



USA

INDUSTRY INSIGHTS

# Salary Survey Report

A comprehensive overview of compensation and career motivations across the end-to-end supply chain industry in the USA.



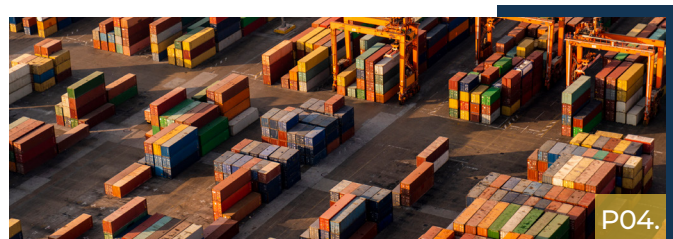


## Contents

- 03. **Introduction**
- 04. **Survey Results Overview**
  - Salary & Bonus Results
  - Benefits & Annual Leave
  - Parental Leave
  - Equity
  - Relocation Coverage
  - Flexibility
  - Motivations
- 10. **Survey Results in Full**
- 15. **Summary**
- 16. **About DSJ Global**
- 17. **Contact DSJ Global**



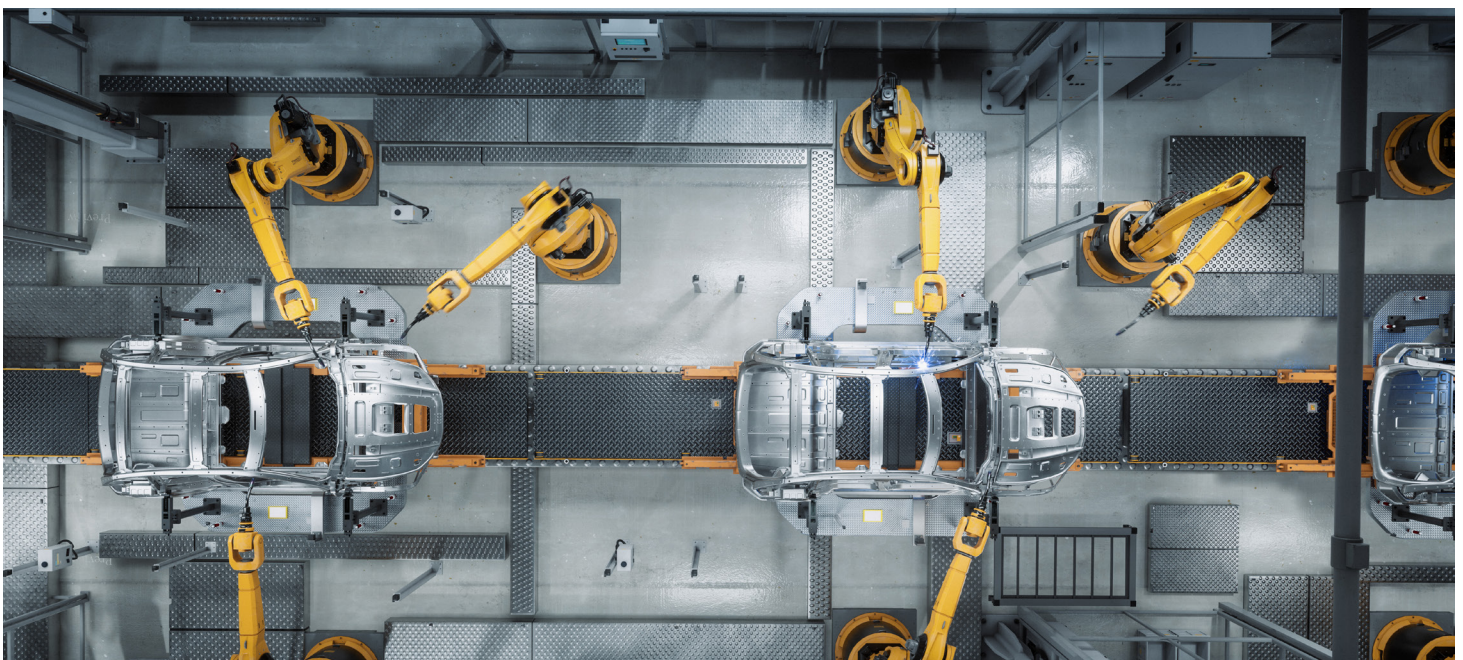
Introduction



Survey Results Overview



Summary







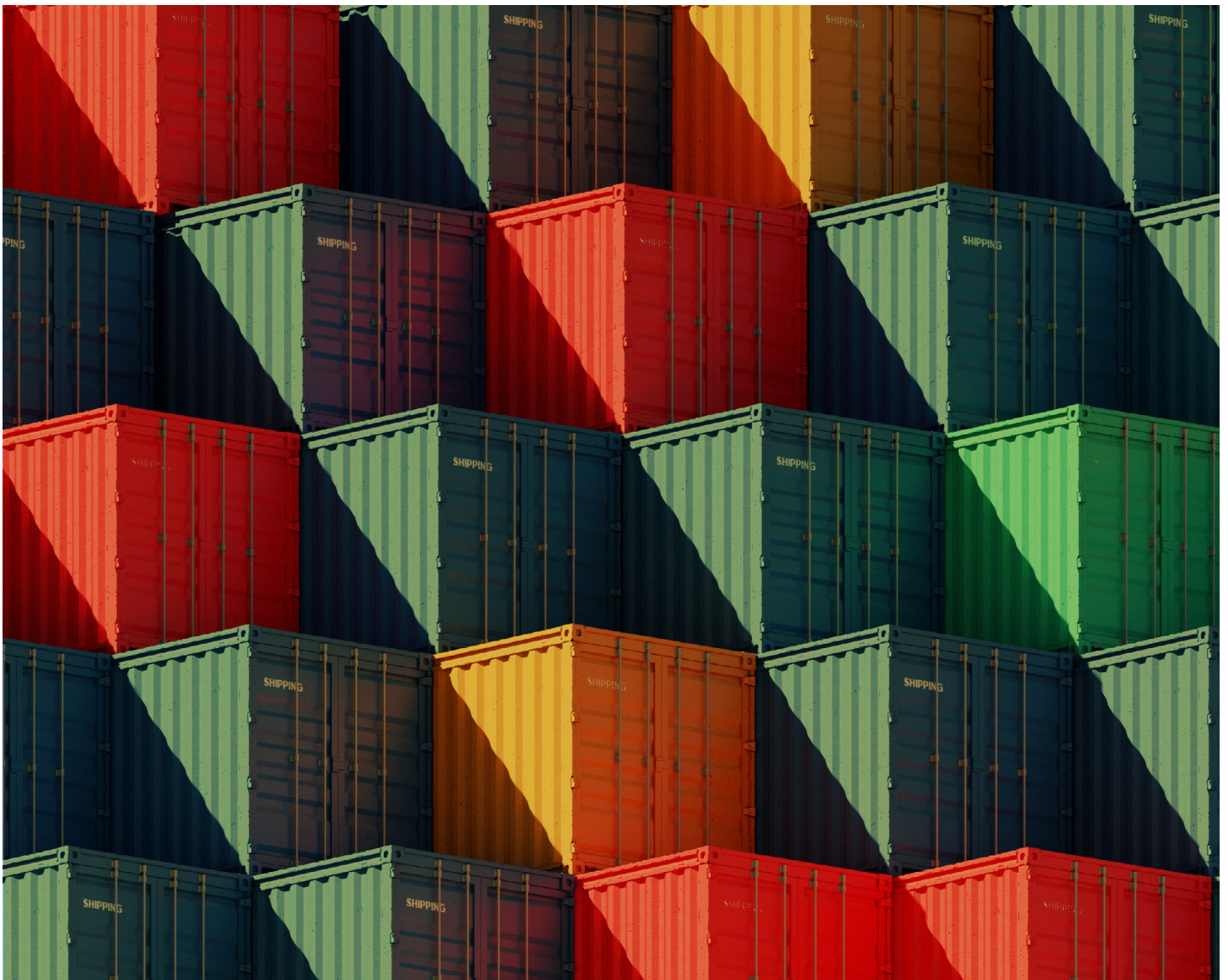
## Introduction

It has never been more important for end-to-end supply chain organizations to have the right talent in place to keep their goods moving. Supply chain leaders are having to mitigate several risks and disruptions, including geopolitical tensions, high inflation, and rising business costs. All these challenges require specialist supply chain expertise that only comes from hiring the very best talent.

For those professionals, knowing where they stand in the market regarding salaries and benefits can help them benchmark themselves and make more informed career moves.

We surveyed nearly 1,000 supply chain professionals across the US\*, to help supply chain talent understand what their peers are thinking, and for organizations to know what they need to do to attract and retain top supply chain professionals.

Whether you're a hiring manager or a supply chain expert considering career opportunities for yourself, this report shares valuable insights to guide you in your decision-making.





## Salary Results Overview

### SALARY & BONUS RESULTS

While more companies are relying on supply chain talent to mitigate such challenges as economic headwinds, reliability, and changing supply chain routes, increases in compensation and bonuses were minimal.

**Most respondents did not receive a bonus across the last 12 months** (30%), despite most being eligible, with an amalgamation of individual and corporate performance factoring into what bonus they would receive. Therefore, even if one had excelled in their role, if a company had been through some serious challenges that impacted its bottom line, bonuses could have been affected, as **Executive Director Christine Corson explains:**

“Most supply chain professionals are eligible for bonuses, but it is usually based on a combination of individual performance and company performance. It therefore really depends on how the company did that year on whether or not they received it, and just as importantly, how much of that bonus they received.”

Those respondents in Supply Chain Planning said they didn't receive a bonus the most, while **15% of participants identifying as being in Supply Chain Leadership stated they received a 16-20% bonus.** However this higher average is due to the fact that Supply Chain Leadership respondents are more senior.

Over half of respondents (53%) did receive a pay rise to their base salary albeit at the lower end, of 1-5%. This is juxtaposed with what professionals would want if they moved companies, with **over 40% wanting a salary increase between 11-20%.** A quarter of survey participants said they did not receive a pay rise at all (26%), and only 5% would consider a flat move to a new company.

**Christine sees** these results as an opportunity for candidates to seek higher pay, but also for companies to be able to leverage salary as a way to attract new talent:

“A supply chain professional may want to stay with their current company and think they might get a raise in the next year. It is worth noting that a standard annual raise will be around 5% or less, whereas if a candidate moves organizations, they will typically get more than that. In other words, if you're open to looking elsewhere, you may get a bigger pay rise by going to a new company.”

The majority of those surveyed, at 19%, said they were paid USD \$125,000 - \$149,000, followed by 18.5% stating their pay was \$100,000 - \$124,999.







## Benefits & Annual Leave

The most common benefits supply chain professionals who took part in our survey receive are:



1. Medical cover  
68%



2. Dental cover  
67%



3. Laptop / phone  
63%

These are all relatively standard across the industry. Also ranking highly were the following:



4. Staff discount schemes  
37%



5. Statutory pension  
34%



6. Additional holiday  
27%

Over a quarter of respondents receive more than the standard annual leave, such as anniversary and birthday leave, as well as days off dedicated to charity work.

14-20 days was the most common amount of annual leave our survey participants said they receive (40%). A quarter said they get 21-27 days, which **according to Director at DSJ Global, Ross Williams**, many senior supply chain professionals expect, saying anecdotally that the further up the career ladder they are, a candidate is more likely to want 5 weeks of annual leave. For hiring managers looking to attract extremely sought after procurement directors, senior supply chain managers, or strategic sourcing directors, a robust annual leave offering could be a way to differentiate your company.



## Parental Leave

Another way that organizations could make their job offers stand out is through additional parental leave as a benefit. 51% of respondents do not receive any parental leave benefits beyond the minimum legal entitlements in their respective locations. Only 15% receive additional days of paid leave, and 5% receive extra days of unpaid leave. For senior talent, this may be something they'd consider when switching roles, and here at DSJ Global we have seen it as a deciding factor in some, albeit not many, candidates' decisions:

“We see parental leave being a deciding factor for some candidates when considering a new role. If their current job has paternity or maternity leave, and a potential new employer doesn't, it is something we could negotiate for them. In fact, we've had some offers rejected because of this, so it is important. Our advice for clients would be if you can add this in, then this could be the differentiator. But ultimately, just try and get to know people throughout the interview stage and utilize working with DSJ Global to understand a candidate's motivations and what they require, especially if they're going to be relocating their entire family,” **Christine summarizes.**

Those in Procurement and Supply Chain Leadership were more likely to say they didn't receive parental leave, interestingly.

Well over a third of supply chain professionals are now also receiving a pension, which is **according to Christine**, very competitive and is a USP for companies when attracting talent.

## Equity

Just under a quarter of survey participants (23%) said they receive shares / equity as benefit. **Ross has noticed** an uptick in companies offering this:

“More companies seem to be giving some form of equity to retain their workforce. For candidates, if you're working somewhere where you don't have equity and think you need to be super senior to get some, you actually don't have to be – many employers are starting to move towards offering this.

“For hiring managers, if you can give it, equity can make your offer much more competitive, and you could also expect better retention long term, as employees are locked in for a lengthier period of time.”

DSJ Global can help both those hiring with building an offer, and negotiating for equity if that's something a candidate is interested in.



## Relocation Coverage

Finishing off the top benefits that survey respondents said they receive, were:



**7. Education sponsorship**  
**21%**



**8. Travel allowance**  
**20%**



**9. Relocation coverage**  
**19%**

Around half of our placements at DSJ Global are relocations, **explains Christine:**

“The fact that only just under 20% of the respondents are receiving relocation coverage is surprising. But the companies that do will have a big differentiator. There’s also different levels of what relocation coverage looks like, which is important to note.”

In response to Christine, **Ross goes into a bit more detail:**

“There are some offers where you sign on and get a bonus of a certain amount to assist with relocating, and it’s a wire transfer. But you have to pay tax and do everything, such as all the admin of finding where to live for example. Some companies will have a full relocation package, where they will give you cash but they’ll also put you in touch with a real estate agent, help you with moving your things, selling your house, finding schooling for your kids, whatever you need basically.”

The key when offering relocation coverage for companies is to work with the candidate to find out what their needs are, so they know what a compelling offer could look like, as what works for one candidate might not work for another.



## Flexibility

Being able to offer flexibility as an employer is seen as a major part of attracting top talent, with **80% of survey respondents saying flexible working is very important / important when considering a new opportunity.**

“In today’s market it is a great time to be a candidate because you don’t always necessarily need to relocate to change jobs, you could work remotely or on a hybrid basis,” **explains Ross.** However, he continues:

“If a manager works in a warehouse or factory, a few of those roles are more corporate and therefore more office or desk based. But for senior supply chain talent that is on the floor as such, their role is not one that can be done from home. So, while senior directors and beyond can command significant flexibility these days, it heavily depends on the job in question.”

While our survey data does show flexibility is significant, and over 30% would not accept a new role if it was office-based full time, nearly 70% said they still would.

“For people that manage direct reports, or tasked with driving company culture, it can be harder to keep a team motivated from behind a screen as opposed to in-person,” **summarizes Ross.**

Most of the candidates surveyed have flexible working hours (69%), and 29% can work remotely 5+ days a week. However, a significant 30% have no flexibility to work remotely at all, so this is a marked split in flexibility in the supply chain industry. As **Christine points out,** it depends on what type of flexibility we’re talking about:

“I think we automatically default to thinking flexible working means remote or hybrid. There may be professionals who work 7am-3pm to pick their children up from school, or stagger their hours to skip traffic, or for another reason they flex their working hours.”

Those in Engineering were most likely to say they had flexible working hours, while more Procurement professionals said they could work remotely 5+ days a week than any other sector.







## Motivations



### Top three PUSH factors

The top three reasons that would make the supply chain professionals surveyed leave a company are:

1. Poor work life balance
2. Low base salary
3. Changes to role, manager, or company



### Top three PULL factors

What would attract professionals to a new company? The following are the top three reasons those surveyed selected:

1. Higher base salary
2. Flexible working
3. Better company reputation / brand

These results show that hiring managers who offer flexibility could help motivate a candidate to leave their previous position and accept a new job by positively impacting their work life balance. However, reputation is also an important factor in the supply chain industry when recruiting for new talent, and having a bad one could hamper your efforts as a company to expand.

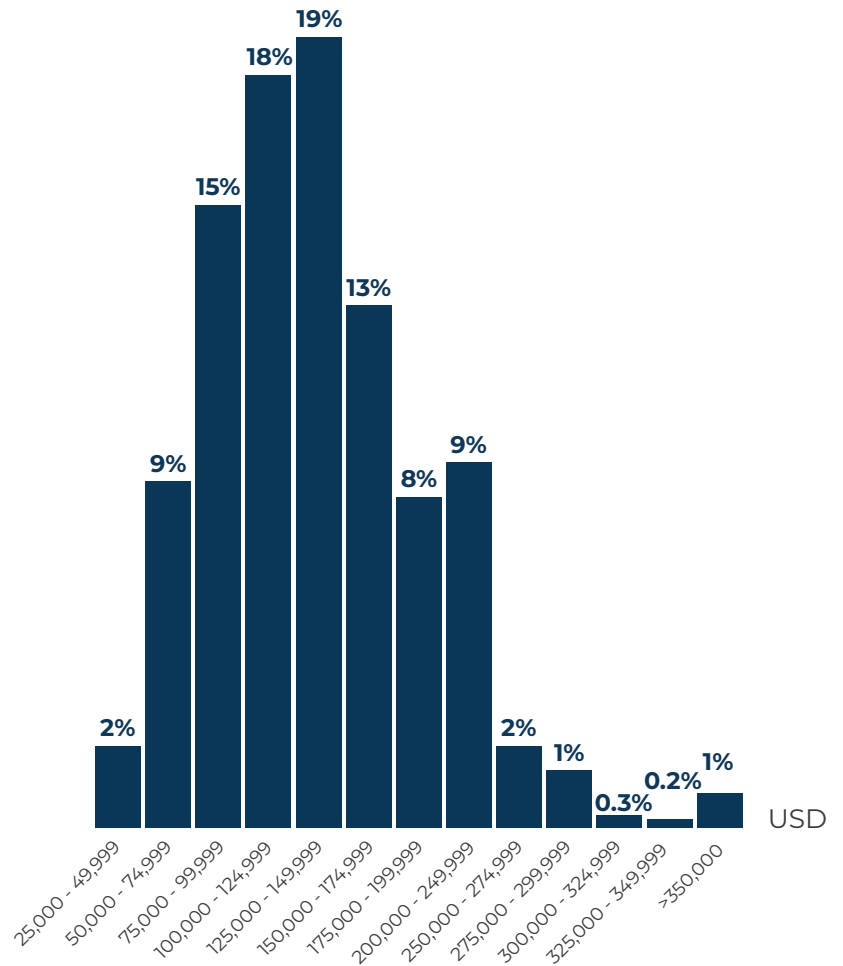
If a manufacturing site for example is in a very rural area, the company's reputation may be very well known locally. Even if talent is relocated as part of a recruitment process, it is easy to look up a company's reputation online these days as well. A great job offer with competitive compensation is attractive, but as the data suggests, if a company has a bad reputation, candidates may not want to associate themselves, and their own reputation in the supply chain industry, with them.



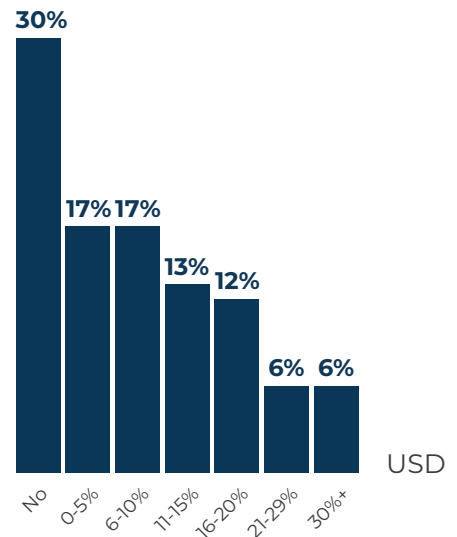


## Survey Results in Full

*What is your current annual base salary in USD? (Not including benefits, on-target earnings, bonuses, or any other monetary contributions)*



*Have you received a bonus in the past 12 months? If yes, what percentage of your base salary did you receive?*

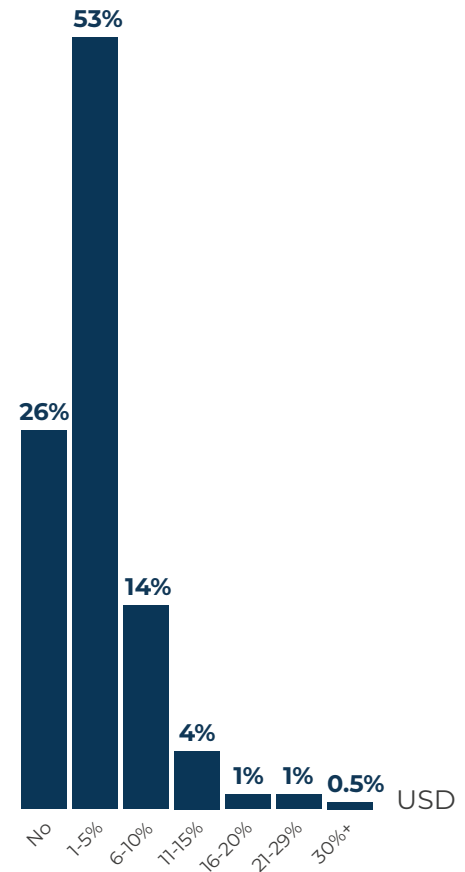






## Survey Results in Full

*Have you received an increase to your base salary in the past 12 months? If yes, what percentage of your base salary did you receive?*



*Do you get any of the following benefits in your current package?*

Medical cover **68%**

Staff discount schemes **37%**

Education sponsorship **21%**

Statutory pension **9%**

Childcare allowance **5%**

Dental cover **67%**

Extra holiday **27%**

Travel allowance **20%**

Company car **5%**

School allowance **2%**

Laptop / phone **63%**

Shares / equity **23%**

Relocation coverage **19%**

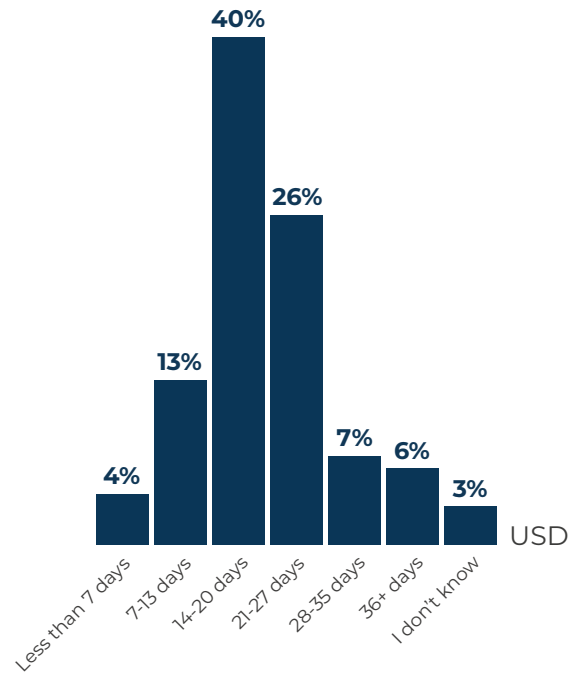
Additional pension **5%**

Housing allowance **1%**

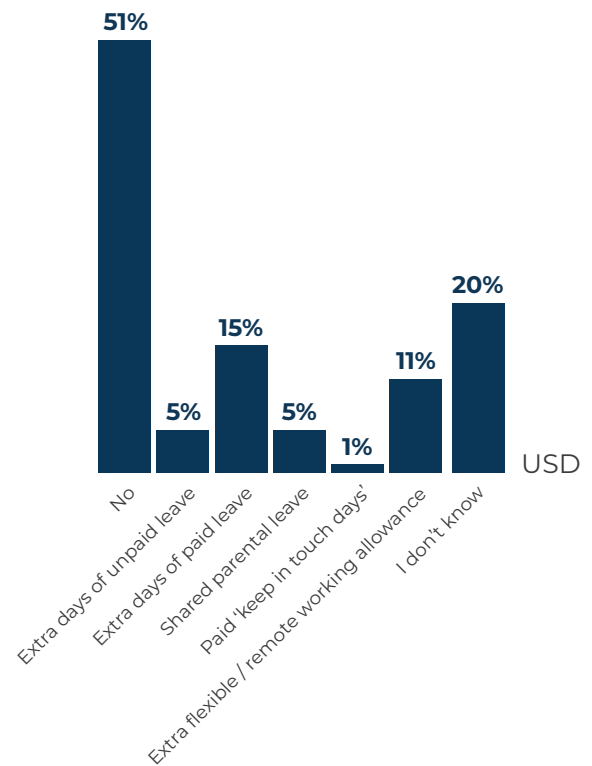


## Survey Results in Full

*How many days of paid annual leave (excluding public holidays and weekends) do you get in your current package?*



*Do you receive any additional parental leave benefits beyond the minimum legal entitlements in your state?*

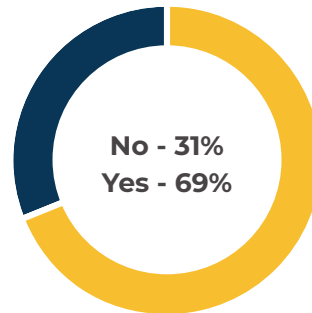




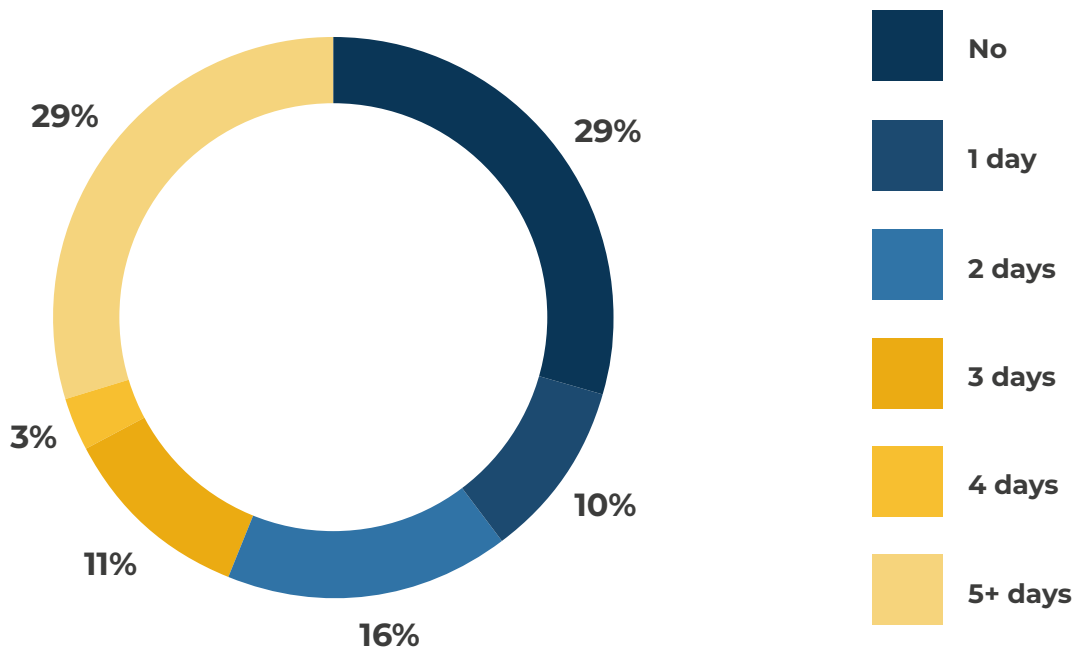


## Survey Results in Full

*Are your working hours flexible in your current role?*



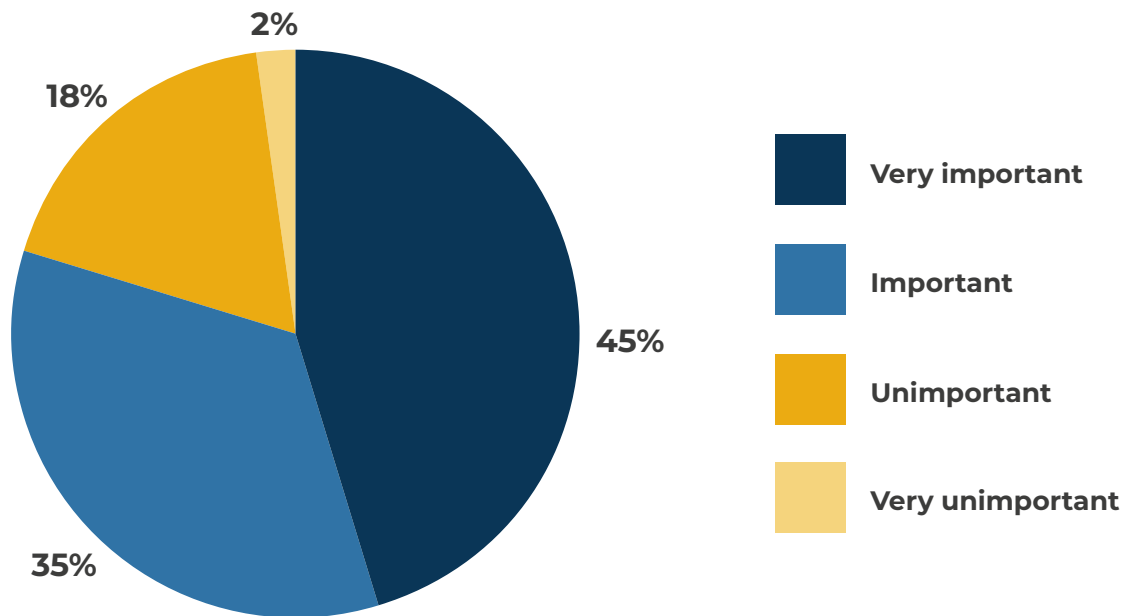
*Do you have flexibility to work remotely in your current role?  
If yes, how many days per week you can you work remotely on average?*



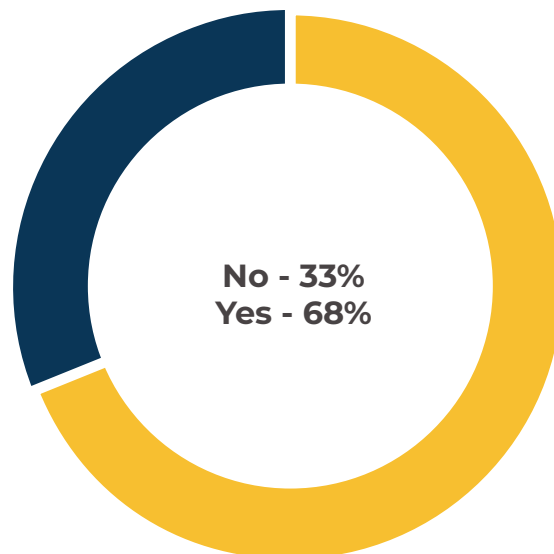


## Survey Results in Full

*How important is flexible working when considering a new opportunity?*



*Would you accept a new job offer if the role required you to come into the office full-time?*







## Summary

The importance of having a strong supply chain team to mitigate challenges cannot be understated. As supply chain leaders grapple with multiple risks and disruptions to shipping lines, as well as high inflation pushing the cost of transportation up, the specialized knowledge and expertise required to navigate such issues can only be gained by hiring the very best professionals in the industry.

Yet despite rising to solve these difficulties, many supply chain professionals we surveyed had not had a major pay rise or bonus, which reflects the wider economic situation, but could mean such talent is more easily snapped up by competitors should an opportunity arise.

For those hiring, the latest salary and compensation movements are vital to ensuring a job offer is a compelling and competitive one.

What is evident is how important it is for organizations to truly understand what it takes to attract and retain top supply chain talent. Companies must tailor their recruitment process and job offers to provide compensation and benefits packages that suit the individual interviewing best. If it's possible, a bespoke package that considers the unique factors that are important to a candidate will resonate much more. Outside of compensation and comprehensive benefits, the top push and pull factors for professionals demonstrate the criticalness of industry reputation, flexible working, and learning and development to attract and retain the best supply chain talent.

Professionals should understand what their peers think and how industry sentiment is changing in order to determine where their skills are highly sought-after. By comparing salaries and benefits from other industry peers, supply chain professionals can gain an understanding of where they stand in the market, assisting in negotiating for the compensation package that is right for them.

So, whether you're hiring or considering a new career move yourself, we hope you found our survey report insightful and helpful to guide you in your future decision-making.







## About DSJ Global

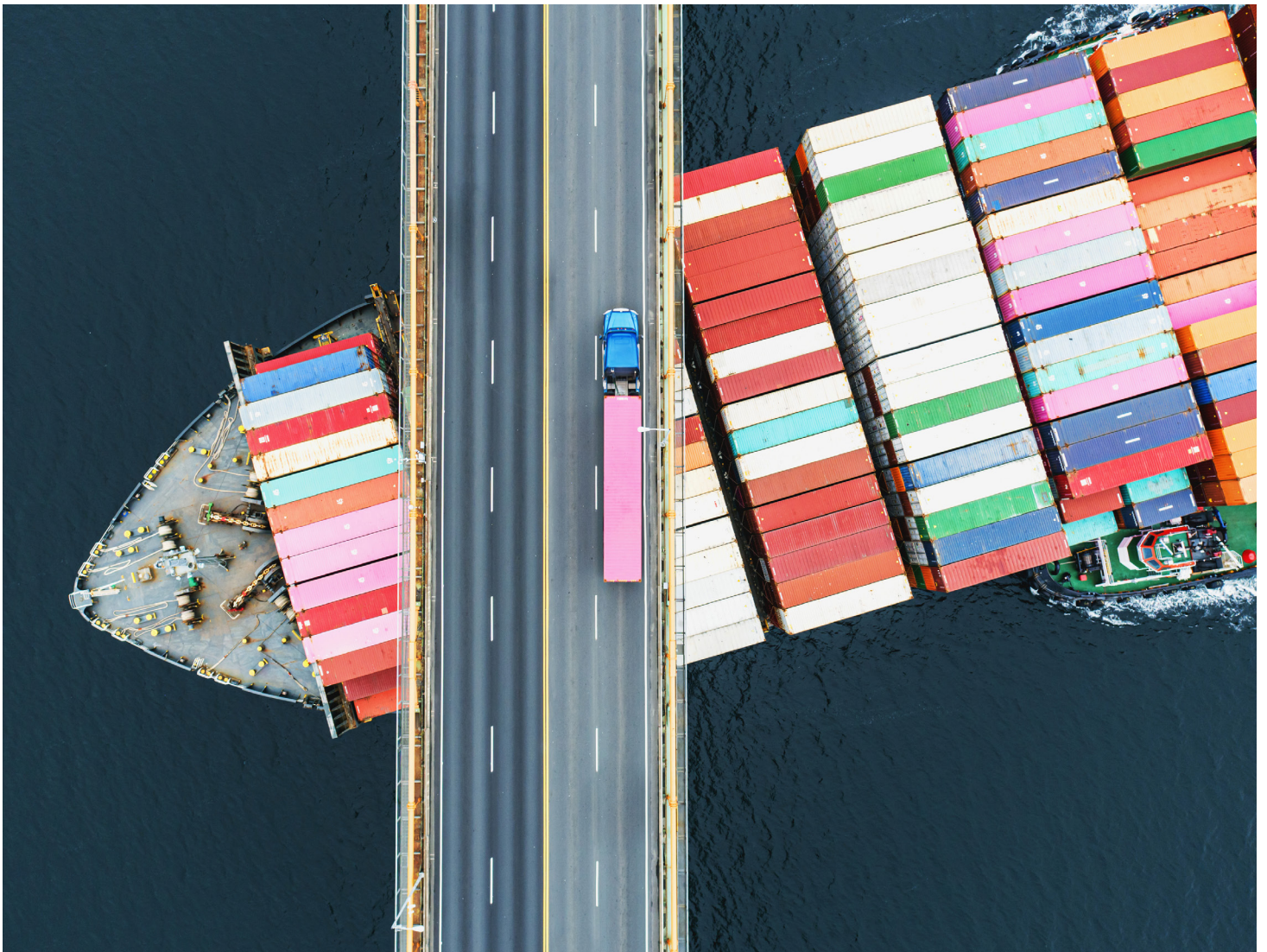
As the supply chain industry rapidly evolves to become more digital, localized, and sustainable, organizations are facing the challenge of sourcing in-demand, business-critical professionals to manage these ever increasing, complex structures.

From increasing transparency to encourage greener practices, to implementing secure technology to protect supply chains from cyber threats, organizations are enacting transformational change and need high-caliber talent to be able to future-proof their operations and remain resilient.

We support businesses with the very best talent that will shape the supply chain industry of tomorrow, ensuring the world's goods keep moving efficiently along the way.

## OUR SPECIALISMS

- Engineering
- Logistics
- Planning
- Procurement
- Supply Chain Leadership
- Technical Operations



[UPLOAD YOUR RESUME](#)[SUBMIT A VACANCY](#)[NEW OPPORTUNITIES](#)

## Contact DSJ Global

For general inquiries or to discuss your hiring needs,  
please reach out to:

---

Emily Prendergast

Executive Director

**Contact Emily**

---

Christine Corson

Executive Director

**Contact Christine**

---

Ross Williams

Director

**Contact Ross**

---