

Benchmark Profile & Market Insights

Supply Chain
Project Manager

Contents or agenda (short list)

1	BENCHMARK PROFILE INCLUSIONS	3
2	PROFILE SNAPSHOT	4
3	EXPERIENCE	5
4	RESPONSIBILITIES	6
5	HARD/SOFT SKILLS	7/8
6	BASE SALARY & TOTAL COMPENSATION BENCHMARK	9
7	RELATED ARTICLES & INSIGHTS	10
8	ACTIVE SUPPLY MAP / CANDIDATES	11
9	RELATED FUNCTIONS	12

Benchmark profile inclusions



- **Market insights**
Competitive landscape; recruiting metrics; sourcing strategies
- **Job context**
Policy development - The job holder... develops planning policy.
- **Responsibilities**
Makes sure that a portfolio of major suppliers are delivering required levels of service to fulfill the organization's overall supplier management strategy.
- **Soft & hard skills**
Focuses on the long-term business strategy and aligns their thinking and planning accordingly.
- **Experience**
Experience of planning and managing resources to deliver predetermined objectives as specified by more senior managers (Over 3 years to 6 years)
- **Compensation**
Demand Analysis
Benchmark data by region

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Profile snapshot: Supply Chain Project Manager

Purpose / experience

- Plans and manages allocated supply chain resources and demand processes.
- Optimization- identifies shortcomings, suggests and implements improvements.
- Techniques- suggests ways to improve recasting methods.
- Complexity- a well defined framework/system

Responsibilities

- Building Capability
- Client & Customer Management (Internal)
- Data Management
- Leadership and Direction
- Operational Management
- Policy Development & Implementation
- Project Management
- Supply Chain Management

Hard skills

- Action Planning
- Computer Skills
- Data Collection and analysis
- Data Management
- Planning and Organizing
- Policy and Procedures
- Policy and Regulation
- Project Management
- Verbal Communication

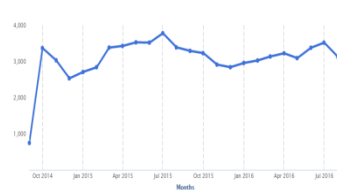
Soft skills

- Collaborative Influence
- Focusing others on the Customer
- Listening with Respect
- Attention to Detail
- Conceptual Thinking
- Customer Focus
- Information Seeking
- People Development

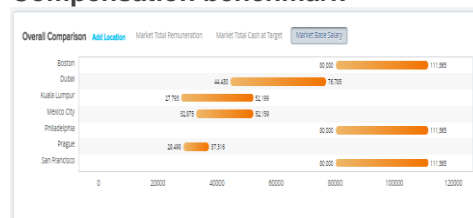
Supply analysis



Demand analysis



Compensation benchmark



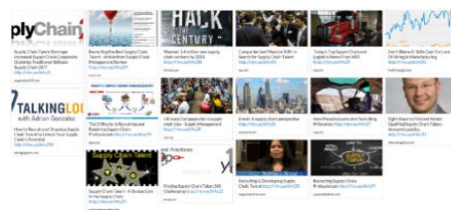
Average Days to Slate

32

Interviewed : Offer

6:1

Articles



Experience

General

Experience enables job holder to deal with the majority of situations and to advise others (Over 3 years to 6 years)

Domain

Previous experience in the areas of:

- Resource Planning
- Capacity Planning
- Sustainability
- eProcurement
- Vendor Management

Management

Experience of supervising and directing people and other resources to achieve specific end results within limited timeframes (13 months to 3 years)

Education

University (First degree)

Responsibilities

Building Capacity

Builds own capabilities and develops the capabilities of direct reports by working within existing development framework; provides specialized training or coaching in area of expertise to others throughout the organization.

Data Management

Manages the development and/or operation of significant aspects of the data management system with guidance from senior colleagues.

Operational Management

Supervises others to deliver prescribed operational outcomes while working within established systems.

Project Management

Manages and delivers required outcomes for a portfolio of projects while reporting to senior colleagues.

Client & Customer Management /Int.

Manage relationships with important internal customers and act as their business partner, while taking guidance from senior colleagues.

Leadership and Direction

Delivers outcomes by managing others and working within established systems.

Policy Development & Implementation

Develops procedures for area of expertise with guidance from senior colleagues, then monitors implementation of those procedures within the organization.

Supply Chain Management

Makes sure that a portfolio of suppliers are delivering required levels of service while reporting to senior colleagues.

Hard Skills

ACTION PLANNING



Uses comprehensive knowledge and skills to work independently while providing guidance and training to others on developing appropriate plans or performing necessary actions based on recommendations and requirements.

PLANNING & ORGANIZING



Uses comprehensive knowledge and skills to work independently while providing guidance and training to others on planning, organizing, prioritizing and overseeing activities to efficiently meet business objectives.

DATA COLLECTION & ANALYSIS



Works independently and provides guidance and training to others on analyzing data trends for use in reports to help guide decision making.

Policy and procedures



Uses comprehensive knowledge and skills to work independently while providing guidance and training to others on developing, monitoring, interpreting and understanding policies and procedures, while making sure they match organizational strategies and objectives.

DATA MANAGEMENT



Applies comprehensive knowledge and skills to work independently while providing guidance and training to others on acquiring, organizing, protecting and processing data to fulfill business objectives.

VERBAL COMMUNICATIONS



Applies comprehensive knowledge to act independently while providing guidance and training to others on using clear and effective verbal communications skills to express ideas, request actions and formulate plans or policies.

POLICY & PROCEDURES



Uses comprehensive knowledge and skills to work independently while providing guidance and training to others on developing, monitoring, interpreting and understanding policies and procedures, while making sure they match organizational strategies and objectives.

TECH SAVVY



Acts as the organization's authority and established expert on understanding and using standard office equipment and standard software packages to support business processes..

PROJECT MANAGEMENT

Uses comprehensive knowledge and skills to work independently while guiding and training others on managing projects and/or programs within desired cost, time and quality parameters.



Soft Skills

COLLABORATIVE INFLUENCE



Win the hearts and minds of others across boundary collaborations and to do the right thing, regardless of formal authority. Specifically, facilitates short-term teaming; for example, pulling together individuals to team around a problem, crisis, or opportunity.

FOCUSING OTHERS ON THE CUSTOMER



Focuses the organization on discovering and meeting the customer's needs. Specifically, corrects problems; for example, ensuring that customers' issues are corrected promptly and efficiently.

LISTENING WITH RESPECT



Shows respect for others by seeking to understand their perspectives. Demonstrates positive regard for others, assuming that each person has unique capabilities. Specifically, listens; for example, is open to new ideas and others' viewpoints, based on an underlying belief that others have good intentions, expertise to offer, and a valid viewpoint (until proven wrong).

ATTENTION TO DETAIL



Manages, tracks and attends to multiple pieces of information, bringing order and clarity. Specifically, monitors others' work; for example, checking to ensure that procedures are followed.

CONCEPTUAL THINKING



Thinks through issues by seeing the pattern or big picture, brings facts and ideas together, and develops innovative or creative insights. Specifically, sees patterns or trends; for example, spotting recurring problems.

CUSTOMER FOCUS



Identifies and meets the needs of internal and external customers, being continually focused on outcomes for customers. Specifically, improves service; for example, asking for customers feedback and takes action for improvement.

INFORMATION SEEKING

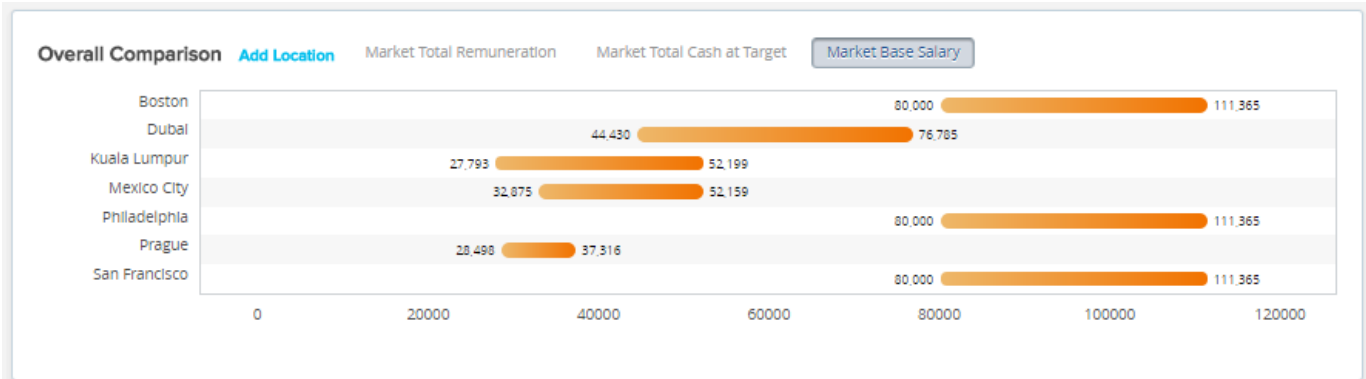
Thinks through issues by seeing the pattern or big picture, brings facts and ideas together, and develops innovative or creative insights. Specifically, sees patterns or trends; for example, spotting recurring problems.

PEOPLE DEVELOPMENT

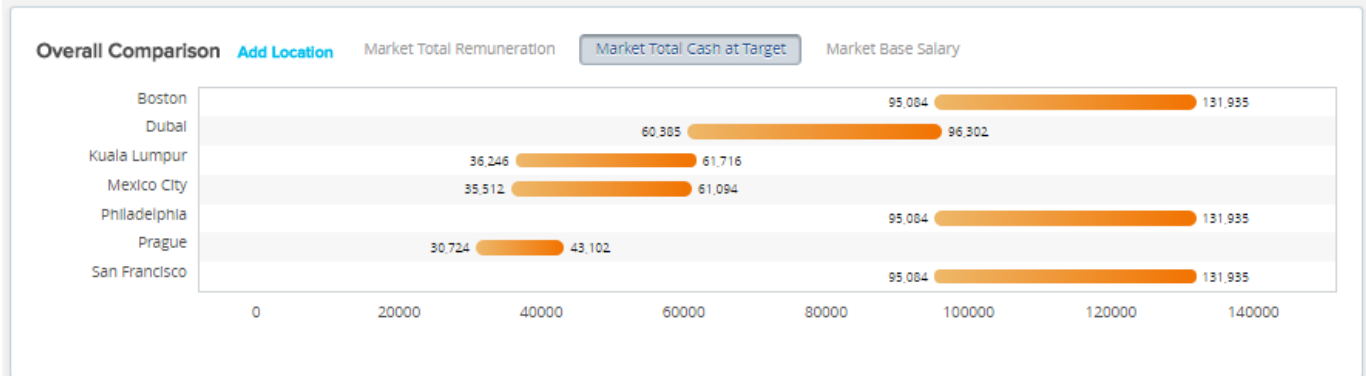
Builds capability of others by teaching, coaching and/or mentoring them to do an excellent job for the long-term. Specifically, provides on-the-job training; for example, giving practical support and imparts expertise, shares reasons and rationale as well as procedures.

Base Salary & Total Compensation Benchmark

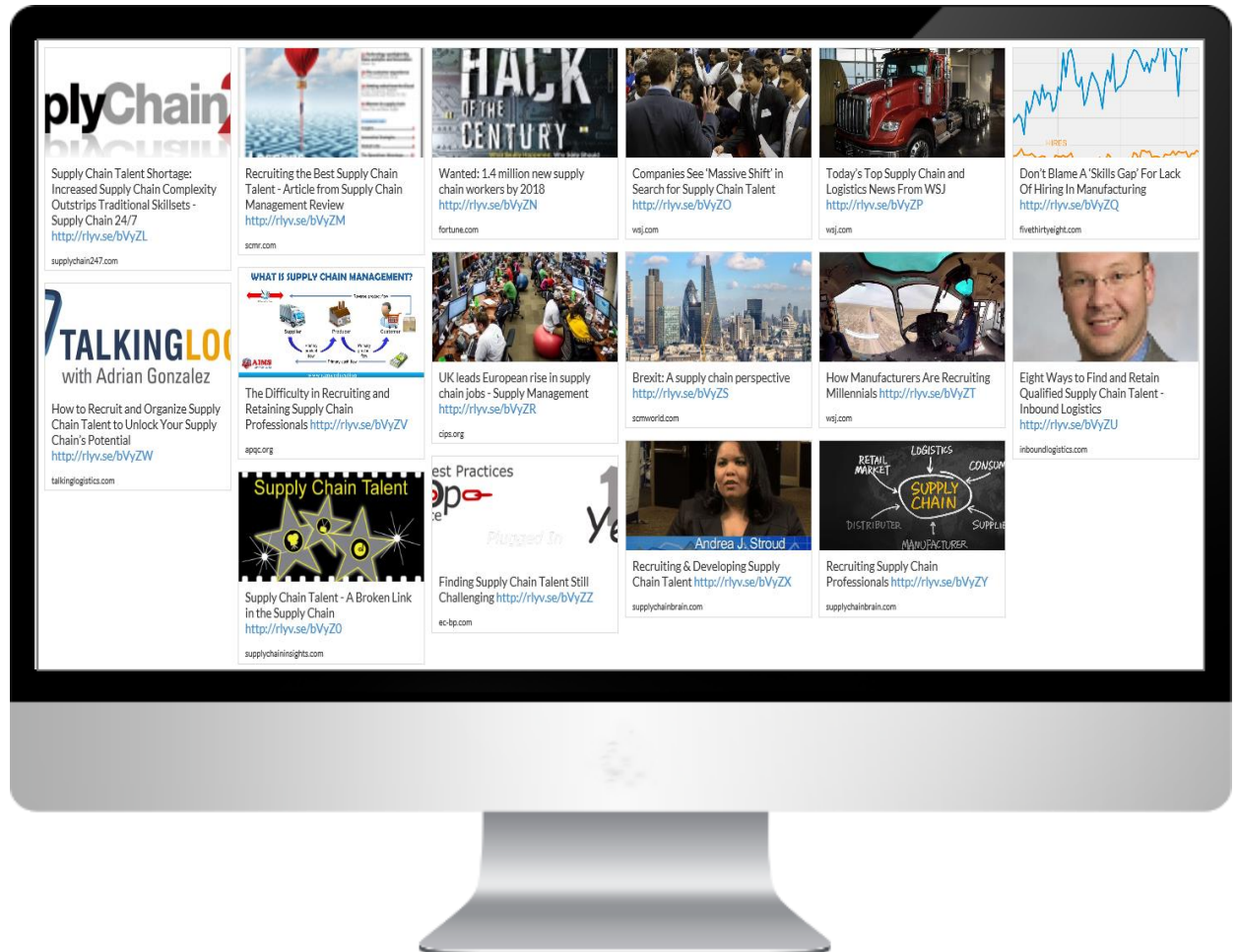
Market Base Salary



Market Total Comp at Target



Related Articles (trends, challenges and insights)



Top U.S. Cities with Active Supply of Candidates



- Houston, TX
- Chicago, IL
- New York, NY
- Atlanta, GA
- Miami, FL
- Charlotte, NC
- Dallas, TX
- Frisco, CTX
- San Diego, CA
- Denver, CO

Related functions



