



Supply Chain  
& Logistics

# 2023

## HAYS UK SALARY & RECRUITING TRENDS **SALARIES**

[hays.co.uk/logistics](https://hays.co.uk/logistics)



# ABOUT HAYS

To help you meet ever-changing customer demands, we bring the people, the technology and the partnership you need to achieve your goals, now and in the future.

Whether your business has been recently impacted by a lack of access to critical goods and services, shortages in skills and labour, or soaring energy prices, there has never been a more crucial time to grow and develop your logistics and supply chain teams. Our specialist knowledge and breadth of expertise means we're perfectly placed to help formulate a talent strategy that will enable you to achieve success within the dynamic logistics and supply chain market.

Using a customer-first and insight-led approach to meet your business needs, we make it easy for you to deliver against the complex talent and recruitment landscape you need to navigate.

At Hays we're **working for your tomorrow** to help your business succeed.

It's not just people we provide – whatever your hiring needs, we're always challenging the status quo, so our suite of services delivers the right outcomes for your organisation.

## Our core services

### Permanent recruitment ▶

- Find passionate people to transform your business
- Fill positions to meet both immediate and future skills needs

### Outsourced permanent recruitment ▶

- Reduce time-to-hire with access to ready-made, quality talent pools through Recruitment Process Outsourcing (RPO)
- Leverage progressive talent strategies and mechanisms to ensure you have the right talent in place – for today, and tomorrow

### Executive recruitment ▶

- Navigate organisational change and steer your organisation to success by finding those inspirational leaders
- Build success through diversity with bespoke job ads and transparent interview processes

### Temporary recruitment ▶

- Achieve instant impact and access niche skillsets with quick hires and reduce long-term costs
- Cut out lengthy admin and processes with externally managed pay and timesheets

### Fully managed temporary recruitment ▶

- Gain clarity and control over your contingent headcount through a Managed Services Programme (MSP)
- Combine expertise and insights with proved processes to shape the future of your workforce

## Our advisory services

### Assessment & Development ▶

- Acquire the right skills for your business needs
- Accelerate time-to-hire with tailored end-to-end support
- Cut costs with bespoke selection solutions

### Salary Benchmarking ▶

- Use real-time data to have that competitive edge
- Be insight-led for relevant remuneration strategies
- Gain long-term cost savings

### Career Transition Services ▶

- Give your employees the right outplacement and transitional support
- Deliver safe spaces to employees for those honest and open conversations
- Manage restructuring processes with effectiveness, agility and speed

### Employer Branding ▶

- Stand out as a top employer brand with a proven USP
- Leverage engaging employer branded recruitment solutions
- Enhance your Employer Value Proposition with a people-first approach

### Subscription-based hiring for start-ups and scale-ups ▶

- Gain access to tech talent, skills and content as a service
- Dedicated expert recruitment consultant and account management team
- Branded multi-channel campaign to enhance your Employer Value Proposition

To speak to your local recruiting expert, find your nearest at [hays.co.uk/offices](https://hays.co.uk/offices)

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## Methodology

This guide is taken from the Hays UK Salary & Recruiting Trends 2023 guide. The salary data has been compiled using information gathered during 2022 from Hays offices across the UK. It is based on job listings, job offers and candidate registrations.



SUPPLY CHAIN & LOGISTICS

# SUPPLY CHAIN

LONDON	£ Range	£ Typical
Supply Chain Director	100,000-130,000	125,000
Head of Supply Chain	80,000-120,000	110,000
Supply Chain Manager	55,000-90,000	80,000
Production Planning Manager	50,000-65,000	56,000
Demand/Forecast Manager	45,000-65,000	60,000
S&OP Manager	50,000-75,000	65,000
Material Scheduler	30,000-43,000	37,000
Production Planner	35,000-45,000	40,000
Demand Planner	37,000-52,000	50,000
Supply Chain Planner	32,000-42,000	40,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Supply Chain Director	70,000-140,000	105,000
Head of Supply Chain	55,000-90,000	80,000
Supply Chain Manager	35,000-75,000	63,000
Production Planning Manager	35,000-55,000	43,000
Demand/Forecast Manager	35,000-70,000	50,000
S&OP Manager	50,000-85,000	72,000
Material Scheduler	25,000-35,000	32,000
Production Planner	25,000-45,000	33,000
Demand Planner	26,000-48,000	36,000
Supply Chain Planner	25,000-40,000	33,000

EAST OF ENGLAND	£ Range	£ Typical
Supply Chain Director	75,000-120,000	105,000
Head of Supply Chain	60,000-100,000	80,000
Supply Chain Manager	38,000-76,000	65,000
Production Planning Manager	32,000-55,000	50,000
Demand/Forecast Manager	35,000-75,000	51,000
S&OP Manager	50,000-85,000	75,000
Material Scheduler	25,000-45,000	38,000
Production Planner	25,000-50,000	35,000
Demand Planner	25,000-50,000	39,000
Supply Chain Planner	23,000-40,000	33,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Supply Chain Director	85,000-110,000	92,000
Head of Supply Chain	75,000-90,000	84,000
Supply Chain Manager	53,000-66,000	62,000
Production Planning Manager	42,000-56,000	49,000
Demand/Forecast Manager	42,000-55,000	46,000
S&OP Manager	48,000-60,000	50,000
Material Scheduler	23,000-35,000	30,000
Production Planner	26,000-40,000	31,000
Demand Planner	30,000-39,000	36,000
Supply Chain Planner	28,000-37,000	33,000

WALES	£ Range	£ Typical
Supply Chain Director	60,000-100,000	82,000
Head of Supply Chain	55,000-77,000	67,000
Supply Chain Manager	43,000-68,000	55,000
Production Planning Manager	40,000-51,000	47,000
Demand/Forecast Manager	35,000-47,000	41,000
S&OP Manager	30,000-45,000	40,000
Material Scheduler	26,000-38,000	32,000
Production Planner	25,000-36,000	30,000
Demand Planner	25,000-37,000	31,000
Supply Chain Planner	20,000-32,000	26,000

MIDLANDS	£ Range	£ Typical
Supply Chain Director	80,000-130,000	105,000
Head of Supply Chain	70,000-100,000	90,000
Supply Chain Manager	45,000-70,000	60,000
Production Planning Manager	40,000-55,000	48,000
Demand/Forecast Manager	40,000-55,000	48,000
S&OP Manager	45,000-58,000	53,000
Material Scheduler	25,000-38,000	32,000
Production Planner	27,000-38,000	35,000
Demand Planner	27,000-40,000	36,000
Supply Chain Planner	27,000-36,000	31,000

YORKSHIRE AND THE NORTH EAST	£ Range	£ Typical
Supply Chain Director	80,000-150,000	102,000
Head of Supply Chain	70,000-100,000	85,000
Supply Chain Manager	50,000-75,000	60,000
Production Planning Manager	45,000-70,000	56,000
Demand/Forecast Manager	45,000-65,000	54,000
S&OP Manager	45,000-75,000	51,000
Material Scheduler	28,000-38,000	33,000
Production Planner	28,000-40,000	33,000
Demand Planner	30,000-50,000	39,000
Supply Chain Planner	28,000-40,000	33,000

NORTH WEST ENGLAND	£ Range	£ Typical
Supply Chain Director	85,000-125,000	100,000
Head of Supply Chain	60,000-85,000	78,000
Supply Chain Manager	45,000-70,000	60,000
Production Planning Manager	40,000-50,000	46,000
Demand/Forecast Manager	40,000-52,000	46,000
S&OP Manager	40,000-50,000	45,000
Material Scheduler	27,000-34,000	30,000
Production Planner	27,000-35,000	31,000
Demand Planner	30,000-40,000	36,000
Supply Chain Planner	26,000-36,000	32,000

NORTHERN IRELAND	£ Range	£ Typical
Supply Chain Director	65,000-80,000	75,000
Head of Supply Chain	60,000-70,000	65,000
Supply Chain Manager	50,000-65,000	65,000
Production Planning Manager	35,000-50,000	40,000
Demand/Forecast Manager	35,000-45,000	35,000
S&OP Manager	40,000-55,000	45,000
Material Scheduler	28,000-35,000	32,000
Production Planner	28,000-35,000	32,000
Demand Planner	26,000-32,000	30,000
Supply Chain Planner	26,000-32,000	32,000

SCOTLAND	£ Range	£ Typical
Supply Chain Director	90,000-120,000	110,000
Head of Supply Chain	70,000-85,000	80,000
Supply Chain Manager	50,000-70,000	60,000
Production Planning Manager	40,000-50,000	46,000
Demand/Forecast Manager	42,000-52,000	49,000
S&OP Manager	40,000-50,000	50,000
Material Scheduler	27,000-34,000	30,000
Production Planner	30,000-40,000	33,000
Demand Planner	30,000-45,000	42,000
Supply Chain Planner	28,000-35,000	32,000



SUPPLY CHAIN & LOGISTICS

LOGISTICS

LONDON	£ Range	£ Typical
Logistics/Distribution/Operations Director	85,000-130,000	125,000
Logistics/Distribution Manager	60,000-85,000	72,000
General/Depot Manager	40,000-70,000	60,000
Operations Manager	50,000-75,000	65,000
Contract Manager	50,000-60,000	55,000
Warehouse Manager	38,000-50,000	48,000
Warehouse Team/Shift Manager	33,000-48,000	44,000
Inventory/Stock Manager	35,000-50,000	43,000
Inventory Planner	25,000-32,000	30,000
Logistics Coordinator/Planner/Analyst	32,000-45,000	40,000
Fleet Manager	45,000-65,000	57,000
Transport Manager	45,000-60,000	52,000
Transport Planner/Supervisor	28,000-38,000	37,000
Import/Export Manager	40,000-65,000	55,000
Import/Export Coordinator	25,000-33,000	32,000
Freight Manager	38,000-55,000	50,000
Freight Forwarder	28,000-45,000	32,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Logistics/Distribution/Operations Director	75,000-130,000	103,000
Logistics/Distribution Manager	55,000-80,000	63,000
General/Depot Manager	55,000-75,000	65,000
Operations Manager	48,000-65,000	58,000
Contract Manager	45,000-65,000	55,000
Warehouse Manager	30,000-55,000	45,000
Warehouse Team/Shift Manager	25,000-35,000	32,000
Inventory/Stock Manager	26,000-40,000	36,000
Inventory Planner	25,000-33,000	29,000
Logistics Coordinator/Planner/Analyst	25,000-35,000	32,000
Fleet Manager	38,000-65,000	48,000
Transport Manager	35,000-50,000	43,000
Transport Planner/Supervisor	25,000-38,000	32,000
Import/Export Manager	35,000-60,000	50,000
Import/Export Coordinator	25,000-38,000	32,000
Freight Manager	40,000-60,000	50,000
Freight Forwarder	26,000-45,000	35,000

EAST OF ENGLAND	£ Range	£ Typical
Logistics/Distribution/Operations Director	75,000-130,000	100,000
Logistics/Distribution Manager	40,000-80,000	60,000
General/Depot Manager	45,000-90,000	70,000
Operations Manager	40,000-70,000	62,000
Contract Manager	45,000-75,000	65,000
Warehouse Manager	35,000-65,000	48,000
Warehouse Team/Shift Manager	25,000-45,000	38,000
Inventory/Stock Manager	25,000-50,000	37,000
Inventory Planner	25,000-38,000	32,000
Logistics Coordinator/Planner/Analyst	22,000-35,000	31,000
Fleet Manager	40,000-70,000	54,000
Transport Manager	30,000-62,000	47,000
Transport Planner/Supervisor	22,000-35,000	28,000
Import/Export Manager	32,000-55,000	50,000
Import/Export Coordinator	20,000-38,000	31,000
Freight Manager	35,000-62,000	49,000
Freight Forwarder	26,000-35,000	31,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Logistics/Distribution/Operations Director	90,000-120,000	98,000
Logistics/Distribution Manager	45,000-65,000	55,000
General/Depot Manager	60,000-85,000	70,000
Operations Manager	45,000-60,000	55,000
Contract Manager	45,000-55,000	50,000
Warehouse Manager	35,000-45,000	40,000
Warehouse Team/Shift Manager	27,000-37,000	35,000
Inventory/Stock Manager	33,000-43,000	38,000
Inventory Planner	24,000-34,000	30,000
Logistics Coordinator/Planner/Analyst	24,000-30,000	27,000
Fleet Manager	35,000-45,000	40,000
Transport Manager	35,000-50,000	45,000
Transport Planner/Supervisor	25,000-32,000	28,000
Import/Export Manager	42,000-52,000	47,000
Import/Export Coordinator	27,000-35,000	30,000
Freight Manager	38,000-48,000	45,000
Freight Forwarder	25,000-35,000	30,000

WALES	£ Range	£ Typical
Logistics/Distribution/Operations Director	70,000-110,000	80,000
Logistics/Distribution Manager	45,000-55,000	50,000
General/Depot Manager	45,000-65,000	60,000
Operations Manager	40,000-60,000	55,000
Contract Manager	40,000-60,000	50,000
Warehouse Manager	30,000-45,000	40,000
Warehouse Team/Shift Manager	25,000-38,000	33,000
Inventory/Stock Manager	25,000-40,000	35,000
Inventory Planner	20,000-30,000	25,000
Logistics Coordinator/Planner/Analyst	23,000-30,000	27,000
Fleet Manager	35,000-50,000	41,000
Transport Manager	30,000-50,000	40,000
Transport Planner/Supervisor	24,000-32,000	28,000
Import/Export Manager	35,000-50,000	43,000
Import/Export Coordinator	24,000-32,000	28,000
Freight Manager	35,000-45,000	42,000
Freight Forwarder	22,000-28,000	27,000

MIDLANDS	£ Range	£ Typical
Logistics/Distribution/Operations Director	90,000-140,000	110,000
Logistics/Distribution Manager	55,000-85,000	65,000
General/Depot Manager	55,000-70,000	62,000
Operations Manager	40,000-65,000	52,000
Contract Manager	45,000-55,000	53,000
Warehouse Manager	35,000-47,000	42,000
Warehouse Team/Shift Manager	28,000-40,000	35,000
Inventory/Stock Manager	37,000-55,000	45,000
Inventory Planner	25,000-38,000	32,000
Logistics Coordinator/Planner/Analyst	28,000-38,000	35,000
Fleet Manager	40,000-60,000	45,000
Transport Manager	38,000-60,000	46,000
Transport Planner/Supervisor	27,000-40,000	34,000
Import/Export Manager	40,000-65,000	50,000
Import/Export Coordinator	26,000-35,000	30,000
Freight Manager	37,000-50,000	43,000
Freight Forwarder	25,000-35,000	30,000

YORKSHIRE AND THE NORTH EAST	£ Range	£ Typical
Logistics/Distribution/Operations Director	65,000-120,000	98,000
Logistics/Distribution Manager	50,000-80,000	62,000
General/Depot Manager	50,000-75,000	60,000
Operations Manager	40,000-65,000	55,000
Contract Manager	45,000-75,000	55,000
Warehouse Manager	35,000-50,000	42,000
Warehouse Team/Shift Manager	27,000-40,000	35,000
Inventory/Stock Manager	32,000-48,000	38,000
Inventory Planner	28,000-40,000	33,000
Logistics Coordinator/Planner/Analyst	28,000-40,000	33,500
Fleet Manager	35,000-55,000	43,000
Transport Manager	40,000-60,000	48,000
Transport Planner/Supervisor	28,000-40,000	33,000
Import/Export Manager	40,000-65,000	48,000
Import/Export Coordinator	25,000-35,000	32,000
Freight Manager	40,000-65,000	48,000
Freight Forwarder	25,000-35,000	32,000

NORTH WEST ENGLAND	£ Range	£ Typical
Logistics/Distribution/Operations Director	80,000-150,000	100,000
Logistics/Distribution Manager	40,000-75,000	55,000
General/Depot Manager	45,000-70,000	55,000
Operations Manager	45,000-65,000	55,000
Contract Manager	42,000-60,000	50,000
Warehouse Manager	28,000-50,000	45,000
Warehouse Team/Shift Manager	27,000-40,000	38,000
Inventory/Stock Manager	35,000-48,000	40,000
Inventory Planner	26,000-33,000	28,000
Logistics Coordinator/Planner/Analyst	27,000-35,000	32,000
Fleet Manager	32,000-55,000	48,000
Transport Manager	36,000-55,000	48,000
Transport Planner/Supervisor	27,000-35,000	30,000
Import/Export Manager	35,000-55,000	45,000
Import/Export Coordinator	27,000-35,000	32,000
Freight Manager	35,000-55,000	45,000
Freight Forwarder	27,000-35,000	30,000

NORTHERN IRELAND	£ Range	£ Typical
Logistics/Distribution/Operations Director	80,000-85,000	80,000
Logistics/Distribution Manager	42,000-52,000	47,000
General/Depot Manager	42,000-62,000	57,000
Operations Manager	50,000-65,000	55,000
Contract Manager	39,000-46,000	44,000
Warehouse Manager	45,000-55,000	50,000
Warehouse Team/Shift Manager	29,000-36,000	33,000
Inventory/Stock Manager	27,000-36,000	33,000
Inventory Planner	25,000-29,000	27,000
Logistics Coordinator/Planner/Analyst	25,000-31,000	29,000
Fleet Manager	31,000-46,000	39,000
Transport Manager	36,000-51,000	43,000
Transport Planner/Supervisor	29,000-36,000	31,000
Import/Export Manager	31,000-41,000	36,000
Import/Export Coordinator	25,000-29,000	27,000
Freight Manager	39,000-49,000	41,000
Freight Forwarder	25,000-33,000	29,000

SCOTLAND	£ Range	£ Typical
Logistics/Distribution/Operations Director	90,000-140,000	110,000
Logistics/Distribution Manager	55,000-75,000	65,000
General/Depot Manager	55,000-70,000	65,000
Operations Manager	40,000-65,000	60,000
Contract Manager	45,000-55,000	52,000
Warehouse Manager	35,000-50,000	42,000
Warehouse Team/Shift Manager	32,000-40,000	38,000
Inventory/Stock Manager	37,000-55,000	42,000
Inventory Planner	25,000-36,000	32,000
Logistics Coordinator/Planner/Analyst	28,000-35,000	32,000
Fleet Manager	40,000-60,000	50,000
Transport Manager	38,000-50,000	45,000
Transport Planner/Supervisor	27,000-35,000	33,000
Import/Export Manager	40,000-60,000	50,000
Import/Export Coordinator	26,000-35,000	30,000
Freight Manager	37,000-50,000	43,000
Freight Forwarder	25,000-35,000	33,000