



Logistics Executive Group

2015 India Salary Guide

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Position	Mumbai	Chennai	Delhi	Bangalore	Pune	Hyderabad
MD / GM Logistics	75 - 1.2 (Cr)	75 - 90	75 - 1 (Cr)	75 - 85	75 - 80	50 - 75
Supply Chain VP / Director	55 - 85	40 - 60	50 - 80	35 - 50	30 - 45	30 - 50
Logistics Director	40 - 60	40 - 55	40 - 65	35 - 45	35 - 50	35 - 45
Operation / Warehousing						
Regional Logistics Manager	18 - 25	14 - 20	18 - 24	14 - 20	10 - 18	10 - 18
Warehouse / DC Manager	8 - 14	6 - 9	7 - 3	6 - 8	5 - 10	6 - 9
Warehouse/Operations Executive	3 - 6	2 - 5	3 - 6	2 - 5	2 - 6	2 - 4
Lean / Quality / Six Sigma Manager	9 - 18	8 - 15	9 - 17	7 - 12	14 - 18	8 - 12
Logistics Specialist	6 - 9	5 - 7	5 - 8	10 - 14	8 - 12	8 - 12
Procurement / Purchasing						
Procurement VP / Director	50 - 75	35 - 50	40 - 75	35 - 50	25 - 50	25 - 40
Senior Procurement Manager	15 - 25	12 - 16	13 - 18	12 - 15	12 - 14	10 - 14
Senior Quality Manager	10 - 20	8 - 14	10 - 20	10 - 18	8 - 14	8 - 13
Sourcing Manager	8 - 15	6 - 14	8 - 15	7 - 12	6 - 10	5 - 10
Purchasing Manager	6 - 10	5 - 9	6 - 10	5 - 9	5 - 8	5 - 7
Purchasing Officer	3 - 6	2 - 4	3 - 6	3 - 5	2 - 5	2 - 5
Inventory, Planning & Demand						
Demand/ Supply Planning Head	25 - 35	18 - 25	22 - 30	20 - 25	16 - 25	18 - 25
Supply Chain Manager	14 - 20	13 - 18	14 - 20	13 - 17	12 - 15	10 - 13
Planning / Forecast Manager	8 - 12	6 - 9	8 - 12	6 - 9	6 - 8	7 - 9
Planner	6 - 9	5 - 8	6 - 9	5 - 7	5 - 7	5 - 7
Commodity Manager	9 - 15	7 - 10	8 - 14	9 - 12	9 - 10	8 - 10
Inventory Manager	7 - 10	5 - 7	7 - 10	5 - 7	5 - 7	5 - 7
Inventory Controller	4 - 10	3 - 6	4 - 7	3 - 6	3 - 5	3 - 5
Consulting & Project Management						
Supply Chain Consultant	15 - 35	12 - 30	15 - 35	15 - 25	10 - 15	10 - 15
Project Implementation Manager	13 - 20	10 - 14	10 - 19	13 - 18	9 - 14	10 - 14
Project Manager	15 - 20	14 - 16	13 - 20	12 - 15	10 - 12	10 - 13
Transport						
General Manager Transport	25 - 40	20 - 25	20 - 35	20 - 30	20 - 25	20 - 22
National Distribution Head	30 - 50	25 - 35	25 - 45	15 - 26	15 - 25	15 - 25
Zonal Distribution Manager	13 - 17	10 - 12	10 - 15	10 - 12	11 - 14	11 - 14
Transport Controller	6 - 9	6 - 8	6 - 8	5 - 6	3 - 5	3 - 5
Sales & Marketing						
Sales Director	40 - 75	35 - 50	35 - 75	30 - 45	25 - 40	25 - 40
Area Sales Manager	14 - 17	12 - 15	14 - 17	12 - 15	10 - 12	10 - 12
Regional Brand Director	20 - 40	20 - 35	20 - 35	15 - 30	14 - 25	13 - 25
Regional Brand Manager	16 - 25	15 - 22	15 - 25	12 - 20	13 - 17	12 - 17
Territory Sales Manager	8 - 13	7 - 11	7 - 13	6 - 9	6 - 9	6 - 8

Salary data is shown as a range from low – high and is displayed as an Annual Base Salary in Lakhs Per Annum. Additional benefits such as annual bonus, company vehicles or travel allowances may apply. (Cr) = Crores.

Position	Mumbai	Chennai	Delhi	Bangalore	Pune	Hyderabad
CEO / MD / Country Manager	85 - 2.0 (Cr)	75 - 1.5 (Cr)	80 - 2.0 (Cr)	75 - 1.5 (Cr)	60 - 1.0 (Cr)	60 - 1.0 (Cr)
General Manager	40 - 55	35 - 50	40 - 55	35 - 45	30 - 40	35 - 40
Regional Manager	25 - 35	20 - 25	25 - 35	20 - 25	14 - 20	14 - 20
Branch Manager	15 - 20	9 - 14	15 - 20	8 - 12	8 - 10	8 - 10
Sales & BD						
VP / GM / Sales Director	45 - 60	40 - 50	45 - 60	35 - 45	35 - 40	25 - 35
National Sales Manager	40 - 50	30 - 40	35 - 50	25 - 35	23 - 35	25 - 28
Regional Sales Manager / Territory Manager	25 - 35	18 - 22	22 - 32	14 - 18	14 - 18	12 - 15
BD Manager (3PL)	12 - 18	10 - 14	10 - 18	10 - 14	8 - 12	8 - 12
BD Manager (Freight)	14 - 20	10 - 15	12 - 15	8 - 13	7 - 12	7 - 11
Key Account Manager	12 - 18	9 - 12	10 - 18	10 - 13	8 - 10	6 - 8
Sales Executive	5 - 7	4 - 6	5 - 7	4 - 6	3 - 5	3 - 5
Marketing Manager	7 - 10	5 - 8	6 - 9	5 - 9	5 - 7	4 - 7
Operations						
3PL Contract Manager	35 - 45	25 - 35	35 - 40	22 - 35	20 - 30	18 - 30
Warehouse/Operations/DC Site Manager	9 - 15	7 - 10	8 - 13	8 - 12	6 - 9	6 - 8
Warehouse/Operations Executive	6 - 10	5 - 8	6 - 8	5 - 9	5 - 7	5 - 7
Import/Export Manager	6 - 10	6 - 8	6 - 10	5 - 8	5 - 7	5 - 6
Air Freight / Sea Freight Manager	15 - 20	12 - 15	15 - 18	9 - 12	8 - 10	8 - 10
Shipping Clerk	3 - 5	3 - 4	3 - 5	3 - 5	3 - 4	3 - 4
Project Manager						
Project Implementation Manager	15 - 19	12 - 14	12 - 15	10 - 14	10 - 12	8 - 12
Project Manager – WMS/TMS	18 - 22	14 - 20	16 - 20	14 - 18	10 - 12	12 - 14
Transport						
General Manager Transport	40 - 60	25 - 40	35 - 50	25 - 40	25 - 35	20 - 30
National Transport Manager	35 - 45	30 - 40	35 - 40	25 - 35	25 - 35	25 - 35
Line-haul Manager	22 - 28	20 - 22	20 - 24	16 - 20	15 - 22	12 - 17
National Compliance Manager	15 - 25	12 - 18	15 - 25	10 - 14	8 - 10	7 - 12
Site Manager	12 - 15	9 - 13	10 - 14	8 - 12	7 - 10	7 - 10
Fleet Manager	12 - 15	8 - 12	12 - 15	8 - 10	7 - 9	7 - 9
Workshop Manager	7 - 9	6 - 9	7 - 9	5 - 7	5 - 6	4 - 6

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