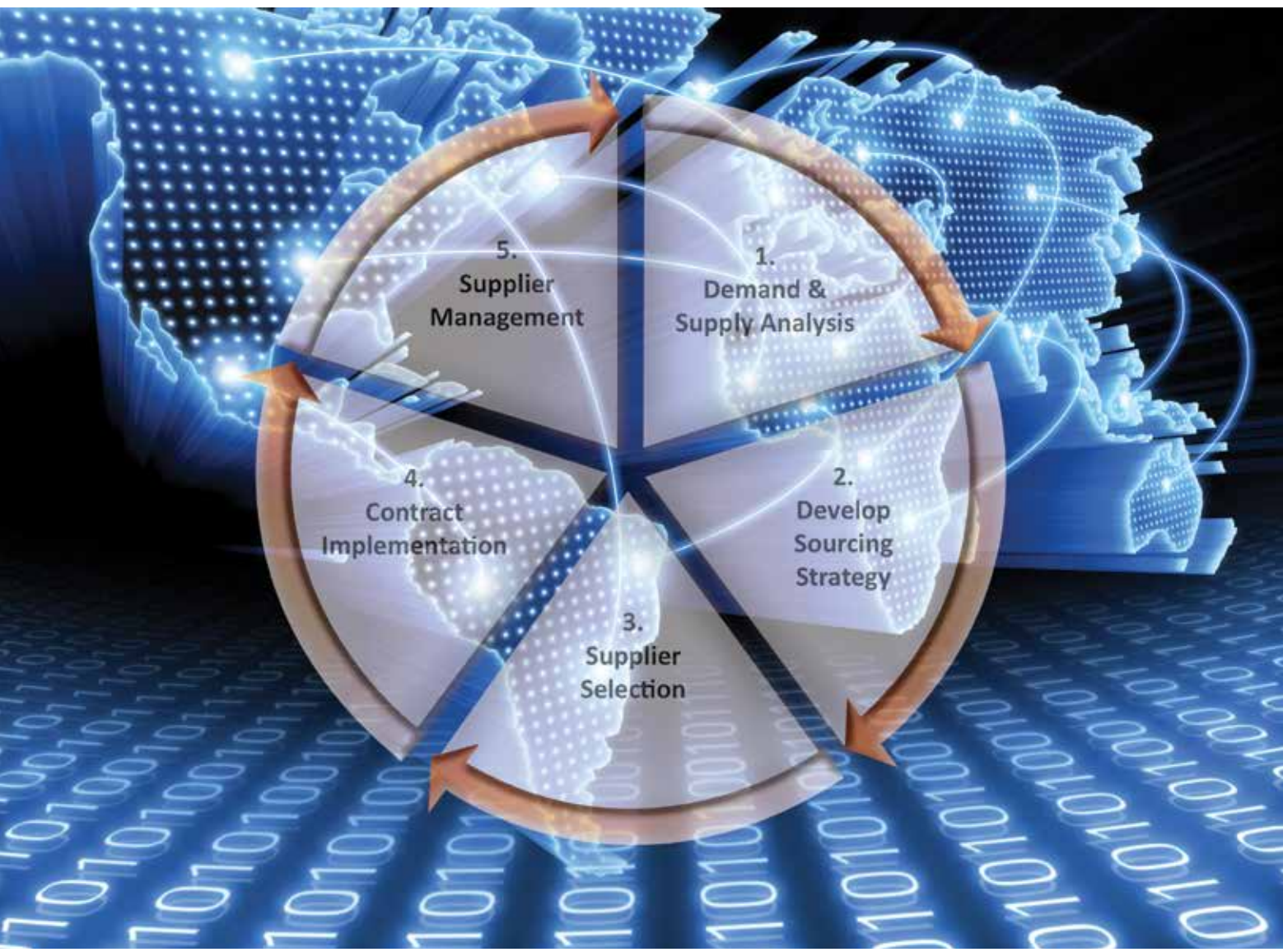


SUPPLY CHAIN MANAGEMENT

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**A Survey by Logistics
Executive**

Darryl Judd

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By Darryl Judd Global Chief Operating Officer, Logistics Executive Group and Sheila Naravane, Executive Director, Logistics Executive Group India

"Every year, in April, SCMPro brings you a synopsis of a very interesting survey undertaken by Logistics Executive – the India Supply Chain Salary survey. This year too, we are continuing with the tradition."



Darryl Judd,
Global Chief Operating Officer,
Logistics Executive Group


If the headline stories are to be believed, India is about to embark on a jobs growth cycle not seen for decades. Certainly employers have given a big 'tick in the box' to the 2015 Union Budget. With the government putting strong emphasis on job creation, experts say measures proposed in the Budget will help create millions of employment opportunities in coming years. Add to that a GDP growth rate that is being pegged at near 7 percent, after sub-five percent growth in recent past, there's no doubt that businesses are expected to grow. The result – an expected strong job market rally. India Inc. is planning to create close to 10 lakh new jobs and dole out pay hikes of up to 40 per cent for best performers in 2015. The government's 'Make in India' program designed to provide a welcome boost to India's manufacturing hub represents a huge opportunity for job creation. Moreover, the increased emphasis on the development of skills and improving education will ensure a larger pool of youth who are 'job-ready' as we recruiters like to call.

"With the recent budget, the government has sent the strongest signal possible that its focus will be to drive growth and facilitate investment in high productivity sectors like infrastructure, manufacturing and related industries. Mr. L. R. Sridhar, Managing Director of global

professional services company Logistics Executive Group India says "This assures creation of a vast pool of job opportunities in the coming years. We expect to see increased investment in sectors such as manufacturing, auto and defense equipment will open job avenues, steer economic growth and overall development." In addition, government's emphasis on manufacturing sector is expected to create 100 million jobs in next ten years in manufacturing, mining and infrastructure sectors, and the plan to create 100 smart cities is expected to fuel job growth even further.

Taking note of the need to increase availability of job-ready talent, one of the significant things to emerge from this year's budget was the announcement by Finance Minister, Mr Arun Jaitley that government will soon be launching a National Skills Mission through the Skill Development and Entrepreneurship Ministry. Whilst a seemingly minor comment, this key initiative has the potential to impact India's ability to sustain the growth the government envisions.

We are strong advocates of training and education to help improve overall quality of India's workforce. Training however is just one part of the equation. It is clear that launching a National Skills Mission program will help accelerate the shift needed for jobs. Hiring in India needs to move from 'qualification' to 'skill' based to ensure that even the educational institutions are focused on imparting skills that lead to employability.

If plans are to be realized then the National Skills Mission will consolidate skill initiatives spread across several ministries and "allow us to standardize procedures and outcomes across our 31 sector skill councils" the Finance Minister said during his announcement. He then went on to note, "to ensure that our young get proper jobs, we have to aim to make India the manufacturing hub of the world." 



INDIA

Salary Guide 2015

The research and information contained within this report has been compiled by the Logistics Executive Group from research undertaken and intelligence gathered in the course of its everyday business activities.

Methodology

Logistics Executive Group is the acknowledged industry leader providing a suite of whole-of-lifecycle business services including Corporate Advisory, Executive Search and specialist Supply Chain and Logistics Training. Founded in 1999, Logistics Executive Group has offices in India, Australia, Singapore, Hong Kong, China, Dubai and United Kingdom helping to recruit, build world-class leadership and drive business performance with integrated Corporate Advisory services. The company has an active database in excess of 150,000 logistics and supply chain professionals and are a single source for leadership development, talent & recruitment services and business consulting to empower businesses and leaders to reach their goals.

The information contained within this report is compiled from data contained within our extensive database, business acquired intelligence and regular research surveys, which includes the Global Employment Market Report (now in its 9th year). The Global Employment Market Report is an online survey

of approximately 10-15 minute duration and was emailed to more than 70,000 people within the Supply Chain & Logistics Industry in late 2014. About 6,178 respondents completed the survey. NB: The results are purely indicative in terms of overall trends within the industry.

Further to this, the Logistics Executive Group undertook a series of interviews with HRD's and HR Personnel validating this data and this information has been incorporated into the final document produced. Sources for this particular research includes:

- Human Resource Director Interviews
- Business briefing provided by CEO's of leading 3PL companies
- Logistics Executive's Employment Market Report data from late 2014
- Logistics Executive's business intelligence database
- Candidate and Client interviews (conducted by Logistics Executive Group)

Industry / Supply Chain Management

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 - 13	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	7 - 15	8 - 12
Logistics Specialist	6 - 9	5 - 7	5 - 8	4 - 6	3 - 6	3 - 6
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 - 8	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.

Logistics Service Providers (LSP/3PL's)

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	25 - 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

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.

Disclaimer:

Logistics Executive is committed to the highest standard and quality of information and every attempt has been made to present up-to-date, accurate information. The information contained herein is general in nature and is not intended as, and should not be construed as professional advice provided by Logistics Executive to the reader. While every effort has been made to offer current and accurate information, errors can occur. Much of this information is obtained from records that for reasons of privacy are confidential. This information is provided as is, with no guaranty of completeness, accuracy, or timeliness, and without warranty of any kind, expressed or implied, including any warranty of performance, merchantability, or fitness for a particular purpose. In addition, changes may be made in this information from time to time without notice to the user. The reader also is cautioned that this material may not be applicable to, or suitable for, the reader's specific circumstances or needs, and may require consideration of additional factors if any action is to be contemplated. The reader should contact a professional prior to taking any action based upon this information. Logistics Executive assumes no obligation to inform the reader of any changes in law, business environment, or other factors that could affect the information contained herein.