

# Supply Chain & Logistics

## SUPPLY CHAIN

	NI £
Director of Operations	60,000 - 85,000
Head of Supply Chain	50,000 - 65,000
General Manager	50,000 - 65,000
Operations Manager	40,000 - 55,000
Materials Manager	40,000 - 50,000
Commodity Manager	40,000 - 45,000
Procurement Manager	40,000 - 55,000
Procurement Specialist	35,000 - 45,000
Procurement Officer	25,000 - 32,000
Inventory Manager	30,000 - 35,000
Inventory Controller / Analyst	23,000 - 27,000
Demand Planner	23,000 - 28,000
Supply Chain Analyst	24,000 - 30,000
Senior Buyer	35,000 - 45,000
Buyer	25,000 - 32,000
Master Scheduler	25,000 - 35,000
Production Planner	25,000 - 30,000
Trading Manager	30,000 - 40,000

## LOGISTICS

	NI £
Director of Operations	55,000 - 75,000
General Manager	42,000 - 60,000
Logistics / Transport Manager	35,000 - 45,000
Transport Supervisor	28,000 - 32,000
Warehouse Manager	35,000 - 45,000
Warehouse Supervisor	23,000 - 28,000
Logistics Coordinator	18,000 - 25,000
Freight Forwarder	25,000 - 35,000
Transport Planner	23,000 - 30,000

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There have been notable increases in salary across the areas of Supply Chain Planning (5%), Supply Chain Management (10%) and Warehouse/Transport Management (10%). Professionals working in these areas have driven these pay rises themselves, expecting more money for the responsibility they hold. As the National Living Wage has increased, those working long hours on minimum wage jobs were found to be making just as much at the end of the month as middle management candidates. These same individuals are now mainly moving jobs for the offer of more money to reflect their level of responsibility. As there is a skills shortage in Northern Ireland, future employers have had to increase their offerings to attract much needed talent or current employers have increased salary to retain their skilled staff.

With Brexit lingering over Northern Ireland, it is impossible to know if salaries can continue to grow over the next 12 months. Brexit has had a massive effect on the supply chain, logistics, food and agri sectors. With most of Northern Ireland's exports and imports being between Northern Ireland and the Republic of Ireland and Northern Ireland and the UK, the effects on all these industries cannot be denied. The transport industry is now recruiting Customs Specialists, a niche role that hasn't been required since much darker days in Northern Ireland. Finding these candidates now, when there is a generation who never needed to know about any such regulations is proving very difficult. Due to market uncertainty, candidates are also too afraid to move meaning there is a shortage of applicants to choose from for those companies who do need staff.

We have seen solid growth in the food manufacturing industry. There is strong competition for tenders for major contracts such as Lidl, Aldi, Marks & Spencer's and Tesco ranges. With a steady stream of students choosing to go to Loughry and Cafre College to learn about new product development, the environment, the origin of food and the food process cycle, there is a much higher number of candidates qualified with a food industry related degree coming forward seeking new opportunities. The innovation and creativity they are bringing with them is driving the food industry forward with a passion that has not been seen in quite some time.

2020 will be a year of turbulence. It is undeniable that there will be a transition period regardless of what type of Brexit we end up with. Nobody can say, or even guess at this point, how the economy will cope with such extraordinary change and the impacts that change will have on small, medium or global companies. However, we believe the food industry will remain strong and as the logistics and distribution companies are all currently working towards being "Brexit Ready" and employing "Brexper's", hopefully the impact of Brexit will be minimal and the economy in Northern Ireland will continue to thrive.

Over the last 12 months we have seen great initiatives by employers to retain staff in Northern Ireland. As there is a skills shortage, employers are now offering much more in the way of further training and educational opportunities with their company, promoting from within and added benefits such as bonus schemes and shares initiatives. There has also been a much bigger focus on soft benefits, ensuring the physical and mental well-being of staff has come to the fore. We have more clients than ever before offering services such as mental health helplines, mental health first aiders, duvet days, cycle to work schemes, subsidised canteen, healthier food options and so forth. Some [professionals have started to request a working from home one day a week option to accommodate family life. This will suit some companies but operational requirements may mean that not all companies would be in a position to offer such an option.

We have also seen an increase in the number of clients now offering flexible working hours to accommodate a better work/life balance. This is important to jobseekers on the market today and these benefits, alongside a healthy pension and good holiday entitlement almost always seal the deal.

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