

# MARKET UPDATE



## OUTLOOK

### RECRUITMENT OUTLOOK

Procurement and supply chain recruitment has been fairly conservative throughout the first half of the year, with many companies reluctant to invest in extra headcounts due to cost saving being a priority. As a result the majority of hiring activity has been for replacement hires rather than newly created roles.

For supply chain hiring managers, the first half of the year has seen a number of organisations focus on improving their sales and operations planning processes to save company costs. Several multinational corporations in the healthcare and pharmaceutical sector have been consolidating their demand and supply planning functions rather than operating as separate teams which has reduced hiring. Cost saving initiatives have also led to the consolidation of other functions such as customer service, logistics, planning and purchasing, which is expected to continue into the second half of the year.

Within the third party logistics space there has been increased hiring and movement in the first half of 2016, as high numbers of industrial and manufacturing organisations have outsourced their logistics functions. Distribution centres have been largely relocated out of Singapore in order to save costs and it is expected that this will lead to planning functions also being outsourced as we move into the second half of the year.

It is forecasted that hiring will continue to be predominantly for replacement headcounts during Q3 and early Q4, with recruitment largely slowing down from November.

### SKILLS IN DEMAND

Supply chain hiring managers have been predominantly seeking junior to mid-level professionals with experience in demand and supply planning, change management and indirect procurement as organisations hone their planning processes. Elsewhere, within the third party logistics space there's been a shift in demand to professionals with strong client management skills as roles have developed to include more direct stakeholder management. This is expected to continue for the remainder of the year.

### CANDIDATE MARKET

There has been a surplus of mid to senior-level jobseekers in the first half of the year due to companies streamlining their teams. As a result, this has enabled hiring managers to be more particular in their hiring choices and has often led to more prolonged recruitment processes. We expect this to continue for the remainder of 2016, but would encourage hiring managers not to prolong their recruitment processes in case the best talent in the market loses interest in the roles on offer.

Additionally, hiring managers have been extremely specific about the background and experience of the candidates they are looking to hire. The majority of supply chain and procurement professionals in Singapore have varied, multi-category experience and we would encourage hiring managers to interview these professionals due to their wider knowledge and exposure, rather than reject them for not being specialists in one area.

### SALARY TRENDS

Salaries for supply chain and procurement professionals throughout Singapore have remained relatively flat in the first half of the year, with standard annual increases of 1-3% being offered, which is predicted to continue as companies remain conservative with their economic outlook.

Professionals moving jobs have generally expected to gain between 15-20% increases in salary whilst companies have generally been offering between 10-12%. It is important that candidates' expectations are managed, particularly at the mid-senior level where there are more jobseekers than there are roles available.



**"WHILE HIRING MANAGERS ARE PARTICULAR ABOUT THE SPECIFIC EXPERIENCE POSSESSED BY THOSE THEY SEEK TO HIRE, WE WOULD ENCOURAGE THEM NOT TO OVERLOOK CANDIDATES WITH BROADER EXPERIENCE AS THEIR MULTI-CATEGORY EXPOSURE CAN BE EXTREMELY BENEFICIAL TO BUSINESSES."**

**Wendy Heng**  
Associate Director  
Supply Chain & Procurement

AT A GLANCE

# RECRUITMENT TRENDS

## ASIA JOB INDEX

**+11%**

increase in advertised jobs

The latest Robert Walters Asia Job Index results show a steady overall annual increase of 11% in advertised jobs in Singapore

## EMPLOYERS' HIRING INTENTIONS

We surveyed over 3,000 hiring managers about their recruitment plans for the remainder of 2016.

### HIRING METHODS



**70+%**

plan to use recruitment consultancies

### IMPACTS ON HIRING



**82%**

say restrictions on headcount will impact their recruitment strategies in the second half of 2016

### PERMANENT vs. CONTRACT HIRING



**70%**

of hiring managers have been predominantly focusing on hiring permanent staff

## ROBERT WALTERS BALIK KAMPUNG – BRINGING OVERSEAS SINGAPOREANS HOME

Established in 2014, the Robert Walters Balik Kampung initiative is focused on attracting Singaporeans currently living and working abroad to come home. Our international database of over 2,600 overseas Singaporeans enables us to reach out to candidates with sought-after international experience and exposure.

Contact **Ivy Low** for more information at [ivy.low@robertwalters.com.sg](mailto:ivy.low@robertwalters.com.sg)

### BALIK KAMPUNG WITH ROBERT WALTERS

Reaching out to overseas Singaporeans on job opportunities back home

## MARKET LEADING INTELLIGENCE

The Robert Walters Salary Survey is the most comprehensive review of global recruitment trends and salary levels available. It's ideal for benchmarking your team's salaries, your organisation's salaries and your own making determining pay and bonus reviews significantly easier.



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To find out more about the current supply chain and procurement recruitment market, or to discuss your recruitment needs, please contact:



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