

# SUPPLY CHAIN & PROCUREMENT

BUILDING BETTER FUTURES

ambition

Over the past 6 months, Hong Kong saw many positive signs in relation to our macro economy, most noticeably the strong recovery of our retail sector with much improved revenue numbers recorded by nearly all retail businesses. As a result, recruitment activities have increased and employers are willing to invest in human capital.

In addition to that, the growing middle class in China further pushes purchasing power and as a result, many retail brands from around the world flock to Asia to capitalize on this opportunity. Hong Kong and Southern China are amongst the beneficiaries as many of these brands set up regional sourcing, procurement and quality assurance functions locally, leading to an increase in demand for talent with such background and experience.

## JOB OPPORTUNITIES FUELED BY GROWTH IN E-COMMERCE AND TECHNOLOGY COMPANIES

At a micro level, as consumer behaviour continues to shift, driving more purchases online, this has fuelled the growth of e-commerce regionally, creating new job opportunities in Hong Kong. On the logistics service provider's side, contract logistics, import/export compliance, last-mile and reverse logistics strategies are functions that are in strong demand. On the retailer's side, positive sentiment in the retail sector has prompted higher recruitment activities, especially around job functions such as supply/demand planning, logistics operations as well as roles related to setting up e-commerce supply chain infrastructure. Furthermore, there is a rise in technology companies, many of which are startups, with the aim to disrupt the supply chain industry by offering solutions to improve supply chain processes and create maximum efficiency for full-spectrum logistics strategies. Amongst these technology companies, candidates who possess a strong end-to-end supply chain management experience such as operations and project management will be highly sought after.

## STAYING AHEAD AS SUPPLY CHAIN ECOSYSTEM EVOLVES

Innovation and technology will continue to disrupt the supply chain ecosystem, and impact how businesses are run and how consumers engage and make purchasing decisions. The readiness to adapt and the ability to change will be critical. The function of supply chain, sourcing and procurement will evolve where new opportunities will be created. Job seekers should equip themselves with skills that will help stay relevant to the job market. Employers should plan ahead and ask themselves how technology will impact their human capital and hiring strategies.

## SALARY REPORT FOR H2 2018\*

### Commerce & Industry

Job Title	Years of Experience	Annual Salary Range (HK\$)
<b>Supply Chain Management</b>		
Head of Supply Chain	18+	1.3M–1.6M+
Regional Supply Chain Director / VP	15+	1.2M–1.6M
Supply Chain Director / VP	15+	1M–1.3M
Supply Chain Manager	8–12	500K–650K
Assistant Manager	5–8	360K–450K
Senior Supply / Demand Planner	4–6	300K–360K
Supply / Demand Planner	2–5	210K–280K
<b>Logistics / Warehouse / Operations</b>		
Head of Logistics / Warehouse Operations	18+	1.2M–1.6M+
Regional Director / VP	15+	1.2M–1.5M
Director / Head for HK & region	15+	850K–1M
Project Manager	7–10	450K–550K
Trade Compliance Manager	5–8	520K–585K
Assistant Manager	3–5	240K–325K
Senior Officer	2–3	195K–230K
<b>Procurement (Indirect)</b>		
CPO	18+	1.7M–2M+
Director / VP	12–17	1.2M–1.6M+
Senior Manager	9–12	700K–900K
Manager	7–10	500K–700K
Assistant Manager	3–6	336K–450K
Officer / Engineer	1–5	210K–315K
<b>Quality Assurance / Technical</b>		
Head of Quality / VP	15+	900K–1.5M+
Director	12+	830K–1.2M
Senior Manager	8–10	700K–810K
Manager	5–8	480K–680K
Assistant Manager	3–6	360K–480K
Officer / Technician	1–3	192K–360K

Job Title	Years of Experience	Annual Salary Range (HK\$)
<b>Manufacturing / Engineering</b>		
Operations Director	15+	1.2M–1.8M
Operations Manager	10+	650K–830K
R&D Director	15+	1.3M–1.6M
Product Design Manager	7–10	520K–600K
Lean Process Improvement Manager	7–10	585K–780K
Engineering Sales Support Manager	7–10	520K–650K
Engineer	4–6	260K–400K

**\* Notes about salary table:**

1. Titles and levels vary from organisation to organisation.
2. The salary ranges given are only approximate guides. For tailored salary advice, please contact us directly.
3. 12-month base salaries are assumed.
4. All other benefits and bonuses are in addition to these figures.
5. Bonus ranges can vary significantly from company to company and will be influenced by market conditions, business and individual performances. Bonus ranges from 1 month at the low end to 100%+ at the upper.
6. Holiday entitlements range from 12–25 days with senior executives not usually receiving less than 18 days. Less than 15 is very rare and 20 days is becoming the norm.
7. Healthcare policies are standard.
8. Pension plans vary with some companies offering greater than the standard contribution. Top up schemes can increase employer contribution levels as much as 15–20% of the base salary for senior executives.