



ANZ Supply Chain Salary Guide 2026

Comprehensive salary benchmarks for 30+ supply chain, logistics, and procurement roles across Australia and New Zealand. Based on placement data and live market intelligence

2026

EDITION

30+

ROLES BENCHMARKED

ANZ

COVERAGE

SECTION 01

Salary Landscape Overview

The ANZ supply chain salary market has seen steady upward movement in 2025–26, driven by persistent talent shortages at the mid-senior level. Employers are paying premium packages for candidates with S&OP expertise, international sourcing experience, and digital supply chain skills. The largest salary increases have been in procurement leadership and demand planning roles, where supply of qualified candidates remains acutely constrained.

All figures below represent base salary plus superannuation for permanent roles in the Sydney and Melbourne metro markets. Brisbane and Perth typically sit 5–10% below these benchmarks, while Auckland/NZ roles are generally 15–20% lower in AUD-equivalent terms.

+4.2%

AVG SALARY GROWTH YOY

\$158K

MEDIAN SC MANAGER SALARY

2–3wk

TOP CANDIDATES OFF-MARKET

Executive & Senior Leadership

ROLE	AVG. BASE + SUPER	TYPICAL RANGE
Chief Supply Chain Officer	\$280K+	\$250K – \$350K+
VP / Director Supply Chain	\$235K	\$200K – \$280K
Chief Procurement Officer	\$260K+	\$220K – \$340K+
Head of Supply Chain	\$205K	\$180K – \$240K
Head of Procurement	\$200K	\$175K – \$235K
Head of Logistics / Distribution	\$190K	\$165K – \$220K

What's Driving Executive Pay

Board-level supply chain roles are commanding increasingly competitive packages as companies recognise supply chain as a strategic function, not just a cost centre. CSCO and CPO roles now routinely include STI of 20–30% and equity participation in mid-market companies.

Supply Chain Management

ROLE	AVG. BASE + SUPER	TYPICAL RANGE
Supply Chain Manager	\$158K	\$140K – \$180K
S&OP / IBP Manager	\$165K	\$145K – \$195K
Demand Planning Manager	\$152K	\$135K – \$175K
Supply Planning Manager	\$148K	\$130K – \$170K
Inventory Manager	\$135K	\$120K – \$155K
SC Project / Transformation Mgr	\$160K	\$140K – \$190K

Procurement & Sourcing

ROLE	AVG. BASE + SUPER	TYPICAL RANGE
Procurement Manager	\$165K	\$140K – \$200K
Senior Category Manager	\$152K	\$135K – \$175K
Category Manager	\$138K	\$120K – \$155K
Strategic Sourcing Manager	\$150K	\$130K – \$170K
Senior Buyer	\$125K	\$110K – \$140K
Procurement Officer / Buyer	\$112K	\$100K – \$125K
Contracts Manager	\$148K	\$130K – \$170K

Logistics & Distribution

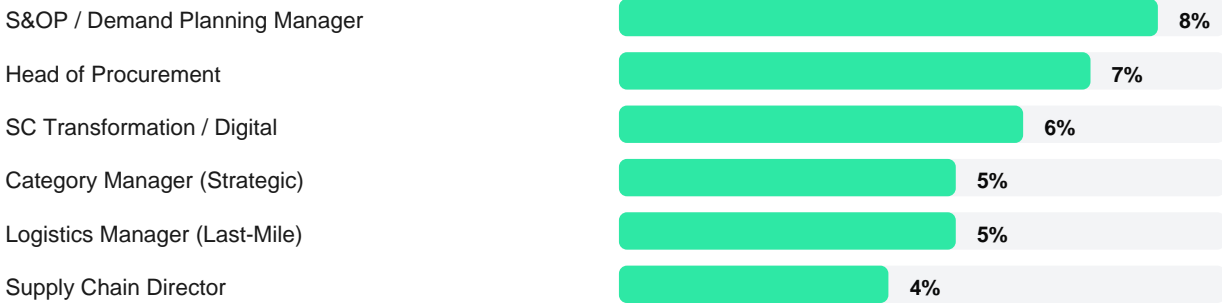
ROLE	AVG. BASE + SUPER	TYPICAL RANGE
Logistics / Distribution Manager	\$142K	\$125K – \$165K
Transport Manager	\$130K	\$115K – \$150K
Warehouse / DC Manager	\$125K	\$110K – \$145K
Freight / Shipping Manager	\$128K	\$112K – \$148K
Fleet Manager	\$120K	\$105K – \$138K

SECTION 02

Hot Roles & Regional Variations

Not all roles are created equal when it comes to salary pressure. The roles below are experiencing the greatest upward salary movement due to candidate scarcity, rising demand, or both.

Highest Salary Growth Roles (YoY)



Regional Salary Comparison (Index: Sydney = 100)

ROLE LEVEL	SYDNEY	MELBOURNE	BRISBANE	PERTH	AUCKLAND
SC Director / VP	100	97	92	95	82
SC Manager	100	98	93	94	83
Procurement Manager	100	96	90	93	80
Logistics Manager	100	95	91	96	81
Demand Planner	100	97	92	90	79

Perth Premium

Perth bucks the trend for logistics and transport roles, where mining sector demand pushes salaries to near-Sydney levels. Procurement roles in resources can exceed Sydney benchmarks by 10–15% for candidates with mining/energy experience.

SECTION 03

What Drives Supply Chain Pay

Beyond role level and location, several factors consistently differentiate candidates who command top-quartile packages from those who sit at median.

Industry experience

FMCG, healthcare, and defence command premium packages. Candidates crossing from lower-paying sectors typically need to accept that their first move may not carry a salary uplift — but the second move will.

ERP & digital skills

SAP S/4HANA expertise adds \$15–20K to market rate. Candidates with Kinaxis, o9, or Coupa experience are in acute demand and can negotiate accordingly.

International exposure

Experience managing global supply chains — particularly China sourcing, APAC distribution, or European matrix structures — commands a 10–15% premium at senior levels.

Certifications

CIPS, CSCP, and Lean Six Sigma credentials add \$8–12K on average. The ROI on certification is strongest for mid-career professionals making the jump to senior manager.

Transformation track record

Candidates who can demonstrate measurable outcomes from SC transformation projects consistently outperform peers in salary negotiations.

How This Data Was Compiled

The salary data in this guide is drawn from three primary sources: (1) Sigma Search's own placement data across ANZ supply chain, logistics, and procurement roles completed in the 2024–26 period; (2) live market intelligence gathered through active search mandates, candidate interviews, and confidential salary benchmarking conversations with hiring managers; and (3) analysis of advertised salary data from Seek, LinkedIn, and direct employer postings, filtered to exclude recruitment agency and government panel roles. All figures represent base salary plus superannuation for permanent positions. Short-term incentives, bonuses, car allowances, and equity are excluded unless otherwise noted. Where sample sizes are small (fewer than 10 data points for a specific role), we have supplemented with broader market intelligence and clearly indicated typical ranges rather than precise averages. Regional variations are indexed against Sydney as the baseline market. This guide is updated annually, with interim adjustments published in our quarterly market reports.

Get in Touch

Sigma Search • Supply chain, logistics & procurement recruitment • Sydney & ANZ

[Jon-Paul Hilton](#) | +61 423 929 471 | jhilton@sigmasearch.com.au | sigmasearch.com.au