GREATER SYDNEY · SUPPLY CHAIN, LOGISTICS & PROCUREMENT

Sydney Supply Chain Market Report

JUNE 2026 EDITION

Jobs, hiring trends, salary insights, skills in demand, and what the business-confidence story means for hiring in Greater Sydney.

INSIDE THIS REPORT

JUNE 2026 MARKET SNAPSHOT

4.35%
RBA Cash Rate
Held in June — first pause of 2026 after three hikes

4.2%
CPI Inflation
April annual, easing from the 4.6% March quarter

–14
NAB Confidence
Up 10 points off April's –24, but still negative

4.5%
Unemployment
April print, up from 4.3% in March

~US$80
Brent Crude
Down from US$105–111 in May as Hormuz resumes

KEY THEME THIS MONTH — THE FIRST THAW

After three months of deteriorating sentiment, June is the first month this year where the macro picture has genuinely turned. Business confidence has lifted 10 points off its floor, the RBA has paused, inflation has come off its peak and oil has fallen sharply as Strait of Hormuz traffic resumes. It is not a recovery yet — confidence is still negative and unemployment is rising — but the panic phase looks to be behind us. In hiring terms, that is showing up as a logistics and distribution operations build-out resuming, running alongside the procurement demand that has dominated the market all year.

CANDIDATE MARKET

Still busy underneath a cautious headline. Procurement and planning hiring continues at pace, and the notable shift this month is the volume of logistics and distribution operations roles, led by Amazon, Linfox, Toll and the cold-chain and freight-forwarding names.

TOP HIRING THEME

Logistics and distribution operations. As freight costs normalise and the Hormuz premium unwinds, the operators who paused expansion are back in market. Procurement remains structurally strong, and defence supply chain (AUKUS-linked) continues to accelerate.

HOT SKILL RIGHT NOW

Strategic sourcing and category management still lead, but warehouse automation, WMS and network-operations capability are rising quickly as the automation names (Dematic, Jungheinrich) and the big distribution operators staff up.

SECTION 01

Macro Economic Landscape

For three months the macro story has been one of deterioration: sticky inflation, a hiking RBA, oil spiking on the Strait of Hormuz, and business confidence falling to readings not seen outside the GFC and COVID. June is the month that story inflected. The forces are still finely balanced, but for the first time this year the data is pointing the other way.

4.2%
CPI inflation — April annual, down from the 4.6% March quarter; trimmed mean 3.3%.

4.35%
RBA cash rate — held at the June meeting, the first pause after three hikes.

~US$80
Brent crude — down ~US$17 in four sessions from the US$105–111 May range.

The four-week shift since our May edition

Start with inflation. The headline CPI eased to 4.2% in the year to April, down from the 4.6% March quarter print, with the trimmed mean holding at 3.3%. Transport (up 6.6%) and Housing (up 6.3%) remain the heavy contributors, but the direction of travel has changed, and that matters more than the level. The RBA responded at its June meeting by leaving the cash rate unchanged at 4.35%, its first pause of the year after three consecutive hikes. Governor Bullock was careful to keep a hiking bias on the table, noting demand is still running too strong relative to supply, and markets are still pricing roughly a one-in-two chance of one more increase before year-end. The next decision lands on 11 August.

The most striking move is in sentiment. NAB business confidence jumped 10 points to –14 in May, lifting off April's –24, which had been the second-largest monthly fall on record. Conditions held steady at +3, capex intentions recovered 6 points and forward orders rose 5. Crucially for our market, purchase-cost growth eased to 2.6% in quarterly-equivalent terms, well down from the 4.5% that drove the procurement hiring surge earlier in the year. The margin squeeze that made cost-out the C-suite obsession is starting, slowly, to release.

And then there is oil. Strait of Hormuz traffic has resumed, with Iran shipping more than 30 million barrels over a single week and Gulf producers reopening alternative routes. Brent has fallen roughly US$17 a barrel in four trading sessions to around US$80, from the US$105–111 range that defined May. The disruption is not fully resolved — a Lebanon flare-up and postponed US–Iran talks in Geneva are keeping a risk premium in the price — but the worst-case scenario of a prolonged closure is now off the table.

KEY MACRO SIGNALS FOR SUPPLY CHAIN PROFESSIONALS

- **Confidence is recovering, not recovered.** NAB at –14 is a sharp bounce, but it is still negative across every industry, and conditions remain below the long-run average. Hiring intent is improving faster than hiring action.
- **Cost pressure is easing.** Purchase-cost growth down to 2.6% (from 4.5%) takes some of the urgency out of pure cost-out hiring, even as procurement demand stays structurally high.
- **Oil and freight are normalising.** The Hormuz premium is unwinding. Expect freight-rate relief to flow through over Q3, which is already encouraging logistics operators back into expansion hiring.
- **The labour market is softening at the headline.** Unemployment rose to 4.5% in April (from 4.3%), with youth unemployment at 11.1%. The May print lands 25 June. Supply chain, as ever, is running its own cycle underneath the headline.
- **Defence and aerospace keep accelerating.** AUKUS-linked demand is undimmed, with Anduril, Thales and DroneShield all visibly in market for procurement and logistics talent this month.

SECTION 02

Job Market Overview

This edition analyses **552 cleaned direct-employer supply chain roles** captured across Seek, Indeed and LinkedIn in the week to 23 June 2026. Recruitment agency, government and off-target listings have been excluded. Because we have widened the dataset this month, the figures below are a snapshot of the current market's shape, not a like-for-like comparison with May. Read them as composition, not growth.

Roles by function (share of cleaned dataset)

FUNCTION	SHARE	READ
Procurement / Buying	19%	Category management and strategic sourcing still lead the board
Operations / Manufacturing	19%	Distribution and plant operations leadership resurgent
Warehousing / DC / Inventory	12%	DC, inventory and fulfilment roles broad-based
Planning (Demand / Supply)	10%	FMCG demand and supply planning the engine
Transport / Fleet / Freight	9%	3PL and linehaul activity lifting as freight normalises
Supply Chain (generalist)	8%	End-to-end SC management roles
Executive / Director	2%	Head-of, GM and Director roles, profiled in Section 03

Remaining share sits across adjacent and specialist roles (commercial, analytics, compliance, automation). Percentages are of the combined multi-source dataset and are not comparable to the May single-source figures.

KEY TAKEAWAY

Two themes share the top of the board this month. Procurement and buying remain the largest single discipline, confirming that cost-out has become a structural feature of the market rather than a one-quarter response. But sitting right alongside it is a clear resurgence in operations, distribution and logistics roles, and that is the genuinely new signal. Where May's market was a near-pure procurement story driven by margin panic, June's is procurement plus a logistics and distribution build-out — exactly what you would expect as freight costs ease and the operators who paused through the worst of the Hormuz disruption come back to market. Planning continues to provide a steady base of FMCG demand and supply roles, and the executive tier, profiled next, has real depth this month.

SECTION 03

Who's Hiring

A snapshot of the most active direct employers in the Sydney supply chain market for the week to 23 June 2026. The standout this month is the scale of the distribution and 3PL build-out: Amazon alone is in market for more than twenty supply chain, logistics and procurement roles, and the major contract logistics names are all hiring concurrently.

Most active employers

Amazon	20+ roles · logistics ops, procurement category mgmt, SC program & workforce planning, transportation
Linfox	13 roles · GM, site & ops managers, transport supervisors, inventory control
Toll Group	8 roles · operations, transport business analysts, value-stream & inventory
Americold	7 roles · cold-chain operations, transport analytics, EDI deployment
CSR	7 roles · DC manager, production & supply planning, manufacturing & operations
FedEx	6 roles · operations management & supervision
Woolworths	6 roles · CFC operations, procurement category, SC solution architecture, transport
Stryker	5 roles · planning, demand planning, SC scheduling
VISY	4 roles · VP Visy Logistics, Head of Quality, pallet & warehouse control
Defence	Anduril (3), Thales (3), DroneShield (2) · procurement & logistics leadership

Also running multiple concurrent roles: Metcash, PepsiCo, Kimberly-Clark, Diageo, George Weston Foods, Haleon, DSV, Kuehne+Nagel, Hellmann, DHL, UPS, efm Logistics and Wiseway Logistics.

Recently advertising at executive level

VISY	Vice President — Visy Logistics
JLL	Head of Procurement, Australia
DroneShield	Head of Procurement (AU)
JBS Australia	Operations Director, NSW
Primo Foods	Operations Director, NSW
News Corp	Head of National Inventory & SC Optimisation
Thales	National Logistics Manager
Supaloc	National Operations Manager
Linfox	General Manager
Teletrac Navman	Product Management Director — Transport
Pacific National	Commercial Solutions Manager (Intermodal)
Sea Forest	Senior Operations Manager ($180k–$210k)
Gamuda Eng.	Senior Procurement Manager
Sthn Cross Austereo	Procurement Category Manager
dusk	Head of Planning

Sector snapshot

FMCG / FOOD & BEVERAGE

Deep and consistent. Kimberly-Clark, PepsiCo, Diageo, Haleon, George Weston Foods, Lactalis, Pernod Ricard, Clorox, Refresco, Snackbrands, Noumi, Tip Top and Perfection Fresh all hiring across demand and supply planning, procurement and operations. Input-cost inflation, even as it eases, continues to drive sustained planning and procurement demand.

3PL / TRANSPORT / LOGISTICS

The most active sector this month. Linfox, Toll, DSV, DHL, Kuehne+Nagel, Hellmann, FedEx, UPS, Americold, dnata, efm and Wiseway are all in market concurrently, from frontline operations through to GM and VP level. This is the clearest evidence of the post-Hormuz logistics build-out.

INDUSTRIAL & MANUFACTURING

CSR (seven roles), VISY, Boral, InfraBuild, Supaloc, Opal, Alstom, Dematic, Jungheinrich and Crown Equipment. Operations, production and warehouse-automation leadership dominant. Energy-transition and infrastructure spend continues to support hiring through the confidence dip.

RETAIL, DEFENCE & HEALTHCARE

Retail: Woolworths, Metcash, Kmart, Bunnings, Best & Less, WH Smith, The Iconic and MESHKI, led by category management and SC technology. Defence: Anduril, Thales and DroneShield on AUKUS-linked procurement and logistics. Healthcare / Pharma: Stryker, Abbott, Cochlear, ResMed and Johnson & Johnson on planning and distribution leadership.

SECTION 04

Salary Insights & Hiring Trends

The benchmarks below reflect Sigma Search's market observation — advertised ranges in the June dataset combined with live candidate engagement across our retained pipeline. They represent the mid-to-senior end of the market, typically professionals with three or more years of experience, team leaders, managers and directors. Treat them as a guide rather than a fixed scale.

Indicative salary benchmarks ($100k+ market)

ROLE LEVEL	TYPICAL BASE RANGE	NOTE
Supply Chain Director / VP	$200k – $295k+	VISY VP Logistics anchors the top of the board this month
Head of Procurement	$190k – $260k	JLL, DroneShield Head-of roles live; the procurement premium holds
GM — Supply Chain / Logistics	$170k – $250k	Linfox GM, multiple Operations Director roles in market
IBP / S&OP Manager	$150k – $195k	FMCG planning leadership
Supply Chain Manager	$142k – $185k	The busiest senior-practitioner band
Senior Buyer / Category Manager	$135k – $175k	Still the most contested mid-senior segment
Logistics / Operations Manager	$130k – $175k	Observed: Salt $170–175k, NW Professional $130–170k
Demand / Supply Planner	$115k – $150k	Broad FMCG demand
Procurement Officer / Buyer	$100k – $130k	Entry-to-mid procurement
Warehouse Manager	$85k – $115k	Operational tier, well supplied with candidates

Standout data points in the June set: a Director-level planning role advertised at $240k–$260k, a Strategy & Operations Senior Manager at $204k–$240k, Sea Forest Senior Operations Manager at $180k–$210k, and Spot On Warehouse National Service Manager at $155k–$165k. Movement-versus-May figures are deliberately omitted this edition; with cost pressure easing, the standing read is that procurement premiums are holding rather than widening, and operational-tier pay remains flat.

Work arrangement

Of the roles that disclosed a work arrangement this month, on-site and hybrid run almost neck and neck, with fully remote a negligible 1%. That is a noticeably more on-site picture than prior editions, consistent with the weight of operations, DC and 3PL roles in the June dataset, which are inherently site-based.

CONTRACT TYPE

Permanent roles continue to dominate, with fixed-term contracts — particularly 12-month transformation and cost-optimisation roles — remaining a steady feature of a confidence-constrained budget cycle.

SECTION 05

Skills & Systems in Demand

The procurement-led market has shaped the skills list all year, and that has not changed. What is new in June is the rise of warehouse-automation and network-operations capability, as the distribution build-out and the automation specialists (Dematic, Jungheinrich, Amazon's own robotics fleet) staff up. The skills that get a CV to the top of the pile are still the ones that translate directly to dollars — but increasingly also to throughput.

Hard skills in demand

- Strategic sourcing and category management
- Contract renegotiation and supplier consolidation
- S&OP / IBP process ownership
- Demand forecasting (statistical and scenario-based)
- Warehouse automation, WMS and MHE / network operations
- Data analytics (SQL, Power BI) and commercial / financial fluency
- Lean / Six Sigma and continuous improvement

Technical systems & ERP

SAP (S/4HANA, MM, Ariba) remains the most-requested platform by a wide margin, followed by **Coupa** on the back of source-to-pay investment. On the operations side, demand for WMS platforms (Manhattan, Blue Yonder) and TMS / freight systems is rising in step with distribution-operations hiring.

SAP S/4HANA · Ariba · Coupa · Oracle / JD Edwards · Dynamics 365 · Power BI · Manhattan · Blue Yonder

Certifications that stand out

CIPS / MCIPS · APICS CSCP · CPIM · Lean / Six Sigma · PMP / PRINCE2

CIPS / MCIPS (chartered procurement) carries the most weight in the current market, followed by APICS CSCP and CPIM on the planning side, and Lean / Six Sigma and PMP / PRINCE2 for operations and transformation roles.

Where the roles are — Sydney geography

WESTERN SYDNEY

Wetherill Park, Eastern Creek, Moorebank, Kemps Creek and Marsden Park. The highest-volume zone, led by 3PL operations (Linfox, Toll, Americold, Kuehne+Nagel), Amazon's logistics network, and packaging and building-products manufacturing (CSR, VISY).

MACQUARIE PARK & NORTH SHORE

The corporate FMCG and healthcare belt. Kimberly-Clark, PepsiCo, Metcash, Stryker and Abbott hiring concurrently across procurement, planning and category management.

CBD, SURRY HILLS & THE PORT

Corporate HQ supply chain strategy and procurement leadership (News Corp, JLL, Southern Cross Austereo, Optus), with freight forwarding, customs and import operations clustered around Port Botany, Alexandria and Botany.

SECTION 06

The Business Confidence Story

Three months after the Strait of Hormuz disruption began, two CPI prints into the inflation resurgence and one rate pause further than the market expected, Australian business is finally seeing the data move in its favour. Here is what is actually happening, and what it means for hiring in Sydney supply chain.

STATUS AS AT 23 JUNE 2026

NAB business confidence has lifted to –14 in May from April's –24, a 10-point bounce off the second-worst reading on record, though still negative across every industry. Conditions held at +3, capex intentions recovered 6 points and forward orders rose 5. The April CPI eased to 4.2% from the 4.6% March quarter. The RBA paused at 4.35% in June, keeping a hiking bias. Strait of Hormuz traffic has resumed and Brent has fallen to around US$80. Unemployment ticked up to 4.5% in April, with the May print due 25 June.

The forces shaping hiring decisions this month

CONFIDENCE IS RECOVERING OFF A LOW BASE

A 10-point bounce is significant, and the recovery in capex and forward orders is the part to watch, because that is where future hiring lives. But sentiment is still negative, and the gap between what hiring managers say on intent surveys and what they sign on actual requisitions has not fully closed.

COST PRESSURE IS EASING, PROCUREMENT NOW STRUCTURAL

Purchase-cost growth has fallen to 2.6% from 4.5%. The acute margin panic that drove the procurement surge is releasing, yet procurement remains the largest single discipline in the market. Boards have learned the lesson of the last six months — category and sourcing capability is now a permanent priority, not a crisis hire.

OIL AND FREIGHT ARE NORMALISING

With Hormuz reopening and Brent down roughly US$17 in four sessions, the freight-cost relief that operators have been waiting for is in sight. That is the single clearest driver of the logistics and distribution build-out visible in this month's hiring data.

THE RBA IS IN WAIT-AND-WATCH MODE

The June pause at 4.35% gives the Board room to monitor, but the hiking bias and the August meeting mean capital stays expensive for now. Rate-cut pricing has been pushed firmly into late 2026.

The disruption-to-thaw timeline

MARCH
Hormuz disruption begins; oil spikes, confidence slides toward GFC/COVID-era lows.

APRIL
CPI 4.6% March quarter; NAB confidence falls to –24, the second-largest fall on record.

MAY
Brent US$105–111; NAB rebounds to –14; purchase-cost growth eases to 2.6%.

JUNE
RBA pauses at 4.35%; CPI eases to 4.2%; Hormuz reopens and Brent falls to ~US$80.

THE BOTTOM LINE

What This Means for Hiring

01 **Procurement remains the anchor of the market.** Category management, strategic sourcing and supplier consolidation are now a structural priority, not a one-quarter response. If you are a category or sourcing leader with a hard cost-out track record, your phone should still be ringing.

02 **Logistics and distribution operations are back.** This is the new signal in June. As freight normalises, the 3PL and distribution operators (Amazon, Linfox, Toll, Americold and the freight-forwarding names) are hiring concurrently from frontline supervision to VP level.

03 **The executive board has real depth.** A genuine spread of Head-of, GM and Director roles is live this month, weighted toward operations and procurement leadership, with the VISY VP Logistics role the standout. Composition is still cost-and-efficiency led rather than pure growth.

04 **Defence supply chain keeps accelerating.** AUKUS-linked demand is undimmed, with Anduril, Thales and DroneShield all in market for procurement and logistics talent.

05 **Hire with conviction while sentiment is still cautious.** The best supply chain candidates at $140k+ are not browsing job boards, and counter-offers remain routine in the $140k–$180k band. In a market that is turning, the employers who move decisively now will secure talent before the competition for it intensifies.

SIGMA SEARCH

Sigma Search is a Sydney-based specialist executive recruitment firm focused exclusively on supply chain, logistics and procurement roles across Australia and New Zealand. With 15+ years of executive search experience, we work on retained and exclusive assignments to source senior talent that is typically off-market and cannot be found through traditional advertising channels. Our clients engage us because we bring market intelligence, not just CVs — and in a market defined by uncertainty, that intelligence is never more valuable.

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Prepared by Sigma Search for general market-information purposes. Salary data represents market observations from advertised roles and direct candidate engagement and should be used as a guide only. All role data sourced from direct-employer advertising in the Sydney metropolitan area; recruitment agency, government and confidential roles excluded. Macro data: ABS, RBA and NAB releases, June 2026.