SEPTEMBER 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 **145** Direct-employer, Logistics/SC Leadership/Planning/Procurement — as at 7 September	RBA CASH RATE **4.35%** Held since May — September decision due 29 Sep, hold widely expected
UNEMPLOYMENT **4.5%** July print (latest available) — up 0.1pt on June, highest since the disruption began	CPI INFLATION **3.5%** July print — trimmed mean flat at 3.6%, headline easing further

KEY THEME THIS MONTH

The labour market crossed a line worth noting this month: unemployment hit 4.5% in July, the highest print since the disruption began, with employment actually falling 16,000. Inflation keeps easing regardless — 3.5% annual, trimmed mean flat at 3.6% — and the RBA held again in August, with a 29 September decision that the market expects to be another hold. On our own numbers this edition, Procurement is really doing more of the heavy lifting than any other function — a genuine reflection of employers turning to cost-out capability as conditions stay flat, though also a product of running a heavier procurement search this sweep than logistics or leadership. Read the standout roles in each section on their own merits; we've deliberately not forced a month-on-month percentage this edition where the underlying search coverage changed too much to compare cleanly.

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 145 direct-employer roles in scope across Logistics, Supply Chain Leadership, Planning and Procurement, drawn from a broader sweep across Seek, Indeed and LinkedIn as at 7 September 2026. Recruitment agency, government panel and confidential-advertiser roles are excluded throughout.

SECTION 01

Macro Economic Landscape

Inflation keeps heading the right way and the RBA keeps holding — but the labour market just gave the clearest sign yet that the disruption's edges are still being felt.

GDP GROWTH (ANNUAL)

2.1%

June quarter — 0.4% quarterly, ahead of the 0.3% forecast

NAB BUSINESS CONFIDENCE

-6

July, down 1pt on June's -5

BUSINESS CONDITIONS

+4

July, up 1pt on June's +3

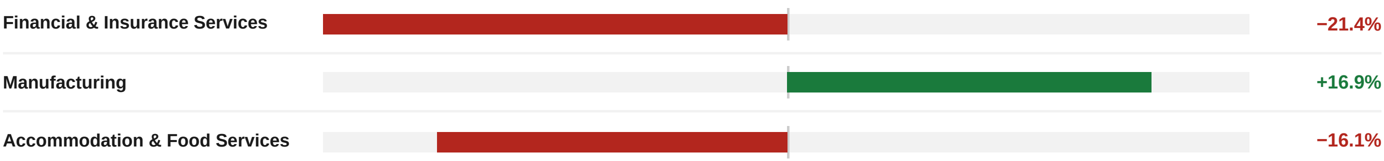
Unemployment is the number that moved this month, and not in the direction anyone wanted: the seasonally adjusted rate rose to 4.5% in July, the highest print since the disruption began. Employment actually fell 16,000 over the month, with the unemployed count up 4,000. Hours worked dropped 12 million, with NSW and WA accounting for most of that. The participation rate eased 0.2 points to 66.9%, and underemployment sits at 6.4%. None of that is catastrophic on its own — but is it the start of something? Too early to call, though it's the clearest labour-market softening we've seen since the Hormuz shock first hit sentiment back in Q1, and it's worth watching closely over the next couple of prints.

Set against that, the rest of the picture is genuinely more settled. GDP for the June quarter came in at 0.4% quarterly and 2.1% annual — ahead of forecast, though economists flagged flat per-capita GDP and unchanged productivity underneath the headline number. Inflation continues to ease: the July monthly indicator came in at 3.5% annual, down from 3.8% in June, with the trimmed mean holding flat at 3.6%. NAB's survey moved only modestly — confidence dipped a point to -6 on continued Middle East and oil-price uncertainty, while conditions actually improved a point to +4, the fourth month in a row of stabilisation rather than deterioration. The RBA held again in August at 4.35%, and the Board's next decision lands 29 September, with the market still expecting a hold.

Key macro signals for supply chain professionals

- **Unemployment crossed 4.5%.** The highest print since the disruption began, and a genuine fall in employment rather than just a participation-rate effect. Watch the August print closely — one month doesn't make a trend, but two would.
- **RBA still on hold, next decision 29 September.** The cash rate has sat at 4.35% since May. CBA, NAB, ANZ and Westpac remain aligned on a hold this month too, with rate-cut conversations still pointed at 2027 rather than this year.
- **Inflation easing is genuine and continuing.** 3.5% annual in July, down from 3.8% in June and well off the 4.6% Q1 peak. If this holds, it gives the RBA more room to move once growth or labour-market data justifies it.
- **Conditions are actually improving, even as confidence wobbles.** Business conditions at +4 is the best read in four months. Confidence dipping to -6 looks more like noise around Middle East headlines than a genuine change in what businesses are experiencing on the ground.

Sector vacancies on the move (ABS, May 2026 quarter)



Quarterly change in job vacancies by industry, ABS Job Vacancies Survey, May 2026 quarter — still the latest release available; the August quarter isn't published until mid-October, so this card is unchanged from last edition.

LABOUR MARKET INSIGHT

The story this month is less about the confidence index and more about the actual employment print. 4.5% unemployment with a genuine 16,000-person fall in jobs is a sharper signal than a one-point wobble in a sentiment survey. It's not yet showing up as a broad pullback in our own sweep — Procurement in particular is still busy — but a market with more candidates available and employers under less pressure to move fast on an offer is exactly the environment a softer unemployment print tends to produce. Worth watching the August labour force data, due out in coming weeks, to see if this is a blip or the start of a trend.

SECTION 02

Logistics

Transport, freight, 3PL, warehousing, distribution and fleet roles across Greater Sydney.

ROLES THIS SWEEP	$200K+ TIER	COVERAGE THIS SWEEP
39	**6**	**Narrower**
26.9% of the 145 in-scope roles analysed	Proven salary floor from Seek's band filter	Seek $200k+ only this sweep

Even on a narrower capture, Logistics still produced a genuinely senior list, and a couple of names really stand out. DHL Supply Chain's Head of Transport and Heinemann's Head of Logistics, Supply Chain & Distribution both cleared the $200k+ band this sweep, and Amazon's Senior Operations Manager role on the Amazon Logistics network is a reminder that the largest employers in this space keep hiring, regardless of what the confidence index is doing. No single employer ran more than one Logistics search this sweep — a genuinely different pattern to August, where six 3PL operators were building teams out simultaneously, and again likely a reflection of this month's narrower net rather than the 3PL space suddenly going quiet (see Section 06).

Standout roles this sweep

COMPANY	ROLE
DHL Supply Chain	Head of Transport – Rhodes, NSW
Heinemann	Head of Logistics, Supply Chain & Distribution – Mascot, NSW
Splend	Head of Operations
Amazon	Senior Operations Manager – Amazon Logistics, Chullora
DT Infrastructure	Logistics Manager
John Holland	Logistics Manager
Metcash	National Fleet & MHE Lead – Huntingwood, NSW
Carma	Logistics Manager
ARDEX Australia	Warehouse Manager
Canon Medical Systems ANZ	National Warehouse Manager
Cochlear	Logistics Manager (APAC)
Crop Shop Boutique	Senior Logistics Specialist
Device Technologies Australia	Warehouse Operations Manager, NSW
EBOS Group	Inventory & Systems Manager
Fletcher Building Australia	Distribution Centre Manager, Sydney
Hydraulink Australia	Distribution Manager

COMPANY	ROLE
LINCOLN ELECTRIC	National Distribution Manager
LTS Auto	Supply Chain & Logistics Manager
Matthew Ely Jewellers	Operations & Logistics Manager
Mauri	Warehouse & Distribution Manager
Novis Healthcare	Warehouse Manager
W Cosmetics	Head of Warehouse & Logistics, ANZ
Silk Logistics	State Manager
SEKO Logistics	General Manager, Freight Forwarding, ANZ
Kuehne+Nagel	National Contract Logistics Distribution Manager
Vantive	Logistics & Distribution Manager, ANZ

Employers running multiple Logistics searches

None this sweep — every Logistics listing this month came from a different employer, a genuinely different pattern to August's six concurrent 3PL build-outs.

SECTION 03

Supply Chain Leadership

Head-of, GM, Director, VP and exec-tier operations and manufacturing leadership. The smallest function in this month's sweep — and the one most affected by this edition's narrower Seek coverage.

ROLES THIS SWEEP	$200K+ TIER	COVERAGE THIS SWEEP
10	**2**	**Narrower**
6.9% of the 145 in-scope roles analysed	Proven salary floor from Seek's band filter	Seek $200k+ only this sweep

Ten genuine leadership roles surfaced this sweep, two of them proven $200k+. Amazon's Senior Supply Chain Program Manager brief is this month's standout at the top of the band — a genuine exec-tier supply chain leadership search with a real number attached. Rombola Family Farms and Sphere Communications both ran Supply Chain Manager and Supply Chain & Operations Manager searches respectively this sweep — the same two employers that appeared in August's leadership standout list, which is worth a phone call in its own right: a search that's still open, or has been reopened, two sweeps running.

Standout roles this sweep

COMPANY	ROLE
Amazon	Senior Supply Chain Program Manager – 12 Month FTC
Arbex	Supply Chain Productivity Lead
Rombola Family Farms	Supply Chain Manager
Sphere Communications	Supply Chain & Operations Manager – Seven Hills, NSW
Viscount Reuse	Operations and Supply Chain Strategic Projects Manager – Erskine Park, NSW
CSB	Senior Production and Supply Chain Manager
Metro Transport	Supply Chain Manager

COMPANY	ROLE
CTCG	Supply Chain Manager
IKEA Distribution Services Australia	Supply Chain Integration Manager
Alexion Pharmaceuticals	Associate Director, Supply Chain Account Management – ANZ
tms	Manager, Supply Chain Operations

Employers running multiple leadership searches

None this sweep on a single-employer basis, though Rombola Family Farms and Sphere Communications repeating from August's list is arguably the more interesting signal — see above.

SECTION 04

Planning

Demand planning, supply planning, S&OP and Integrated Business Planning — the function that keeps everything else honest, and the one this sweep confirms is genuinely the deepest bench in the market once you look past the headline count.

ROLES THIS SWEEP

23

15.9% of the 145 in-scope roles analysed

$200K+ TIER

0

Consistent with August — planning roles rarely disclose a $200k+ floor

COVERAGE THIS SWEEP

Indeed / LinkedIn led

Genuinely representative this month

Planning is the one function where this month's narrower Seek coverage barely matters — genuine planning roles rarely disclose a $200k+ figure in the first place, so most of what you'd expect to see here comes through Indeed and LinkedIn regardless of which Seek band ran. On that basis, 23 planning roles this sweep is a real, comparable read, and it tells the same story August did: this is structural, not sentiment-driven, demand. Anduril, Asahi Beverages and Red Bull's planning searches all surfaced on both Indeed and LinkedIn simultaneously this sweep — genuine corroboration that these are live, real vacancies rather than stale postings sitting on one board.

Standout roles this sweep

COMPANY	ROLE	SOURCES
Hunter Douglas	Supply & Demand Planning Lead – Rydalmere, NSW	Indeed
Anduril Industries	Senior Supply Planner	Indeed, LinkedIn
Asahi Beverages	Integrated Supply Planner	Indeed, LinkedIn
Red Bull	Senior Demand and Supply Planner	Indeed, LinkedIn
Arthrex	Senior Demand & Supply Planner	Indeed
PepsiCo	Supply Network Planning Manager	Indeed
Bridgestone Mining Solutions	Specialist – Supply Planning	Indeed
Colgate-Palmolive	Integrated Supply Planner – Woolworths	Indeed
Vinarchy	Senior Demand Planner AU	Indeed
Krispy Kreme	Demand Planning Manager	Indeed

COMPANY	ROLE	SOURCES
B. Braun	Demand Planner & Supply Chain Analyst	Seek
FNET Resources	Supply Chain Analyst	Seek
Haleon	Vendor Replenishment Planner	Seek
Martin Brower	Inventory Planning Manager	Seek
Martin Brower	Demand Planner	Seek
MHA VERDEX	Demand Planning & Inventory Analyst	Seek
Nanosonics	Supply Chain Planner	Seek
PAX Australia	Planner, Supply Chain	Seek
Reckitt	Supply Planner	Seek
Snackbrands Australia	Integrated Supply Planner	Seek
McPherson's Consumer Products	Supply Planning Manager	LinkedIn
Sazerac Company	Demand & Supply Planning Manager	LinkedIn

Employers running multiple Planning searches

None on a single-employer basis this sweep, but three separate employers — Anduril, Asahi Beverages and Red Bull — each had their planning search independently corroborated across two boards, which is arguably a stronger signal of genuine, live demand than one employer running several searches at once.

WHAT THIS MEANS FOR YOU

If you're a demand or supply planner, or you own S&OP/IBP process, this month's data backs up exactly what we said in August: this capability is in steady, structural demand, and it doesn't move with the confidence index. FMCG and beverage names — Asahi, Red Bull, PepsiCo — all in market simultaneously for planning capability. Good sign for where your leverage sits if you're weighing up a move? We'd say so.

Note: no listing this sweep disclosed a salary figure for a planning-tier role, which is why the table above shows sources rather than salary — consistent with August, where only one planning role in ten showed a number.

SECTION 05

Procurement

Category management, strategic sourcing and buying. The busiest function in this month's sweep by a wide margin — part genuine demand, part this edition's heavier procurement search coverage.

ROLES THIS SWEEP	$200K+ TIER	VS AUGUST
73	**17**	**73**
50.3% of the 145 in-scope roles analysed	Proven salary floor from Seek's band filter	Essentially identical to August's 72 — genuinely comparable

Even accounting for the heavier search coverage, Procurement's strength is genuine and consistent with the macro story: when conditions stay flat and margins are under pressure, category management and strategic sourcing are really the capabilities boards reach for first. Four employers ran two Procurement searches each this sweep — Downer EDI, Transgrid, HelloFresh and Amazon — and 17 roles cleared the $200k+ band, including Head of Procurement briefs at both UGL and Volkswagen Group Australia. PX Resources' Supplier Management and Procurement Lead role is one of the few this sweep to disclose an actual figure: $180k–$200k plus bonus.

Standout roles this sweep

COMPANY	ROLE
Volkswagen Group Australia	Head of Group Procurement
UGL	Head of Procurement – North Sydney, NSW
Greenstock	Head of Supplementary Sourcing & Trading – Bella Vista, NSW
PX Resources	Supplier Management and Procurement Lead
Downer EDI	Group Category Manager, Procurement – North Ryde, NSW
Transgrid	Procurement Lead, Maintenance & Facilities Management
mycar	National Category Manager
Amazon	Procurement Category Manager
HelloFresh	Senior International Category Manager – 12 Month FTC
Goodman Fielder	Senior Category Manager, SOFE
Commonwealth Bank	Manager, Technology Procurement
Cover-More Group	Senior Procurement Manager, ANZ
FCC Construction Australia	Procurement Manager
FREDON Industries	Procurement Specialist
Gamuda Engineering	Procurement Manager
Gulli Food Distributors	National Procurement and Purchasing Manager
Motion Asia Pacific	Head of eProcurement
O'Brien Glass Industries	Senior Procurement Manager – Direct Materials & Consumables
Preformed Line Products	Procurement Manager
ALDI Stores Australia	Director – Buying

COMPANY	ROLE
Colgate-Palmolive	Procurement Manager
American Express	Director, Vendor Management

Employers running multiple Procurement searches

Downer EDI · 2 roles | Transgrid · 2 roles | HelloFresh · 2 roles | Amazon · 2 roles

WHAT THIS MEANS FOR YOU

If you're a category manager or strategic sourcing lead with a genuine cost-out track record, this is still the busiest, most consistent function in the market. 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, and with 17 roles this sweep proven at $200k+, the ceiling on where that evidence can take you is genuinely high right now.

SECTION 06

Industry Snapshot

Zoom out from the four core functions and the same corporate-versus-operational split from August still holds — with a fresh piece of infrastructure news that reinforces exactly why.

Which sectors are buoyant, which are under pressure

Good question, and the ABS has an answer. The Job Vacancies picture is unchanged since last edition — the May 2026 quarter remains the latest release, still showing Financial and Insurance Services down 21.4% against Manufacturing up 16.9%. The next quarter's data isn't due until mid-October, so this remains the clearest independently-verifiable read on which sectors are genuinely hiring. It continues to line up with the operational-versus-corporate divide we're seeing in our own sweep, and with the wider offshoring story below.

The 3PL space, up close

This sweep's Logistics numbers show no employer running more than one search — a genuinely different read to August's six concurrent 3PL build-outs (Geek Plus, Kuehne & Nagel, YTO, Minus 1 Refrigerated Transport, DHL Supply Chain and Downer EDI). Given this month's narrower Seek coverage, we'd read that as a gap in this edition's net rather than the 3PL sector genuinely pulling back — DHL Supply Chain's own new facility (see Section 07) is hard evidence the sector keeps investing regardless.

Offshoring — still a live thread

Woolworths' June confirmation that it would offshore a portion of its People, IT and Finance corporate functions — hundreds of roles out of roughly 10,000 corporate staff, offset by around 2,500 new store roles — continues to sit alongside similar moves from Telstra, NAB and Officeworks. The pattern remains the same one we flagged in August: 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. Bear in mind this is a structural thread rather than a one-off story, though there's nothing new to report on total numbers this month — it's worth keeping on the radar regardless.

WHAT THIS MEANS FOR YOU

The operational-versus-corporate divide from August still holds. If you sit in a genuinely operational or industrial part of the market — Logistics, 3PL, manufacturing-adjacent Supply Chain, hands-on Procurement — the data continues to say you're in a comparatively strong position. If your role leans corporate, process-driven or easily codified, the offshoring thread above is worth taking seriously when you think about how you position your profile and resume.

SECTION 07

Around the Market

Beyond the vacancy count — the freight infrastructure that just came online, the procurement rulebook that just got rewritten, and what's on the diary this month. This is the groundwork for next quarter's roles.

BOTANY RAIL + CABRAMATTA LOOP	FREIGHT DEMAND GROWTH	TRUCKS OFF THE ROAD	ESG PROCUREMENT CONF.
$442m	**77%**	**~50**	**15–17 Sep**
Federal investment — now complete	Forecast increase, Port Botany to metro terminals by 2036	Per extra freight train the upgrade enables	On right now — Sydney Central Hotel

Freight rail: the Botany Rail Duplication and Cabramatta Loop are complete

After 2.5 years of construction, the Australian Rail Track Corporation has completed two projects that directly matter for anyone moving freight through Sydney: a 2.9km duplication of the final section of track between Mascot and Port Botany, and a new 1.65km passing loop at Cabramatta that lets freight trains travelling in opposite directions pass each other rather than queue. Built by John Holland and Fulton Hogan under a $442m federal investment, the upgrades are designed for a forecast 77% increase in freight demand between Port Botany and metropolitan terminals by 2036. ARTC's own numbers say each extra freight train the upgrade enables takes around 50 trucks off Sydney's roads — a genuine capacity unlock for anyone whose operation depends on Port Botany throughput, and a strong signal that rail freight investment is still very much live even while broader business conditions stay cautious.

Western Sydney continues to build

Aldi's distribution centre in the Western Sydney Aerotropolis was approved earlier this year, adding to the precinct's momentum alongside the $1bn logistics and industrial hub approval and DHL Supply Chain's Erskine Park facility flagged in previous editions. Nothing new to report on site openings specifically this month, but the Aerotropolis pipeline keeps deepening — worth watching for commissioning and ramp-up roles as these facilities move from approval to operation over the next 12 months.

Procurement: the rulebook just got rewritten

It's not just freight seeing structural change this month. The Commonwealth Procurement Rules had their biggest overhaul in a decade back in November, and a second wave of provisions is landing progressively from July: agencies now need a documented justification whenever they pick a non-Australian supplier, a new Supplier Portal makes it far easier to verify Australian, Indigenous and women-owned business status at the point of sourcing, and the Indigenous Procurement Policy tightens its ownership test to 51% First Nations ownership on the way to a 4% target by 2030. Anything above $1 million now has to weigh whole-of-life cost, sustainability and supplier ethics into value for money, not just the number on the page. If you sit anywhere near a government panel or category, this is genuinely worth reading in full, not skimming the summary.

The clearest sign the scrutiny is real: the Department of Finance's ban on new KPMG Australia federal contracts — in place since June over a confidentiality breach — has just been extended a second time, out to 31 October, while an independent review led by former public servant Ian Watt runs its course. Existing KPMG contracts aren't affected, but for anyone managing a professional-services panel or category, it's a live reminder that governance and conduct now sit squarely inside the procurement conversation, not off to the side of it.

WHAT THIS MEANS FOR YOU

If you're a category manager or sourcing lead who works anywhere near government spend, don't wait for the ink to dry on these reforms before you update how you talk about your own work. Whole-of-life costing, ethical supply chain evidence and Australian industry participation are no longer nice-to-haves in a tender response — they're now formally part of how value for money gets scored. Candidates who can speak fluently to sustainability and governance in a category strategy, not just price, should really stand out over the next 12 months.

On the calendar

Two are worth diarising if you're on the procurement side. The ESG Procurement Conference is on right now, 15–17 September at the Sydney Central Hotel, turning ESG commitments into measurable sourcing outcomes — timely, given the value-for-money changes above. Further out, the Women in Procurement Leadership Summit lands 10–12 November at the Sydney Masonic Centre, Australia's leadership and capability programme for procurement professionals; worth knowing about even if November feels a way off yet. On the logistics side, the inaugural Australia & New Zealand Shipping & Logistics Conference ran 27–28 August at the Sheraton Grand Sydney Hyde Park — the first of what organisers say will be a biennial event rotating between Australia and New Zealand. If you attended any of these, it's worth a follow-up conversation; conferences like this are usually where the next quarter's senior conversations start.

WHAT THIS MEANS FOR YOU

Freight infrastructure investment at this scale doesn't happen without a genuine, multi-year commitment behind it. If you've got a track record in network design, rail freight, or intermodal operations, the Port Botany capacity unlock is exactly the kind of story worth having front and centre on your profile — commissioning, ramp-up and steady-state operational experience against a real infrastructure upgrade is precisely what the next wave of senior logistics hiring in Western Sydney will be screening for.

SECTION 08

What This Means for Hiring

Strip the macro back to what's actually going to move hiring between now and Christmas, and one methodology note matters as much as the market itself.

How to read this report

A quick note on the numbers above, because it matters more this edition than usual. Seek's coverage across these sections isn't one consistent band — several sections carry this month's broader sweep down to roughly $100k+, while others reflect a narrower $200k+ only capture, and we've flagged which is which in each section's stat row. LinkedIn, by contrast, isn't a comprehensive capture at all: those are senior-level roles we've identified and added through manual review, not an automated pull of everything advertised. Put simply, read the roles above as a genuinely senior, largely $100k+ and up slice of the Sydney market, not a full census of every vacancy — and treat volume comparisons between sections, and against August, with that in mind.

01

Procurement is carrying this month's volume.

73 roles, genuinely comparable to August's 72 — category management and strategic sourcing remain the capability set every board wants when margins are under pressure, and 17 roles proved out at $200k+.

02

Logistics and Leadership look thinner this sweep, not weaker.

The roles that surfaced — DHL, Amazon, Heinemann — are genuinely senior; there just aren't as many of them visible this month, and coverage rather than demand is the likely explanation.

03

Planning stays the steady hand.

23 roles, demand and supply planning capability remains in genuinely consistent, structural demand — Asahi, Red Bull and PepsiCo all in market for it simultaneously.

What will drive hiring into the end of the year

Three things are worth watching between now and Christmas. First, the rate cycle: the RBA held again in August and is widely expected to hold on 29 September, but July's NAB survey shows conditions (+4) and confidence (-6) have genuinely decoupled — activity on the ground is improving even while sentiment lags behind it. If unemployment keeps drifting up through the August print and inflation keeps easing as it has for three months running, the case for a cut starts to shift from a 2027 story toward a live conversation, and that alone tends to unlock hiring that's currently sitting on an approved-but-cautious headcount.

Second, business confidence itself — and it's worth asking what's actually feeding it. NAB's own commentary points to Middle East conflict uncertainty and oil-price volatility as the primary drag this month, not anything structural at home: forward orders eased, but capacity utilisation actually rose to 83%, and employment and profitability both ticked up. That's an important distinction. Confidence is trailing the real data, not leading it. If that geopolitical noise settles even modestly over the next quarter, there's a genuine case for confidence catching up to where conditions already sit — and Sydney hiring managers who are cautious today tend to move quickly once that catch-up starts.

Third, the sector-specific stories in this report all point the same direction. Procurement's reform-driven hiring — the Commonwealth Procurement Rules overhaul, the KPMG contract ban, rising governance scrutiny across panels — isn't a one-month spike; it's a structural build-out of category and compliance capability that should keep running through Q4. Freight infrastructure investment at Port Botany, plus the Aerotropolis pipeline and the annual pre-Christmas peak-trading ramp, typically make Q4 the busiest quarter of the year for DC, warehouse and logistics operational hiring, regardless of what the confidence index is doing. The offshoring thread remains the one genuine headwind — corporate, process-driven roles stay exposed while operational roles stay protected, and that split looks set to continue rather than resolve before year-end.

WHAT THIS MEANS FOR YOU

Don't take a soft confidence reading at face value this quarter — the underlying conditions, the reform agenda in Procurement and the seasonal calendar in Logistics all point toward hiring activity building rather than easing into year-end. If you've been waiting for the right time to test the market, the case for doing that sooner rather than later, ahead of the usual pre-Christmas rush of competing candidates, is genuinely strong right now.

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, drawing on Seek listings largely at the $100k+ level, Indeed's listings, and senior-level roles identified on LinkedIn through manual review — not a comprehensive capture of every advertised vacancy. Recruitment agency, government panel and confidential-advertiser roles are excluded throughout. Macro data is sourced from the ABS, the RBA and NAB's Monthly Business Survey, using the latest prints available as at the report date.