

TALENT SHORTAGE REMAINS A CHALLENGE

STEADY BUSINESS ACTIVITY ACROSS THE SUPPLY CHAIN AND LOGISTICS SECTORS AND ONGOING SHORTAGE OF TALENT IS DRIVING DEMAND FOR SKILLED AND EXPERIENCED TALENT, WITH CONTINUED STRONG DEMAND PREDICTED.

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A decline in demand for a range of positions across the upstream supply chain resources & energy industry in WA and QLD, has been counterbalanced by increased demand for talent on the Eastern Seaboard. While Western Australian and Queensland salary levels for many roles have eased from the levels of 2012, remuneration benchmarks across other states have held steady or increased for many high demand / low supply positions.

The Australian economy continues its transition after a boom decade dominated by the 'two-speed economic effect' with many of those employed in mining/industrial/resources-related roles filtering into East Coast-based supply chains as resources projects evolve from exploration/start up/construction and project implementation stages to the production phase.

While we have heard so much about the mining boom in particular over recent years, mining has traditionally only employed less than 1.5% of the Australian talent pool, trending up from 1% in 2007/8 to peak at about 2.25% in 2011/12.

Recent surveys have shown strong consumer confidence across the broader economy, and according to Randstad in Global Recruiter Magazine (10 December): "Job confidence in some of the more traditional industries such as finance and construction continues to grow, which is generally an early indicator the jobs

market is improving. The growth we are seeing here is a positive sign for the job market in 2015." And: "As confidence increases and the labour market stabilises, businesses need to start planning for potential growth."

The 2014/15 Logistics Executive Employment Market Survey Report, based on responses from over 5,000 respondents, identified that over 61% of businesses expected to grow in this financial year, and our strong year-on-year executive recruitment and search activity for this year has supported that prediction. We expect to see steady demand for supply chain and logistics talent throughout the first half of 2015, with a probable lift in hiring intentions in the back half of 2015.

The good news for the supply chain and logistics sectors generally is that traditionally we don't experience the highs and lows of many other higher profile sectors such as finance, technology and energy / resources, and there is constant demand for experienced, skilled executive talent across significant number of positions required to drive the many elements and verticals of our extensive and dynamic industry, which accounts for between 17-20% of the economy, depending on what stats you take into account.

Shipping, terminals and ports have continued their consolidation cycle due to cycle due to an

over-supply of capacity on major trade lanes, the introduction of new class of mega container ships, and a decline in traditional cargo volumes. Experienced terminal, stevedoring and container park management talent is regularly in demand

Aviation in Australia also continues to consolidate, with strong domestic and international carrier and pricing pressure, and competition. Australia continues to be a net exporter of talent from throughout the aviation sector, as result of the high standard of training in Australia and the strength of hiring markets for qualified executives and staff across Asia and, in particular, the booming Middle East markets.

Freight forwarding, freight brokerage and customs activity remains ever-competitive and roles remain buoyant, as companies branch out to provide diversified service offerings. Demand for customers brokers, multi-modal operations managers and experienced business development executives is ongoing, and will remain so.

The materials handling space is large and dynamic, with most of the global players represented here, and a significant number of local and international boutique solutions providers competing for business from the manufacturers, FMCG and retail giants. Most companies in this space are constantly introducing new technology software equipment, requiring market-leading business development, operations, and customer service executives, and on-site service technicians to maintain their competitive posture.

The Defence support sector is niche but buoyant in Australia, with several new contracts being transacted and existing contracts changing hands, leading to a high demand for branch and site managers, particularly logistics/warehouse and transport executives.

The large manufacturing, FMCG and retail organisations are constantly seeking to renew, refresh, redesign, and consolidate or develop their end-to-end value/supply chains from a strategic perspective, so there has been a dynamic demand for senior supply chain strategy and execution, logistics, operations and transport executives throughout 2014. The influx of offshore global brand retailers such as Ikea, Zara, and H&M ensures talent with strong omni-channel retail experience is in demand.

Position	Annual Salary (\$'000) 2014
Senior Executives	
Chief Executive Officer / Managing Director	350 – 900+
Chief Operating Officer / President	300 – 450
Vice President	220 – 400
General Manager	200 – 300
Finance	
Chief financial Officer/Finance Director	180 – 350
Senior/Chief Accountant	110 – 170
Financial Controller	125 – 200
Treasurer	130 – 200
Finance Manager	105 – 170
Commercial Manager	130 – 210
Accountant	80 – 130
Credit Manager	70 – 130
Business Analyst	70 – 130
Management Accountant	75 – 135
Financial Accountant	75 – 120