

2024 CAREER GUIDE

for Supply Chain & Logistics Professionals





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FOR SUPPLY CHAIN + LOGISTICS PROFESSIONALS

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2024 Outlook

Heading into 2024, many were bracing for an almost certain recession. However, despite these concerns, the labor market simply maintained a slow, but steady pace of growth. This resilience has led to a more cautiously optimistic outlook: hope for a possible “soft landing” of reduced inflation without a recession and massive unemployment.

As of the publication of this guide, job growth is consistent, unemployment remains low, labor force participation rates are holding steady (or slightly increasing), and the rate of workers quitting is returning to pre-pandemic levels. We’re still keeping an eye on the possibility of a recession—after all, the full impact of Federal Reserve interest rate changes can take 6 to 12 months to ripple through the economy.

However, one thing remains certain: competition in today’s job market is fierce as ever, so showcasing your value and staying tuned in to market trends is paramount.

Our 2024 Guide for Supply Chain and Logistics Professionals is designed to help you:

- ▶ Gain insights into supply chain and logistics roles, ensuring you’re well-informed and prepared.
- ▶ Boost your confidence in career discussions, knowing the unique value you bring to the negotiating table.
- ▶ Equip you with the knowledge and tools to make informed career decisions and develop strategies for long-term growth.



Trends to Watch

Temporary employment continues to trend down, declining by 242,000 since March 2022. In the past, dips in temp employment have been leading indicators of recessions. That being said, temp employment is still higher than (or on par with) pre-pandemic levels.

In 2023, the Federal Reserve raised interest rates to address inflation. This means that while there could be an initial rise in wages in 2024, the momentum of this wage growth will likely taper off as the year progresses.

The labor force participation rate hasn't fully bounced back to its pre-pandemic levels, possibly because many individuals aged 55 and older chose early retirement during the pandemic. However, it's interesting to note that the participation rates for those aged 25 to 54 have seen a significant uptick.

2024 Top In-Demand Jobs in Supply Chain & Logistics

Buyer

Day-to-Day: Responsible for selecting and purchasing quality products for businesses. They use sales forecasts and order history to decide which products, and in what quantities, to buy.

Skill Highlight: Negotiation skills and ability to analyze market trends.

Career Trajectory: Can evolve into roles like Senior Buyer, Purchasing Manager, or Director of Purchasing.

Average Salary Range: \$45,000 - \$85,000

Supply Chain Manager

Day-to-Day: Oversee and manage every stage of the production flow, from purchasing raw materials to the distribution of finished products.

Skill Highlight: Strong organizational skills and ability to forecast demands.

Career Trajectory: Progression can lead to roles like Director of Supply Chain, VP of Operations, or Chief Operations Officer.

Average Salary Range: \$80,000 - \$130,000

Warehouse Manager

Day-to-Day: Oversee the efficient receipt, storage, and dispatch of goods. They ensure that operations run smoothly and manage teams within the warehouse.

Skill Highlight: Strong leadership and organizational skills.

Career Trajectory: Can move into roles like Director of Warehousing or Operations Manager.

Average Salary Range: \$55,000 - \$100,000

Logistics Coordinator/Specialist

Day-to-Day: Responsible for organizing and overseeing the shipment of goods, ensuring that deliveries are timely and that goods are undamaged.

Skill Highlight: Detail-oriented with strong time-management skills.

Career Trajectory: Can progress to Logistics Manager or Director of Logistics.

Average Salary Range: \$40,000 - \$70,000

Purchasing/Procurement Specialist

Day-to-Day: Responsible for buying essential goods and services for a company, working to get the best prices and ensure that the products and services are of high quality.

Skill Highlight: Analytical skills with the ability to perform market research.

Career Trajectory: Can transition to Procurement Manager or Director of Procurement roles.

Average Salary Range: \$50,000 - \$90,000

A man with a beard, wearing a dark suit jacket over a light-colored shirt, is riding a black bicycle. He is holding a coffee cup in his right hand. The background shows a city skyline across a body of water, with the sun low on the horizon, creating a warm, golden light. A white diagonal line runs from the top left towards the center, partially obscuring the text.

► 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.

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.

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.





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 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.



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.





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

As a Supply Chain & Logistics professional with the right mix of skills and experience, you're a hot commodity. 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 and 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 & 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 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 & 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 & Logistics world and has offices all over the country, with recruiters specializing in your market. Visit [LHH.com](https://www.lhh.com) to get connected with a recruiter today!

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 Career Transition & Mobility, Leadership 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 global infrastructure and industry-leading technology. LHH's over 8,000 colleagues and coaches span over 60 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.

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