

Market Update - June 2011

CPO / Director / Head of Procurement

Definition: CPO / Director / Head of Procurement

The figure head and leader of the procurement function within a business. Reporting to the CEO, CFO or Supply Chain Director, the Head of Procurement role is an integral part of the Executive leadership team and is responsible for directing a *strategic* Procurement organisation including; Functional Leadership, Strategic Planning, Executive Stakeholder Engagement, Operational Excellence, Governance & Compliance and Benefits Realisation.

Market Dynamics

There are currently 82 Director/Head of Procurement candidates in *true* strategic leadership roles across all industry sectors in the Asia Pac region. Of these, 30 are *Active* (seeking alternative permanent employment), 10 are *Available Immediately* and the remaining are *Passive* (not actively seeking alternative employment).

The overwhelming majority of roles remunerated above \$300,000 package (AUD) are with global Mining/Resources, Financial Services or FMCG/Pharma businesses. The role with the highest package is \$650,000 (AUD equivalent) with a Manufacturing business based in Singapore. The minimum number of years of professional procurement track record of leaders in this category is 15.

In 2011 to date, Jigsaw has successfully recruited 7 Director/Head of Procurement positions. The majority of anticipated vacancies for executive level procurement leadership positions through 2011/12 will be in the Infrastructure, Resources & Financial Services sectors.

Skills in highest demand are expected to be Strategy Development, Functional Re-engineering (Category Management), Outsourcing and P2P.

Salary Data

| Location | Current Package | Package Sought |
|-----------|-----------------|----------------|
| NSW | \$ 322,500 | \$ 333,750 |
| Victoria | \$ 327,813 | \$ 390,000 |
| QLD | \$ 311,250 | \$ 328,750 |
| UK | \$ 280,000 | \$ 300,000 |
| Singapore | \$ 280,667 | \$ 301,444 |
| Hong Kong | \$ 350,000 | \$ 390,000 |
| China | \$ 250,000 | \$ 300,000 |
| Japan | \$ 270,000 | \$ 250,000 |
| Korea | \$ 240,000 | \$ 240,000 |
| USA | \$ 260,000 | \$ 260,000 |

Package (AUD equivalent) = cash component (inc. vehicle allowance) + superannuation + bonus/incentives
Real-time salary data sampled from Jigsaw's global network of procurement practitioners

