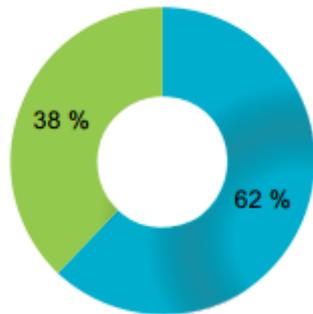




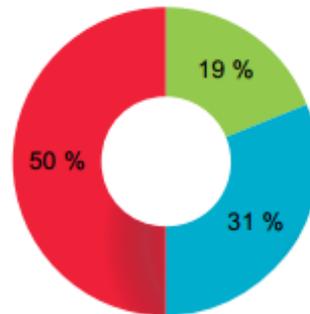
# MARKET SNAPSHOT

**JOB TYPE:** Permanent  
**SALARY:**  
**CATEGORY:** Procurement Leaders

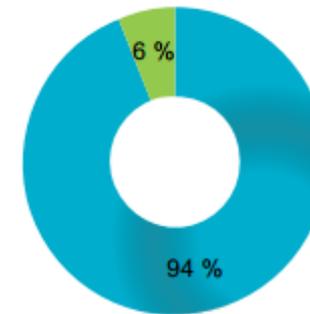
**LOCATION:** Australia  
**INDUSTRY:** FMCG  
**JOB TITLE:** Procurement Dir (National)



■ Male ■ Female

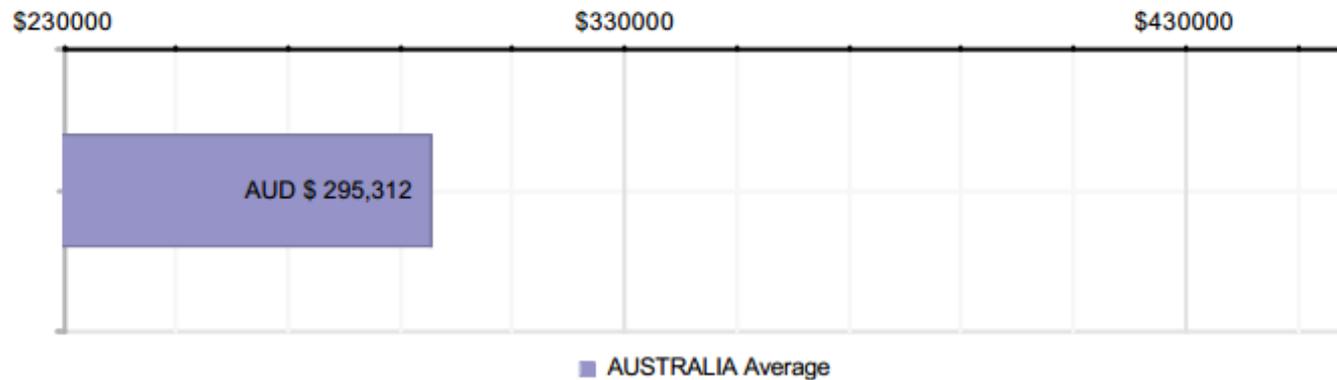


■ Available ■ Active ■ Passive



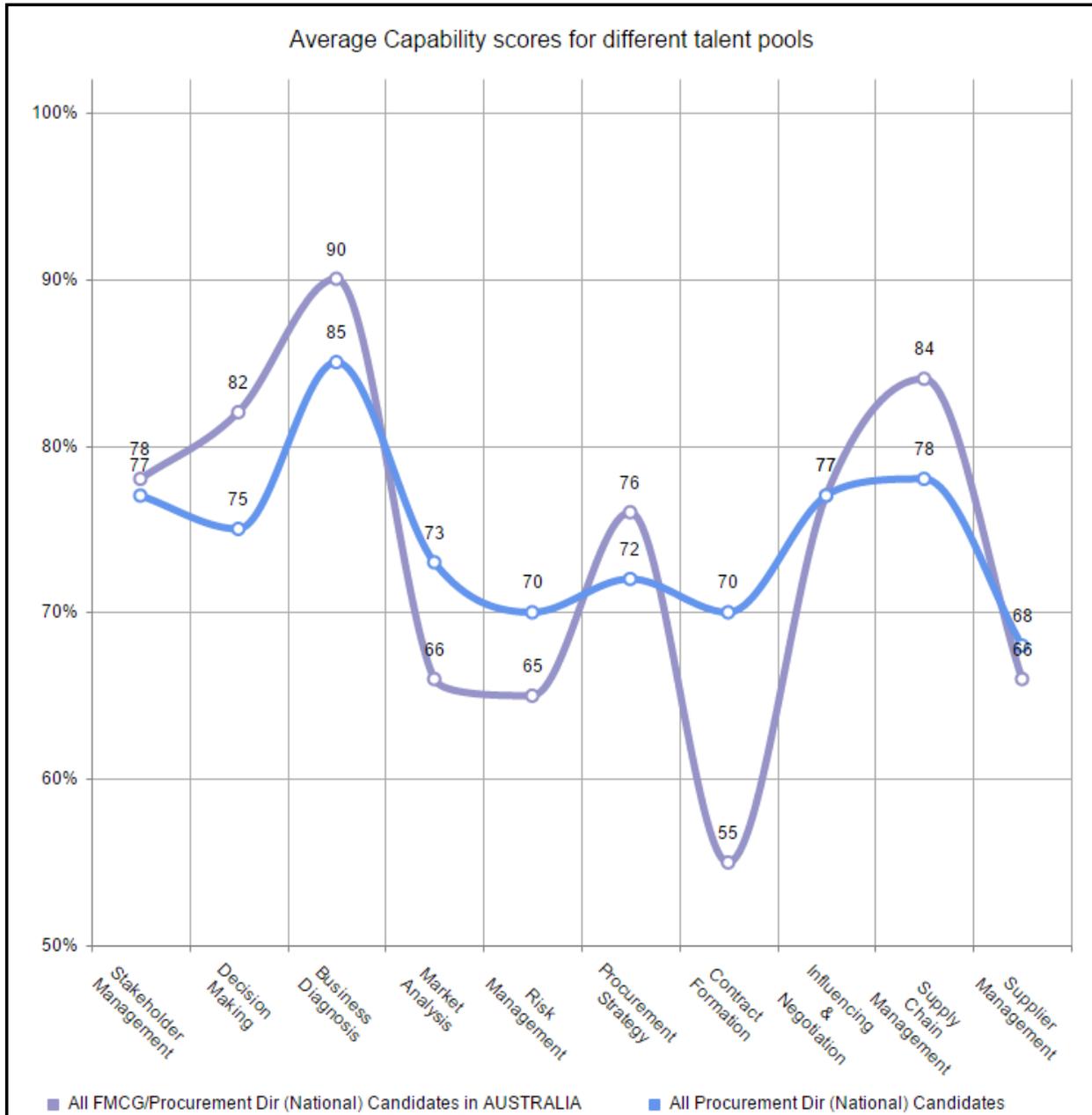
■ Degree ■ No Degree

Average TRP for Procurement Leaders Procurement Dir (National)



*Total Remuneration Package (TRP) includes base salaries, pension schemes, cars, fixed and variable bonuses etc, basically everything the candidate considers to be a component of their total employment package.*

# Market Capability Summary for all FMCG Procurement Dir (National) candidates in AUSTRALIA



## Highly Developed Capabilities

### 1. Business Diagnosis

Understand the real requirements of the organisation across a variety of dimensions other than simply the specification. Translate the organisation's policy and business goals into congruent functional strategies.

### 2. Supply Chain Management

Diagnose the material, information and monetary flows and design an appropriate supply chain to optimise value for the organisation. Structure appropriate relationships and processes between the parties to ensure that the supply chain works effectively and efficiently.

### 3. Decision Making

Use tools of analysis and decision-making to reach better decisions. Analyse data and interpret results to reach transparent and defensible decisions. Demonstrate financial and numerical literacy to interpret quantitative data and reach sound and consistent conclusions

## Under Developed Capabilities

### 1. Contract Formation

In the light of the risks presented, develop an appropriate contractual agreement which identifies and manages key risks. Ensure that the contract is practical and capable of agreement and enforcement

### 2. Risk Management

Identify exposure across of a variety of dimensions, including financial, operational, reputational, environmental and economic risk. Scale the relative size of the risks and make appropriate choices about treating those risks in an appropriate way.

### 3. Market Analysis

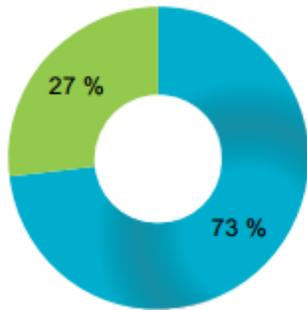
Research and diagnose supply markets and supplier capability and competitiveness. Understand market trends and dynamics and reach practical conclusions for the organisation.



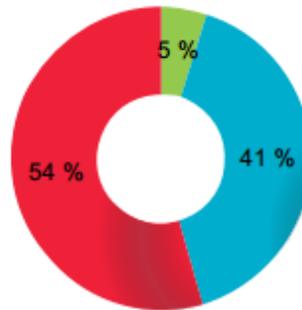
# MARKET SNAPSHOT

**JOB TYPE:** Permanent  
**SALARY:**  
**CATEGORY:** Procurement Leaders

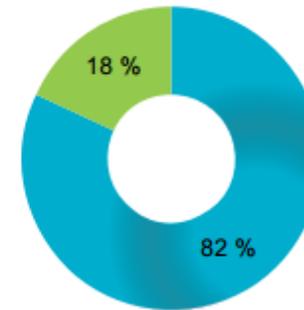
**LOCATION:** Australia  
**INDUSTRY:** Public Sector  
**JOB TITLE:** Procurement Dir (National)



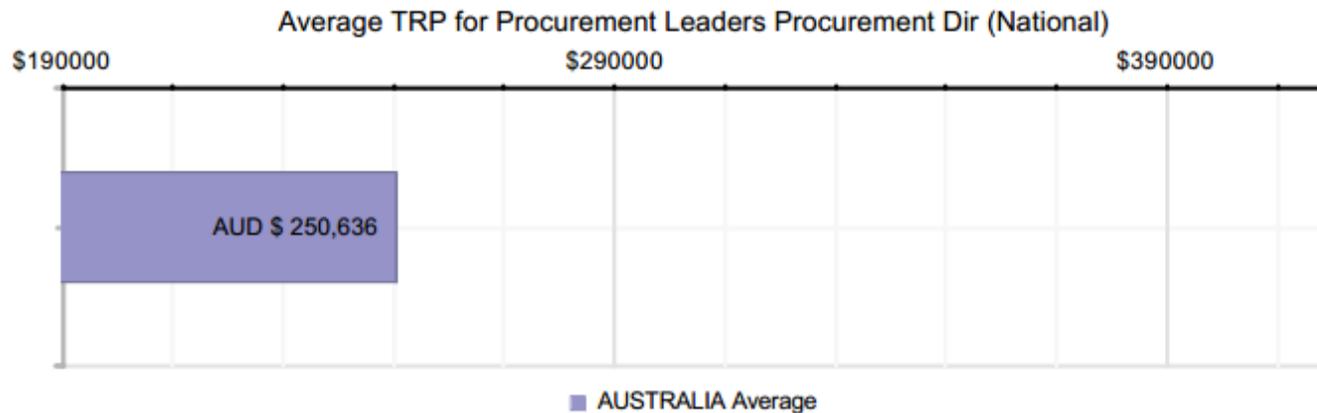
■ Male ■ Female



■ Available ■ Active ■ Passive



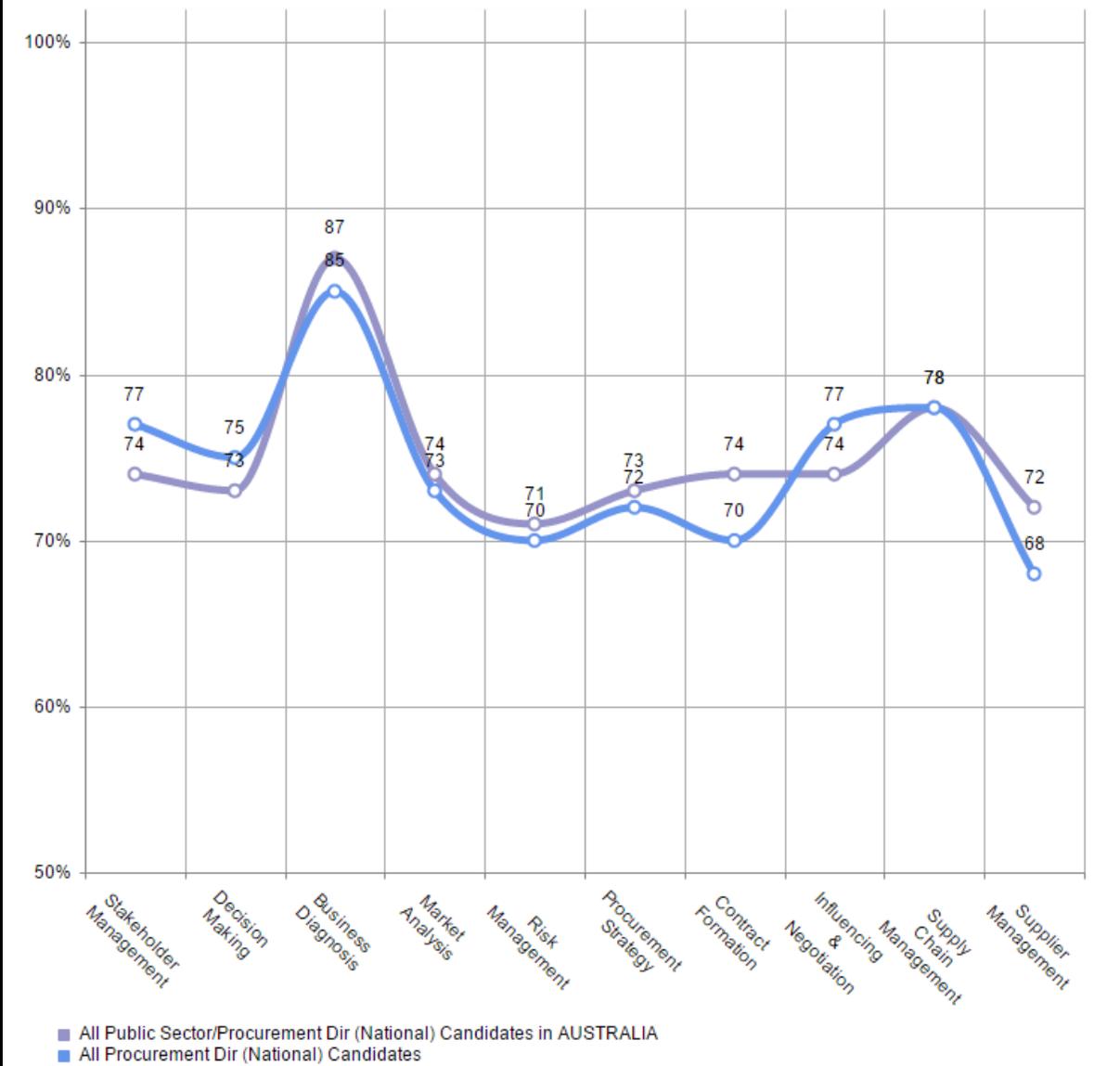
■ Degree ■ No Degree



*Total Remuneration Package (TRP) includes base salaries, pension schemes, cars, fixed and variable bonuses etc, basically everything the candidate considers to be a component of their total employment package.*

# Market Capability Summary for all Public Sector Procurement Dir (National) candidates in AUSTRALIA

Average Capability scores for different talent pools



## Highly Developed Capabilities

1. Business Diagnosis  
Understand the real requirements of the organisation across a variety of dimensions other than simply the specification. Translate the organisation's policy and business goals into congruent functional strategies.
2. Supply Chain Management  
Diagnose the material, information and monetary flows and design an appropriate supply chain to optimise value for the organisation. Structure appropriate relationships and processes between the parties to ensure that the supply chain works effectively and efficiently.
3. Stakeholder Management  
Develop appropriate internal relationships, utilising stakeholder mapping. Create foundations for working in cross-functional teams. Raise stakeholder awareness of role and contribution of procurement. Develop stakeholder empathy to ensure effective communication to understand real needs.

## Under Developed Capabilities

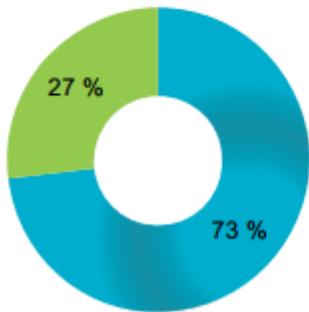
1. Risk Management  
Identify exposure across of a variety of dimensions, including financial, operational, reputational, environmental and economic risk. Scale the relative size of the risks and make appropriate choices about treating those risks in an appropriate way.
2. Supplier Management  
Develop clear performance standards and a suite of performance measures to manage supplier performance. Deploy an appropriate combination of incentives and sanctions to ensure that suppliers meet their standards, are motivated to perform or have their relationship terminated
3. Decision Making  
Use tools of analysis and decision-making to reach better decisions. Analyse data and interpret results to reach transparent and defensible decisions. Demonstrate financial and numerical literacy to interpret quantitative data and reach sound and consistent conclusions.



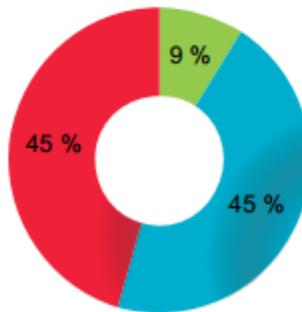
## MARKET SNAPSHOT

**JOB TYPE:** Permanent  
**SALARY:**  
**CATEGORY:** Procurement Leaders

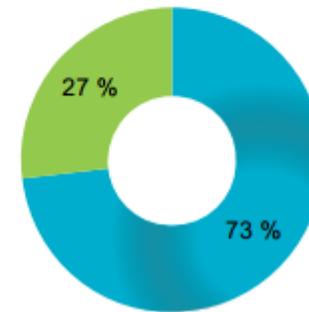
**LOCATION:** Australia  
**INDUSTRY:** Mining & Resources  
**JOB TITLE:** Procurement Dir (National)



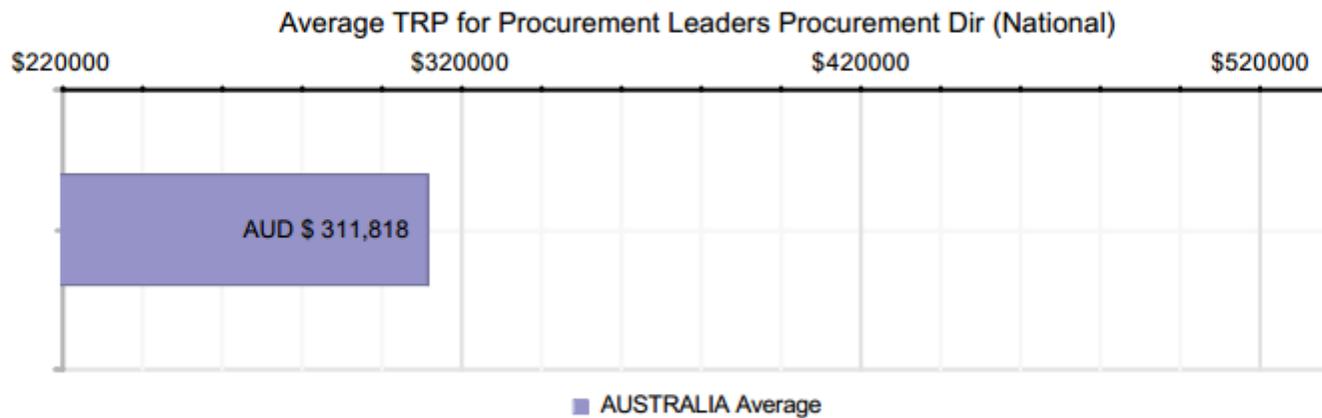
■ Male ■ Female



■ Available ■ Active ■ Passive

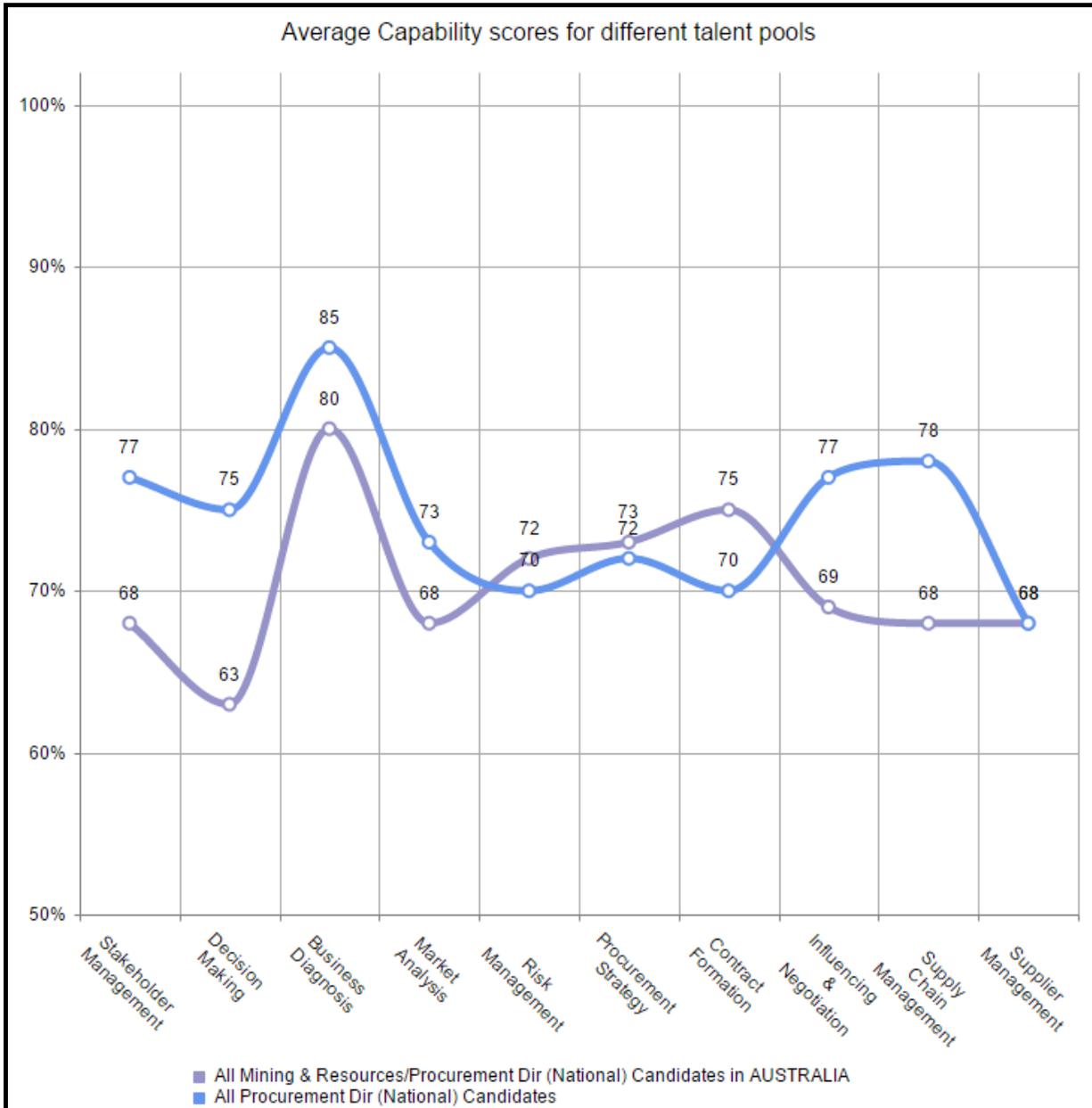


■ Degree ■ No Degree



*Total Remuneration Package (TRP) includes base salaries, pension schemes, cars, fixed and variable bonuses etc, basically everything the candidate considers to be a component of their total employment package.*

# Market Capability Summary for all Mining & Resources Procurement Dir (National) candidates in AUSTRALIA



## Highly Developed Capabilities

1. Business Diagnosis  
Understand the real requirements of the organisation across a variety of dimensions other than simply the specification. Translate the organisation's policy and business goals into congruent functional strategies.
2. Contract Formation  
In the light of the risks presented, develop an appropriate contractual agreement which identifies and manages key risks. Ensure that the contract is practical and capable of agreement and enforcement
3. Procurement Strategy  
Design and manage an appropriate strategy based upon the balance between risk and opportunity in the category, the supply market and within the organisation.

## Under Developed Capabilities

1. Decision Making  
Use tools of analysis and decision-making to reach better decisions. Analyse data and interpret results to reach transparent and defensible decisions. Demonstrate financial and numerical literacy to interpret quantitative data and reach sound and consistent conclusions
2. Stakeholder Management  
Develop appropriate internal relationships, utilising stakeholder mapping. Create foundations for working in cross-functional teams. Raise stakeholder awareness of role and contribution of procurement. Develop stakeholder empathy to ensure effective communication to understand real needs.
3. Market Analysis  
Research and diagnose supply markets and supplier capability and competitiveness. Understand market trends and dynamics and reach practical conclusions for the organisation.



## MARKET SNAPSHOT

**JOB TYPE:** Permanent

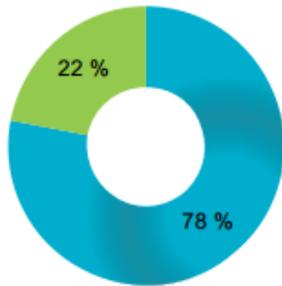
**SALARY:**

**CATEGORY:** Procurement Leaders

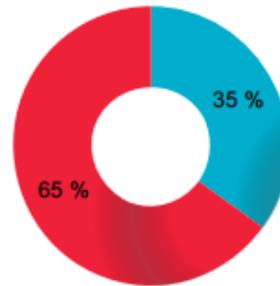
**LOCATION:** Australia

**INDUSTRY:** Financial Services

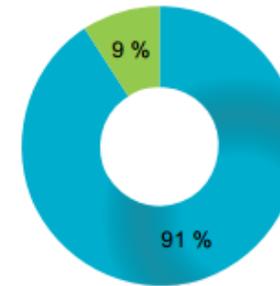
**JOB TITLE:** Procurement Dir (National)



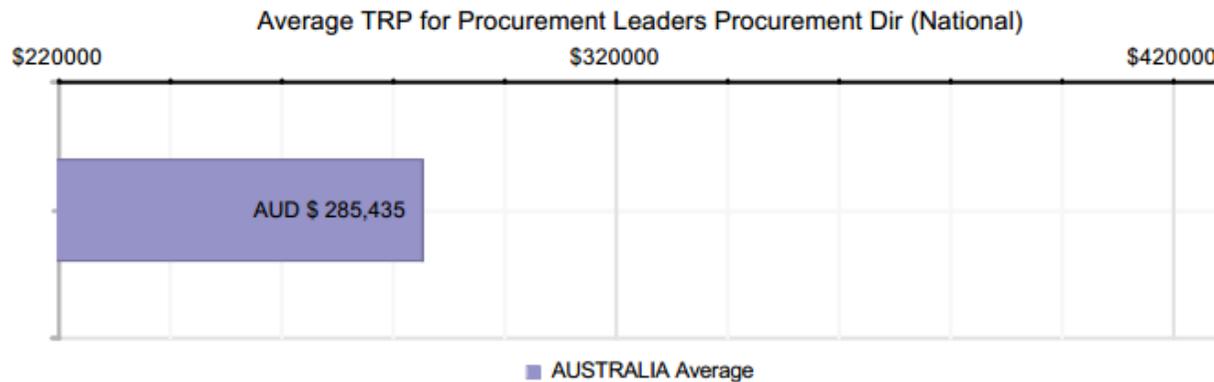
■ Male ■ Female



■ Available ■ Active ■ Passive

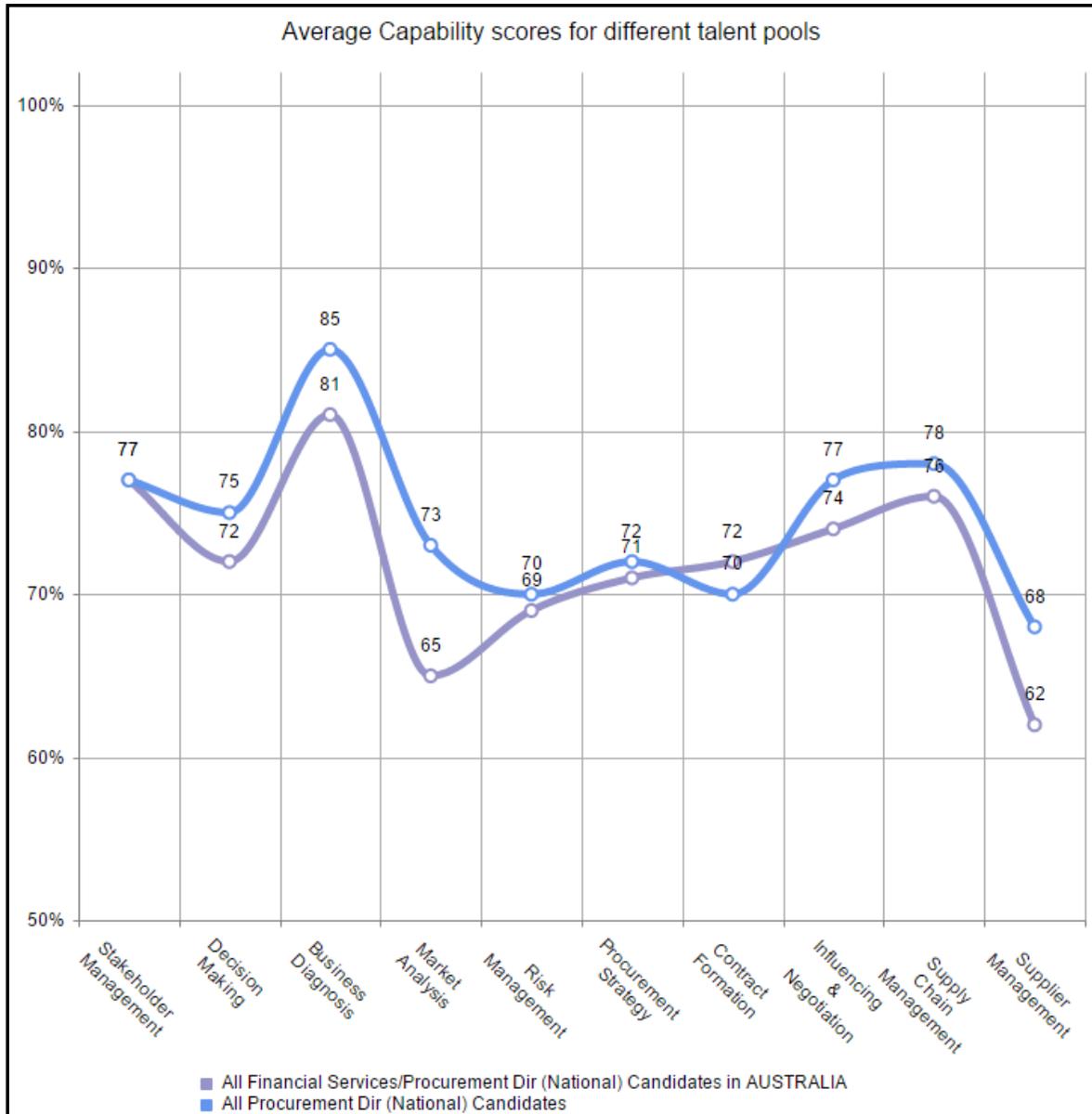


■ Degree ■ No Degree



*Total Remuneration Package (TRP) includes base salaries, pension schemes, cars, fixed and variable bonuses etc, basically everything the candidate considers to be a component of their total employment package.*

# Market Capability Summary for all Financial Services Procurement Dir (National) candidates in AUSTRALIA



## Highly Developed Capabilities

1. Business Diagnosis  
Understand the real requirements of the organisation across a variety of dimensions other than simply the specification. Translate the organisation's policy and business goals into congruent functional strategies.
2. Stakeholder Management  
Develop appropriate internal relationships, utilising stakeholder mapping. Create foundations for working in cross-functional teams. Raise stakeholder awareness of role and contribution of procurement. Develop stakeholder empathy to ensure effective communication to understand real needs.
3. Supply Chain Management  
Diagnose the material, information and monetary flows and design an appropriate supply chain to optimise value for the organisation. Structure appropriate relationships and processes between the parties to ensure that the supply chain works effectively and efficiently.

## Under Developed Capabilities

1. Supplier Management  
Develop clear performance standards and a suite of performance measures to manage supplier performance. Deploy an appropriate combination of incentives and sanctions to ensure that suppliers meet their standards, are motivated to perform or have their relationship terminated
2. Market Analysis  
Research and diagnose supply markets and supplier capability and competitiveness. Understand market trends and dynamics and reach practical conclusions for the organisation.
3. Risk Management  
Identify exposure across of a variety of dimensions, including financial, operational, reputational, environmental and economic risk. Scale the relative size of the risks and make appropriate choices about treating those risks in an appropriate way.