

Industry Moves Trends

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

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



Industry Moves Trends Report



About AR Resourcing’s Industry Moves Trends Report

Welcome to the Industry Moves Trends report, an analysis of how much hiring managers have been offering over basic salary in order to successfully attract upper quartile procurement and supply chain talent from competitors in the construction industries in the six months leading up to publication of this report. The report is particularly helpful when used in conjunction with the lower, average and upper quartile data for different roles in our quarterly salary surveys.

This analysis of **permanently employed candidates moving from one industry competitor to another** is divided into two sections covering at least 5 of our most recent placements for **Procurement Managers and Supply Chain Managers**; and at least 10 of our most recent placements for **Senior Buyers and Buyers**. Candidates 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. We have **not** included interim or fixed term contract placements, or any rejected offers.

All responses are strictly confidential and results are aggregated so no company’s performance can be identified through the report. To register to participate in and receive future reports please visit: <https://www.arresourcing.com/insights/>

AR Resourcing Insights Schedule

Q1 Publications

- Salary Survey: Construction, Infrastructure, FM & M&E Contractors
- Industry Moves Trends Report

Q2 Publications

- Salary Survey: Engineering
- Talent Barometer Report

Q3 Publications

- Salary Survey: House Building
- Industry Moves Trends Report

Q4 Publications

- Salary Survey: Public Sector
- Talent Barometer Report

Key Insights from the January 2023 Industry Moves Trends Report

1. Employers currently need to offer, on average, a 16% uplift on existing base salary to attract new talent whether that is for buyers or procurement and supply chain specialists.
2. The procurement and supply chain market is softer than it was six months ago when employers were having to offer rises of 21% over basic on average in order to attract new employees.
3. The focus of recruitment within buying teams over the last six months has shifted somewhat from senior buyer to buyer level roles, while for procurement and supply chain roles, the focus has shifted from category manager roles to procurement and supply chain.
4. The market is particularly active in the South East at present and among infrastructure and FM/ME contractors.

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How to calculate “incentive to move” using our ‘Salary Survey’ & ‘Industry Moves Trends’ reports

1. Hiring managers recruiting from a competitor should first identify the calibre of candidate required, e.g. is an upper quartile candidate needed? Or could an average calibre candidate carry out the specific role duties? NB there are few ‘bargain’ candidates.
2. Having established the salary band, use our Salary Survey report to understand what suitable candidates are currently earning.
3. Add the percentage salary difference outlined in this Industry Moves Trends report to the relevant figure from the Salary Survey. This will provide an ‘incentive to move’ salary likely to enable you to attract a shortlist of competitor talent.

Incentive to Move: Procurement & Supply Chain Managers

Most Recent Placements

Client	Job Title	Location	New Basic	Previous Basic	Difference £	Difference %
Construction Contractor	Procurement & Supply Chain Manager	Midlands	£80,000	£70,000	£10,000	14%
Construction Contractor	Procurement Manager	South East	£80,000	£71,000	£9,000	13%
Infrastructure Contractor	Procurement Manager	South East	£70,000	£57,500	£12,500	22%
Infrastructure Contractor	Senior Procurement Manager	South East	£90,000	£75,000	£15,000	20%
Infrastructure Contractor	Supply Chain Manager	South East	£70,000	£65,000	£5,000	8%
FM / M&E Contractor	Senior Supply Chain Manager	Midlands	£75,000	£65,000	£10,000	15%
House Builder	Procurement Manager	Midlands	£69,000	£57,000	£12,000	21%

Average Basic Salary Difference

Last six months	Previous six months	Difference
+£10,500	+£10,900	-£400
+16%	+21%	-6.0%

- ### Market Observations
- Monetary value difference remains broadly stable since the last report.
 - 16% increase is a sharp reduction from the last report, highlighting a return to more stable salary increases.
 - We’ve noticed an increase in demand for supply chain management skills over the last 6 months.
 - New vacancy levels remain positive, however are down a third from 6-12 months ago when the market was at its most volatile.

Incentive to Move: Senior Buyers & Buyers

Most Recent Placements

Client	Job Title	Location	New Basic	Previous Basic	Difference £	Difference %
Construction Contractor	Buyer	Midlands	£37,000	£34,000	+£3,000	+9%
Infrastructure Contractor	Buyer	South East	£45,000	£41,000	+£4,000	+10%
Infrastructure Contractor	Buyer	North East	£35,000	£32,000	+£3,000	+9%
Infrastructure Contractor	Senior Buyer	North East	£60,000	£55,000	+£5,000	+9%
Infrastructure Contractor	Senior Buyer	South East	£40,000	£35,000	+£5,000	+14%
Infrastructure Contractor	Buyer	South East	£40,000	£32,500	+£7,500	+23%
FM / M&E Contractor	Buyer	South East	£42,000	£34,000	+£8,000	+24%
FM / M&E Contractor	Buyer	North West	£47,500	£37,000	+£10,500	+28%
FM / M&E Contractor	Buyer	South East	£44,500	£36,000	+£8,500	+24%
FM / M&E Contractor	Senior Buyer	South East	£63,000	£55,000	+£8,000	+15%
House Builder	Senior Category Buyer	South East	£40,000	£35,000	+£5,000	+14%

Average Basic Salary Difference

Last six months	Previous six months	Difference
+£6,136	+£6,600	-£464
+16%	+17%	-1.0%

- ### Market Observations
- Percentage and monetary value differences remains broadly stable since the last report, highlighting there remains a demand for these roles.
 - We've noticed an effort from many companies to increase the days each week in the office, with 1-2 days work from home now normal.
 - New vacancies have come from a broadly even split of backfills and new hires, reflecting a return to more normal hiring conditions.