

# Industry Move Trends

Job Function: Procurement & Supply Chain  
Industries: Construction related industries

Location: Based in the UK  
Review Period: July 2022 – December 2022  
Report Published: January 2023



# Procurement & Supply Chain – January 2023 | Industry Move Trends



## Introducing Industry Move Trends

For procurement and supply chain roles across the construction related industries there is currently a significant gap between the salaries companies need to offer to retain staff and those needed to attract new employees. While our Salary Surveys give a great indication of the market rate for lower, average and upper quartile employees by role, this “Industry Move Trends” report highlights the uplift employers have had to offer to successfully attract upper quartile candidates in the last six months. The inflation is staggering. We hope that by using the Salary Survey and Industry Move Trends reports together, companies will be able to make better informed decisions about their recruitment and retention strategies. If you would like to discuss these reports or your recruitment and retention strategies please get in touch.

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## About our Industry Move Trends Data

The Industry Move Trends report is divided into two sections, our:

- 5 most recent placements for **Procurement Managers and Supply Chain Managers**; and
- 10 most recent placements for **Senior Buyers and Buyers**.

All placements detailed in this report are from **permanently employed candidates moving from one industry competitor to another between July 2022 and December 2022**.

Placements are from across the construction related industries including: construction; infrastructure; FM & M&E contractors or subcontractors; house builders; cost consultants; relevant procurement consultants; and public sector organisations that involve managing construction projects.

### NB

- we have **not** included interim or fixed term contract placements, or any rejected offers.
- please be mindful that the sample size for this report is small and the respondents will differ every time.

## Using the ‘Salary Survey’ and ‘Industry Move Trends’ together

### Identifying the appropriate salary band and calculating the incentive to move

To avoid breaking the bank hiring managers looking to externally recruit from a competitor should first identify the calibre of candidate required, i.e. will an average calibre candidate be able to carry out the specific role duties? or is an upper quartile candidate needed? Bear in mind there are currently few ‘bargain’ candidates available.

Having established the necessary band, review the relevant salary details in our latest salary survey report to understand what candidates are currently earning.

Finally, add the basic salary difference outlined in this Trends report to the basic in the Salary Survey and you will have a figure that is likely to interest candidates in a move and so should allow you to attract a shortlist of competitor talent.

### What to do when your salary band isn’t market leading...

If this ideal salary band is unachievable then it will likely affect the calibre of candidate that you are able to attract. Work closely with your consultant in the following three areas to ensure we maximise the candidate search:

1. **Ensure we have the best employer value proposition (EVP) to make your vacancy as attractive as possible** – basic salary is only part of the EVP. Your benefits package, career progression, job security, working environments and corporate culture could all offer additional advantages when compared with your competitors.
2. **Consider high potential, unproven talent** – could we also target less experienced, high potential candidates ready to step up. You’ll need to interview them harder and ensure appropriate onboarding and support in the early days, however once up and running you should have a loyal employee grateful for the opportunity, without breaking the bank!
3. **Move fast** – if you find a candidate with potential then move fast or you will lose out.

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## 5 Most Recent Placements

Client	Job Title	Location	New Basic	Previous Basic	Difference £	Difference %
Infrastructure Contractor	Category Manager	South East	£52,000	£38,000	£14,000	37%
Infrastructure Contractor	Category Manager	Midlands	£73,000	£65,000	£8,000	12%
Construction Contractor	Senior Category Manager	Midlands	£72,500	£58,000	£14,500	25%
Infrastructure Contractor	Senior Procurement Mgr	South East	£83,000	£73,000	£10,000	14%
FM / M&E Contractor	Category Manager	Midlands	£55,000	£47,000	£8,000	17%

## Average Basic Salary Difference

Last six months	Previous six months	Difference
<b>+£10,900</b>	<b>+£8,400</b>	<b>+£2,500</b>
<b>+21%</b>	<b>+15%</b>	<b>+5.7%</b>

## Key Trends

- 21% increase is the largest increase we've ever reported.
- 5.7% increase is the largest difference we've ever reported.
- We've noticed a number of contractors strengthening their mid-senior central category teams.
- The market has started to cool a little. We are expecting somewhat more modest increases to basic salaries in 2023.

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## 10 Most Recent Placements

Client	Job Title	Location	New Basic	Previous Basic	Difference £	Difference %
Infrastructure Contractor	Senior Buyer	South East	£53,500	£45,000	+£8,500	+18%
Construction Contractor	Senior Buyer	South West	£52,000	£48,000	+£4,000	+8%
Construction Contractor	Senior Buyer	North East	£50,000	£44,500	+£5,500	+12%
Construction Contractor	Senior Buyer	Midlands	£51,000	£41,000	+£10,000	+24%
Consultancy	Senior Buyer	South East	£64,500	£55,000	+£9,500	+17%
FM / M&E Contractor	Category Buyer	North West	£30,000	£26,000	+£4,000	+15%
Infrastructure Contractor	Buyer	Midlands	£45,000	£40,000	+£5,000	+13%
FM / M&E Contractor	Buyer	South East	£33,000	£27,500	+£5,500	+20%
Construction Contractor	Buyer	Midlands	£44,000	£36,000	+£8,000	+22%
Construction Contractor	Buyer	South East	£40,000	£34,000	+£6,000	+18%

## Average Basic Salary Difference

Last six months	Previous six months	Difference
<b>+£6,600</b>	<b>+£5,400</b>	<b>+£2,200</b>
<b>+17%</b>	<b>+15%</b>	<b>+1.6%</b>

## Key Findings

- 17% increase is the largest increase we've ever reported at this level.
- Vacancy geography remains quite even across North West, Midlands and the South East, driven by remote working options.
- Large percentage of the new vacancies have come from backfills, reflecting 'the year of the great resignation'.