



Career Guide
for Supply Chain
& Logistics
Professionals



You picked a great time to be a Supply Chain & Logistics professional.

The pandemic caused unprecedented disruptions on global supply chains—and its effect is still being felt. However, out of disruption, innovation and opportunity often arise. And that's exactly what's happening in the supply chain and logistics industry.

No longer are professionals in procurement, logistics, and supply chain management operating behind the scenes—the need for their skills has taken center stage. In fact, according to the Bureau of Labor Statistics (BLS), employment of logisticians is projected to grow 30 percent from 2020 to 2030, much faster than the average for all occupations.

So, whether you're taking the first step or the next step in your supply chain and logistics journey, we've got the facts you need to make more informed career decisions.

Just starting a career in Supply Chain & Logistics? This career guide is for you.

Use the information presented here to discover which kinds of jobs are available in each field, as well as the education, experience, and skills you need to excel.

Already have an established career? This career guide is for you.

Check out our most recent salary data, as well as the latest insights on what you can do to accelerate your career growth.

<https://www.bls.gov/ooh/business-and-financial/logisticians.htm#tab-1>

Supply Chain & Logistics Employment Outlook



Employment of logisticians is projected to grow **30%** from 2020 to 2030¹.



~**25,000** openings for logisticians are projected each year, on average¹.



66% of Operations Managers say their company has started backfilling roles lost during the pandemic.

¹ <https://www.bls.gov/ooh/business-and-financial/logisticians.htm#tab-1>



Digital Talent is in High Demand

According to a 2021 McKinsey survey of global supply chain leaders, nearly every single respondent said they needed more in-house digital supply chain talent to support their current and planned digitization efforts.



need more digital in-house talent.



accelerated investments in digital technology.

<https://www.mckinsey.com/business-functions/operations/our-insights/transforming-supply-chains-do-you-have-the-skills-to-accelerate-your-capabilities>

Should You Stay or Should You Go?

Yes, plenty of companies are hiring, but your current employer may also give you an opportunity to learn new skills and, in turn, earn a promotion.



plan to reskill the current labor force .



plan to redeploy their internal labor force.



plan to hire new talent.



plan to hire temporary talent.

<https://www.mckinsey.com/business-functions/operations/our-insights/transforming-supply-chains-do-you-have-the-skills-to-accelerate-your-capabilities>

Which Skills Should You Focus On?

Since the pandemic, supply chain & logistics hiring managers have found it increasingly difficult to find candidates with the right skills. According to The Logistics Bureau, these are five of the most important skills you need to get ahead on your career:

- IT & Tech Knowledge
- Economics & Market Dynamics Understanding
- Flexibility
- Project Management
- Negotiation

<https://www.logisticsbureau.com/7-key-supply-chain-leaders-skills-and-why-you-need-them/>

2022 Compensation & Workforce Trends Survey Methodology

LHH Recruitment Solutions in partnership with Allison+Partners surveyed 1,405 hiring decision makers in the U.S. The survey was hosted in Qualtrics and panel was sourced from Lucid and Curren Fielding Solutions. Fielding was conducted in late 2021.

▶ Supply Chain & Logistics Careers

As the pandemic caused massive shifts in supply chain and logistics, businesses have made shifts of their own to keep up and evolve. Today's supply chain teams are seeking workers with elevated tech skills to help them prepare for more change and growth. To help you understand the roles in high demand and the expectations for those roles, take a look at the following job descriptions and salary data for key positions in the supply chain and logistics industry.



Procurement Manager

A Procurement Manager sources products and services for a company. They create a buying strategy that takes into account the company budget and necessary supplies and then they find matching vendors. Their day includes meetings with superiors, like the Chief Financial Officer (CFO) or the Chief Operating Officer (COO). Generally, supervisors task Procurement Managers with finding suppliers that meet demands at the right price.

In larger companies, a Procurement Manager may oversee a small team of buyers. In smaller companies, the Procurement Manager job description will likely include both strategy and purchasing.

Education Requirements

- Bachelor's degree in business administration or a similar field.
- Minimum of 1-2 years of experience as a buyer.

Essential Skills

- Strong research skills.
- Analytical skills.
- Ability to negotiate contracts.
- Proficiency in inventory and RFP management software.

Roles & Responsibilities

- Meet with supervisors and department heads to understand the needs across the company.
- Forecast needs and supplies.
- Review requests for proposals (RFPs).
- Review and negotiate contracts with vendors and suppliers.
- Delegate tasks to the procurement team (at a larger company).
- Train new employees and support team members as necessary (at a larger company).

Day-to-Day Duties

- Research suppliers and vendors that meet the goals of the company.
- Find suppliers that have certain certifications, accreditation, and insurance, along with a steady stream of materials that fit within budget restraints.
- Manage inventory.
- Ensure partners continue to meet company needs.
- Collect and analyze data to ensure the company is making the best decisions.
- Balance department budgets with needs.



Procurement Clerk

Base Salary by Experience: **0-2 years: \$38,457,**
3-10 years: \$43,482, 10+ years: \$60,872

Procurement Specialist

Base Salary by Experience: **0-2 years: \$48,916,**
3-10 years: \$63,063, 10+ years: \$77,192

Procurement Manager

Base Salary by Experience: **0-2 years: \$87,008,**
3-10 years: \$94,590, 10+ years: \$107,136

Director of Procurement

Base Salary by Experience: **0-2 years: \$97,859,**
3-10 years: \$108,710, 10+ years: \$193,466

VP of Procurement

Base Salary by Experience: **0-2 years: \$130,481,**
3-10 years: \$178,268, 10+ years: \$269,945

Senior VP of Procurement

Base Salary by Experience: **0-2 years: \$135,881,**
3-10 years: \$226,097, 10+ years: \$342,363



Purchasing Manager

A Purchasing Manager buys materials or parts for a company to resell or create goods or services. They research each component to compare quality, cost, and accessibility. The Purchasing Manager selects potential vendors to work with, solicits bids, negotiates contracts, and makes sure the contract is adhered to.

Purchasing Managers are often asked to keep reports on selected vendors and alternatives. The reports show the COO or VP of the supply chain why vendors were selected, the amount of money saved, and resource quantities available. They report to the Chief Operating Officer (COO) or a Vice President of the Supply Chain in many cases, especially if purchasing is crucial to daily operations.

Education Requirements

- Bachelor's degree in business, business science, or logistics.
- Master's degree in business (only if the purchasing manager will supervise staff).
- 5-7 years of experience in the field.

Essential Skills

- Strong analytical skills to compare vendors, prices, quantities, and availability.
- Communication skills to convey exactly what's needed and expected from a vendor.
- Ability to work independently.
- Proficiency in Microsoft Office and inventory management software.
- Record-keeping skills to maintain a vendor database.

Roles & Responsibilities

- Find and obtain materials or parts for a company.
- Research vendors, visit plants, and request bids from a small pool of selected suppliers.
- Network with vendors and attend events as necessary (trade shows, networking events, etc.).
- Identify problems and implement solutions to improve the purchasing process.

Day-to-Day Duties

- Develop a list of inventory needed and plan a purchasing strategy.
- Craft and negotiate contracts on behalf of the company.
- Ensure the contract is fulfilled and quality control is maintained.
- Maintain inventory amounts and make purchases accordingly.
- Train new employees and provide guidance necessary to be an effective buyer.
- Keep records of all vendors, contracts, and correspondence.



Purchasing Manager

Base Salary by Experience: **0-2 years: \$87,008**
3-10 years: \$94,590, 10+ years: \$107,136

Warehouse Manager

In an era of e-commerce where businesses are forgoing brick and mortar locations for online stores, Warehouse Management is more important than ever. The same applies to the role of Warehouse Managers, who oversee organizing every aspect of warehousing goods—from receiving and storing products to dispatching deliveries and beyond.

Warehouse Management is a mid-career position that oversees production workers, machine operators, forklift operators, drivers, loaders, handlers, and other warehouse staff. They report directly to the director of warehouse operations, who's under the vice president of warehouse operations. This role often advances to Logistics Director, Director of Warehouse Operations, Vice President of Warehouse Operations, Chief Supply Chain Officer and Chief Logistics Officer.

Education Requirements

- High school diploma or equivalent.
- Bachelor's degree in logistics, business, or supply chain management.
- Driver's license.
- OSHA forklift certification.
- 5+ years of related warehouse experience.

Essential Skills

- Leadership, decision making, and problem-solving skills.
- Organizational and multitasking abilities.
- Interpersonal and communication skills.
- Basic math and computer skills.
- Knowledge of inventory and warehouses.

Roles & Responsibilities

- Supervise all of a warehouse's daily activities while working to maximize efficiency and minimize staff overtime.
- Ensure effective, safe operations by implementing procedures and policies.
- Analyze logistics data to increase productivity and aid in loss prevention.
- Oversee receiving, warehousing and distribution operations.
- Implement operational policies and procedures.
- Implement and oversee security operations.

Day-to-Day Duties

- Manage inventory control and quality assurance, productivity and logistics.
- Motivate, organize, and discipline staff.
- Manage the receipt, storage, and distribution of warehouse goods.
- Inspect, maintain, and manage warehouse equipment and vehicles.
- Keep detailed records of warehouse activities.
- Ensure effective and safe use of warehouse equipment.
- Ensure safety of staff.



Warehouse Manager

Base Salary by Experience:

**0-2 years: \$59,776, 3-10 years: \$79,148,
10+ years: \$101,633**

Warehouse Supervisor

Base Salary by Experience:

**0-2 years: \$49,941, 3-10 years: \$65,241,
10+ years: \$87,614**



Logistics Coordinator

A Logistics Coordinator is an essential role that helps a company get their product into the consumers' hands in a timely manner. Their responsibilities include overseeing all aspects of a company's supply chain, from preparation to transportation to delivery. An efficiently run system that maximizes profitability is a key indicator of a successful Logistics Coordinator.

Among the top goals for this role is ensuring that a company's fulfillment operations stay on schedule. Since Logistic Coordinators must ensure operations meet legal and regulatory requirements, they may be monitored by local, state, federal, and international agencies that oversee these operations. Depending on the organization, this role may report to a role as Logistics Supervisor or Chief Supply Chain Officer.

Education Requirements

- Associate degree.
- 1-2 years of experience in a logistics support role.
- Experience using common logistics software, such as RFID (radio-frequency identification).

Essential Skills

- Communication skills.
- Negotiation abilities.
- Customer service-oriented.
- Organizational expertise.
- Problem-solving skills.

Roles & Responsibilities

- Travel to the company's warehouses and inventory outlets to assess and streamline operations.
- Analyze and optimize the company's logistics processes.
- Ensure shipping methods comply with local, state, federal, and international regulations.
- Manage material acquisition, including raw materials.

Day-to-Day Duties

- Negotiate with suppliers, retailers, and delivery operators.
- Regularly communicate with customers to understand their supply needs.
- Coordinate allocation of product for inventory to keep warehouse capacity at optimal levels.
- Coordinate shipments for delivery, including managing necessary personnel, to maximize efficiency and profitability.
- Promptly resolve shipment and inventory issues as they arise.
- Process freight claims and billing.



Logistics Coordinator

Base Salary by Experience:

0-2 years: \$50,021, 3-10 years: \$70,662, 10+ years: \$78,496



Logistics Manager

A Logistics Manager ensures that products, inventory, parts, or people move from one place to another efficiently and cost-effectively. Logistics and supply chain management is a key part of the supply chain, working to plan, control, and implement the storage and flow of products, materials, information, or services. These key employees must manage the transition swiftly and securely while ensuring adherence to pre-set deadlines.

A successful Logistics Manager will complete every transition smoothly with no time delays, lost product, or incidents that prevent the customer from receiving their orders. This role often entails frequent travel to distribution centers, warehouses, and manufacturing plants and generally reports to the CEO of a company or warehouse operation.

Education Requirements

- Minimum associate degree, preferably bachelor's degree.
- 1-3 years of management experience.
- Some employers prefer certification from APICS or SOLE.
- DAU certification for Department of Defense jobs.

Essential Skills

- Attention to detail.
- Ability to multitask efficiently.
- Knowledge of logistics software.
- Great communication skills.
- Critical thinking abilities.
- Problem solving skills.

Roles & Responsibilities

- Review and research client needs and develop the best method of approach to fulfill them.
- Oversee the entire process of a shipment, from acquisition to delivery.
- Correspond with clients, suppliers, warehouses, and transportation hubs to ensure efficiency.

Day-to-Day Duties

- Input and monitor logistical software.
- Find more efficient ways to move or store goods and personnel.
- Monitor warehouse and storage functionality while products are stored.
- Take inventory.



Logistics Manager

Base Salary by Experience: **0-2 years: \$76,087,**
3-10 years: \$83,739, 10+ years: \$115,771

Director of Logistics

Base Salary by Experience: **0-2 years: \$92,433,**
3-10 years: \$103,284, 10+ years: \$176,085

VP of Logistics

Base Salary by Experience: **0-2 years: \$135,855,**
3-10 years: \$212,012, 10+ years: \$233,748

Senior VP of Logistics

Base Salary by Experience: **0-2 years: \$150,036,**
3-10 years: \$228,245, 10+ years: \$252,278



Supply Chain Analyst

A Supply Chain Analyst analyzes data and methods to predict and improve a company's delivery of products and services to its customers. An organization's supply chain needs to run smoothly and efficiently to ensure a profit, making the supply chain analyst an essential role.

Analysts use data to support their recommendations for optimizing the methods within the company in terms of production, supplies, and transportation. Depending on the size and type of organization, they typically report to a manager or director of supply chain management and may sometimes report directly to a general manager.

Education Requirements

- Bachelor's degree in business management, operations, logistics, or a similar field.
- Prior project management experience.
- Supply chain management certification is preferred.

Essential Skills

- Quantitative analysis expertise.
- Interpersonal communication skills.
- Critical-thinking skills.
- Organizational abilities.
- Problem solving skills.

Roles & Responsibilities

- Be the contact point for many large purchases made from outside of the company for projects.
- Plan and carry out large-scale projects.
- Assess a company's processes and inventory, then use that data to improve efficiency and reduce costs.
- Monitor and collect data on current operations, including scheduling, sourcing, warehousing, production, and delivery.
- Gather data on each step within the supply chain, using it to recommend changes to reduce costs.
- Research partner companies and seek to negotiate best-price contracts to increase business revenue.

Day-to-Day Duties

- Investigate pain points within the process and develop solutions to resolve conflicts and inefficiencies.
- Negotiate with vendors and carriers to secure best pricing and ensure contract compliance.
- Create performance reports for management to review.
- Communicate with other departments within the organization to identify efficiency issues, develop solutions, and implement changes.
- Maintain a friendly and professional relationship with vendors while promoting company initiatives and values.



Supply Chain Analysts

Base Salary by Experience: **0-2 years: \$60,263,**
3-10 years: \$76,087, 10+ years: \$100,050





Certifications, Special Requirements, and Specialized Courses

There are several different supply chain and logistics certifications that can help you land a new job or increase the marketability of your skills. Earning these designations typically involves a combination of education and experience. Here are just a few of the certification courses available to you.

- **APICS Certified Supply Chain Professional (CSCP):** Helps you demonstrate your knowledge and organizational skills for developing more streamlined operations.
- **APICS Certified in Production and Inventory Management (CPIM):** The premier certification for internal supply chain business operations.
- **APICS Supply Chain Operations Reference (SCOR-P) Endorsement:** The Supply Chain Operations Reference (SCOR) model is a supply chain framework that links business processes, performance metrics, practices, and people skills into a unified structure.
- **ISM Certified Professional in Supply Management (CPSM):** Recognized globally as a standard of excellence for professionals in procurement, supply management, and supply chain management.
- **ISM Certified Professional in Supplier Diversity (CPSD):** Positions you as the expert organizations need to guide them toward intelligent and profitable supplier diversity decisions.
- **SCPro Council of Supply Chain Management Professionals (CSCMP):** A three-tiered program that assesses progressive knowledge and skills across integrated supply chain activities.
- **SOLE Certified Professional Logistician (CPL):** Awarded to individuals of proven competence in logistics who pass an examination designed to test their broad knowledge of the entire logistics spectrum.
- **NCMA Certified Professional Contract Manager (CPCM):** Contract professionals who have mastered the majority of the contract management competencies in the Contract Management Body of Knowledge (CMBOK), extensive business education and training, and a minimum of 5 years of experience can apply for the CPCM certification.

Available online and offline (or both), professional certification courses are a great way for you to advance your career without having to attend a full-time degree program. They can help a veteran supply chain professional get up to speed on emerging concepts, help a new entrant gain knowledge in a specific operational area, and give any candidate an edge in the job hunt process.

Benefits of Working with a Recruiter

Recruiters can be your best friends in your job search. Not only do they have a finger on the pulse of the industry, but they know what types of candidates hiring companies are looking for. They also know what it takes to get noticed in today's competitive job market. These are all important advantages for supply chain and logistics professionals who are looking for the next great opportunity.

The skills gap in the industry is fueling competition among employers, which means greater opportunities for candidates. Generous bonuses and greater professional development opportunities are more commonplace—all of this makes working with a recruiter is more valuable than ever.

Employers are outsourcing hiring

Reviewing resumes and screening candidates is time-consuming, and the cost of making a bad hire can cost hundreds of thousands of dollars. That's why more employers are trusting third-party recruiters to take care of their hiring. The initial interviewing and screening allow hiring managers to focus on their other priorities. Hiring managers are then exposed to only the most qualified candidates.

This means many of the best positions aren't found on a job board or a company's careers page. These positions are often only revealed when working with a recruiter. Specifically, by working with a recruiter who specializes in the supply chain and logistics industry. Unless you're working with a well-connected recruiter, you might miss out on your dream job.

Recruiters know what employers want

Yes, there are career opportunities made possible by the skills gap, but employers still spend time, attention, and resources to avoid costly hiring mistakes. While presenting yourself as the ideal candidate, you may unknowingly sabotage yourself.

A recruiter can work with you to determine in which areas you excel. Recruiters also know how to clean up any areas that need a little polishing. They can coach you before your interviews and get you feedback from interviews that you may otherwise not be privy to. This way, you'll know what the employer thinks you did well or where you fell short. This insight can be invaluable as it can help you avoid making the same mistakes in the next interview or how to adjust before you accept an offer.

Using a recruiter is a better use of your time

Job searching alone is time-consuming, particularly if you're currently working. On your own, you may be able to apply and talk to three companies a week. Working with a recruiter, you could reach ten times as many employers in the same amount of time. Since that's their full-time job, recruiters work 40+ hours a week to get candidates hired. It will save you time and as a candidate, it costs nothing. That's a pretty good return on investment.

Negotiate a higher salary, as well as better benefits and perks

While we are all for initiatives that reward loyalty, it must be said that switching jobs typically means a big boost in pay. If you've been with your current employer for a while, you've probably been receiving cost of living adjustments and promotions amounting to three to ten percent per year. But when you switch jobs, you could be looking at up to a 15 percent increase or more. If you're not up to date on current salary ranges and bonuses, you could end up leaving money on the table. A recruiter, on the other hand, is keenly aware of the going rate for your skill set and experience and can help negotiate to make sure you're paid what you are worth.

With the demand for talent outpacing supply, especially for experienced supply chain and logistics talent, candidates have a real opportunity to benefit from higher salaries and other perks. Working with an experienced, connected recruiter can help you take advantage of this job market by connecting you to excellent opportunities and competitive pay in far less time than it would take to conduct a job search on your own. LHH is plugged in to the supply chain and logistics world and has offices all over the country, with recruiters specializing in your market. Contact your local office to get connected to a recruiter today!

About LHH

At LHH, we exist to help people, teams and organizations find and prepare for what's next. Our end-to-end HR solutions future-proof organizations and careers all over the world. Through Advisory, Career Transition & Mobility, Insights, Learning & Development and Recruitment Solutions, we enable transformation, and our job is never done because there's always another tomorrow to prepare for.

We make a difference to everyone we work with, and we do it with local expertise, backed by a global infrastructure and industry-leading technology. LHH's over 8,000 colleagues and coaches span 66 countries worldwide, working with more than 15,000 organizations, a majority of Fortune Global 500, and nearly 500,000 candidates each year. Together we address needs across the entire talent journey, helping organizations build their capabilities and individuals build brighter futures. There is a world of opportunity out there. Let's get to work.

LHH is a part of the Adecco Group, the world's leading talent advisory and solutions company, headquartered in Zurich Switzerland.

**Use our connections and our experience to advance your supply chain and logistics career.
To learn more, please visit [lhh.com](https://www.lhh.com)**