



SYDNEY MARKET REPORT

Sydney Supply Chain Market Report

Jobs, hiring trends, salary insights, skills in demand, and the impact of AI on supply chain careers in Greater Sydney.

Q1 2026

MARKET SNAPSHOT

7 Sectors

ANALYSED

Sydney

GREATER METRO



SECTION 01

Macro Economic Landscape

Australia's economy continues to show resilience heading into early 2026. The RBA has held the cash rate steady following cautious cuts in late 2025, and GDP growth is tracking at around **2.1% annually**. For supply chain professionals, the macro environment is mixed — consumer spending remains subdued in some retail categories, but infrastructure investment, defence spending, and the ongoing logistics boom are creating strong demand for talent.

2.1%

GDP GROWTH (ANNUALISED)

Stable

4.1%

UNEMPLOYMENT RATE

Near full employment

2.8%

CPI INFLATION

Trending toward target

Sydney's trade volumes remain healthy — **Port Botany** throughput has been buoyed by strong import activity, particularly in consumer goods and industrial materials. The ongoing development of the **Western Sydney Aerotropolis** and intermodal hubs in Moorebank and Eastern Creek continue to drive demand for logistics and supply chain leadership.

Key Macro Signals for Supply Chain Professionals

Defence & Aerospace: AUKUS-related procurement and sustainment contracts are accelerating, with Anduril, Thales, and Lanmar all actively hiring in Sydney. FMCG: Continued pressure on margins is driving demand for procurement and cost optimisation talent. E-commerce: While growth has normalised post-pandemic, last-mile logistics and fulfilment centre management roles remain strong. Energy transition: Holcim, Viva Energy, and AEMO are all hiring supply chain professionals as the sector transforms.

The labour market for supply chain professionals remains **candidate-short**, particularly at the mid-senior level (\$120k-\$180k). Employers are competing for a limited pool of experienced procurement managers, demand planners, and logistics leaders — and the best candidates are typically off-market within **2-3 weeks**.



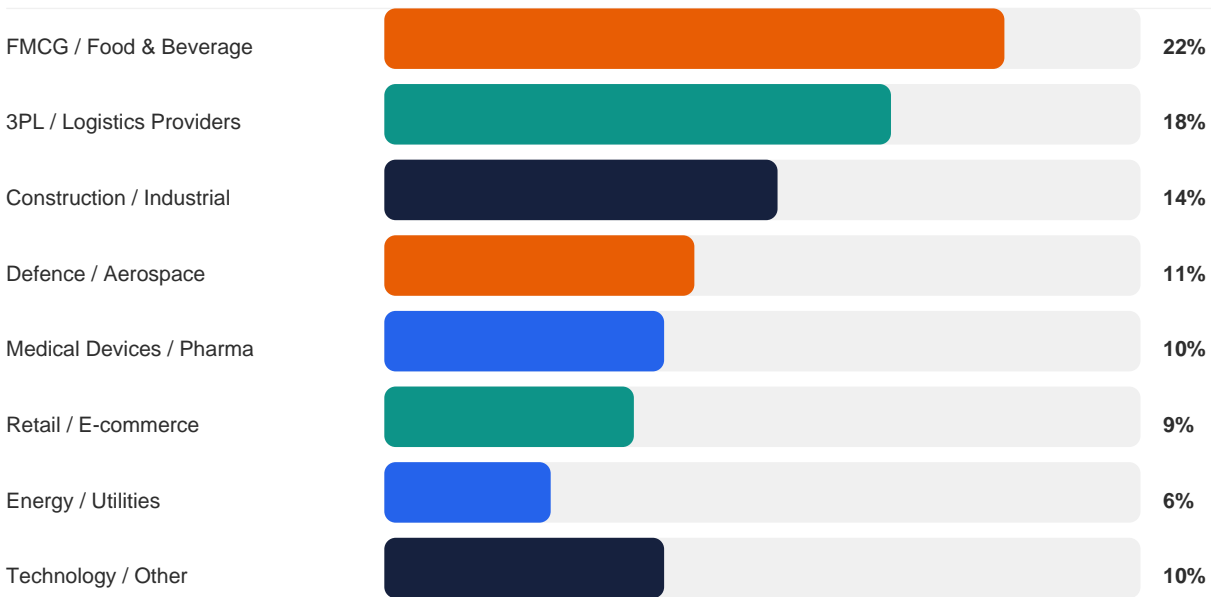
SECTION 02

Job Market Overview

The Sydney supply chain job market is showing strong momentum heading into Q1 2026. Across major job boards and our own market intelligence, hiring activity from **direct employers** has picked up considerably since the new year, with February volumes well above the seasonal average. Recruitment agency and government panel roles have been excluded from this analysis to focus on genuine market demand.

The market is broad-based — hiring isn't concentrated in one or two sectors but is spread across FMCG, logistics providers, defence, healthcare, retail, and industrial. This signals underlying structural demand for supply chain talent rather than a cyclical spike in any single industry.

Share of Job Adverts by Sector



Key Takeaway

FMCG and 3PL continue to dominate at a combined 40% of all supply chain adverts, driven by ongoing margin pressure and logistics optimisation initiatives. The standout shift this quarter is the rise of defence and aerospace — now accounting for 11% of roles, up from low single digits in 2024 — fuelled by AUKUS-related procurement and sustainment contracts. Technology companies entering the supply chain hiring space (AWS, DroneShield) also represent a new and growing demand source.



SECTION 03

Who's Hiring

A snapshot of the most active employers and the most senior roles being advertised across the Sydney supply chain market this month. Recruitment agencies and government panels have been excluded to focus on direct employer activity.

Recently Hiring at Executive Level

The following employers have recently advertised Director, Head of, or Senior Manager-level supply chain roles in Sydney — a strong indicator of strategic investment in their supply chain functions.

COMPANY	EXECUTIVE ROLE	SECTOR
Valvoline Global Operations	Director of Supply Chain, ANZ	Manufacturing / Auto
Kmart	Head of Procurement	Retail
Bingo Industries	Head of Procurement	Waste Management
ALDI Stores Australia	Executive Manager — Supply Chain	Retail
EHPlabs	Global Head of Logistics	Health / Supplements
Henkel	Head of Supply Chain ANZ	FMCG / Consumer Goods
NEXTDC	Director of Delivery & Customer Success	Technology / Data Centres

Most Active Employers (Multiple Open Roles)

COMPANY	OPEN ROLES	SECTOR
Woolworths Group	4+ (Planning, Procurement, Inventory)	Retail / FMCG
DHL (SC + Forwarding)	3+ (Account Mgmt, Import, Freight)	3PL / Logistics
Diageo	3+ (Supply Planning, Production)	FMCG / Spirits
Coca-Cola EP	2+ (Procurement, Warehouse)	FMCG / Beverages
CEVA Logistics	2+ (Transport Operations)	3PL / Logistics
Suntory Global Spirits	2+ (Supply & Inventory Planning)	FMCG / Beverages
Goodman Fielder	2+ (Procurement, Manufacturing)	FMCG / Food
Geely Auto Australia	2+ (Category Procurement)	Automotive



Sector Snapshot



FMCG / F&B

The largest hiring sector. Nestle, Diageo, Coca-Cola, Suntory, Kraft Heinz, and Goodman Fielder all running concurrent searches.



3PL / Logistics

DHL, CEVA, GEODIS, FedEx, and ACFS all active. Roles focused on transport operations and warehouse management. Western Sydney hub.



Defence / Tech

Fastest-growing sector. Anduril, DroneShield, Thales, and Lanmar all hiring. AUKUS driving procurement and sustainment roles.

Most In-Demand Role Types

Across all sectors, the role types generating the highest volume of adverts give a clear picture of where employers are investing. **Procurement** roles account for the largest share, closely followed by **supply planning** and **logistics management**.



Where the Roles Are: Sydney Geography

Western Sydney (Wetherill Park, Eastern Creek, Moorebank) remains the epicentre for logistics and warehouse roles, driven by the intermodal hub and Aerotropolis development. North Sydney / Macquarie Park is the hot zone for FMCG procurement and planning roles, with Coca-Cola, Suntory, and Metcash all based in the corridor. CBD and surrounds attract consulting, energy, and financial services supply chain positions.



SECTION 04

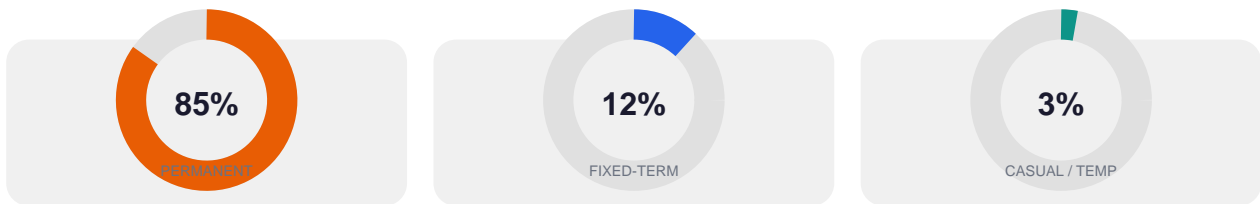
Hiring Trends & Salary Insights

Our data captures roles advertised at **\$100,000+ base salary**, which means this analysis represents the mid-to-senior end of the market — typically professionals with 5+ years of experience, team leaders, managers, and directors. Entry-level and junior coordinator roles sit below this threshold and are not included.

Within this \$100k+ segment, clear patterns are emerging in how employers are structuring roles and what they're willing to pay.

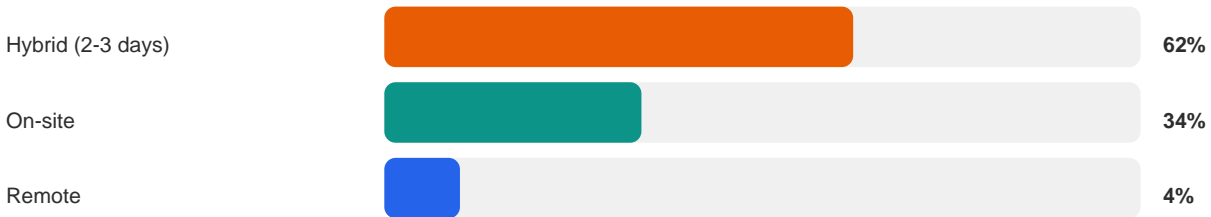
Contract vs Permanent

The market remains **heavily weighted toward permanent roles** (~85%), but we're seeing a notable uptick in fixed-term contracts (FTCs) — particularly 12-month positions tied to transformation projects.



Work Arrangement Breakdown

Hybrid is now the default for office-based supply chain roles, with most employers offering 2-3 days in office. Operational and warehouse management roles remain firmly on-site.



Average Salaries by Role Level (\$100k+ Market)

ROLE LEVEL	AVERAGE SALARY	TYPICAL RANGE
Supply Chain Director / VP	\$235k	\$200k – \$280k+
Head of Procurement	\$205k	\$180k – \$240k
Supply Chain Manager	\$158k	\$140k – \$180k
Senior Buyer / Category Mgr	\$145k	\$130k – \$165k
Demand / Supply Planner	\$122k	\$110k – \$140k
Procurement Officer / Buyer	\$112k	\$100k – \$125k
Logistics Manager	\$135k	\$120k – \$155k

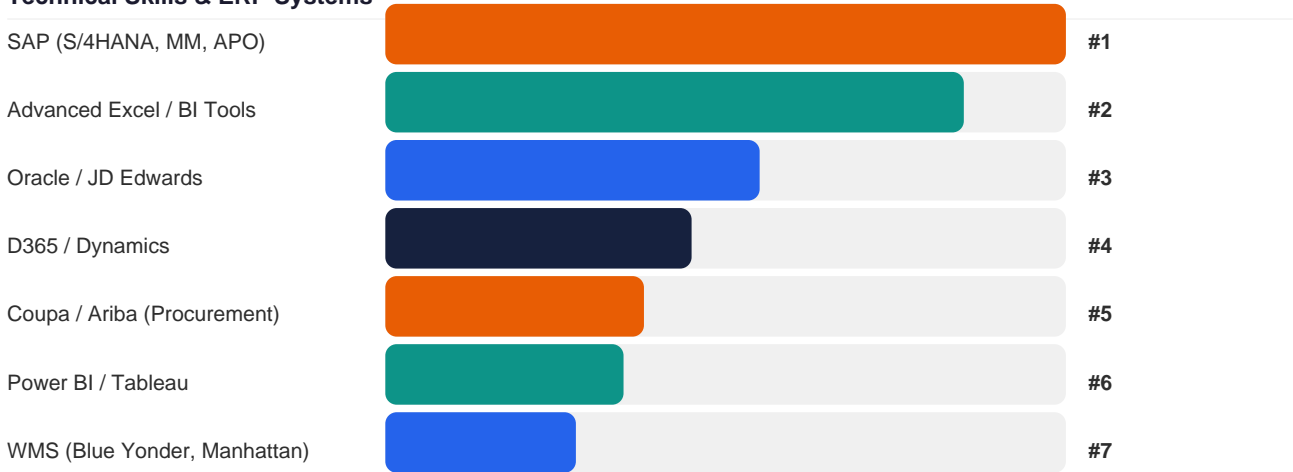


SECTION 05

Skills & Systems in Demand

Employers are increasingly looking beyond traditional supply chain competencies. The most sought-after candidates combine deep functional expertise with data literacy, systems proficiency, and cross-functional leadership skills.

Technical Skills & ERP Systems



Most Requested Competencies

Hard Skills

- S&OP / IBP process — End-to-end planning
- Category management — Strategic sourcing
- Demand forecasting — Statistical methods
- Contract negotiation — Commercial acumen
- Data analytics — SQL, Python a bonus
- Lean / Six Sigma — Continuous improvement

Soft Skills

- Stakeholder management — Cross-functional
- Change management — Transformation leadership
- Supplier relationship — Partnership approach
- Problem-solving under pressure — Crisis mgmt
- Executive communication — Board-level reporting
- Team development — Building capability

Certifications That Stand Out

CIPS (Chartered)

APICS CSCP

CPIM

Lean Six Sigma

PMP / PRINCE2

MCIPS



SECTION 06

AI & the Future of Supply Chain

AI is actively reshaping how supply chain teams operate. The professionals who thrive will be those who learn to work **with** AI, not compete against it.

Where AI Is Making the Biggest Impact

- **Demand Planning & Forecasting**

AI-driven demand sensing is automating statistical forecasting. Planners who interpret and augment AI forecasts are far more valuable.

- **Procurement & Sourcing**

Coupa, Jaggaer, and SAP Ariba embed AI for spend analytics and supplier risk. Strategic sourcing remains firmly human.

- **Warehouse & Logistics**

AI-powered WMS/TMS optimise picking routes, load planning, and last-mile delivery. Roles evolve toward systems oversight.

- **Supply Chain Risk**

AI tools scan global networks for disruption signals. Woolworths and Diageo are investing heavily in predictive risk platforms.

What Stays Human

AI won't replace the supplier dinner, the crisis negotiation at 2am, or the executive presentation. Relationship management, creative problem-solving, and leadership become more valuable, not less.

Growth Sectors to Watch in 2026

- **Defence & Aerospace**

AUKUS driving 30-40% growth. Anduril, Thales, Lanmar scaling. Security clearances pushing salaries up.

- **Technology & Data Centres**

AWS hiring for Western Sydney data centres. DroneShield building procurement from scratch. New role types emerging.

- **Energy Transition**

AEMO, Holcim, Viva Energy all hiring. ESG-compliant sourcing and sustainability expertise in demand.

- **Automotive & EV**

Geely Auto and VW Group establishing local procurement. Greenfield supply chains for EV infrastructure.

Get in Touch

Sigma Search specialises exclusively in supply chain, logistics, and procurement recruitment across Sydney and APAC.

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