

Snapshot Market Update – January 2012

CPO / Director / Head of Procurement

Definition: CPO / Director / Head of Procurement

The figurehead 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 Metrics

| Position Title | Job Search Status | | |
|---------------------------------|-------------------|--------|---------|
| | Available | Active | Passive |
| CPO | 7 | 12 | 13 |
| Procurement Director – Regional | 10 | 33 | 37 |
| Procurement Director – National | 15 | 52 | 70 |
| Procurement Manager – Regional | 5 | 42 | 65 |
| Procurement Manager - National | 36 | 148 | 251 |

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, not actively seeking alternative employment but *passively* open to hearing about new career opportunities if they arise.

Market Analysis

The majority of roles remunerated above \$350,000 package (AUD) are with Mining/Resources, Infrastructure, Financial Services, FMCG & Manufacturing businesses.

In 2011, Jigsaw successfully recruited 23 CPO/Director of Procurement positions and 42 National/Regional Procurement Managers. Anticipated vacancies for executive level Procurement leadership positions in 2012 will be in the Infrastructure, Resources & Energy sectors with demand in the FMCG and Retail sectors weakening.

Skills in highest demand are expected to be Risk Management, Transformation, Technology/Business Process Outsourcing and Procure to Pay. Strong team leadership and Executive level stakeholder engagement and influencing skills are always absolute prerequisites for successfully delivering in a leadership position.

Towards the end of 2011, with growing uncertainty over the European sovereign debt crises, a greater level of volatility has been introduced into all kinds of markets, including the employment market. Whilst Jigsaw has experienced continued high demand for excellent procurement practitioners, overall 'employee' confidence has slightly softened. Therefore there has been a slight increase in the overall number of people both Available (ie not working presently) as well as Active, given there have not been as many opportunities to find new alternative employment.

Late in 2011, Jigsaw saw a marked increase in the number of Procurement leadership roles coming to market across a range of sectors. We believe this is indicative of companies anticipating an even closer focus on cost reduction, risk management and optimisation of current spend as well as new investment, as revenue growth opportunities potentially slow down in the short term should global economic uncertainties become realised.

However, Jigsaw remains certain that high calibre professionals will always get great jobs and demand for top tier people remains consistently high – especially in the Procurement profession where the return on investment in strong Procurement leadership delivers tangible bottom line improvement.



| CPO | Current Package |
|------|-----------------|
| NSW | \$ 375,000.00 |
| VIC | \$ 365,000.00 |
| WA | \$ 360,000.00 |
| QLD | \$ 513,000.00 |
| SING | \$ 340,000.00 |
| US | \$ 490,000.00 |

| Procurement Director Regional | Current Package |
|-------------------------------|-----------------|
| China | \$ 500,000.00 |
| HK | \$ 250,000.00 |
| JAP | \$ 270,000.00 |
| Korea | \$ 240,000.00 |
| NSW | \$ 288,077.00 |
| QLD | \$ 338,333.00 |
| SING | \$ 281,875.00 |
| UK | \$ 280,000.00 |
| USA | \$ 300,000.00 |
| VIC | \$ 313,333.00 |
| WA | \$ 365,000.00 |

| Procurement Director National | Current Package |
|-------------------------------|-----------------|
| Canada | \$ 275,000.00 |
| NSW | \$ 285,119.00 |
| QLD | \$ 258,125.00 |
| SA | \$ 191,667.00 |
| SING | \$ 310,000.00 |
| USA | \$ 250,000.00 |
| VIC | \$ 294,425.00 |
| WA | \$ 332,143.00 |

| Procurement Manager Regional | Current Package |
|------------------------------|-----------------|
| HK | \$ 192,500.00 |
| NSW | \$ 210,645.00 |
| QLD | \$ 253,333.00 |
| SA | \$ 220,000.00 |
| SING | \$ 182,667.00 |
| USA | \$ 200,000.00 |
| VIC | \$ 209,133.00 |
| WA | \$ 246,667.00 |

| Procurement Manager National | Current Package |
|------------------------------|-----------------|
| ACT | \$ 135,000.00 |
| China | \$ 150,000.00 |
| HK | \$ 169,500.00 |
| NSW | \$ 186,125.00 |
| NT | \$ 207,500.00 |
| NZ | \$ 187,500.00 |
| QLD | \$ 191,423.00 |
| SA | \$ 186,000.00 |
| SING | \$ 158,125.00 |
| TAS | \$ 130,000.00 |
| UK | \$ 168,333.00 |
| USA | \$ 150,000.00 |
| VIC | \$ 191,272.00 |
| WA | \$ 181,974.00 |

Current Package figure quoted is an **average** of all practitioners' remuneration across Jigsaws global network per job category. This figure includes cash + super + vehicle + incentives

Data sampled from Jigsaw Search Real-Time Salary Survey: www.jigsawsearch.com/content_common/pg-survey-login.seo