



**rk**supplychain

# Benefit Survey 2011



Welcome to our latest benefit survey, produced annually as part of our ongoing evaluation of the ever-changing recruitment market. Our aim is to provide an overview of the current benefit entitlements being commanded by professionals in the markets in which we operate. This benefit survey is designed to help candidates and clients alike to benchmark current and future job opportunities.

The information in this benefit survey has been collated from data collected from registered candidates. Respondents were only asked to list benefits that were taken up, not necessarily total benefits that were offered for 2010.

This survey can only provide broad and generic guidelines, we are therefore always happy to discuss individual roles in more detail and share our knowledge and experience of the latest developments within specific sectors.

RK Supply Chain is a bespoke recruitment business. We recruit from experienced junior to senior management levels on either a permanent, interim or temporary basis for logistics, procurement and supply chain opportunities. In addition to database contingent searches we manage specialist search and selection briefs and international mandates.

# Procurement

Position	% of respondents that are entitled to specific benefits								% of salary bonus equates to
	Pension	Insurance	Car / Car Allowance	Health	Childcare / Childcare Allowance	Gym Membership	Flexible Working	Bonus	
CPO	97	95	92	87	73	46	58	88	18
VP Procurement	97	95	92	87	73	46	58	88	18
Head of Category Management	86	85	82	77	65	41	52	78	12
Director of Procurement	86	85	82	77	65	41	52	78	12
Senior Procurement Manager (Indirect)	80	79	76	72	60	38	48	73	12
Senior Procurement Manager (Direct)	80	79	76	72	60	38	48	73	12
Senior Category Manager (Indirect)	80	79	76	72	60	38	48	73	12
Senior Category Manager (Direct)	80	79	76	72	60	38	48	73	12
Stakeholder Engagement Specialist	78	76	74	68	58	38	48	73	12
P2P Specialist	75	74	66	67	57	36	45	70	10
Supplier Relationship Manager	75	74	66	67	57	36	45	70	10
Procurement Manager (Indirect)	70	68	61	63	53	33	42	65	10
Procurement Manager (Direct)	70	68	61	63	53	33	42	65	10
Sourcing Manager	73	72	59	58	55	35	44	67	7
Purchasing Manager (Indirect)	73	72	56	58	55	35	44	67	7
Purchasing Manager (Direct)	68	67	52	54	51	32	41	62	7
Outsourcing Specialist	67	65	51	53	50	32	40	60	7
Contract Manager	67	65	51	53	50	32	40	60	7
Contract Specialist	67	65	51	53	50	32	40	60	7
Buying Manager	65	63	49	50	48	32	40	61	7
Senior Buyer	56	20	10	42	42	27	34	51	5
Procurement Analyst	56	15	5	38	42	27	34	51	5
Buyer	49	15	5	38	37	23	30	45	5

# Supply Chain Planning

Position	% of respondents that are entitled to specific benefits								% of salary bonus equates to
	Pension	Insurance	Car / Car Allowance	Health	Childcare / Childcare Allowance	Gym Membership	Flexible Working	Bonus	
<b>President Supply Chain</b>	98	97	93	89	74	48	59	91	18
<b>Vice President Supply Chain</b>	98	97	93	88	75	47	60	91	18
<b>Director Supply Chain</b>	98	97	93	89	74	48	59	90	18
<b>Head of Sales &amp; Operations</b>	87	87	83	79	66	43	53	80	12
<b>Head of Demand / Supply Planning</b>	87	87	83	78	67	42	54	81	12
<b>Head of Customer Supply / Service</b>	87	87	83	79	66	43	53	80	12
<b>Programme Manager</b>	76	61	42	68	59	37	47	70	10
<b>NPD Project / Change Manager</b>	75	59	41	67	57	36	45	68	10
<b>Lean / Six Sigma Manager</b>	75	59	41	67	57	36	45	68	10
<b>Supply Chain Sustainability Manager</b>	71	55	37	65	54	35	43	65	10
<b>Supply Chain Finance Manager</b>	71	55	37	64	55	34	44	66	10
<b>ERP (all) Implementation Manager</b>	71	55	37	65	54	35	43	65	10
<b>Supply / Demand Planning Manager</b>	71	55	37	65	54	35	43	65	10
<b>Supply Chain Manager</b>	68	47	36	55	51	34	41	62	7
<b>CPFR / Customer Supply Manager</b>	68	47	36	54	52	33	42	63	7
<b>Production / Materials Planning Manager</b>	68	47	36	55	51	34	41	62	7
<b>Customer Services Manager</b>	66	45	32	52	49	34	41	62	7
<b>Supply / Demand / VMI Planner</b>	57	27	17	39	44	28	26	54	5
<b>Customer / CPFR Planner</b>	57	27	17	40	43	29	25	53	5
<b>Production / MRP Planner</b>	57	27	17	40	43	29	25	52	5
<b>Supply Chain Analyst</b>	49	18	16	38	37	23	20	45	5
<b>Master Data Maintenance (MMM)</b>	50	20	17	39	39	24	22	48	5
<b>Customer Services Executive</b>	46	14	0	29	25	18	13	14	5

# Logistics

Position	% of respondents that are entitled to specific benefits								% of salary bonus equates to
	Pension	Insurance	Car / Car Allowance	Health	Childcare / Childcare Allowance	Gym Membership	Flexible Working	Bonus	
<b>Logistics Director</b>	96	93	91	85	72	44	57	87	20
<b>Operations Director</b>	96	93	91	86	71	45	56	87	20
<b>Distribution Director</b>	96	93	91	85	72	44	57	88	20
<b>Head of Merchandising</b>	91	88	86	78	67	37	56	83	15
<b>General Manager</b>	85	83	81	76	63	40	50	79	15
<b>Operations Manager</b>	85	83	81	75	64	39	51	79	15
<b>National Transport Manager</b>	85	83	81	75	64	39	51	80	15
<b>Regional Transport Manager</b>	85	83	81	76	63	40	50	79	15
<b>Merchandise Manager</b>	74	72	70	65	56	34	44	70	12
<b>Supply Chain Manager</b>	74	72	70	66	55	35	43	70	12
<b>Logistics Manager</b>	74	72	70	65	56	34	44	71	12
<b>Contracts Manager</b>	69	66	65	61	52	31	41	66	12
<b>Logistics Project Manager</b>	69	66	65	62	51	32	40	66	12
<b>Solution Design Manager</b>	69	66	65	61	52	31	41	61	12
<b>Import / Export Manager</b>	6	64	63	60	49	29	38	62	12
<b>Warehouse Manager</b>	67	64	58	59	47	28	39	63	12
<b>Transport Manager</b>	67	64	58	59	47	28	39	64	12
<b>Shift Manager</b>	66	63	50	52	45	31	38	67	7
<b>Inventory Manager</b>	66	63	50	51	46	30	39	68	7
<b>Transport Planning Manager</b>	64	61	50	48	44	30	39	70	7
<b>Merchandiser</b>	60	53	17	37	37	26	32	53	5
<b>Category Planner</b>	60	53	17	36	38	25	33	54	5
<b>Analyst</b>	60	53	16	36	38	25	33	55	5
<b>Logistics Analyst</b>	53	46	17	37	32	22	28	47	5
<b>Import / Export Specialist</b>	53	46	16	36	33	21	29	48	5

# Management Consultancy

Position	% of respondents that are entitled to specific benefits								% of salary bonus equates to
	Pension	Insurance	Car / Car Allowance	Health	Childcare / Childcare Allowance	Gym Membership	Flexible Working	Bonus	
<b>Procurement</b>									
Partner	98	98	98	92	71	70	55	91	22
Director	98	98	98	91	69	68	51	88	21
Managing Consultant	82	80	86	86	62	64	44	73	18
Principle Consultant	73	71	75	72	44	64	28	66	18
Senior Consultant	64	60	73	51	27	61	28	62	5
Consultant	56	52	5	42	18	50	22	12	2
Analyst	41	38	0	38	14	50	19	11	2
<b>Supply Chain</b>									
Partner	98	98	98	92	71	70	55	91	22
Director	98	98	98	91	69	68	51	88	21
Managing Consultant	82	80	86	86	62	64	44	73	18
Principle Consultant	73	71	75	72	44	64	28	66	18
Senior Consultant	64	60	73	51	27	61	28	62	5
Consultant	56	52	5	42	18	50	22	12	2
Analyst	41	38	0	38	14	50	19	11	2
<b>Logistics</b>									
Partner	98	98	98	92	71	70	55	91	22
Director	98	98	98	91	69	68	51	88	21
Managing Consultant	82	80	86	86	62	64	44	73	18
Principle Consultant	73	71	75	72	44	64	28	66	18
Senior Consultant	64	60	73	51	27	61	28	62	5
Consultant	56	52	5	42	18	50	22	12	2
Analyst	41	38	0	38	14	50	19	11	2



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