

MillerLeith

Your people & performance partner

Supply Chain & Logistics

Employment Insights & Salary Guide

2025



2024 WINNER

Medium Agency
of the Year

Employment Market & Workforce Trends

Australia's job market remains dynamic, with workforce participation at record levels despite a slight rise in unemployment. Employers must focus on strategic hiring, competitive salaries, and flexibility to attract top talent. In Supply Chain & Logistics, businesses are shifting towards future-ready strategies, investing in AI, automation, and upskilling to stay competitive.

Across industries, the demand for digital expertise and specialised roles continues to grow, highlighting the need for leadership, adaptability, and strong employer branding.

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Employment Market Overview

Australia's unemployment rate edged up to 4.1% from 4.0% in December, despite the addition of 44,000 new jobs and a record-high participation rate of 67.3%.

This slight increase suggests that more individuals are entering the job market, highlighting the ongoing momentum in employment and the importance of strategic workforce planning.

Employers who take a proactive approach, identifying critical roles, offering competitive salaries, and embedding flexibility, will be well-placed to attract and retain top Supply Chain & Logistics talent.

With wage growth stabilising and skills shortages persisting, investment in technology, upskilling, and leadership development is becoming a key driver of long-term success.

As more businesses shift towards increasing in-office days, maintaining flexible work arrangements remains key to attracting top talent.

Evolving to Meet New Opportunities

As the supply chain landscape continues to evolve, businesses are shifting their focus from reactive problem-solving to future-ready strategies.

While concerns about geopolitical tensions and trade disruptions remain, industry leaders are using data-driven decision-making, automation, and technology adoption to drive resilience and efficiency.

Hiring strategies amongst employers reflects this shift. We've observed a growing demand for supply chain analysts, procurement specialists, and logistics professionals with digital expertise.

With more companies recognising the value of modernising operations, those that invest in AI, automation strategies, and workforce upskilling will be at the forefront of innovation. Importantly, technical proficiency alone is no longer enough.

Leadership, adaptability, and strategic thinking will play a vital role in ensuring businesses stay ahead of changing market dynamics.

4.1%

Unemployment edged up from 4.0% in December, despite 44,000 new jobs

67.3%

Workforce participation hit a record high

3.2%

Wage growth stabilised, down from 3.5% in September

A Skills-Driven Future

The Future of Jobs Report 2025 highlights an exciting opportunity for businesses to shape their workforce for long-term success. While 65% of Australian business leaders cite skills gaps as a challenge, forward-thinking organisations are actively closing this gap through upskilling initiatives, digital transformation, and culture-driven leadership.

Additionally, 45% of employers report difficulty attracting talent, reinforcing the importance of building strong employer brands and offering compelling career pathways.

While challenges exist, the outlook is clear: businesses that embrace innovation, prioritise employee development, and foster agile, high-performing teams will not only navigate change effectively but emerge as industry leaders in 2025 and beyond.



65%

Of Australian business leaders cite skills gaps as a key challenge.

Sector Specific Insights



FMCG:

Ongoing demand for Supply Chain Analysts and Supply Planners as businesses adapt to shifting consumer preferences.



Manufacturing:

Growing need for Procurement Specialists skilled in sustainable sourcing and cost optimisation.



Retail:

Expanding opportunities for Logistics Coordinators and E-commerce Supply Chain specialists, driven by the continued growth of online shopping.

Candidate Preferences



Salary and Stability:

Continue to be key priorities, especially amid economic uncertainty.



Work-Life Balance:

Greater demand for flexible work arrangements, including remote options and adaptable hours.



Career Growth:

Candidates are prioritising roles that offer clear progression, training, and upskilling opportunities.



Company Culture:

A positive, values-driven workplace is increasingly important, particularly for younger professionals.



Sustainability:

More candidates are seeking employers with strong environmental and ethical practices.

Emerging Skill Trends



Technology Proficiency:

Growing demand for expertise in ERP systems (SAP, Oracle), data analytics tools (Power BI, Tableau), and supply chain management software.



E-commerce Logistics:

High demand for professionals skilled in last-mile delivery, inventory management, and order fulfilment for online platforms.



Sustainable Procurement:

Increasing focus on ethical sourcing, environmental regulations, and circular economy principles.



Risk Management:

Heightened need for professionals adept at assessing and mitigating supply chain disruptions.



Rise of Multifaceted Roles:

Increase in jobs requiring broader skillset for multifaceted and cross-functional roles.

Looking Ahead: Shaping the Future of Supply Chain Talent

At Miller Leith, we've been closely monitoring the trends shaping the Australian Supply Chain & Logistics market, and let's be honest, the landscape is evolving fast. While there are some bumps in the road, economic uncertainty, skills shortages, and supply chain disruptions, we're also seeing huge opportunities for businesses and candidates to thrive by staying ahead of the curve. With the right approach, 2025 can be a year of growth and innovation for the sector.








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For Employers: Here's What We Recommend

To build high-performing teams that can navigate the evolving supply chain landscape, you need to be both strategic and flexible:

-  Offer competitive salaries and benefits to attract and retain top talent in an increasingly competitive market.
-  Prioritise work-life balance by embracing flexible work arrangements that support your teams and foster productivity.
-  Invest in employee development and training. Whether it's upskilling in data-driven tools or upskilling for sustainability, talent development should be a top priority.
-  Showcase your company culture and sustainability practices. Candidates today are looking for more than just a job. They're seeking employers with values that align with theirs.
-  Leverage technology and ensure your team is equipped with the skills needed to stay at the forefront of supply chain innovation.





For Candidates: Here's What We Recommend

To build high-performing teams that can navigate the evolving supply chain landscape, you need to be both strategic and flexible:



Develop in-demand skills, especially in technology, data analytics, and sustainable supply chain practices. They're the hot ticket to standing out in a crowded field.



Highlight your flexibility and adaptability in your applications. Employers are looking for people who can pivot quickly in a fast-moving industry.



Research the company culture. We know it's tempting to apply for every role, but aligning with an employer who shares your values and career goals will lead to greater satisfaction and long-term growth.



Be prepared to negotiate. Salary and benefits matter, but so do things like flexible hours and career development opportunities. Know your worth, and don't be afraid to ask for it.



Salary Guide, 2025

Supply Chain, Logistics & Transport,
Merchandise & Procurement

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Supply Chain

Job Title	VIC	NSW	QLD
Supply Chain Director	\$250,000 - \$350,000	\$250,000 - \$350,000	\$250,000 - \$350,000
Head of Supply Chain	\$180,000 - \$300,000+	\$220,000 - \$320,000+	\$180,000 - \$280,000+
Supply Chain Manager	\$140,000 - \$180,000	\$150,000 - \$190,000	\$120,000 - \$160,000
IBP Manager	\$190,000 - \$220,000	\$190,000 - \$220,000	\$180,000 - \$200,000
S&OP Lead	\$150,000 - \$180,000	\$150,000 - \$180,000	\$100,000 - \$140,000
Planning Manager	\$130,000 - \$160,000	\$140,000 - \$165,000	\$150,000 - \$170,000
Demand Planning Manager	\$130,000 - \$155,000	\$130,000 - \$155,000	\$110,000 - \$155,000
Demand Planner	\$110,000 - \$130,000	\$110,000 - \$130,000	\$95,000 - \$115,000
IBP Specialist	\$120,000 - \$150,000	\$130,000 - \$150,000	\$120,000 - \$140,000
Supply Planner	\$95,000 - \$125,000	\$100,000 - \$130,000	\$95,000 - \$125,000
Space Planner	\$90,000 - \$120,000	\$90,000 - \$120,000	\$80,000 - \$110,000
Supply Chain Analyst	\$90,000 - \$120,000	\$90,000 - \$130,000	\$80,000 - \$110,000
Supply Chain Coordinator	\$75,000 - \$100,000	\$75,000 - \$100,000	\$75,000 - \$100,000
Production Planner / Scheduler	\$80,000 - \$125,000	\$80,000 - \$125,000	\$80,000 - \$125,000

What Supply Chain employees value most in a job:

- 1 Salary
- 2 Career Progression
- 3 Company Culture
- 4 Location

PEOPLE & CULTURE

68%

would prefer to work from home two-days a week

TALENT ACQUISITION

69%

are looking to change roles in the next 12-months

LEARNING & DEVELOPMENT

32%

have an L&D program with their current employer

Logistics & Transport

Job Title	VIC	NSW	QLD
Head of Logistics	\$150,000 - \$250,000	\$150,000 - \$270,000	\$140,000 - \$250,000
Site Manager	\$140,000 - \$160,000	\$140,000 - \$170,000	\$130,000 - \$150,000
Distribution Manager	\$120,000 - \$155,000	\$125,000 - \$165,000	\$100,000 - \$140,000
Operations Manager	\$120,000 - \$160,000	\$130,000 - \$160,000	\$120,000 - \$160,000
Logistics Manager	\$120,000 - \$150,000	\$120,000 - \$160,000	\$100,000 - \$140,000
Transport Manager	\$110,000 - \$140,000	\$120,000 - \$160,000	\$90,000 - \$120,000
Warehouse Manager	\$90,000 - \$130,000	\$100,000 - \$130,000	\$80,000 - \$130,000
Inventory Manager	\$95,000 - \$115,000	\$110,000 - \$130,000	\$90,000 - \$110,000
Warehouse Supervisor	\$75,000 - \$90,000	\$75,000 - \$90,000	\$75,000 - \$90,000
Inventory Analyst	\$70,000 - \$100,000	\$80,000 - \$110,000	\$75,000 - \$100,000
Transport Allocator	\$70,000 - \$90,000	\$70,000 - \$90,000	\$70,000 - \$90,000
Logistics Coordinator	\$70,000 - \$90,000	\$70,000 - \$80,000	\$65,000 - \$80,000

What Logistics & Transport employees value most in a job:

- 1 Salary
- 2 Career Progression
- 3 Company Culture
- 4 Location

PEOPLE & CULTURE

68%

would prefer to work from home two-days a week

TALENT ACQUISITION

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are looking to change roles in the next 12-months

LEARNING & DEVELOPMENT

32%

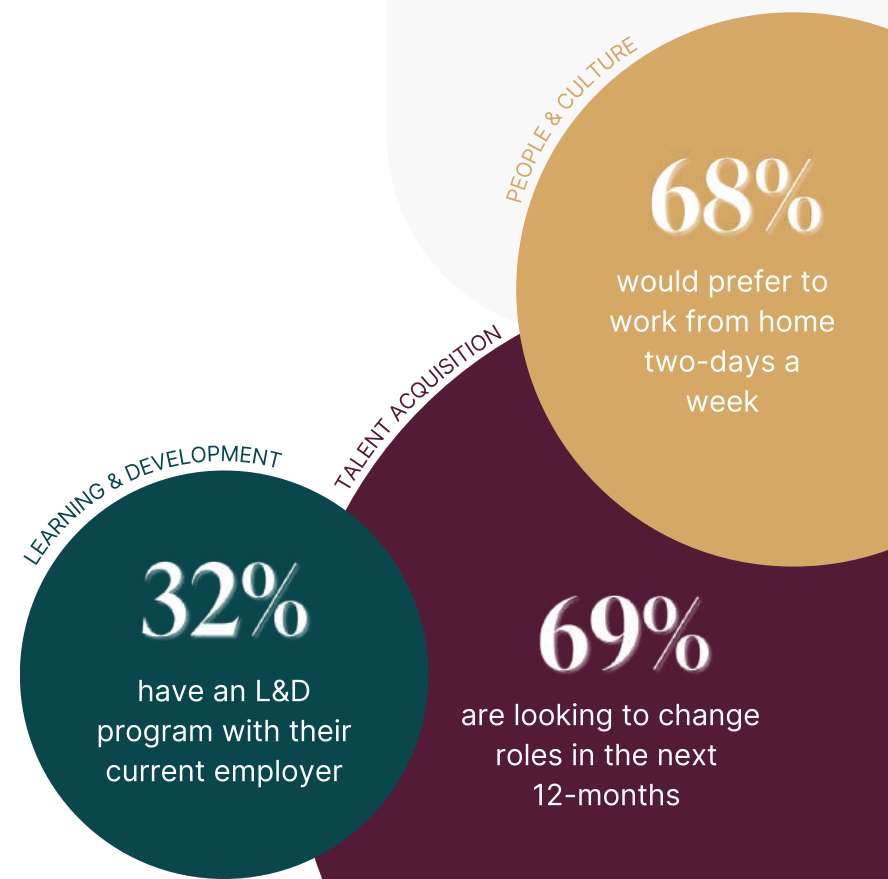
have an L&D program with their current employer

Merchandise

Job Title	VIC	NSW	QLD
Senior Merchandise Planner	\$125,000 - \$160,000	\$130,000 - \$160,000	\$115,000 - \$150,000
Category Manager	\$120,000 - \$180,000	\$140,000 - \$200,000	\$110,000 - \$140,000
Merchandise Planner	\$105,000 - \$130,000	\$110,000 - \$130,000	\$100,000 - \$120,000
Merchandiser	\$95,000 - \$110,000	\$100,000 - \$110,000	\$90,000 - \$105,000
Merchandise Analyst	\$70,000 - \$85,000	\$70,000 - \$85,000	\$70,000 - \$80,000
Allocations Analyst	\$70,000 - \$80,000	\$70,000 - \$85,000	\$70,000 - \$80,000

What Merchandise employees value most in a job:

- 1 Salary
- 2 Career Progression
- 3 Company Culture
- 4 Location



Procurement

Job Title	VIC	NSW	QLD
Chief Procurement Officer	\$300,000 - \$350,000	\$250,000 - \$350,000	\$220,000 - \$300,000
Procurement Director	\$300,000 - \$350,000	\$300,000 - \$350,000	\$270,000 - \$310,000
GM - Procurement	\$250,000 - \$300,000	\$220,000 - \$280,000	\$220,000 - \$270,000
Head of Procurement	\$180,000 - \$250,000	\$180,000 - \$250,000	\$150,000 - \$220,000
Procurement Manager	\$120,000 - \$170,000	\$140,000 - \$170,000	\$120,000 - \$140,000
Category Manager	\$140,000 - \$180,000	\$140,000 - \$180,000	\$140,000 - \$170,000
Sourcing Manager	\$120,000 - \$160,000	\$120,000 - \$160,000	\$110,000 - \$130,000
Purchasing Manager	\$110,000 - \$130,000	\$110,000 - \$130,000	\$100,000 - \$120,000
Senior Buyer	\$130,000 - \$220,000	\$140,000 - \$240,000	\$120,000 - \$200,000
Buyer	\$80,000 - \$120,000	\$90,000 - \$120,000	\$70,000 - \$110,000
Junior Buyer	\$65,000 - \$85,000	\$70,000 - \$90,000	\$65,000 - \$80,000
Category Assistant	\$80,000 - \$100,000	\$90,000 - \$100,000	\$70,000 - \$90,000
Procurement Specialist	\$90,000 - \$140,000	\$110,000 - \$140,000	\$90,000 - \$110,000
Procurement Analyst	\$70,000 - \$120,000	\$75,000 - \$120,000	\$70,000 - \$85,000
Procurement Officer	\$75,000 - \$90,000	\$80,000 - \$90,000	\$75,000 - \$85,000
Purchasing Officer	\$70,000 - \$80,000	\$80,000 - \$90,000	\$65,000 - \$80,000

What Procurement employees value most in a job:

- 1 Salary
- 2 Flexibility
- 3 Career Progression
- 4 Location

PEOPLE & CULTURE

40%

would prefer to work from home three-days a week

TALENT ACQUISITION

50%

are looking to change roles in the next 12-months

LEARNING & DEVELOPMENT

30%

have an L&D program with their current employer

Looking to find the right Supply Chain talent for **your team?**

Our specialist Supply Chain team has a passion for connecting with candidates on a personal and technical level to find the right fit for your business. Get in touch with the team today to learn more about the latest Supply Chain insights.



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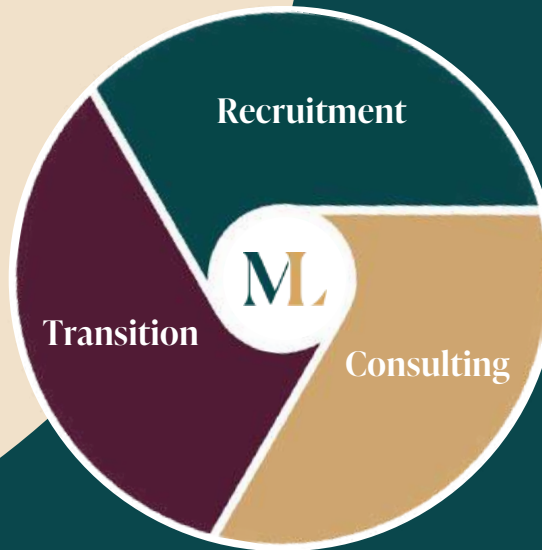
0466 696 772

Contact Us

Get in touch with the Miller Leith team.

We are ready and able to support you across the entire career lifecycle; connecting you with the right talent and retaining and developing them into a high-performing workforce.

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MillerLeith

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