



NEW ZEALAND **EMPLOYMENT MARKET REPORT 2022**

Procurement & Supply Chain

Procurement & Supply Chain

The Market

Employers' hiring confidence has increased, but mainly in relation to contingent staffing. Headcount remained stable due to the uncertainty surrounding the changeable economy, which also saw some candidates preferring the security of permanent opportunities. COVID-19 prevented new talent from entering the country, heavily reducing the number of available candidates for this sector, which typically relies on overseas candidates with specialty skill sets. As a result of the candidate short market, salary expectations increased, and employers adapted to meet these expectations to attract talent.

Certain sectors have experienced a higher demand for mid-level procurement roles, such as Government and ICT, and struggle to match the salary expectations of job seekers. In contrast, senior level procurement roles are more scarce but many job seekers are mainly interested in taking on a new role that progresses their career.

More organisations chose to partner with recruitment agencies as roles stayed vacant for months at a time, opting for a consultative search approach to hiring. This approach has become the norm over the past year and is expected to continue as the candidate short market persists.

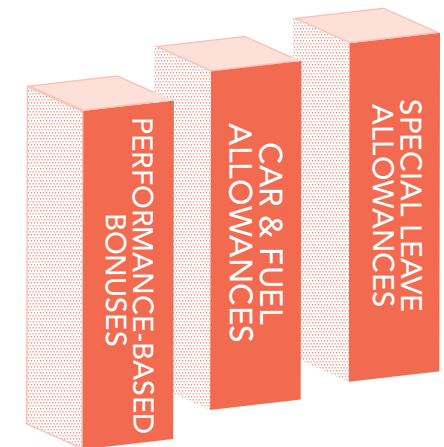


Employers

Employers found themselves making more counter-offers and increasing salaries in order to retain staff as the market became more competitive and job seekers frequently received multiple offers. Fixed term and contract roles were extended to accommodate vacancies where recruiting permanent staff remained a challenge. Many organisations adapted to work from home expectations and the increased risk of COVID-19 by offering hybrid working and alternating teams when they were in the office.

Car and fuel allowances, completion bonuses, referral bonuses, and remote working were common benefits offered to attract new talent and retain staff. Recruitment has been a challenge for employers in this sector with tough competition, candidates demanding the highest salaries in recent memory and slow recruitment processes resulting in missed opportunities to hire available talent. Employers have met some of these challenges by becoming more open to substituting work experience for attitude and ability to learn.

Popular benefits for Procurement Professionals

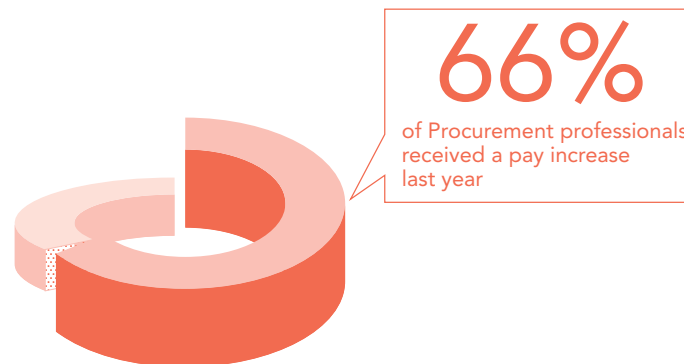


Job Seekers

Due to the demand and competition in this sector, job seekers had the faculty to demand higher wages with better total remuneration and benefit offerings. It may have been the salary that would attract a job seeker but it was the benefits that confirmed their decision to accept a new role. Remote, hybrid and flexible working became an expectation post lockdowns and is now considered a minimum requirement when looking for a new role.

With employers expanding their benefits, and offering the highly sought after hybrid / remote options, job seekers rarely moved cities for a new role but rather were choosing to live and work remotely in more rural regions.

For some, permanent opportunities were seen as offering stability after an unsettling year, but others chose to see this market as an opportunity to earn top dollar, opting for contracting. Other highly sought after benefits in this sector included performance based bonuses, team culture, and special leave (e.g. study leave). It became more widely accepted that job seekers may move roles more frequently given the highly competitive market and with more people working in project based roles.



The Year Ahead

There will continue to be a large number of vacancies in the upcoming year as borders open and the candidate pool increases. Whilst the candidate pool may gradually increase over time, we expect that a loss in net migration will impact this sector, meaning the market is expected to remain candidate driven. Salaries are expected to continue to increase this year.

For procurement and supply chain roles in government, large projects will continue to put pressure on the already tight candidate pool. Salary and remuneration offerings may need to be re-evaluated and increased to attract top talent. Employers should consider their benefits on offer to keep up with competitors. Employers offering career pathways, training and development, opportunities for up-skilling, and who are willing to consider transferable skills will stand out in the market. Thinking creatively when considering job titles and experience will widen the talent pools.

Procurement and Supply Chain Salary Guide

2022/23 RANGE IN NZD \$'000

| ROLE | AUCKLAND | | WELLINGTON | | CHRISTCHURCH | |
|-----------------------------------|----------|------|------------|------|--------------|------|
| | Low | High | Low | High | Low | High |
| Procurement and Logistics Manager | 140 | 190 | 140 | 200 | 150 | 190 |
| Procurement Manager | 130 | 200 | 140 | 200 | 130 | 200 |
| Logistics Manager | 90 | 150 | 92 | 150 | 85 | 130 |
| Procurement Lead | 110 | 125 | 110 | 150 | 95 | 120 |
| Procurement Analyst | 75 | 110 | 75 | 120 | 70 | 90 |
| Procurement Specialist | 110 | 125 | 120 | 200 | 100 | 120 |
| Planning Officer | 70 | 95 | 70 | 95 | 70 | 90 |
| Purchasing Officer | 70 | 85 | 70 | 90 | 60 | 80 |
| Purchasing Coordinator/Assistant | 60 | 75 | 65 | 80 | 55 | 70 |
| Supply Chain Manager | 130 | 160 | 130 | 170 | 100 | 140 |
| Commercial Manager | 150 | 250 | 115 | 250 | 130 | 250 |

About Us

Madison was established in 1998 and is a wholly owned subsidiary of the Accordant Group, New Zealand’s largest recruitment company and the only in our industry to be listed on the NZX.

We operate across seven key locations in Auckland Central, Auckland South East, Hamilton, Tauranga, Wairarapa, Wellington and Christchurch.

In the past year, we have placed 2,400 temporary and contract staff into work on client sites, and filled over 4,100 roles. This gives us access to the real-time market information, salaries and trends that have allowed us to compile this employment market report.

What We Do

Madison works across almost all industry sectors, with companies ranging from small start-ups to global blue-chip organisations, large public sector and not-for-profit organisations. Our track record includes full service recruitment covering temporary, permanent and contractor needs across the following sectors:

- Administration and Business Support
- Accounting, Banking, Finance and Insurance
- Contact Centre
- Engineering
- Government and Policy
- Human Resources and Recruitment
- Industrial
- Marketing and Communications
- Procurement and Supply Chain
- Programme and Project Management
- Property and Construction
- Sales and Relationship Management
- Volume and Project Recruitment

Expertise To Suit

Within disciplines, we recruit for the full range of positions from entry-level through to executive appointments. Depending on our clients’ needs, our recruiters will deliver an end-to-end solution or unbundle the recruitment process to supplement the expertise and resources you have in your organisation.

How We Do It

Because we have a broad focus, but we are staffed by specialist recruitment professionals, we’re able to offer the combined benefits of breadth, reach and personalised, expert service. Collaboration, sharing, building a real relationship and true partnerships are what set us apart. Not only do we understand New Zealand, but we have been specifically built and grown for this market.

Support & Partnership

We offer specialist consulting services to support our client organisations’ talent lifecycles. Some of the key services we deliver via workshop, training or coaching include:

- Talent development
- Assessment centre design
- Outplacement services
- Psychometric profiling and skills testing
- High performance profiling

The Accordant Group

The Accordant Group is comprised of four trading entities: Madison, AWF, Absolute IT and JacksonStone & Partners. The Group has capability spanning all aspects of commercial and industrial recruitment services including permanent, temporary and contractor assignments. Collectively, the Group employs close to 300 full time staff across 22 towns and cities.

For more information visit [accordant.nz](https://www.accordant.nz).

CONTACT US

To find out more about Madison and our services, you can visit our website at www.madison.co.nz or call us on 0508 MADISON

For queries about this report, please contact Christian Brown, General Manager on 09 303 4455

madison.co.nz

Auckland

Ph 09 303 4455
Level 6, 51 Shortland St
Auckland CBD

Auckland South East

Ph 09 271 1152
Level 1, Building 5, The Crossing
60 Highbrook Drive
East Tamaki

Hamilton

Ph 07 839 5660
Level 5, 127 Alexandra Street
Hamilton

Tauranga

Ph 07 834 0834
By appointment only

Wairarapa

Ph 06 370 2400
441 Queen Street, Kuripuni,
Masterton 5810

Wellington

Ph 04 499 8055
Level 9, Cnr Customhouse Quay
& Johnston Street, Wellington

Christchurch

Ph 03 366 6226
Level 1, Building 3
1 Show Place, Addington