

Jigsaw Search

Market Insights for Procurement Professionals

February 2012

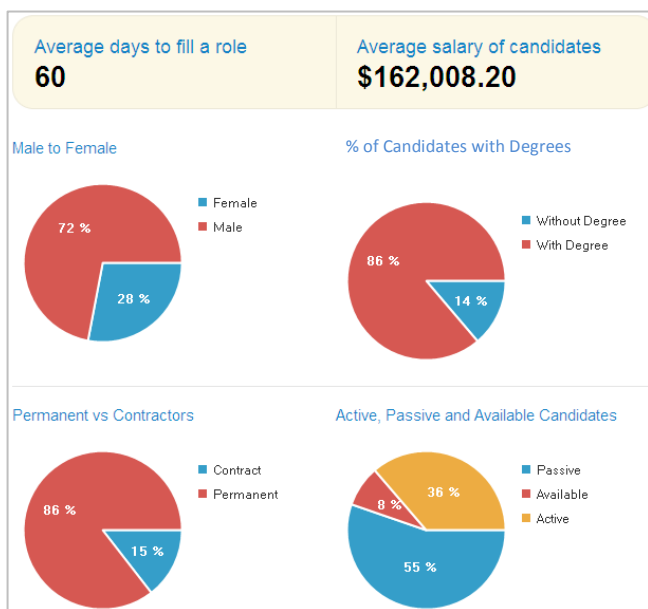
As part of Jigsaw Search's ongoing commitment to providing our wide network of contacts with the most useful, accurate and up to date market information, we have collated the following data for your interest to give you some insights into the market for talent - across all candidates whether they are active, passive or available – to support you with planning your own future career or with recruiting new resources into your Procurement team.

All the data provided is real-time information extracted directly from Jigsaw Search's market leading database and can be accessed via the Jigsaw Search [website](#). Please contact us if you require a login and password for any of our online tools and services.

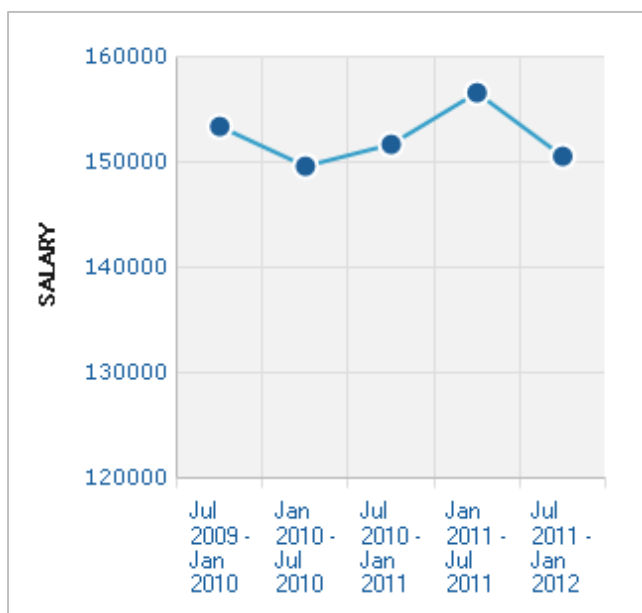
Your questions, comments and feedback about the information provided on this Real-Time data is always welcome.

At the start of 2012, 36% of the Procurement practitioners in Australia have indicated to us that they are actively seeking alternative employment with 8% not currently working and Available. The rest are Passive.

Of those currently employed, 85% are in Permanent employment and 15% are Contracting. This is consistent with figures from the start of 2011.



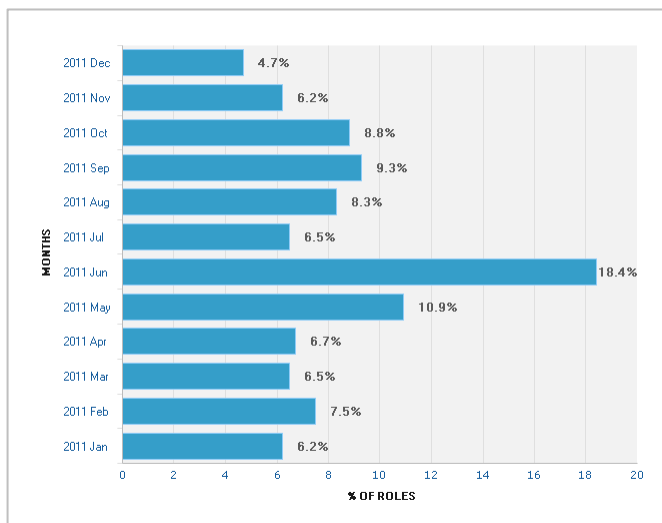
General Market Metrics Jan 2012



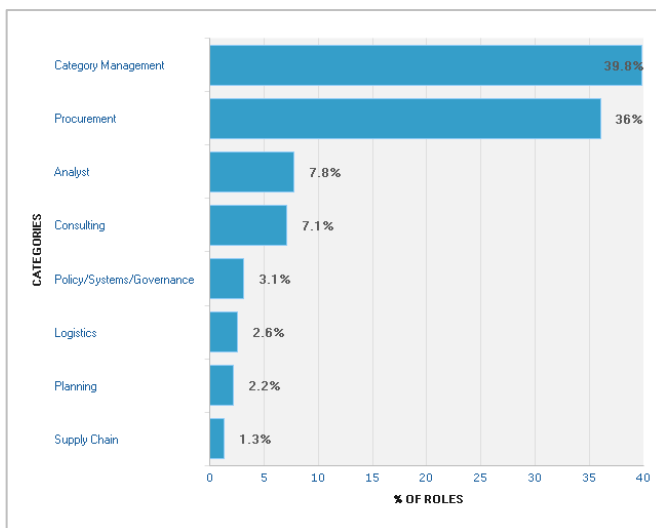
Average Total Remuneration (all candidates) 2009 to 2012



The graphs below show the flow of new opportunities that Jigsaw was invited to work on through 2011. Q3 is traditionally the busiest period of the year in recruitment.



New Procurement Jobs per month 2011



New Procurement & SC Jobs by type 2011

Market Metrics: % New roles registered with Jigsaw in 2011

TITLE	NSW	VIC	QLD, WA, SA, ACT
Procurement Manager – National/Regional	43	39	18
Category Manager – Direct Spend	39	34	27
Category Manager – Indirect Spend	61	34	5
Vendor Manager	25	56	19
Procurement Specialist	28	44	28

Definition: National/Regional Procurement Manager

The local in-country manager of an organisations procurement function within a business. Reporting to a Global/Regional CPO, CFO or GM Shared Services, the National Procurement Manager role is an integral part of the management team and is responsible for managing a *strategic* Procurement organisation including; Functional Leadership, Category Strategy Planning, Stakeholder Engagement Strategy, Operational Excellence, Tools, Process & Technology, Governance & Compliance and Benefits Realisation.

Definition: Category Manager

The management of end-to-end procurement for a given portfolio of spend. This end-to-end process incorporates stakeholder engagement, business diagnostic, strategy development, strategy implementation, contract management, vendor management, supplier development and strategic review.

Definition: Vendor Manager

Responsible for managing the ongoing relationships with suppliers from a day to day and transactional basis, with the purpose of ensuring the ongoing delivery of negotiated value from suppliers.

Definition: Procurement Specialist

An experienced procurement executive that can act as an auxiliary addition to a procurement department or project.

Market Metrics: Number of candidates and average salaries – Australia-wide

Available = Not currently working and *available* for permanent or contract/interim employment

Active = currently employed and *actively* seeking alternative new career opportunities

Passive = currently employed, actively seeking alternative employment but *passively* open to hearing about new opportunities

Position Title	% Candidate "Job Search" Status			Average Package \$	
	Available	Active	Passive	Current	Wanted
Procurement Manager – Regional	4	38	58	211k	218k
Procurement Manager - National	8	34	58	187k	193k
Category Manager – Building Products	7	36	57	143k	150k
Category Manager - Capex	5	43	52	167k	174k
Category Manager - Engineering	5	16	79	171k	177k
Category Manager - Packaging	2	24	74	143k	151k
Category Manager - Commodities	0	41	59	154k	160k
Category Manager - Ingredients	3	24	73	150k	158k
Category Manager - MRO	4	30	66	165k	173k
Category Manager - Components	3	42	55	153k	156k
Category Manager – Plant/Equipment	9	49	42	158k	163k
Category Manager – Professional Services	0	39	61	168k	175k
Category Manager - Technology	2	39	59	172k	177k
Category Manager - Travel	9	47	44	145k	153k
Category Manager – Facilities Mgmt.	7	36	57	169k	175k
Category Manager - Labour	7	37	56	175k	182k
Category Manager - Marketing	3	30	67	155k	160k
Category Manager - Fleet	6	29	65	151k	157k
Category Manager - Print	7	50	43	139k	143k
Category Manager – Corporate Services	4	30	66	152k	158k
Procurement Specialist	3	33	64	104k	112k