AUGUST 2026 EDITION

# Sydney Supply Chain Market Report

Jobs, hiring trends and what the business-confidence story means for hiring in Logistics, Supply Chain Leadership, Planning and Procurement across Greater Sydney.

| ROLES ANALYSED | RBA CASH RATE | UNEMPLOYMENT | CPI INFLATION |
|---|---|---|---|
| **306** | **4.35%** | **4.4%** | **3.8%** |
| Direct-employer, Logistics / SC Leadership / Planning / Procurement — as at 10 August | Held since May — August decision due 11 Aug, hold widely expected | June print (latest available) — up 0.1pt on May | June print — trimmed mean 3.6%, easing from Q1 |

### KEY THEME THIS MONTH

Business confidence is genuinely off the floor for the first time this year — the NAB index jumped 9 points to −5 in June, its best reading since the Hormuz shock hit in Q1. Conditions are still flat at +3, and the RBA looks set to hold at 4.35% this week rather than cut, so nobody's popping champagne. But underneath the headline, Sydney's supply chain hiring market kept moving regardless: our sweep is up 55% on late July on a like-for-like basis, led by Logistics and Procurement, while Supply Chain Leadership hiring has actually softened. That divergence — and what it means for where you sit in the market — is what this edition is really about.

INSIDE THIS EDITION



**About this report.** Sigma Search is a Sydney-based specialist executive recruitment firm focused on supply chain, logistics and procurement across Australia and New Zealand. This edition analyses 306 direct-employer roles in scope across Logistics, Supply Chain Leadership, Planning and Procurement, drawn from a broader sweep of 544 unique postings captured across Seek, Indeed and LinkedIn as at 10 August 2026. Recruitment agency, government panel and confidential-advertiser roles are excluded throughout. Where a month-on-month comparison is shown, it's measured on a like-for-like Seek basis against our 28 July sweep (320 roles), since Indeed and LinkedIn coverage was added to the process after that date. A note on coverage: this sweep is built from a defined set of search terms across Seek, Indeed and LinkedIn — it's a genuine sample of the live market, not an exhaustive count, and roles using titles or phrasing outside our current term list may not be captured. We'd rather be upfront about that than imply false precision.

01

SECTION 01

# Macro Economic Landscape

Three months on from the worst of the Hormuz-driven confidence collapse, the picture has genuinely improved — but "improved off a shocking base" is still the honest way to describe where Australian business sentiment sits heading into the RBA's August decision.

| GDP GROWTH (ANNUAL) | NAB BUSINESS CONFIDENCE | BUSINESS CONDITIONS |
|---|---|---|
| **2.5%** | **–5** | **+3** |
| Year to March 2026 — missed the 2.7% forecast | June, up 9pts on May's revised –14 | Flat for a third straight month |

Let's start with the number that actually moved: NAB's business confidence index rose 9 points to –5 in June, its best print since the Hormuz shock first hit sentiment in Q1. Businesses are becoming less concerned — the fuel-cost spike and Middle East disruption haven't bitten as hard as first feared, and confidence has now recovered most of the sharp March decline. Business conditions, though, are stuck at +3 for a third consecutive month — the confidence recovery hasn't yet translated into businesses actually reporting better trading conditions on the ground. That gap between "feeling less bad" and "genuinely doing better" is exactly the kind of signal that shapes hiring decisions before it shows up in the official data.

On growth, the March quarter national accounts came in soft: 0.3% quarterly, down from 0.9% the quarter before, and 2.5% through the year — a miss against the 2.7% consensus forecast. Business investment in machinery and equipment (a lot of it data-centre related) was the standout support. The labour market is where the softening is clearest: unemployment ticked up to 4.4% in June, adding roughly 12,700 people to the unemployed count. Inflation, meanwhile, is heading the right way — the June print eased to 3.8% annual, with trimmed mean at 3.6%, below where the market had been braced for.

### KEY MACRO SIGNALS FOR SUPPLY CHAIN PROFESSIONALS

**RBA in "wait and watch" mode.** The cash rate has sat at 4.35% since May — a 12-year high — after three consecutive hikes. The Board's August decision lands 11 August, and CBA, NAB, ANZ and Westpac are all now aligned on a hold following the softer June CPI print. Capital stays expensive either way.

**Confidence recovering, conditions lagging.** The 9-point June jump is the best monthly move since the shock hit, but conditions sitting flat at +3 tells you hiring managers are still cautious about committing to growth-tier roles, even as sentiment improves.

**Labour market softening at the edges.** Unemployment at 4.4% is the highest print since the disruption began. That's showing up in our data too — more candidates in market, longer shortlist-to-offer timelines on some searches, and employers taking their time on senior sign-off.

**Inflation easing gives the RBA room.** The 3.8% June print, down from the 4.6% Q1 peak, is the clearest sign yet that the disruption-driven cost spike is working its way through the system. If this trend holds, rate-cut conversations move back onto the table for late 2026.

### SECTOR VACANCIES ON THE MOVE

ABS Job Vacancies Survey, May 2026 quarter

| | |
|---|---|
| Financial & Insurance Services | –21.4% |
| Manufacturing | +16.9% |
| Accommodation & Food Services | –16.1% |

Quarterly change in job vacancies by industry — the clearest independently-verifiable read on which sectors are genuinely hiring right now.

### LABOUR MARKET INSIGHT

Here's the pattern worth watching: business confidence bounced hard in June, but our own hiring data shows the composition shifting, not just the volume. Logistics and Procurement hiring are both up meaningfully since our late-July sweep, while Supply Chain Leadership — the Head-of, GM and Director tier — has actually gone backwards on both count and share. That's consistent with a market where confidence is recovering but boards are still reluctant to commit to senior growth-leadership hires. Operational hiring — the roles that keep freight moving and cost under control — isn't waiting for the confidence story to fully resolve.

02

SECTION 02

# Logistics

Transport, freight, 3PL, warehousing, distribution and fleet roles. The single biggest function in this month's sweep — and the one that grew the most since late July.

| ROLES THIS SWEEP | VS 28 JULY (LIKE-FOR-LIKE) | TREND READ |
|---|---|---|
| **102** | **+6** | **Growing** |
| 33.3% of the 306 in-scope roles analysed | ▲ roles, +2.7pp share | vs late July sweep |

Logistics is where the volume is right now. 102 of the 306 roles we're calling genuinely in-scope this month sit in Logistics — a third of the market — and it's the only function that grew on both an absolute and share basis against our late-July sweep. Read that alongside the macro picture and it makes sense: when business conditions are flat and confidence is only just starting to recover, the freight has to keep moving regardless. Warehousing, distribution centre operations and transport management don't wait for the C-suite to feel confident again.

## STANDOUT ROLES THIS SWEEP

| COMPANY | ROLE | ADVERTISED SALARY |
|---|---|---|
| **Home Delivery Services** | State Transport Manager – NSW | $180k+ |
| **Kuehne & Nagel** | Contract Logistics Site Manager | $150k+ |
| **Nestlé Australia** | Operations Manager, Distribution Centre | $150k–$175k |
| **Suntory Oceania** | Distribution Centre Manager – Eastern Creek, NSW | — |
| **KONE** | Logistics Operations Manager – Mascot, NSW | — |
| **Osborne Richardson** | Logistics Manager | $150k–$170k + super |
| **Minus 1 Refrigerated Transport** | Transport Manager | $150k+ |
| **HSE Services** | Transport & Fleet Operations Manager | $120k–$125k |
| **Ferrari Logistics (Australia)** | Logistics Manager (Luxury Goods) | $110k–$130k |
| **Meshki** | Warehouse Manager (12-month FTC) | $150k+ |

## EMPLOYERS RUNNING MULTIPLE LOGISTICS SEARCHES

- Geek Plus International · 3
- Kuehne & Nagel · 2
- Downer EDI · 2
- YTO International Express · 2
- Minus 1 Refrigerated Transport · 2
- DHL Supply Chain · 2

### WHAT THIS MEANS FOR YOU

If you're a Logistics or Transport Manager, this is a genuinely busy market — be sure to make the most of it. The $150k–$180k band is where most of the senior activity sits, and the roles above show real employers advertising real numbers rather than "competitive package" vagueness, which is a good sign for where negotiating leverage currently sits. Warehouse and DC operations, freight and 3PL build-out are all contributing volume, not just one segment carrying the number.

Note: salary figures shown are as advertised on the listing, not a benchmarked average — a genuine level-by-level salary survey would need visibility into Sigma Search's direct candidate and client conversations, which sits outside this data sweep.

03

SECTION 03

# Supply Chain Leadership

Head-of, GM, Director, VP and exec-tier operations and manufacturing leadership. The one function that's genuinely cooled since our late-July sweep — and the most interesting read of the month.

| ROLES THIS SWEEP | VS 28 JULY (LIKE-FOR-LIKE) | TREND READ |
|---|---|---|
| **63** | **–11** | **Softening** |
| 20.6% of the 306 in-scope roles analysed | ▼ roles, −4.0pp share | vs late July sweep |

Here's the number that should really get your attention this month: Supply Chain Leadership hiring is down 11 roles and 4 percentage points of share since late July, even as the overall market grew. Our $180k+ Exec sheet alone fell from 19 roles in late July to 11 in this sweep. That's not a data artefact — it lines up precisely with the macro story in Section 01. Business conditions are still flat, boards are asking more questions before signing off, and our own pipeline data shows average shortlist-to-offer timelines stretching out. The operational tier is hiring at pace. The top of the board is being more deliberate.

Don't read "softening" as "gone quiet" though. 63 genuine leadership roles in a single sweep is still a live market, and the roles that are running are concentrated at real employers with real budgets — Amazon, Toll Group and CSR Limited all show up with repeat searches in both this sweep and late July, which tells you these aren't one-off vacancies but ongoing leadership build-outs.

## STANDOUT ROLES THIS SWEEP

| COMPANY | ROLE | ADVERTISED SALARY |
|---|---|---|
| Rombola Family Farms | Supply Chain Manager | — |
| Sphere Communications | Supply Chain & Operations Manager – Seven Hills, NSW | — |
| Bayside Group | Supply Chain Manager | — |
| CSR Limited | Operations Manager | $180k+ |
| Tip Top | Site Operations Manager | $180k+ |
| BRAVOFOODS | Head of Production (Meat Industry) | $180k+ |
| Visy | Operations Manager – Board, Smithfield | $150k+ |
| NCI Packaging | Plant Manager – Glendenning, NSW | $180k+ |
| Maspro Engineering | Manufacturing Manager | $170k–$190k |
| Ultimate Site Services | General Manager | $170k–$195k |

## EMPLOYERS RUNNING MULTIPLE LEADERSHIP SEARCHES

Amazon · 3 | Toll Group · 2 | CSR Limited · 2

## WHAT THIS MEANS FOR YOU

If you're an exec-tier candidate, this is when a genuinely well-positioned LinkedIn profile and resume really come to the fore. When there are fewer roles and boards are taking longer to commit, the hiring managers who are still searching are being more selective — you want to leave the reader in no doubt as to the scale and commercial impact you've delivered. If it's been a while since you looked at your profile, now's a sensible time. We offer a free profile and resume review — details at the end of this report.

Note: salary figures shown are as advertised on the listing, not a benchmarked average.

04

SECTION 04

# Planning

Demand planning, supply planning, S&OP and Integrated Business Planning — the function that keeps everything else honest. It's rarely the loudest corner of the market, but don't mistake quiet for weak: genuine planning capability is in steady, structural demand, month after month.

| ROLES THIS SWEEP | VS 28 JULY (LIKE-FOR-LIKE) | TREND READ |
|---|---|---|
| **69** | **−1** | **Steady** |
| 22.5% of the 306 in-scope roles analysed | ▼ roles, −0.1pp share | vs late July sweep |

Planning is the quiet achiever of this month's data. Down just one role and effectively flat on share against late July, it's the most stable function we track — and that stability is itself the story. Unlike Supply Chain Leadership, which is visibly reacting to the confidence environment, Planning hiring looks structural: businesses need demand and supply planners regardless of where NAB's index sits this month. Stryker alone is running two concurrent Demand Planner searches, which tells you this isn't a market running on one or two opportunistic vacancies.

### STANDOUT ROLES THIS SWEEP

| COMPANY | ROLE | ADVERTISED SALARY |
|---|---|---|
| **The Magnum Ice Cream Company** | Integrated Planning Manager (FTC – 12 months) | $150k+ band |
| **Stryker** | Senior Demand Planner | — |
| **Stryker** | Demand Planner | — |
| **Circuitwise Electronics** | Production Planner | $95k–$105k |
| **Blackmores Group** | Demand Planner – Surry Hills, NSW | — |
| **Bega Group** | Integrated Supply Planner | — |
| **Colgate-Palmolive** | Integrated Supply Planner – Woolworths | — |
| **CSR** | Demand Planner – North Ryde, NSW | — |
| **Hunter Douglas** | Supply & Demand Planning Lead – Rydalmere, NSW | — |
| **Arbex** | Demand Planner, Family Care | — |

### EMPLOYERS RUNNING MULTIPLE PLANNING SEARCHES

Stryker · 2 | Arbex · 2 | Martin Brower · 2

### WHAT THIS MEANS FOR YOU

If you're a demand or supply planner, or you own S&OP/IBP process, don't be afraid to be selective right now. This is a market where genuine planning capability — forecast accuracy, systems fluency, cross-functional influence — is in steady, uninterrupted demand, even while the leadership tier above you is more hesitant. That's a strong position to negotiate from.



Note: salary figures shown are as advertised on the listing; where a listing didn't show a figure it's marked with a dash rather than an estimate.

05

SECTION 05

# Procurement

Category management, strategic sourcing and buying. Still the second-busiest function in the market this month, and growing.

| ROLES THIS SWEEP | VS 28 JULY (LIKE-FOR-LIKE) | TREND READ |
|---|---|---|
| **72** | **+3** | **Growing** |
| 23.5% of the 306 in-scope roles analysed | ▲ roles, +1.4pp share | vs late July sweep |

Procurement continues to do a lot of the heavy lifting in this market. 72 roles this sweep, up 3 and gaining share against late July — and that's consistent with everything else we're seeing in the macro data. When business conditions are flat and margins are under pressure, procurement and category management are the functions companies turn to first for cost control. Argon & Co running two searches, including a Managing Principal role in procurement consulting at $170k–$215k plus super and bonus, is a good indicator of how seriously the consulting side of the market is treating this capability right now — and this month's genuine standout is a true exec-tier procurement search at Australian Retirement Trust.

## STANDOUT ROLES THIS SWEEP

| COMPANY | ROLE | ADVERTISED SALARY |
|---|---|---|
| **Australian Retirement Trust** | General Manager, Procurement | — |
| **Argon & Co** | Managing Principal, Procurement Consulting | $170k–$215k + super & bonus |
| **Downer** | Group Category Manager, Procurement | — |
| **Top Cut Foods** | Head of Procurement – Marrickville, NSW | — |
| **Amazon** | Procurement Category Manager | — |
| **Mirvac** | Senior Category Manager, Development | — |
| **Colgate-Palmolive** | Procurement Manager – Sydney, NSW | — |
| **AirTrunk** | Procurement Manager, Operations – Sydney, NSW | — |
| **Henkel** | Category Manager ANZ – Chatswood, NSW | — |
| **Cochlear** | Strategic Sourcing Specialist | Base + leave loading + super + bonus |

## EMPLOYERS RUNNING MULTIPLE PROCUREMENT SEARCHES

- THE ICONIC · 3
- Magnum Ice Cream Company · 2
- Argon & Co · 2
- Amazon · 2
- Mirvac · 2
- Luxottica Retail · 2

### WHAT THIS MEANS FOR YOU

If you're a category manager or strategic sourcing lead with a genuine cost-out track record, your phone should really be ringing. This is the busiest, most consistent function in the market two sweeps running. Be sure to quantify what you've delivered — dollars saved, contracts renegotiated, suppliers consolidated — because that's precisely the evidence hiring managers are screening for right now.

Note: salary figures shown are as advertised on the listing.

06

SECTION 06

# Industry Snapshot

Zoom out from the four core functions and a sharper industry story emerges — which sectors are genuinely hiring, which are pulling back, what's happening inside 3PL specifically, and why more roles are quietly heading offshore.

## 01 Which sectors are buoyant, which are under pressure

The clearest, most verifiable signal in the market right now is the split between corporate and operational roles. ABS job vacancy data for the May 2026 quarter shows Financial and Insurance Services vacancies down 21.4% — a close match to what's being reported anecdotally as "finance jobs down around 22% in Q2." Over the same period, Manufacturing vacancies rose 16.9%, and Accommodation and Food Services fell 16.1%. Put simply: corporate, white-collar and finance-adjacent hiring is genuinely shrinking, while operational and industrial hiring is holding up, and in some pockets growing. That lines up precisely with what our own sweep shows — Logistics and Procurement growing since late July, while Supply Chain Leadership (the more corporate, board-adjacent tier) has cooled.

## 02 The 3PL space, up close

Third-party logistics is doing real work inside this month's Logistics numbers. Geek Plus International is running three concurrent searches, and Kuehne & Nagel, YTO International Express, Minus 1 Refrigerated Transport, DHL Supply Chain and Downer EDI are each running two. That's six 3PL operators actively building out teams at once — not one dominant employer carrying the sector, but genuine breadth across the contract logistics and freight-forwarding space. If you're a candidate with 3PL experience, this is a market where that background is being actively sought, not just tolerated.

| 6 | 3 | −21.4% | +16.9% |
|---|---|---|---|
| 3PL OPERATORS HIRING | GEEK PLUS SEARCHES | FINANCE VACANCIES, Q2 | MANUFACTURING VACANCIES |

## 03 Offshoring — a trend worth watching

We're increasingly hearing about corporate functions moving offshore, and it's starting to show up in the public record too — Woolworths confirmed in June 2026 that it would shift a portion of its corporate workforce offshore, part of a broader pattern of Australian employers moving technology, analytics, finance-support and back-office procurement processing to lower-cost markets. We'd flag this as a trend to watch rather than a fully quantified shift — the public reporting so far is directional rather than precise on total numbers. But it's a real and growing thread in conversations with clients, and it reinforces the same pattern above: the more commoditised, process-driven corporate roles are the ones most exposed, while roles requiring on-the-ground operational judgement — running a DC, managing a fleet, sitting across supplier relationships in-market — are much harder to offshore.

WHAT THIS MEANS FOR YOU

If you sit in a genuinely operational or industrial part of the market — Logistics, 3PL, manufacturing-adjacent Supply Chain, hands-on Procurement — the data says you're in a comparatively strong position right now. If your role leans corporate, process-driven or easily codified, it's worth thinking honestly about how offshore-resistant your day-to-day actually is, and making sure your profile and resume showcase the judgement and stakeholder work that's genuinely hard to replicate from overseas.

07

SECTION 07

# Around the Market

Beyond the vacancy count — the sites coming online, where the automation money is going, and what's on the diary. This is the infrastructure that creates next quarter's roles.

| DHL ERSKINE PARK | YENNORA DC | AEROTROPOLIS HUB | AUTOMATION SPEND |
|---|---|---|---|
| **21,000** sqm | **40,000** sqm | **$1bn** | **60%** |
| New warehouse, Western Sydney logistics corridor | Intermodal, direct rail to Port Botany — due Q3 | Logistics and industrial precinct approved | Of warehouses planning a 20%+ budget lift this year |

## 01 New site openings

DHL Supply Chain has opened a new 21,000 sqm warehouse in Erskine Park, adding to its footprint in the Western Sydney logistics corridor. Nearby, the Yennora Distribution Centre is coming online — a 40,000 sqm intermodal facility with direct rail access to Port Botany, due for completion in Q3. And a $1 billion logistics and industrial hub has been approved for the Western Sydney Aerotropolis precinct, with DHL Supply Chain planning a 24-hour warehouse and distribution operation there — a strong signal of where the next wave of DC investment is heading.

## 02 Automation

Coles has opened a robotic automated fulfilment centre at Wetherill Park, its second automated site after the Ocado-partnered facility in Melbourne. It lands against a broader trend: around 60% of warehouses are planning to lift automation budgets by 20% or more this year, with Robotics-as-a-Service adoption also on the rise.

## 03 On the calendar

Supply Chain Week runs 18–20 August at ICC Sydney, with around 135 speakers across three days including Stephen Forshaw (Chief Representative Australia & Pacific, Airbus) and Simon Hinds (Senior Director Site Supply Chain, CSL). Worth attending if you want a read on where the senior conversation in this market is heading.

**WHAT THIS MEANS FOR YOU**

Greenfield sites and automation programs are where the next twelve months of senior operational hiring will come from — and they ask for a specific track record: commissioning a site, running a ramp-up, taking a WMS or robotics deployment from business case to steady state. If you've done that work, make sure it's front and centre rather than buried in a list of responsibilities. If you haven't, the automated DC build-outs now underway across Western Sydney are the fastest route to getting it.

08

SECTION 08

# What This Means for Hiring

Strip the macro back to what we're actually seeing across briefs and conversations with Sydney clients this month, and the picture is sharper than the headline confidence number suggests.

01 **Logistics is carrying the volume.**

102 roles and growing — the single biggest function this month and the only one to gain both count and share since late July. Transport, freight, 3PL and DC hiring keeps running regardless of the confidence story above it.

02 **Procurement stays the cost-out engine.**

72 roles, also growing. Category management and strategic sourcing remain the capability set every board wants when margins are under pressure — and that pressure hasn't gone away just because confidence ticked up.

03 **Planning is the steady hand.**

69 roles, essentially flat. Demand and supply planning capability is in consistent, structural demand — it doesn't spike or soften with the monthly confidence print, and that stability is worth something if you're weighing up a move.

04 **Supply Chain Leadership has genuinely cooled.**

Down 11 roles and 4 points of share since late July, with our $180k+ Exec sheet nearly halving. Boards are taking longer to commit at the top of the house even as confidence recovers underneath them — this is when a really sharp, evidence-led profile and resume matters most.

05 **Watch the RBA on 11 August.**

A hold at 4.35% is the consensus call. If that plays out and the confidence recovery continues into July's data, expect Supply Chain Leadership hiring to be the function that responds first — it's typically the most sentiment-sensitive tier of the market.



GET IN TOUCH

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This report has been prepared by Sigma Search for general market information purposes. Salary data reflects figures as advertised on individual job listings, not a benchmarked market survey, and should be used as a guide only. Role data is sourced from direct-employer advertising in the Sydney metropolitan area across Seek, Indeed and LinkedIn as at 10 August 2026. Recruitment agency, government panel and confidential-advertiser roles are excluded. Macro-economic data is sourced from the Australian Bureau of Statistics, the Reserve Bank of Australia and NAB's Monthly Business Survey, using the latest prints available as at the report date.