be crucial for North American employers with the foresight to tailor their offer to reflect real needs and ambitions at every stage of their employees’ career journeys.

Working from home and flexible working feature among the top three most commonly offered and desired benefits, across all levels of seniority and gender. Given that the COVID-19 pandemic has forced many organizations to set up remote working for their teams, going forward they should consider how to incorporate the positive benefits of home working in their offering to employees. For example, working from home means professionals spend less time and money on commuting to work, and more time they can dedicate to their personal lives. This is highly valued by employees, and will no doubt be sought when looking for a new role in the future.

**TOP FIVE MOST POPULAR FLEXIBLE WORKING ARRANGEMENTS OFFERED**

- 53% Working from home
- 40% Flexitime
- 21% Informal flexible working (at line manager’s discretion)
- 13% Compressed hours
- 6% Staggered hours
With 72% of employers stating they are struggling to find talent, organizations must consider their entire offer, not just in terms of remuneration, to ensure they can recruit the best talent.

Candidates will be looking at everything from location, transport links, salary, training and benefits, to ethical integrity and environmental reputation. The organizations that make these part of the total offer, clearly communicate them at every stage of the recruitment process, and that are willing to ‘flex’ benefits throughout individual careers, will be the ones who become employers of choice in an increasingly competitive talent market.

Talent management is all about matching the needs of employers with employees and vice versa, and since we began reporting we have highlighted a mismatch between the two, with organizations often not fully understanding what professionals are looking for in a new role. Prospective employees are now much more selective and, thanks to social media, have a wealth of information about employers at their fingertips.

Successful employers will therefore pay close attention to their offer and company and team image, and make sure positive messaging around this is promoted online and in social media.

### CHALLENGES IN RECRUITING THE RIGHT TALENT

- Lack of technical skills/evidence of formal Procurement training: 69%
- Lack of sector skills and experience: 59%
- Candidate salary expectations: 41%
- Organizational fit: 38%
- Budget restraints: 28%
- Lack of soft skills: 23%
- Competition from other employers: 21%
- Internal processes/HR: 21%
- Location: 10%

### TOP FIVE SKILLS IN DEMAND

- Negotiation: 69%
- Communication: 64%
- Sourcing: 56%
- Contract Management: 51%
- Supplier Relationship Management: 51%

### TOP FIVE MOST IMPORTANT FACTORS WHEN CONSIDERING A NEW JOB

- Salary: 79%
- Company reputation: 77%
- Company is well known for ethical practices: 73%
- Career progression opportunities: 73%
- Management team: 73%

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**CIPS Tips for Employers**

- Podcast: How to retain the best talent in your team
- Infographic: Top tips on attracting and retaining talent – Chris Emberton (MCIPS)
- Infographic: Top tips on attracting and retaining talent – Kimberley Campbell (FCIPS)

**CIPS Tips for Candidates**

- Podcast: What to consider when looking at a new employer...not just salary!
- Podcast: How to plan for the next step up in your career
- Training: Find out about CIPS World Class Training

[cips.org/salary-guide-usa](http://cips.org/salary-guide-usa)
CONCLUSION

Following my first full year in this role the focus on attracting and retaining highly skilled commercial professionals means that, as a profession, we need to continue to ensure appropriate reward and pay is at the forefront of our minds.

However, we should also remember that ‘people do business with people’. Whilst the digital enablers discussed in this report will all play their part in improving the effectiveness and efficiency of organizations, and of procurement and supply chain functions, the need for effective social and emotional skills is paramount.

That’s no eureka moment or rocket science, I hear you say. And I concur. It has been talked about for 20+ years. However, being emotionally intelligent is now a prerequisite rather than a differentiator. Effectively influencing and managing internal and external stakeholders is just part of the day job. Simply having appropriate and up to date technical skills, qualifications and experience is not sufficient to be successful as a procurement and supply chain professional. We also need appropriate and up to date soft skills – without sacrificing any commercial acumen organizations expect from us.

This combination of skills, knowledge and experience will enable us to engender a mentality of customer centricity, of value creation, of service provider, of strategic contributor. Speak the language of business – not just procurement and/or supply chain. Be authentic, credible and trustworthy. Be effective practitioners delivering on our commitments. Collaborate. Be ethical with a strong moral compass. Be ambassadors for our organizations, sectors and profession.

The future is anything but dull for procurement and supply chain, and the opportunity to make a difference continues to motivate and inspire. For any in the profession unable or unwilling to continually develop appropriate soft skills and be change agents in an increasingly digital world, now is the time to consider a career change. Seriously.

Employer recognition

It has been pleasing to read that organizations continue to value and reward those in the profession through greater-than-average increase in remuneration and benefits – with a couple of minor exceptions.

Progress continues to close the gender pay gap, although clearly more work is required.

Professional qualifications like MCIPS/FCIPS also continue to be recognised through higher salaries. However, I would like to see employer recognition for Chartered status; those in the profession advocating their commitment to ethics and continued professional development.

Attracting and retaining talent

The talent attraction and retention conundrum continues with no obvious resolution in sight, despite improvements in flexible benefits packages. It is an increasing challenge for organizations grappling with ever-broadening expectations; from career change or ‘not-ready-to-retire’ Baby Boomers, to Gen Z with a whole different expectation of the employee value proposition. Oh, and then there’s the race to nurture and attract Gen Alpha into the profession. What will their expectations be? Whilst digital literacy shouldn’t be a challenge social and emotional interaction could be?

It was encouraging to read that progress is being made in procurement and supply chain becoming a career of choice – or at least a conscious job move.

In summary

We have much to celebrate and be proud of in the profession. Share and learn from each other through proactive participation in our rich and diverse professional networks and communities.

Don’t rely solely on what mother nature provided for our soft skills or academic and professional qualifications for our technical skills. Be self-aware and accountable for continuing personal development, whether formal training courses, job moves, new projects, new qualifications, mentoring, coaching etc.

Maintain a strong moral compass and promote ethics and sustainability within our areas of responsibility and beyond.

Marc Hutchinson (FCIPS Chartered) CIPS Chair of Congress
Global Procurement Director, Baker Hughes FPS
About CIPS, the Chartered Institute of Procurement & Supply

The professional body
CIPS, a not-for-profit organization that exists for the public good, is the voice of the profession, promoting and developing high standards of skill, ability and integrity among procurement and supply chain professionals.

Quality guaranteed
Our qualifications are recognized by OFQUAL in England and regulators in various countries, demonstrating that they meet specific quality standards.

The Global Standard
CIPS Global Standard in Procurement and Supply, which is freely available, sets the benchmark for what good looks like in the profession.

A commercial organization
CIPS helps governments, development agencies, and businesses around the world to excel in procurement and supply, supporting them to improve and deliver results and raise standards.

Global Standard freely available
Global membership of 70,000
...in over 150 countries