

# THE SUPPLY CHAIN PROFESSION IN 2024: SALARIES AND CAREERS ACROSS THE GLOBE



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# KEY FINDINGS

- **Salary surge:** Salaries in the United States continued their upward trajectories, with a 4% increase year-over-year. This impressive growth pushed the median compensation for supply chain professionals past a major milestone, reaching a record-breaking \$103,000.
- **Education edge:** Supply chain professionals with degrees reported a significant salary premium of \$25,000 above the national average, regardless of their specific degree type.
- **APICS impact:** The data underscores the value of industry-recognized certifications. Individuals with at least one APICS supply chain certification (CPIM, CSCP, CLTD or CTSC) from ASCM earned a median salary 18% higher than their non-certified colleagues.
- **Early career boost:** For early-to-mid-career professionals, earning an ASCM certificate (Planning, Procurement, Resilience, Technology, Warehousing) can be a smart move. Professionals with these certificates can enjoy a salary increase of 6%-20% compared to those without.
- **Job satisfaction:** A significant portion (60%) of global supply chain professionals rated their career satisfaction as 8 or higher on a 10-point scale. This enthusiasm extends to professional longevity, with an impressive 81% of respondents planning to stay in the supply chain field for at least the next five years.
- **Work-life balance:** Supply chain professionals reported high satisfaction with their company cultures and access to flexible work arrangements. This emphasis on well-being was particularly pronounced in Europe, where respondents enjoyed greater flexibility and less pressure to work outside regular hours.
- **Sense of pride:** A strong sense of professional worth was observed, with 85% of supply chain professionals taking pride in their work. While some improvement is needed, more than half (58%) said they feel appreciated by their organizations.
- **Skills support:** Industry professionals reported leveraging technological advancements including cloud computing, AI and robotics, alongside the essential emotional intelligence skills of critical thinking, collaboration and problem-solving.
- **Big bucks:** Data continued to show that publicly held companies are likely to have large corporate boards, pay more and offer more equitable pay among various groups of people compared to smaller organizations.

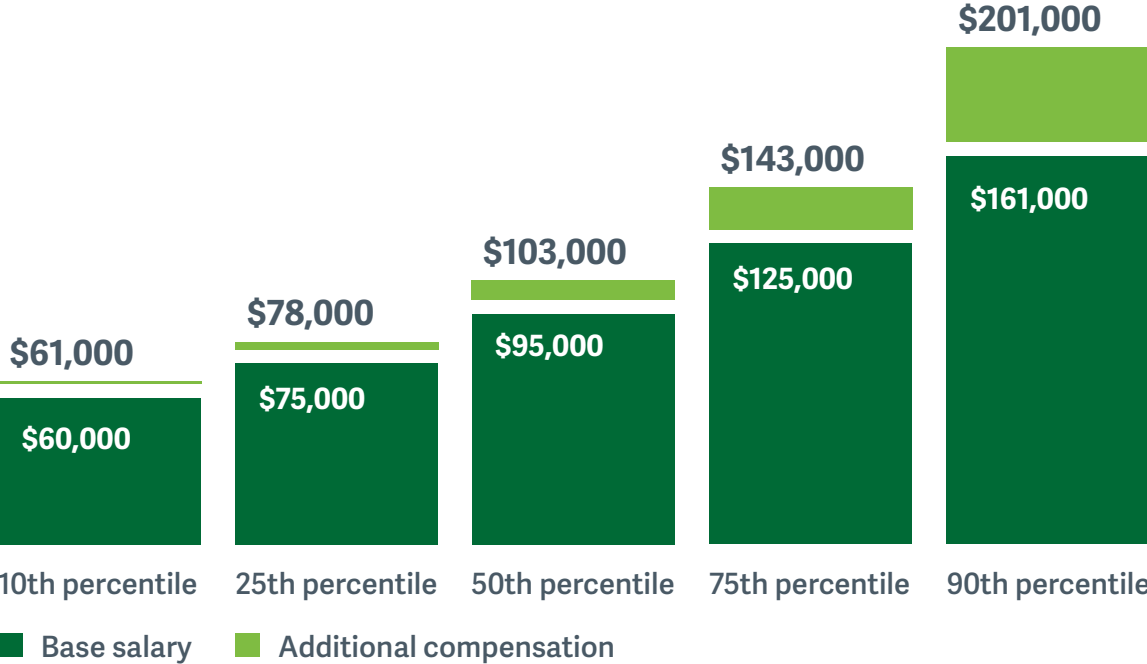


**United States**

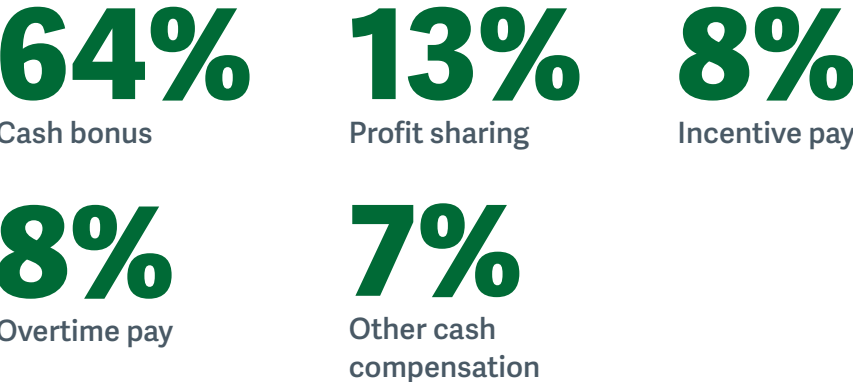
# SUPPLY CHAIN SALARIES

The median total compensation for supply chain professionals in the United States has surpassed \$100,000 — a major milestone. The industry offers a wide range of earning potential, with total compensation figures spanning from \$61,000 to a high of \$201,000. This reflects the diverse roles and experience levels within the field. Nearly all U.S. respondents also reported receiving additional compensation beyond their base salary, highlighting the focus on rewarding performance. Cash bonus amounts remained steady compared to last year, with the median bonus sitting at \$8,000, up to a maximum of \$40,000.

## 2024 supply chain salaries



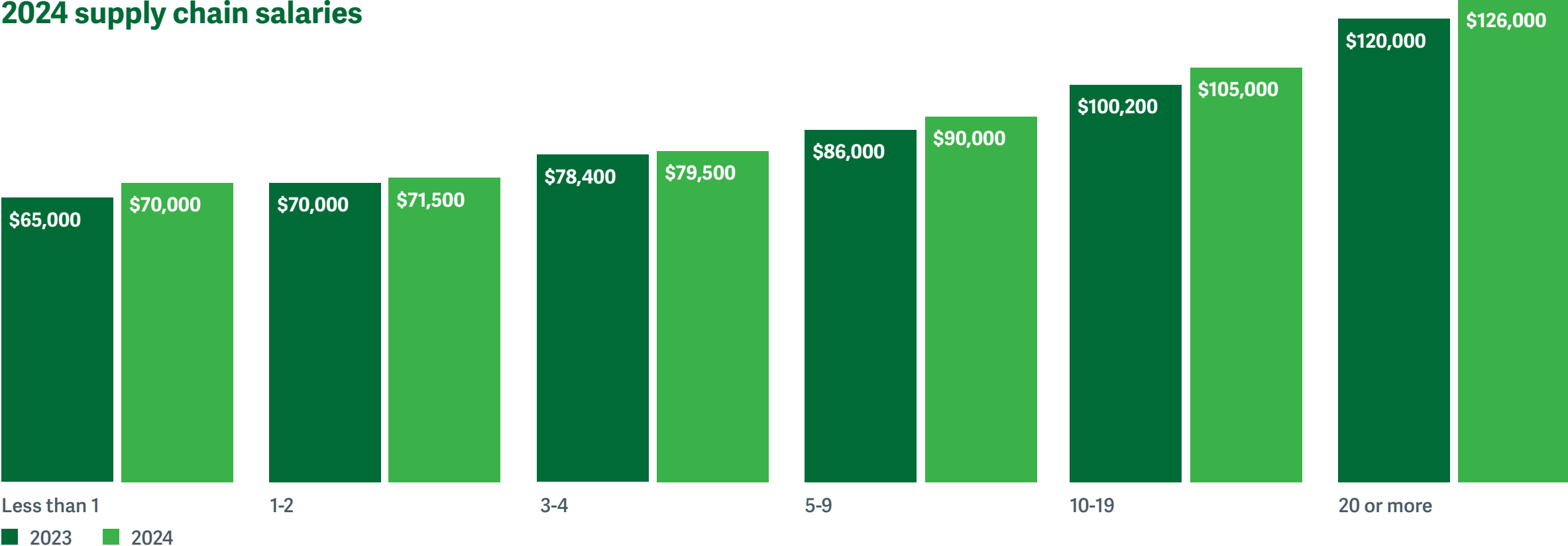
## Forms of additional compensation received



# SALARIES BY YEARS OF EXPERIENCE

Across the board, salaries increased for all tenure intervals. Within each tenure interval, this demonstrates the rewards of building skill sets and expertise over time. Plus, knowing that salaries consistently increase with experience can be a motivating factor for professionals at all levels.

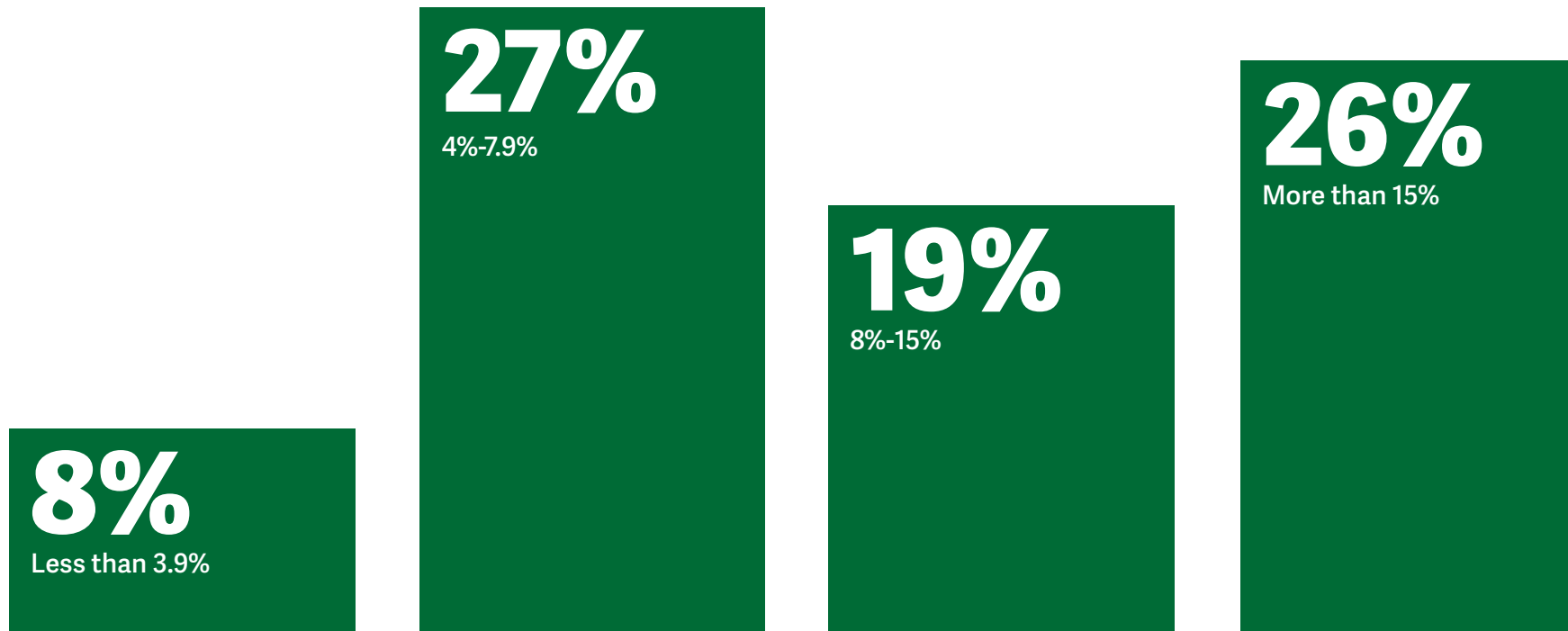
## 2024 supply chain salaries



# SIZE OF SALARY INCREASE

Supply chain professionals continue to benefit from a solid job market, reflected in another year of significant salary increases. Building on the momentum from 2023, respondents saw their average salaries increase by 8% this year. This consistent upward trajectory indicates a strong demand for skilled professionals. And the positive impact wasn't limited to a select few: A significant portion of respondents (72%) reported receiving a salary increase of at least 4%. This demonstrates that companies are actively investing in retaining and attracting top talent.

## Most recent salary increase



Percent increase

# SALARY RANGES BY TITLE

| Title                  | 25th percentile | 50th percentile | 75th percentile |
|------------------------|-----------------|-----------------|-----------------|
| Supply chain director  | \$139,875       | \$176,500       | \$204,500       |
| Director of operations | \$110,500       | \$135,000       | \$165,000       |
| Supply chain manager   | \$92,475        | \$112,000       | \$165,000       |
| Materials manager      | \$83,000        | \$105,000       | \$125,000       |
| Operations manager     | \$82,761        | \$97,000        | \$115,000       |
| Procurement manager    | \$85,000        | \$106,500       | \$118,617       |
| Logistics manager      | \$78,657        | \$100,000       | \$117,000       |
| Inventory manager      | \$75,750        | \$90,000        | \$107,850       |

| Title                | 25th percentile | 50th percentile | 75th percentile |
|----------------------|-----------------|-----------------|-----------------|
| Purchasing manager   | \$75,000        | \$93,000        | \$105,000       |
| Supply chain analyst | \$75,000        | \$88,000        | \$100,000       |
| Demand planner       | \$79,000        | \$98,000        | \$120,000       |
| Production planner   | \$67,000        | \$76,000        | \$92,000        |
| Senior buyer         | \$76,200        | \$85,000        | \$94,000        |
| Buyer-planner        | \$67,300        | \$75,000        | \$88,000        |
| Buyer                | \$62,000        | \$72,000        | \$79,000        |



# THE BATTLE FOR TALENT

Job-hopping in the supply chain industry appears to have cooled slightly this year. While a healthy 20% of respondents secured new positions, this represents a 7% decrease compared to 2023. The financial rewards for those who successfully transitioned jobs are substantial: The average salary increase for new hires jumped to 16%, up from 13% last year. Those who remained in their current roles saw a more modest average salary increase of 7%, unchanged from the previous year.

## Comparing salary increases between those in the same job and those who switched

16%

Professionals who **started a new job** saw an average salary increase of 16%.

7%

Professionals who **kept the same job** saw an average salary increase of 7%.

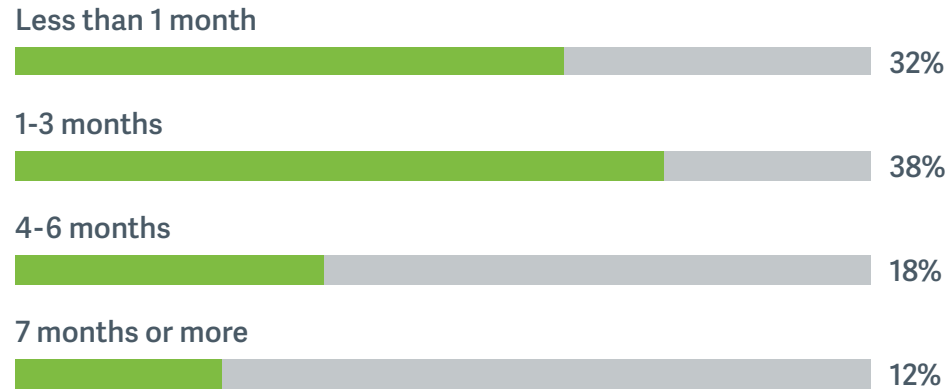
## Primary reason for finding a new job



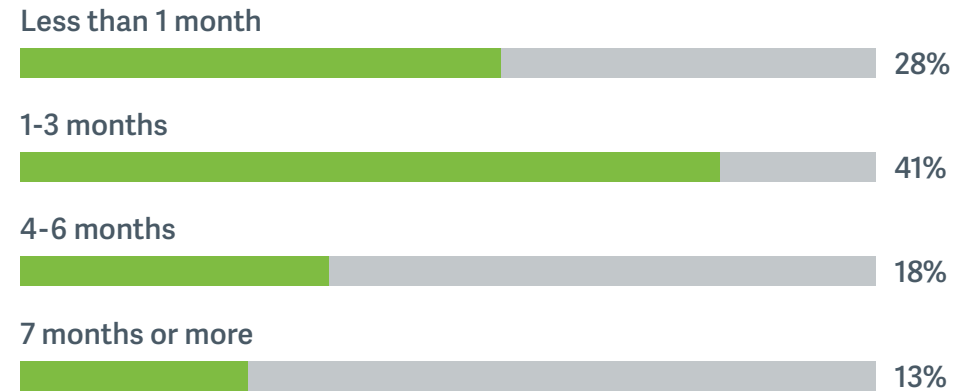
# THE BATTLE FOR TALENT

Job searches were lucrative and relatively smooth: Among respondents, 3% reported nearly doubling their salary increase compared to the previous year, and 76% found employment within three months of beginning a search. Similarly quick results were experienced by those entering the supply chain field straight out of college, with 70% also securing employment in less than three months.

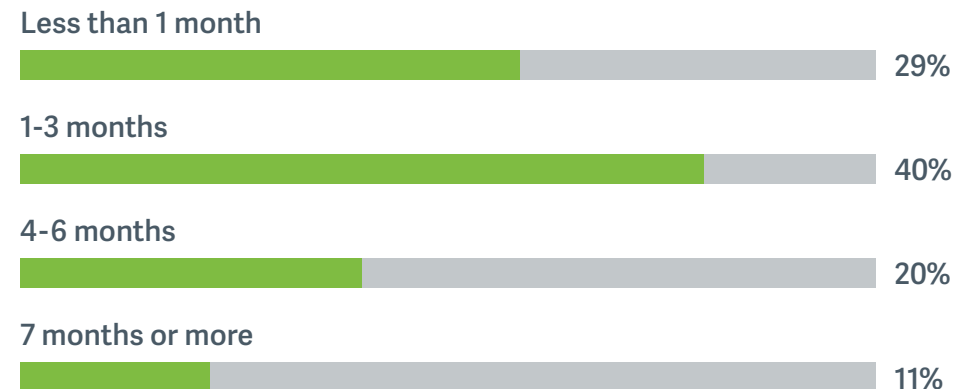
## Job search duration — all U.S. respondents



## Job-search duration — U.S. recent college grads



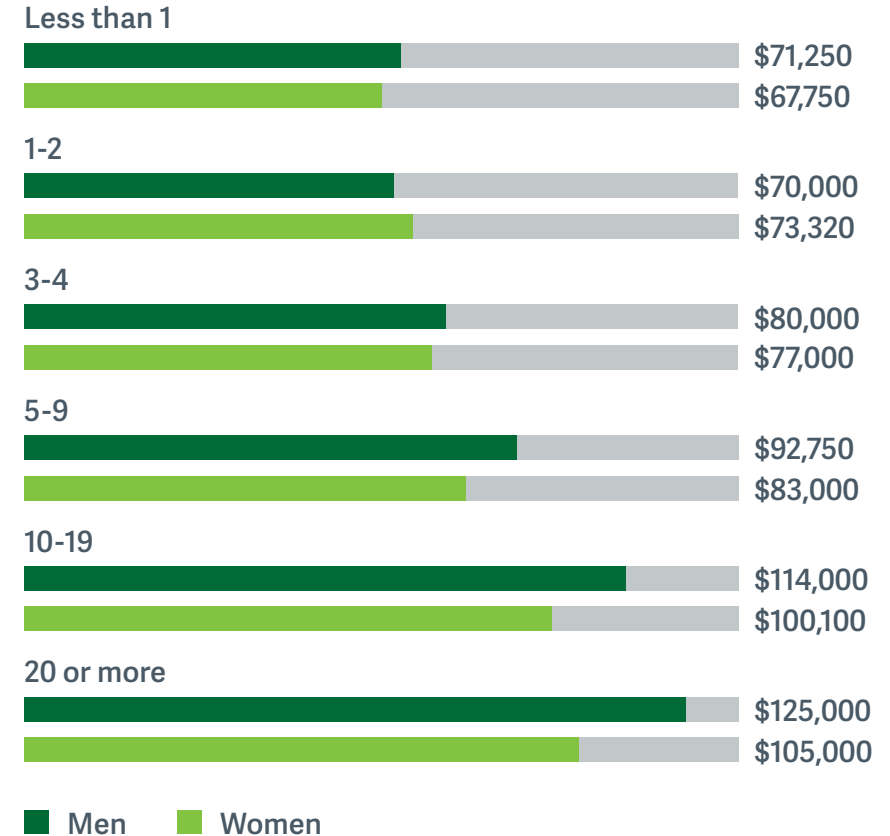
## Job-search duration — U.S. respondents who secured new employment



# DIVERSITY, EQUITY AND INCLUSION

While encouraging progress was made toward gender pay equity in the supply chain field before 2022, data from recent years shows a concerning trend: Salary gaps are re-emerging, particularly among professionals with less than four years of experience. This regression coincides with the aftermath of the COVID-19 pandemic, which led to school closures and limited childcare options. These challenges disproportionately affected mothers with young children, leading to job losses or reduced work hours. As the pandemic's long-term effects unfold, influencing work patterns, consumer demand and production, further concerns exist regarding potential declines in opportunities for women. To counteract these factors and achieve true DEI goals within the supply chain, organizations must prioritize and implement intentional DEI initiatives.

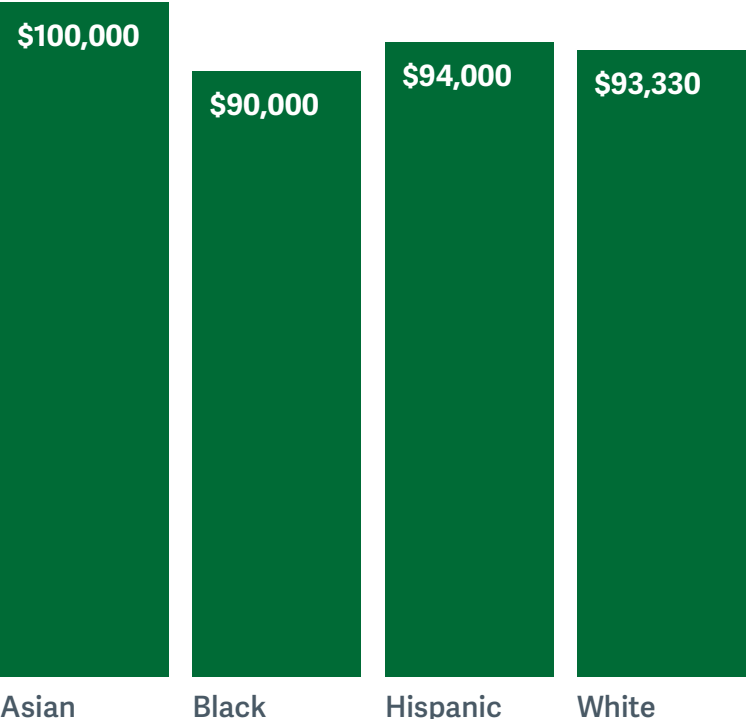
## Salaries by gender and years of experience



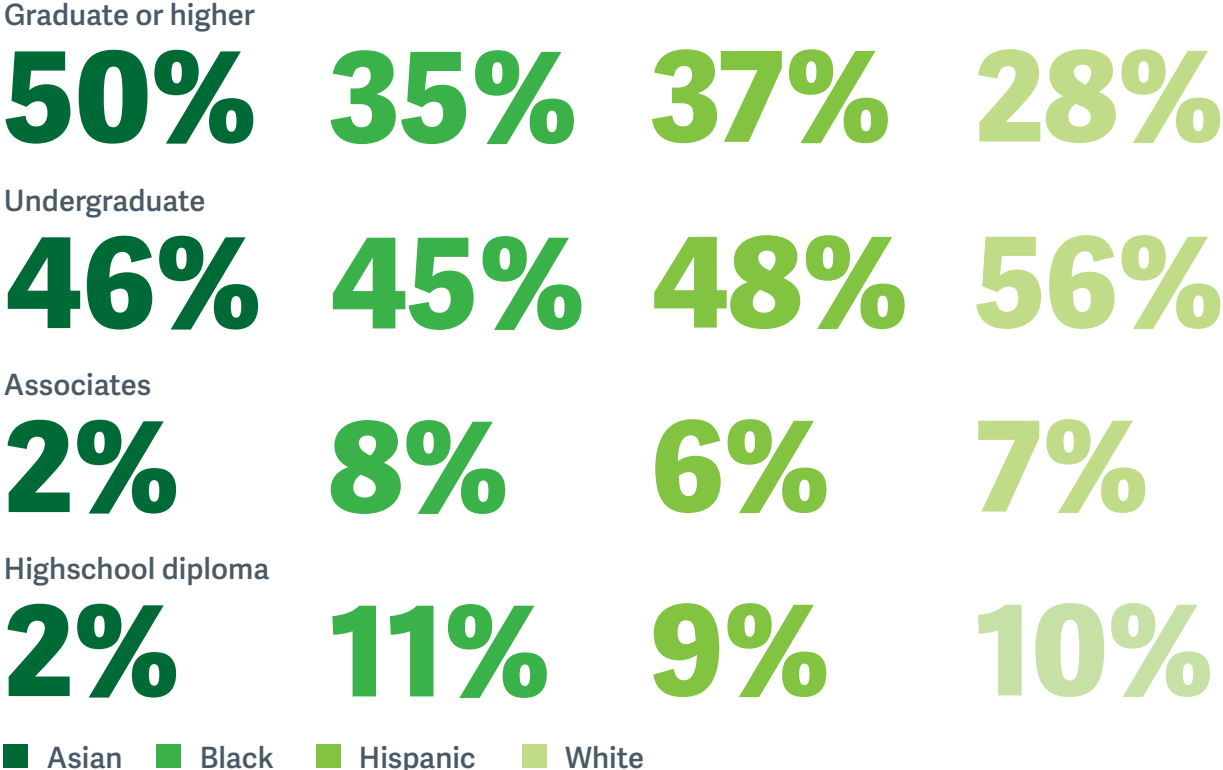
# DIVERSITY, EQUITY AND INCLUSION

While salary data for white and Hispanic respondents remained relatively unchanged year-over-year, Black professionals in 2024 reported a slight decrease in average salary. This concerning outcome widens the existing pay gap between Black and white respondents to 11%. Asian respondents continue to hold the highest average salaries, which coincides with a higher proportion of graduate degrees reported within this demographic. However, the similar education levels between Black and white respondents highlight a different factor at play: unequal pay practices that continue to disadvantage Black professionals. To create a more equitable future within the supply chain industry, addressing and dismantling these systemic barriers is crucial.

## Salary by ethnicity



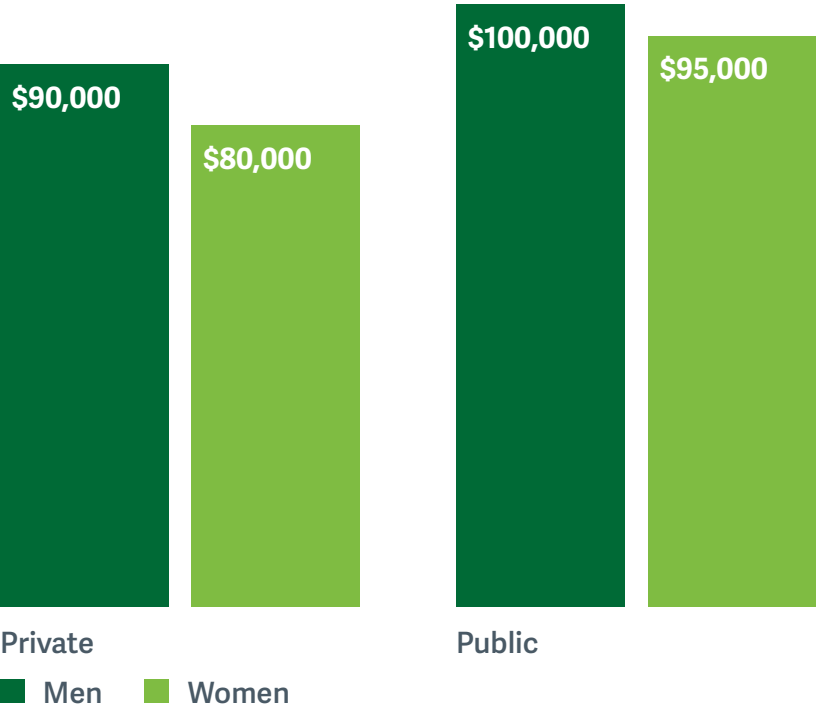
## Highest degree obtained by race or ethnicity



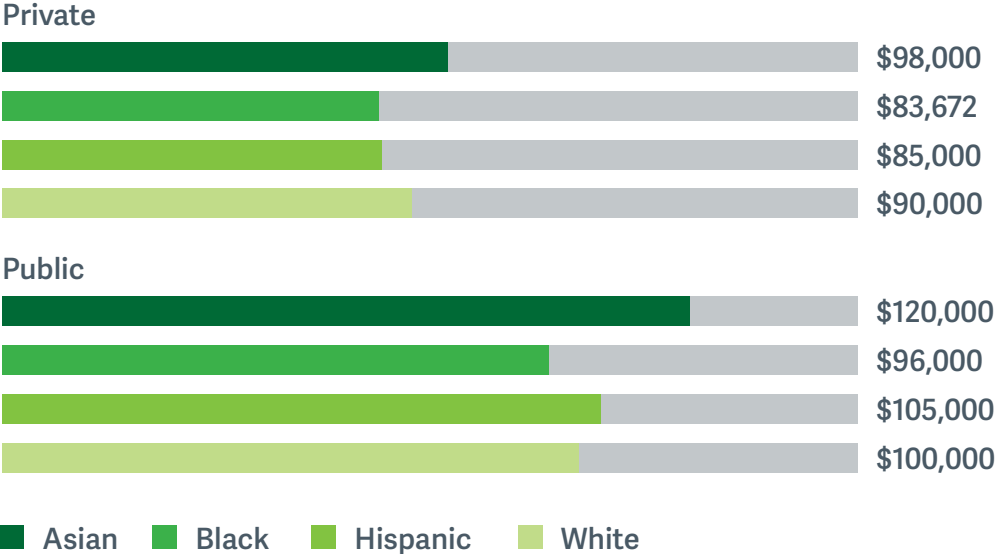
# PUBLIC VERSUS PRIVATE

The data continues to reveal a clear advantage for supply chain professionals working at publicly held companies with large corporate boards. While the board's size might not directly affect compensation, it can indicate a more complex organizational structure with governance practices. More importantly, publicly held companies tend to offer higher salaries and demonstrate a stronger commitment to pay equity. This is likely because of market pressures, transparency requirements and investor focus on ethical business processes. While publicly held companies appear to be leading the charge on fair compensation, it's important to note that this doesn't automatically translate to equal opportunities across all industries or company sizes.

## Salaries by gender and company type



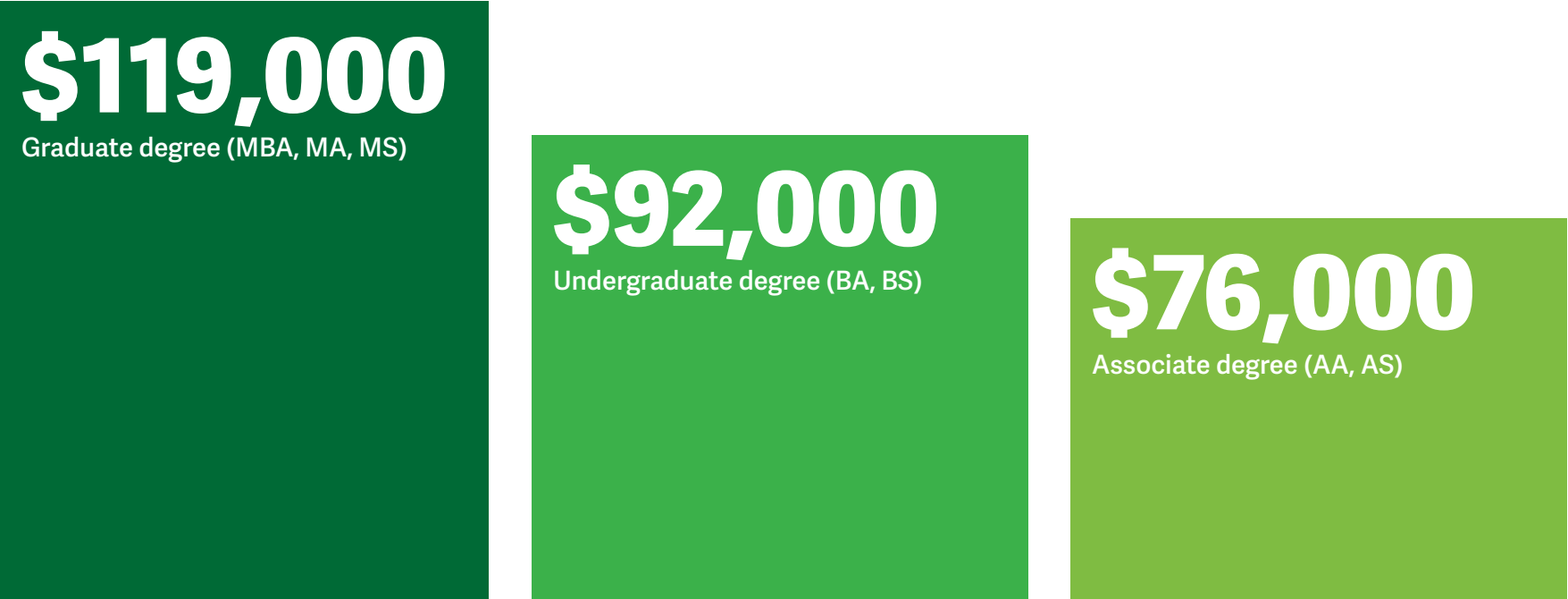
## Salary by race/ethnicity by company type



# IMPACT OF EDUCATION ON SALARIES

The significant salary premium observed across all degree levels in supply chain reinforces a clear message: Employers highly value skilled professionals in this field. The data reveals a consistent salary advantage of roughly \$25,000 compared to the national average for individuals with two-year associate degrees, bachelor's degrees and even master's degrees . This substantial difference highlights a strong job market, the need for employees with specialized knowledge and skills, and a clear return on education investments. It's also important to note that a degree is not the only path to success in supply chain: Experience, certifications and continuous learning also play a significant role.

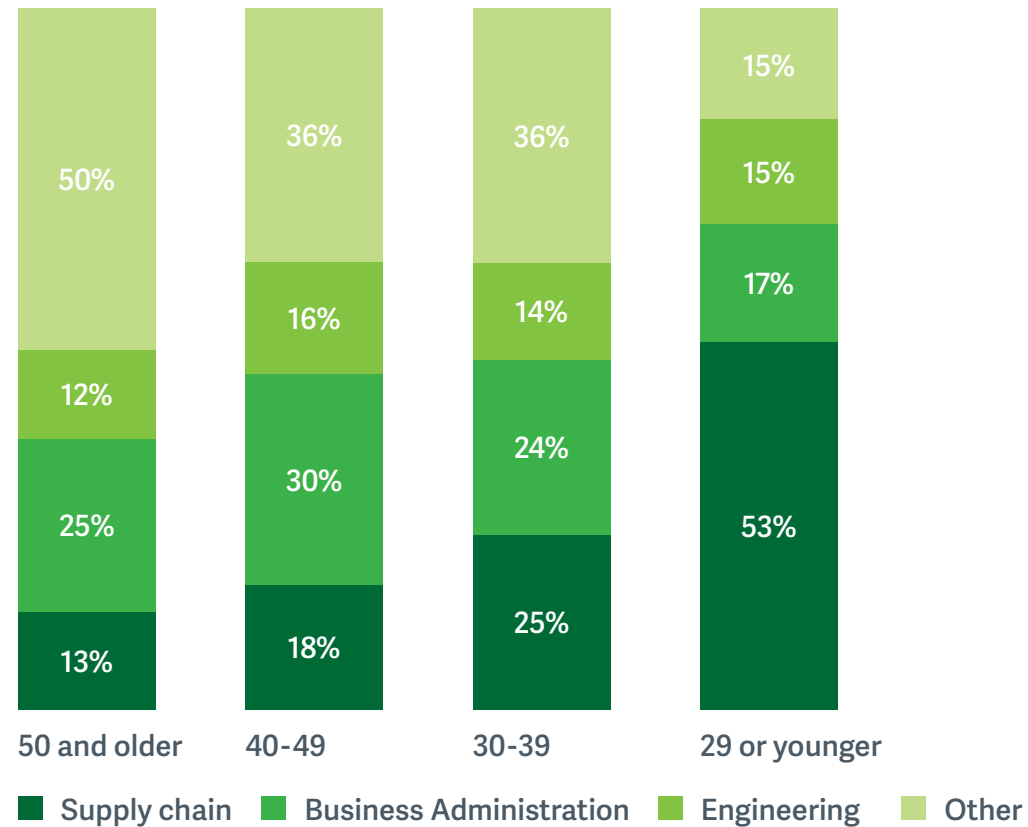
## Salaries by educational level



# AREAS OF STUDY / UNDERGRADUATE

While the number of undergraduate supply chain majors held steady this year, it's exciting to see this field continuing to attract young talent. Supply chain, business administration and engineering remain the top areas of study for professionals under 30. This influx of fresh perspectives and diverse skill sets bodes well for innovation and growth. Expect to see continued interest in these critical fields as the demand for skilled supply chain professionals remains strong.

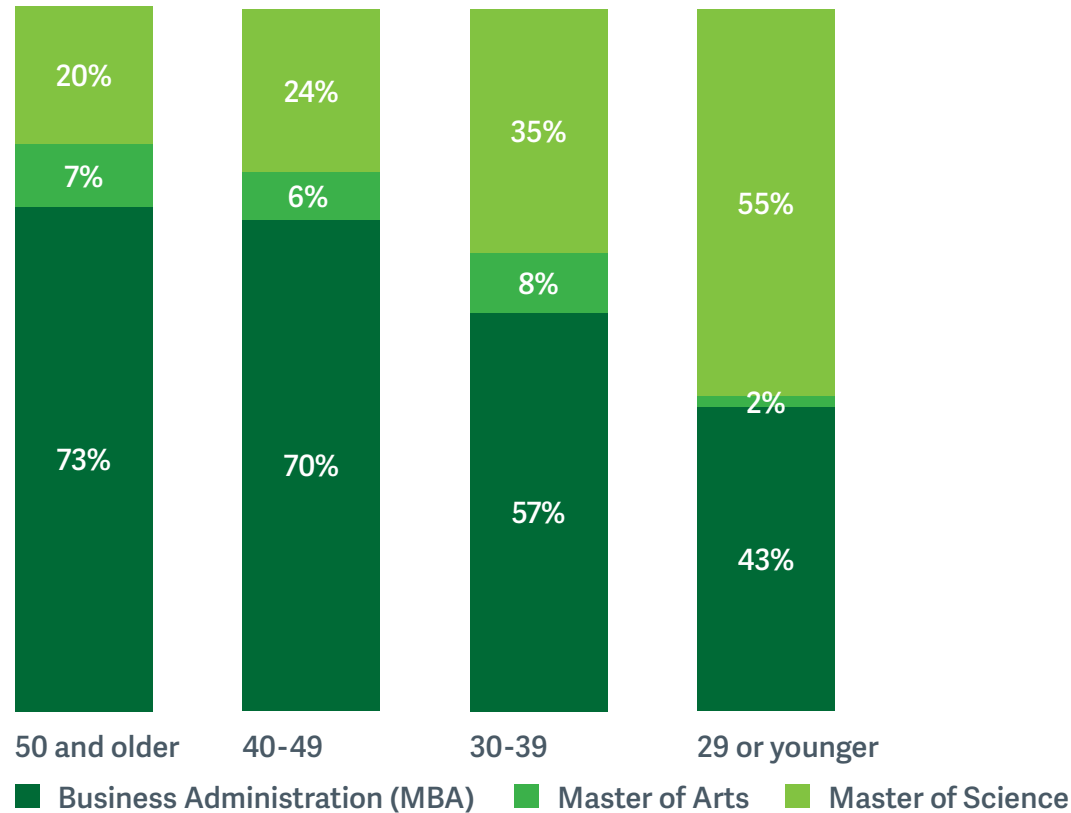
## Fields of study pursued



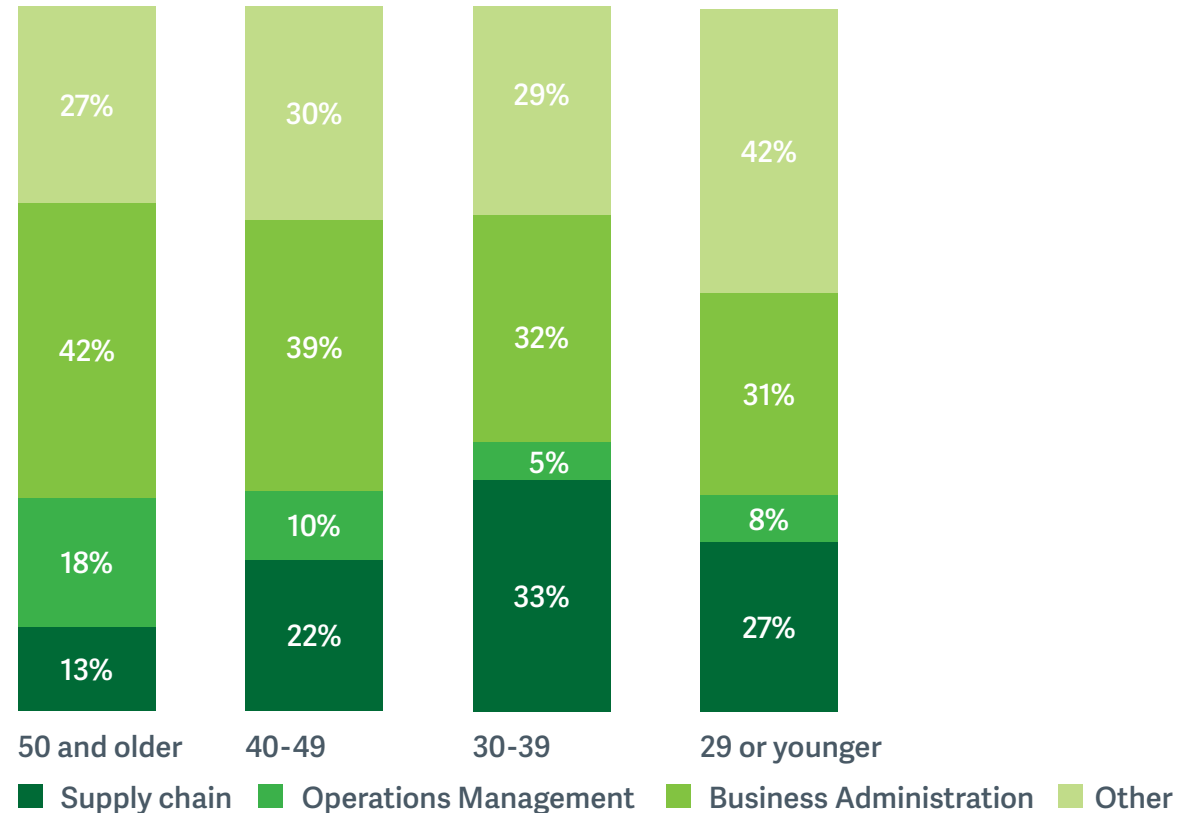
# AREAS OF STUDY / GRADUATE

A Master of Business Administration (MBA) continues to be the most popular graduate degree for experienced supply chain professionals over age 30. However, a new trend is emerging: For younger professionals age 20-29, Master of Science (MS) degrees are gaining significant momentum, with a noteworthy 10% increase in enrollment compared to last year. The MS in Supply Chain Management is the prevalent choice for this demographic, suggesting a growing interest in specialized knowledge and deeper dives into the technical aspects of supply chain.

## Type of master's degree by age



## Area of graduate study by age

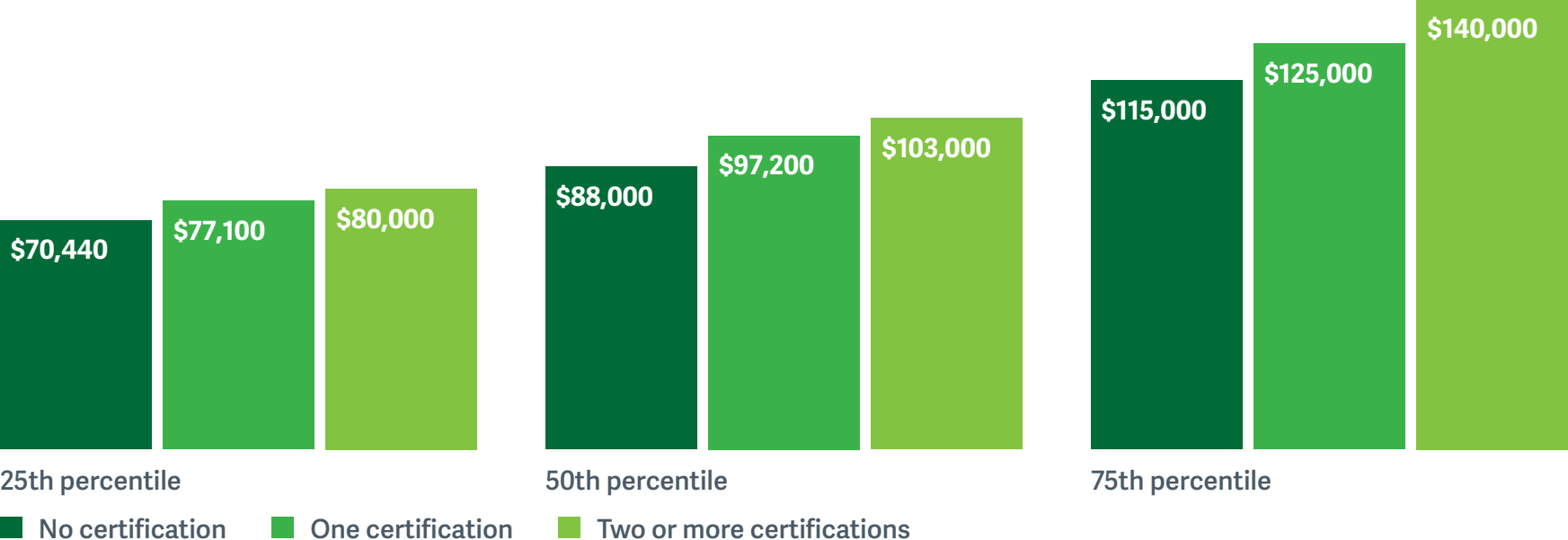




# PROFESSIONAL DEVELOPMENT PAYS

Supply chain professionals with certifications are demonstrably more valuable in the marketplace. A median salary increase of 10% for those holding one credential and 17% for two or more speaks volumes. These figures highlight a clear link between ongoing professional development and enhanced earning potential.

## Supply chain education and salary increases



# THE IMPACT OF ASCM'S APICS CERTIFICATIONS

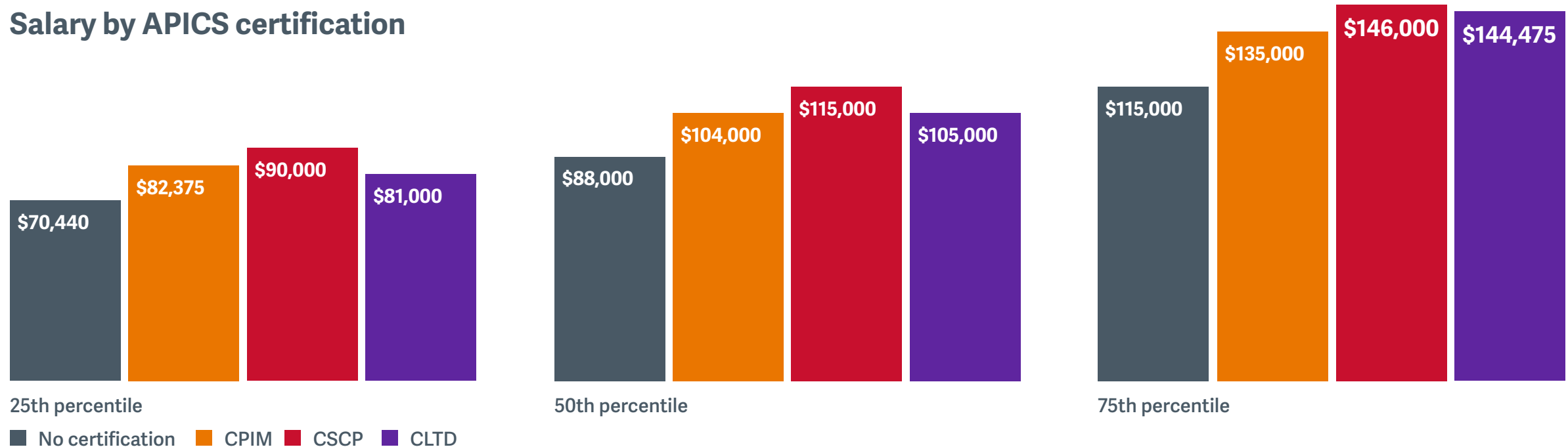
While certifications in general hold significant value in the supply chain industry, ASCM's APICS certifications stand out as a powerful differentiator. These programs are designed to equip professionals with the specialized knowledge and skills highly sought after by employers, and the financial rewards for achieving APICS certification are undeniable: The median salary for a supply chain professional holding just one APICS certification soars to \$104,000 — an impressive 18% increase compared to those without any certifications.

CPIM  
**18%**  
higher salary

CLTD  
**19%**  
higher salary

CSCP  
**31%**  
higher salary

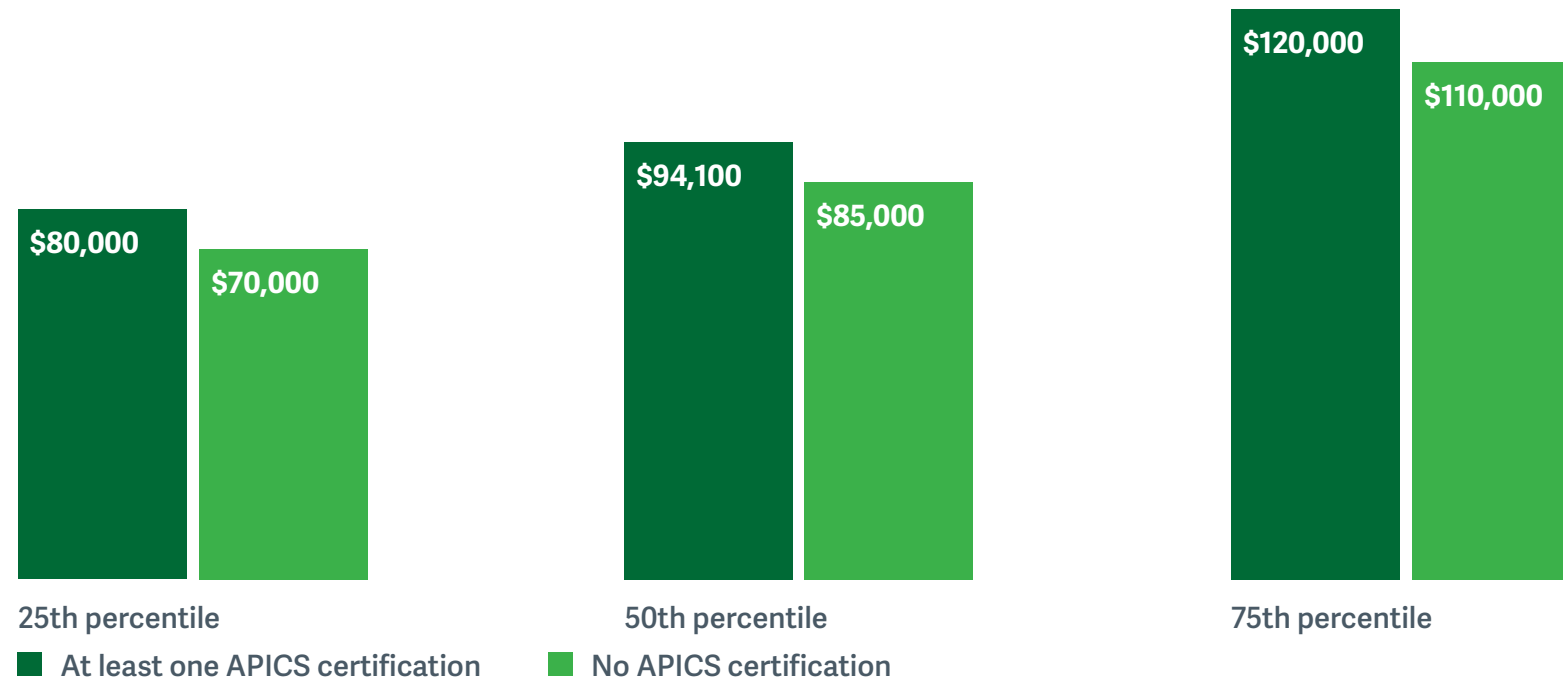
## Salary by APICS certification



# SALARIES BY DEGREE AND APICS CERTIFICATION

The data continues to strongly support supplementing a supply chain degree with ASCM's APICS certification. Professionals holding a supply chain degree and an APICS certification see a median salary increase of 11%, compared to those with just a supply chain degree alone. This data underscores the power of combining academic knowledge with industry-recognized certifications. By taking this strategic approach, supply chain professionals can maximize their earning potential and position themselves for long-term success in this dynamic field.

## Supply chain undergraduate degree holders



# GIVE YOUR CAREER A BOOST

Early to mid-career professionals with an ASCM certificate can expect a significant salary bump compared to their non-credentialed peers. This advantage ranges anywhere from 6% to 20%, highlighting the immediate financial rewards associated with earning an ASCM credential.

## Salary by ASCM certificate



ASCM certificate data is based upon those who hold a certificate but not an APICS Certification.

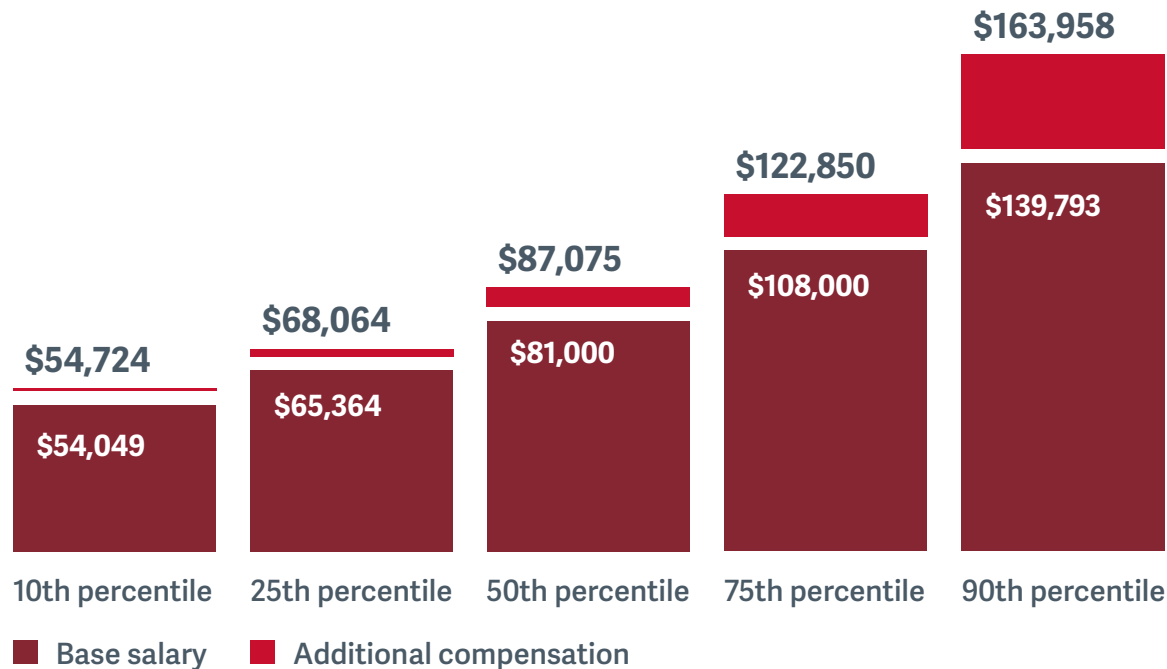


**Canada**

# SUPPLY CHAIN SALARIES

Supply chain professionals in Canada are enjoying robust compensation packages. The median base salary sits at a healthy \$81,000 CAD; when combined with cash bonuses, total compensation climbs to an impressive \$87,075 CAD. The data showcases the wide range of earning potential within the Canadian supply chain industry, with salaries spanning from \$57,600 CAD to a high of \$162,400 CAD. It's also worth noting that more than half (54%) of respondents reported receiving a cash bonus, adding an extra layer of financial reward to their overall compensation.

## 2024 supply chain salaries



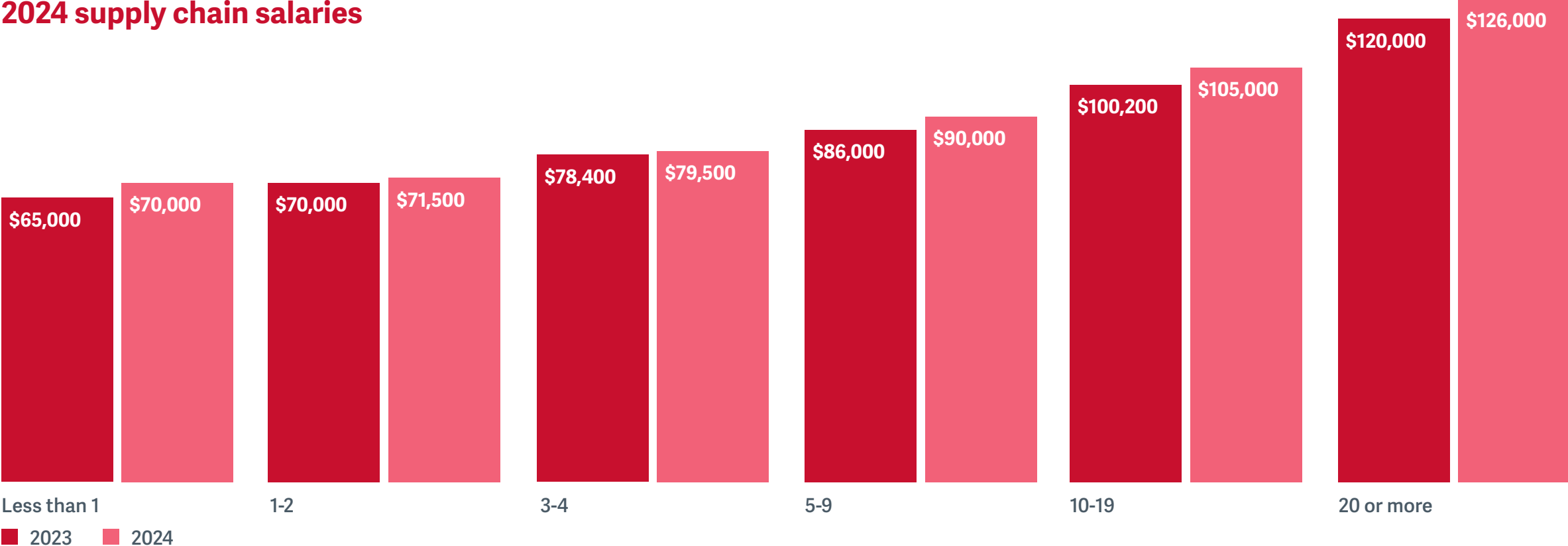
## Forms of additional compensation received



# SALARIES BY YEARS OF EXPERIENCE

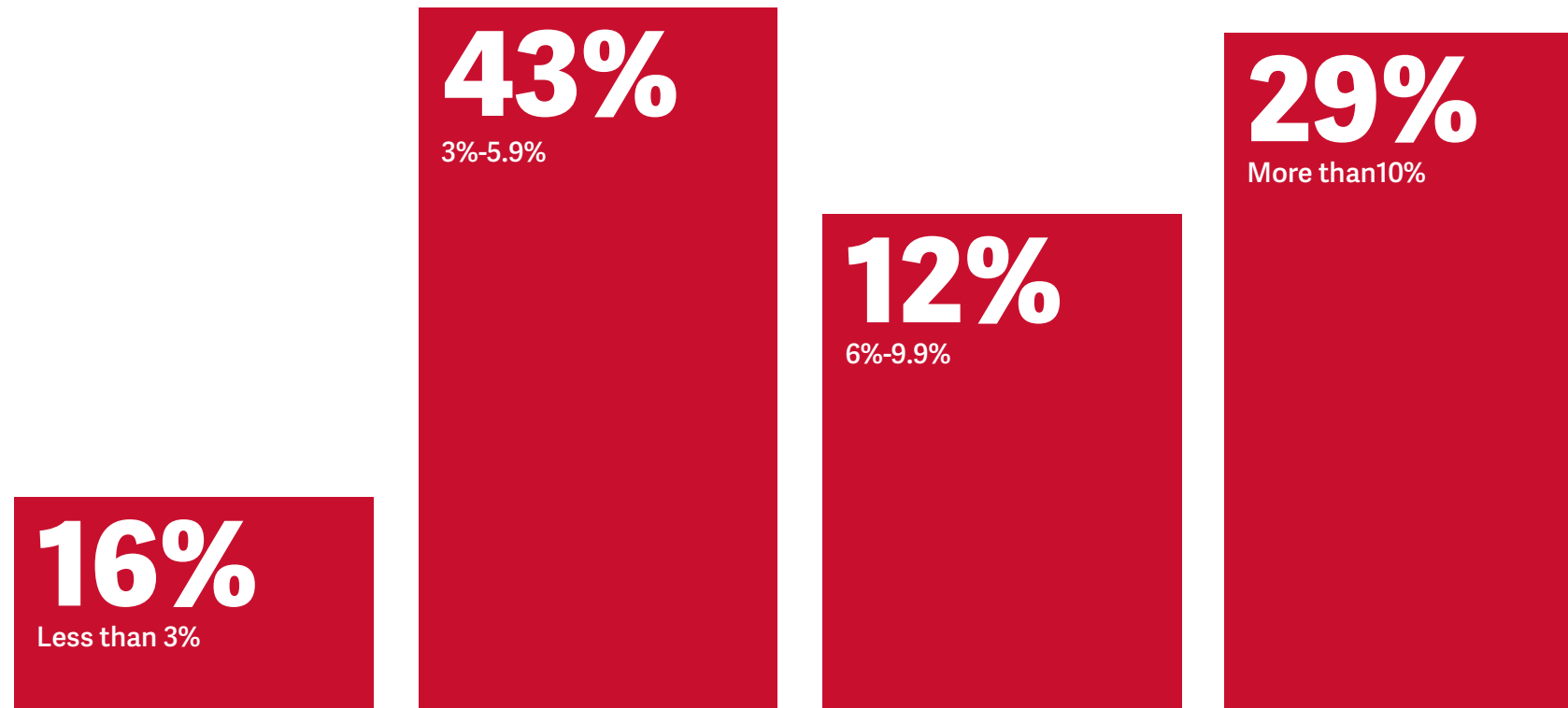
While the report highlights continued growth in supply chain salaries across most experience levels, a concerning trend emerged for professionals with 20 or more years of experience: This group saw a notable decrease in median salary compared to last year, and education level appears to be a contributing factor. Those with less than 20 years of experience boast a significantly higher proportion of individuals holding undergraduate and graduate degrees. In contrast, nearly one-third of respondents with 20-plus years of experience did not complete a four-year college degree. This suggests a potential skills gap within this demographic.

## 2024 supply chain salaries



# SIZE OF SALARY INCREASE

The positive compensation picture in Canada is further bolstered by strong salary increase trends. An impressive 80% of respondents reported receiving a raise this year. Nearly half (48%) saw their salaries increase by a healthy 3% to 5.9%. Further, a significant portion of respondents (24%) enjoyed a substantial raise of 10% or more. These figures highlight the potential for significant financial advancement within the Canadian supply chain industry, particularly for top performers. Digging deeper, we see that roughly one-third (33%) of those receiving raises were rewarded after a positive performance review, solidifying the link between strong contributions and increased compensation.



Percent increase

## Primary reason for receiving a raise





# THE BATTLE FOR TALENT

The Canadian supply chain job market shows signs of stability with a decrease in job hopping compared to last year. Only 21% of respondents reported securing a new position. This trend suggests a focus on retaining skilled professionals within Canadian organizations. Interestingly, only 7% of those who switched jobs did so due to layoffs, indicating a healthy employment environment. Perhaps the most significant finding relates to the stark difference in salary increases between those who found new jobs and those who remained with their current employers in Canada. Further analysis of this data is crucial to understand how companies are approaching compensation strategies. Understanding this wage gap can empower Canadian supply chain professionals to make informed career decisions and negotiate effectively for their worth.

Regardless of career stage, 70% of respondents found new employment within three months of initiating their job search. This rapid hiring trend extends to recent college graduates entering the workforce, with an impressive 74% of fresh graduates securing jobs within a three-month timeframe. These figures paint a clear picture: A career in Canadian supply chain management offers not only strong earning potential but also a dynamic job market with ample opportunities for skilled professionals.

## Comparing salary increases between those in the same job and those who switched



Professionals who **started a new job** saw an average salary increase of 20%.



Professionals who **kept the same job** saw an average salary increase of 5.2%.

## Primary reason for finding a new job



Wanted a higher salary



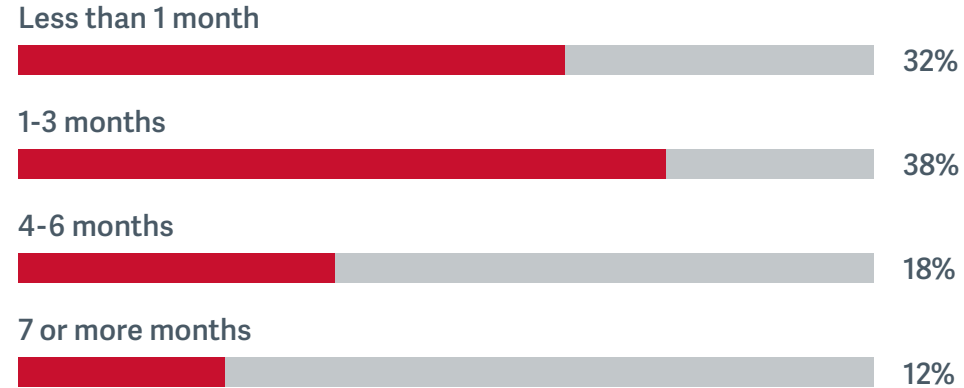
Sought more responsibilities and/or a promotion



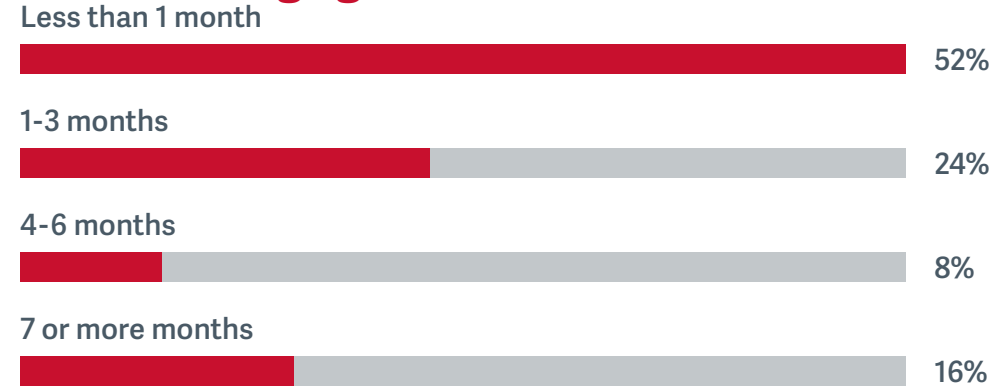
Employer dissatisfaction

# THE BATTLE FOR TALENT

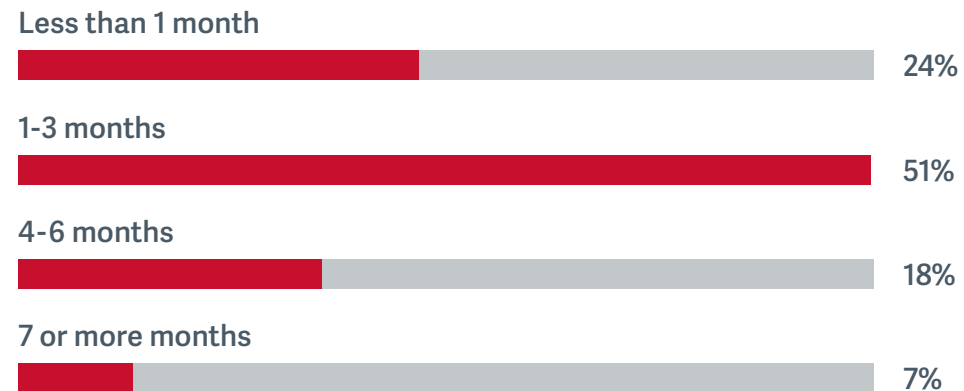
## Job search duration



## Recent college graduates



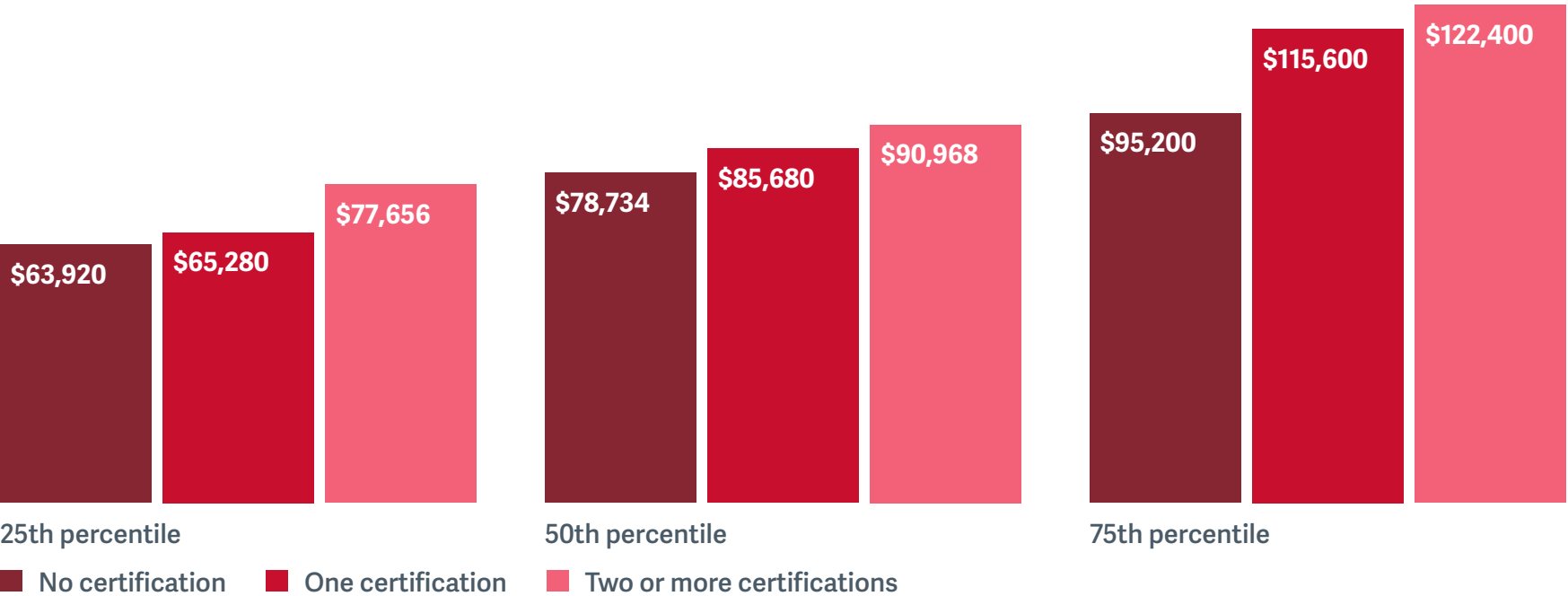
## Respondents who secured new employment



# PROFESSIONAL DEVELOPMENT PAYS

Mirroring trends in the United States, Canadian supply chain professionals are rewarded for continuous learning. Certifications translate to higher salaries, with individuals holding at least one credential earning 9% more than their non-credentialed peers. The advantage grows even larger for those with two or more certifications, who see their salaries increase by a significant 16%.

## Supply chain education and salary increases



# THE IMPACT OF ASCM'S APICS CERTIFICATIONS

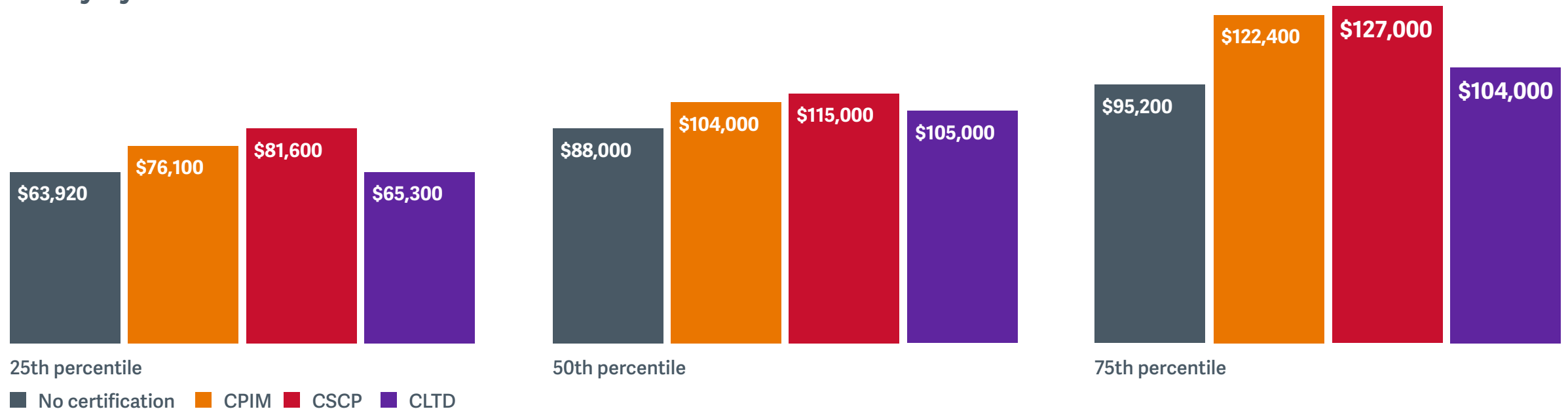
APICS certifications hold significant weight in the Canadian supply chain industry. Professionals with even one APICS certification see a substantial boost in compensation. The median salary for individuals with an APICS certification soars to \$87,750 CAD, a noteworthy 20% increase compared to those without any certifications.

CPIM  
**15%**  
higher salary

CLTD  
**10%**  
higher salary

CSCP  
**21%**  
higher salary

## Salary by APICS certification



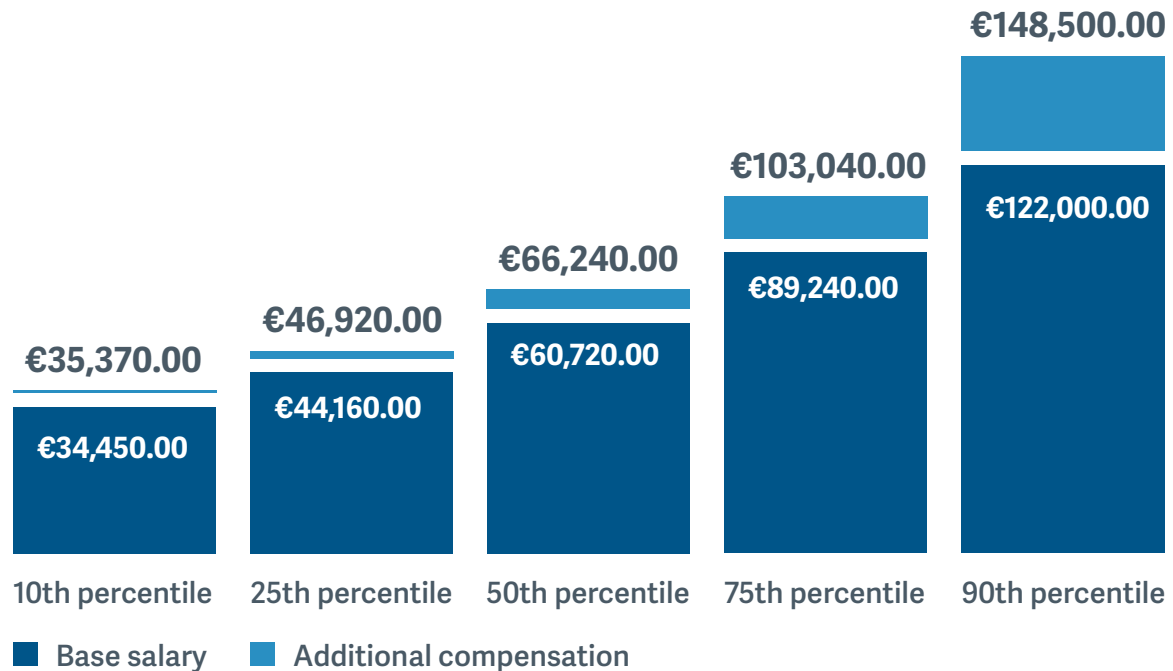


**Europe**

# SUPPLY CHAIN SALARIES

Supply chain professionals in Europe are also enjoying healthy compensation packages. The median base salary sits at a comfortable €60,720; when combined with a median cash bonus of €5,520, the total compensation picture strengthens. This data showcases the range of earning potential within the European supply chain industry, with salaries spanning from €34,450 to a high of €148,500. This wide range reflects factors including experience level, location and industry specialization. Despite the variations, the overall figures paint a clear picture: A career in supply chain management offers promising financial rewards for qualified professionals across Europe.

## 2024 supply chain salaries



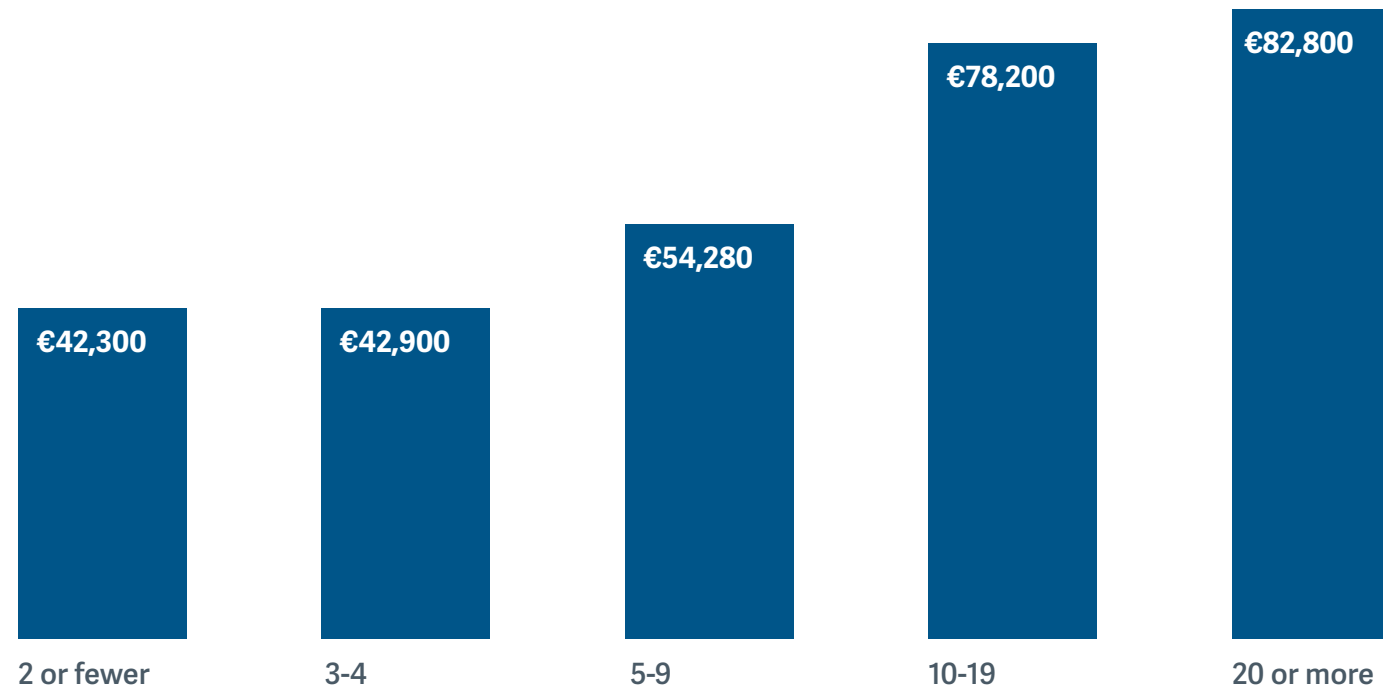
## Forms of additional compensation received



# SALARIES BY YEARS OF EXPERIENCE

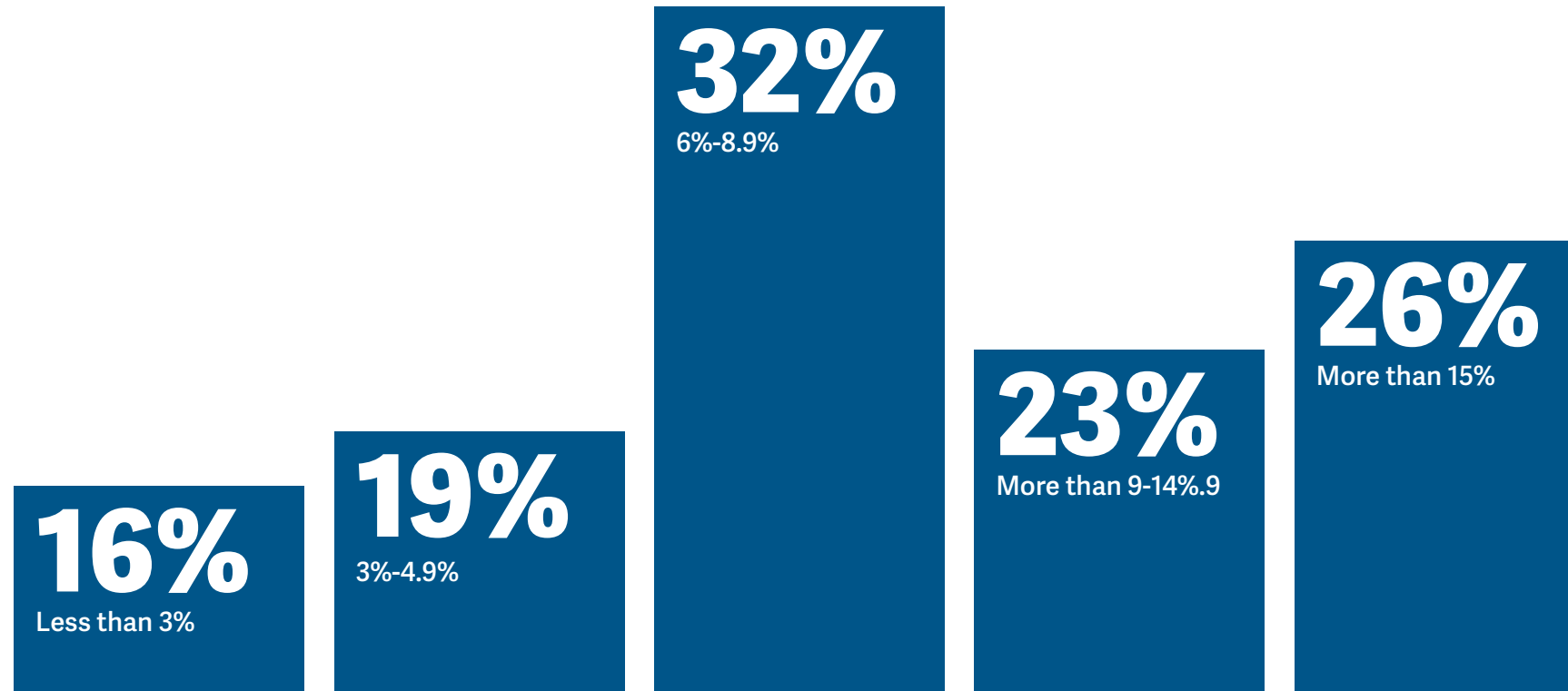
The European supply chain industry offers a clear path to salary advancement. Early career professionals can expect to start around €42,000 within their first four years on the job. This figure provides a solid foundation for building a rewarding career. The good news continues beyond the initial years, with significant salary boosts typically occurring at the five- and 10-year marks, and likely continuing throughout an individual's career trajectory.

## 2024 supply chain salaries



# SIZE OF SALARY INCREASE

European supply chain professionals enjoyed significant salary increases in 2024. An impressive 83% reported receiving a raise, with an average bump of 9.7%. The good news doesn't stop there: A substantial majority (81%) saw raises of 5% or higher. Strong performance reviews were the key driver, suggesting European firms generously reward top performers and may prioritize cost-of-living adjustments. This trend positions Europe as a lucrative region for supply chain careers.



Percent increase

## Primary reason for receiving a raise





# STEADY EMPLOYMENT

Unlike their U.S. and Canadian counterparts, European supply chain professionals exhibited greater stability, with only 21% switching jobs. Those who did move were primarily motivated by career advancement, seeking more responsibilities or promotions. Interestingly, while compensation wasn't their main driver, those who secured new roles saw significant salary increases. This suggests a focus on internal development development, with opportunities for career progression without necessarily needing to change employers.

## Comparing salary increases between those in the same job and those who switched



Professionals who **started a new job** saw an average salary increase of 19%.



Professionals who **kept the same job** saw an average salary increase of 7.6%.

## Primary reason for finding a new job



Wanted a higher salary



Sought more responsibilities and/or a promotion



Employer dissatisfaction

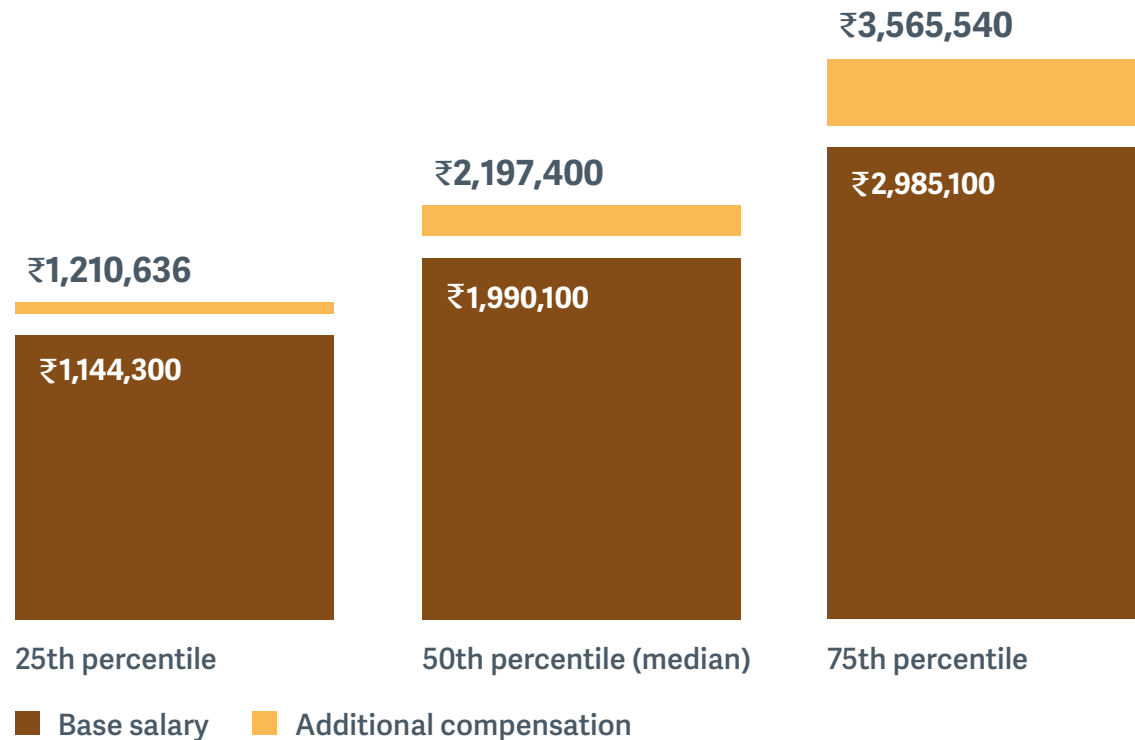


**India**

# SUPPLY CHAIN SALARIES

The supply chain industry in India is emerging as a strong job market with promising compensation packages. The median total compensation for supply chain professionals sits at 2,197,400, displaying the potential for a comfortable living. This figure can climb even higher, with total compensation reaching as much as 3,565,540. While these figures might be lower than some other regions covered in this report, it's important to consider India's developing economy. The growth trajectory within the Indian supply chain sector suggests that compensation is likely to increase alongside the industry's overall development.

## 2024 supply chain salaries



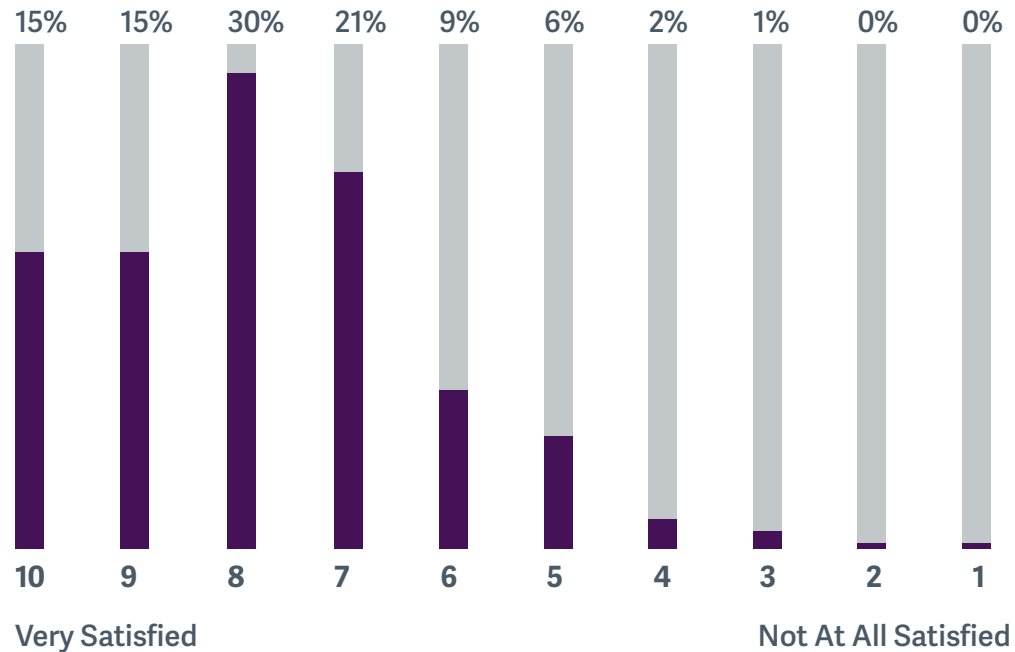
**Global Data**



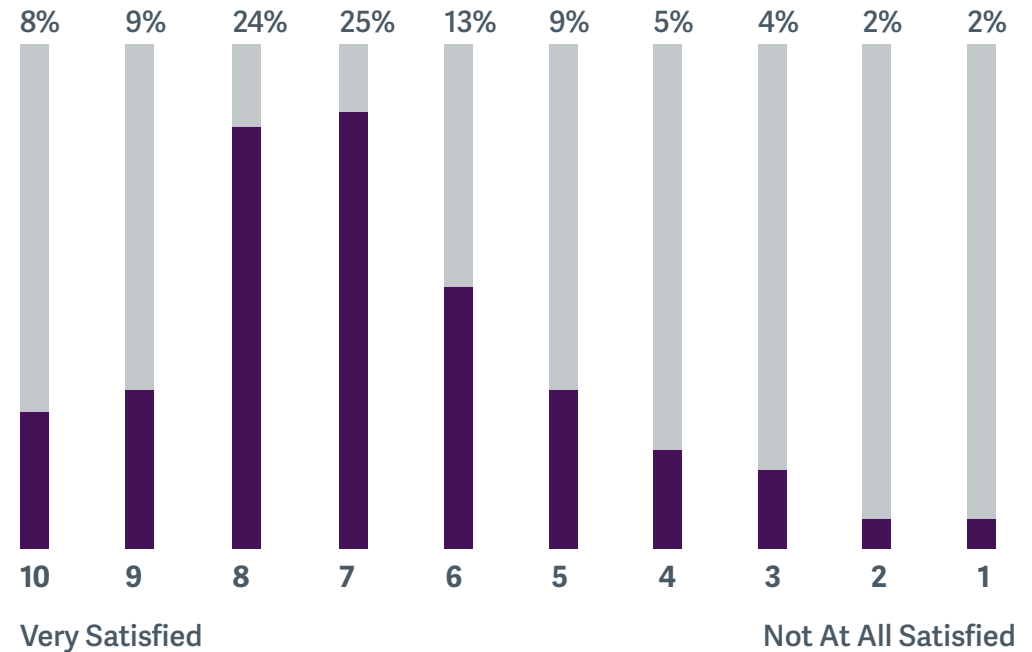
# CAREER SATISFACTION

Supply chain professionals across the globe once again report high levels of job satisfaction. A resounding 60% of respondents rated their careers an 8 or higher on a 10-point scale, proving happiness with their current employers. This enthusiasm is further underscored by the fact that 81% plan to remain in the supply chain field for at least the next five years. These figures point to a strong sense of fulfillment and commitment among supply chain professionals worldwide.

## Satisfaction with supply chain field



## Current job satisfaction



# COMPANY CULTURE

Supply chain professionals worldwide report satisfaction with their company culture, work arrangements and ability to recharge. While a sense of flexibility is prevalent globally, Europeans appear to enjoy a distinct advantage: Compared to their counterparts in Canada and the United States, Europeans experience greater work-life balance, with less pressure to check emails or messages outside of working hours. This regional variation suggests a potential focus on promoting healthier boundaries between work and personal life in European companies.

|   | Global | Canada | Europe | U.S. |
|---|--------|--------|--------|------|
| I like the culture of my organization.                              | 66%    | 64%    | 65%    | 67%  |
| My work arrangements are flexible.                                  | 81%    | 80%    | 85%    | 82%  |
| I am encouraged to take vacation and recharge.                      | 64%    | 65%    | 64%    | 65%  |
| My job allows a good work-life balance.                             | 67%    | 68%    | 65%    | 69%  |
| I am not expected to check email or chats outside of working hours. | 49%    | 56%    | 60%    | 49%  |

# TAKING PRIDE IN SUPPLY CHAIN

A strong sense of personal worth shines through, with 85% of supply chain professionals taking pride in their work. However, appreciation seems less universal, as only 58% feel valued. The public’s understanding of the industry appears to be the missing piece. Mixed results regarding public perception of supply chain professionals and their critical role suggest a need for increased awareness campaigns to bridge this gap. Highlighting the essential contributions of this workforce could enhance their sense of appreciation and attract new talent to address ongoing industry needs.

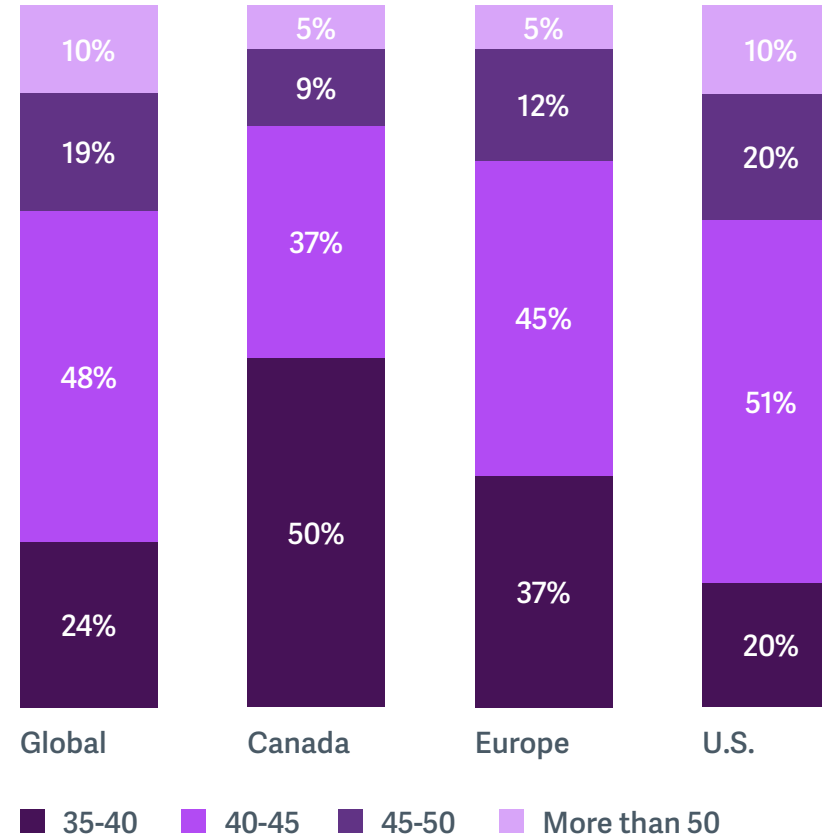


# WORK-LIFE BALANCE

The global workweek for supply chain professionals leans toward balance, with roughly 72% averaging 35-45 hours. Regional variations emerge, with 30% of Americans reporting 45-plus hours compared to 14% of Canadians and 17% of Europeans. Paid time off (PTO) reflects similar trends: Half of professionals globally enjoy at least four weeks of PTO, with Europeans leading the pack at 80%. Americans have slightly more vacation time than Canadians (46% versus 42% having at least four weeks). These figures suggest a positive emphasis on work-life balance within the supply chain field, with generous PTO policies in many regions.

| PTO             | Global | Canada | Europe | U.S. |
|-----------------|--------|--------|--------|------|
| 5 weeks or more | 23%    | 12%    | 55%    | 22%  |
| 4 weeks         | 27%    | 30%    | 25%    | 26%  |
| 3 weeks         | 30%    | 36%    | 7%     | 33%  |
| 2 weeks         | 15%    | 19%    | 2%     | 16%  |
| 1 week or less  | 5%     | 3%     | 10%    | 3%   |

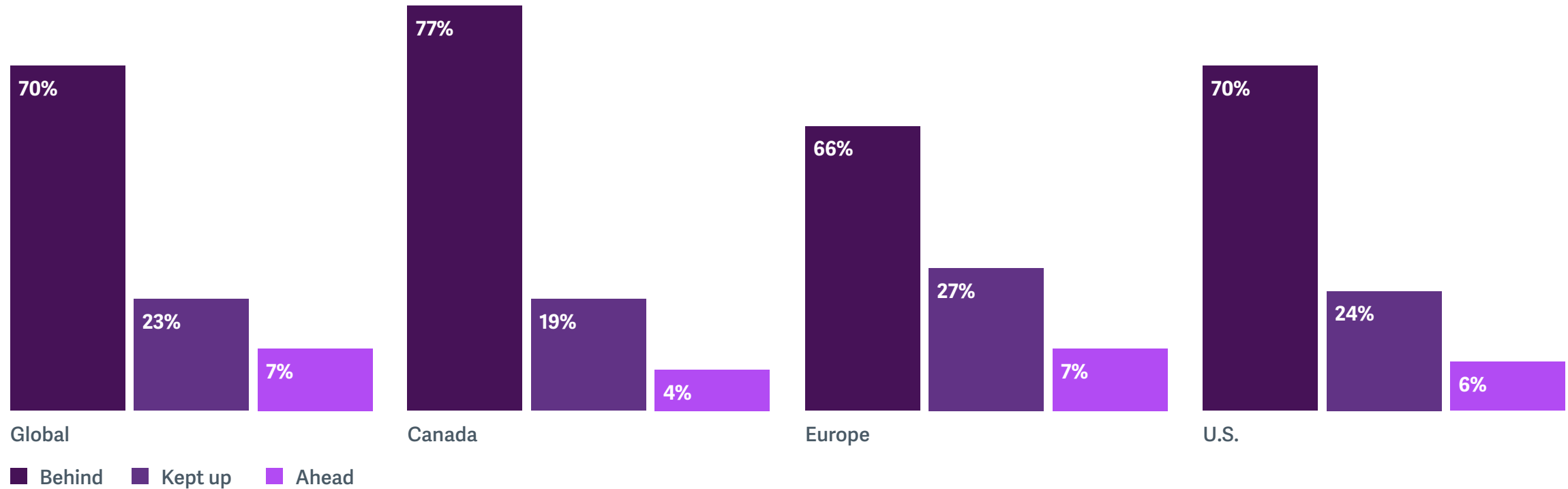
## Hours worked in a typical week



# SALARY-INFLATION MISMATCH

The global workforce is grappling with inflation, and supply chain professionals are no exception. A significant 70% of respondents worldwide reported that their salary increases haven't kept pace with rising inflation. This sentiment was particularly strong in Canada, where 77% felt the pinch. Europe fared slightly better, with 66% indicating their pay wasn't keeping up with inflation. These figures highlight a potential area of concern for the industry and suggest a need for employers to re-evaluate compensation strategies in the face of economic realities.

## Salaries compared to inflation

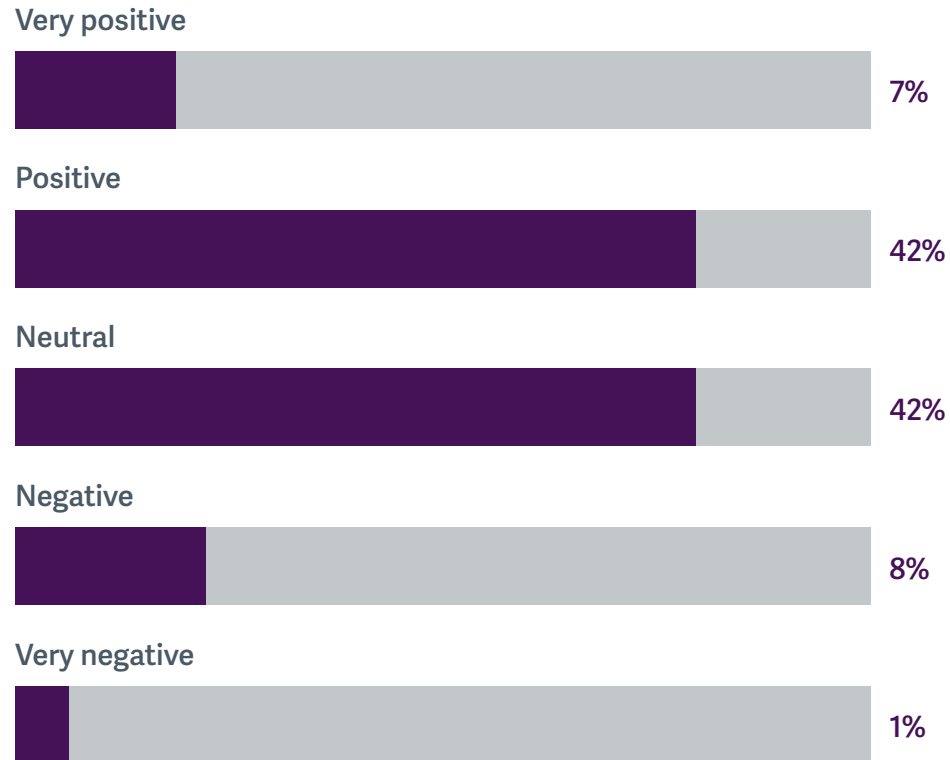




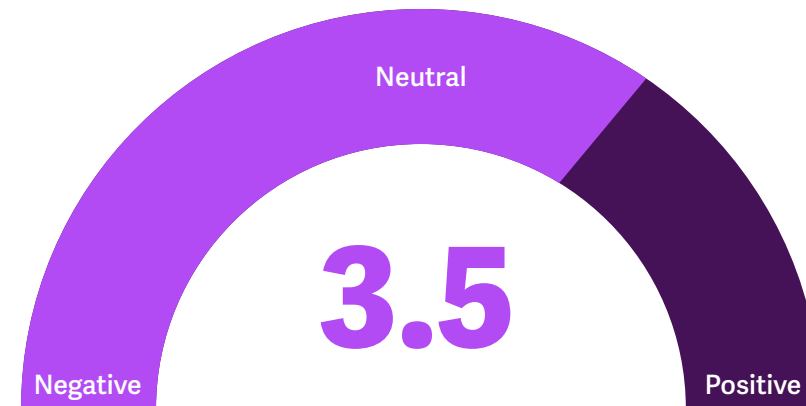
# JOB MARKET OPTIMISM

The report paints a bright picture for the supply chain job market. Nearly half of professionals surveyed expressed a favorable outlook, with a significant added portion remaining neutral. This translates to very low levels of negativity regarding job prospects. Plus, the positive sentiment suggests a strong demand for skilled supply chain talent and ample opportunities for qualified individuals to thrive in this dynamic field.

## Supply chain job market sentiment



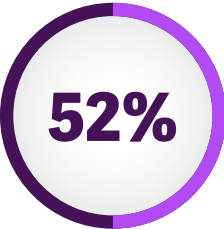
## Supply chain job market sentiment



# KEY SKILLS FOR SUPPLY CHAIN PROFESSIONALS

To navigate the ever-evolving supply chain field, a blend of technical and emotional intelligence skills is crucial. Cloud computing remains the most commonly used technology, followed by AI chatbots, machine learning and robotics. Critical thinking, collaboration and problem-solving reign supreme as key emotional intelligence strengths for success in today's supply chain landscape.

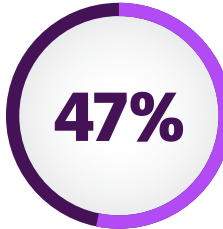
## Top technologies used



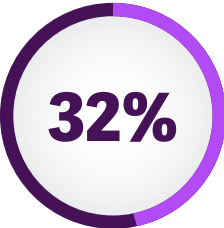
Machine learning



Cloud computing services



Robotics

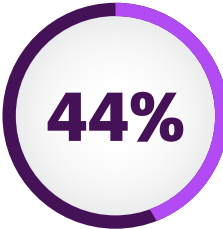


Additive manufacturing (3D printing)



AI chatbots

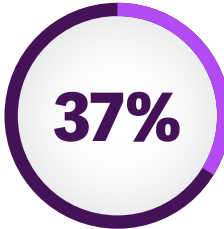
## Top emotional intelligence skills



Critical thinking



Collaboration



Troubleshooting and problem-solving



Judgement and decision-making



Relationship building

# SUPPLY CHAIN CAREER PATHS

While everyone's journey is unique, this table illustrates common career paths followed by supply chain professionals around the world. This information can be a valuable tool for planning your educational and professional development goals.

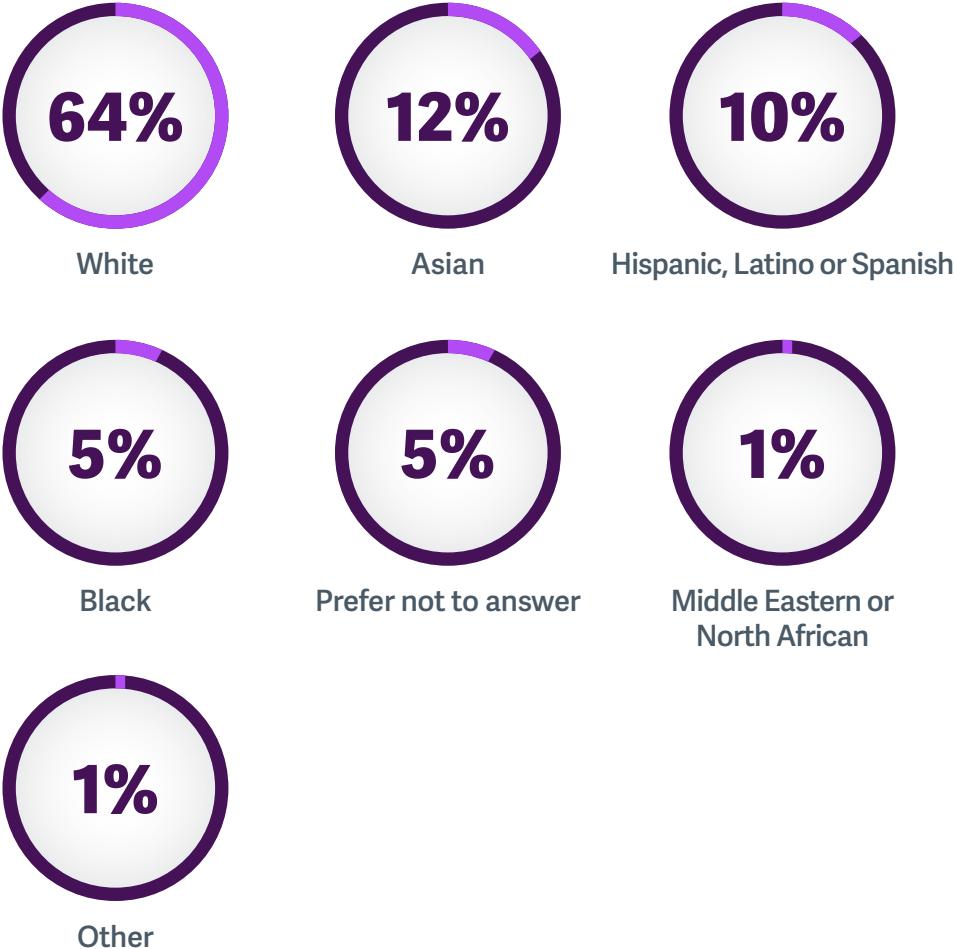
| Previous title   | Current title                | Title when promoted   |
|--|------------------------------|---|
| Supply chain manager/Materials manager                   | <b>Supply chain director</b> | CEO/COO/Vice president of supply chain                      |
| Inventory analyst/Materials manager/Supply chain analyst | <b>Supply chain manager</b>  | Supply chain director/Director of operations/Vice president |
| Master scheduler/Senior buyer                            | <b>Materials manager</b>     | Senior materials manager/ Supply chain manager              |
| Procurement specialist/Buyer                             | <b>Procurement manager</b>   | Supply chain manager/Director of procurement                |
| Logistics coordinator/Supply chain manager               | <b>Logistics manager</b>     | Supply chain manager/Operations manager                     |
| Inventory analyst/Supply chain analyst                   | <b>Inventory manager</b>     | Supply chain manager/Operations manager                     |
| Senior buyer/Commodity manager/Purchasing associate      | <b>Purchasing manager</b>    | Supply chain manager/Purchasing director                    |
| Buyer/Demand planner/Student or entry-level professional | <b>Supply chain analyst</b>  | Supply chain manager/Inventory manager/Demand planner       |
| Inventory analyst/Supply chain analyst                   | <b>Demand planner</b>        | Senior demand planner                                       |
| Buyer/Master scheduler                                   | <b>Production planner</b>    | Operations manager/Materials manager                        |
| Buyer/Student or entry-level professional                | <b>Buyer-planner</b>         | Materials manager/Purchasing manager                        |
| Purchasing assistant/Student or entry-level professional | <b>Buyer</b>                 | Senior buyer/Buyer-planner/Purchasing manager               |

# RESPONDENT DEMOGRAPHICS

## Roles represented by survey respondents

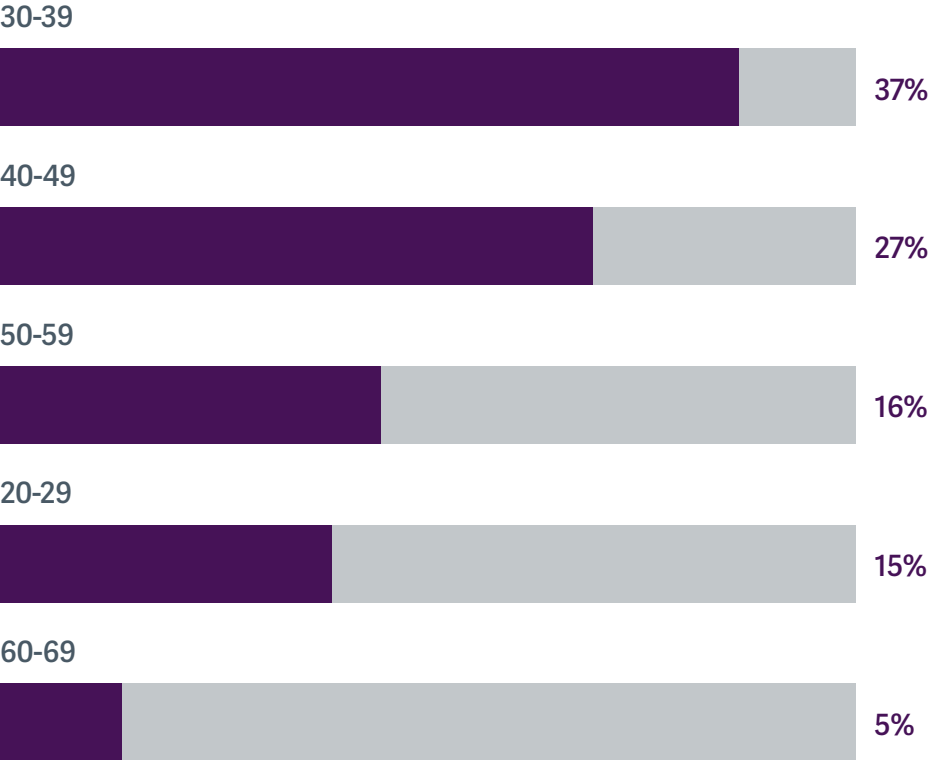


## Race/ethnicity of survey respondents

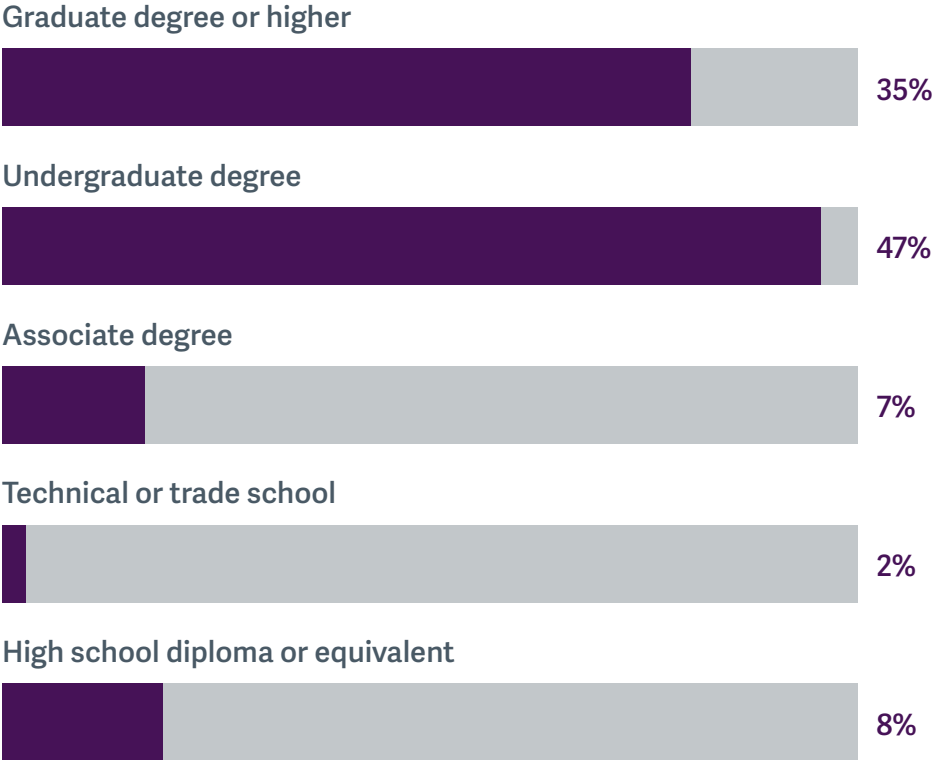


# RESPONDENT DEMOGRAPHICS

## Ages of survey respondents



## Education levels of survey respondents



# RESPONDENT DEMOGRAPHICS

Genders of survey respondents

64%



Male

34%



Female

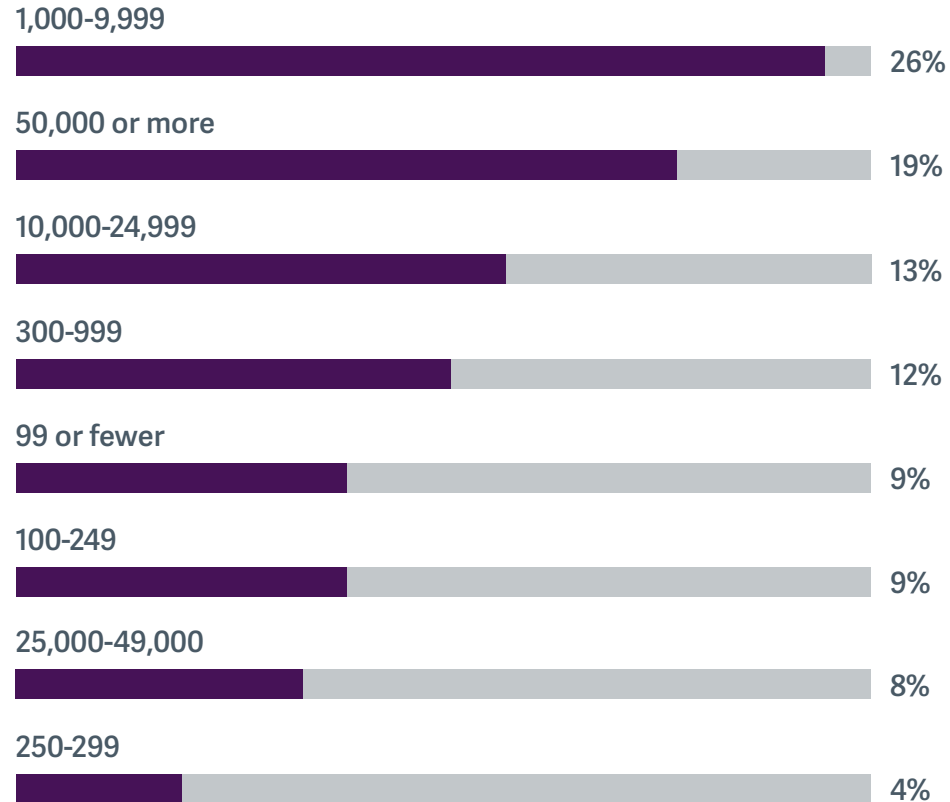
2%



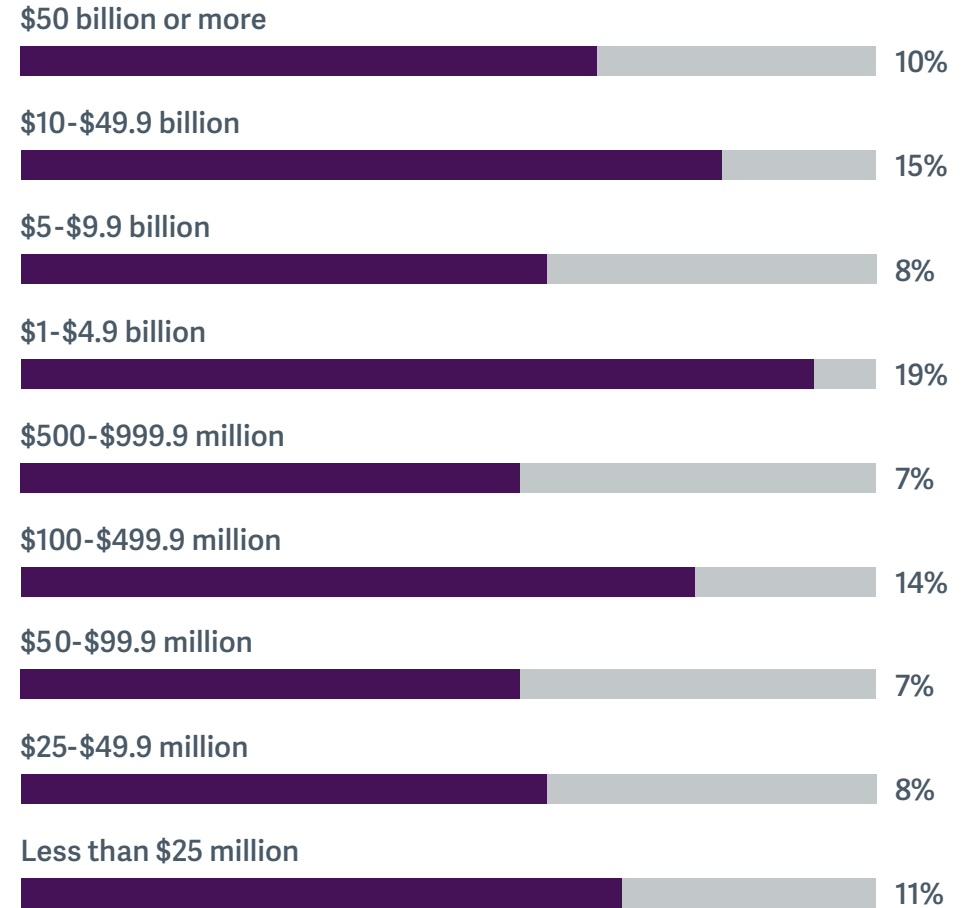
Other

# COMPANY DEMOGRAPHICS

## Company sizes (headcount) of survey respondents

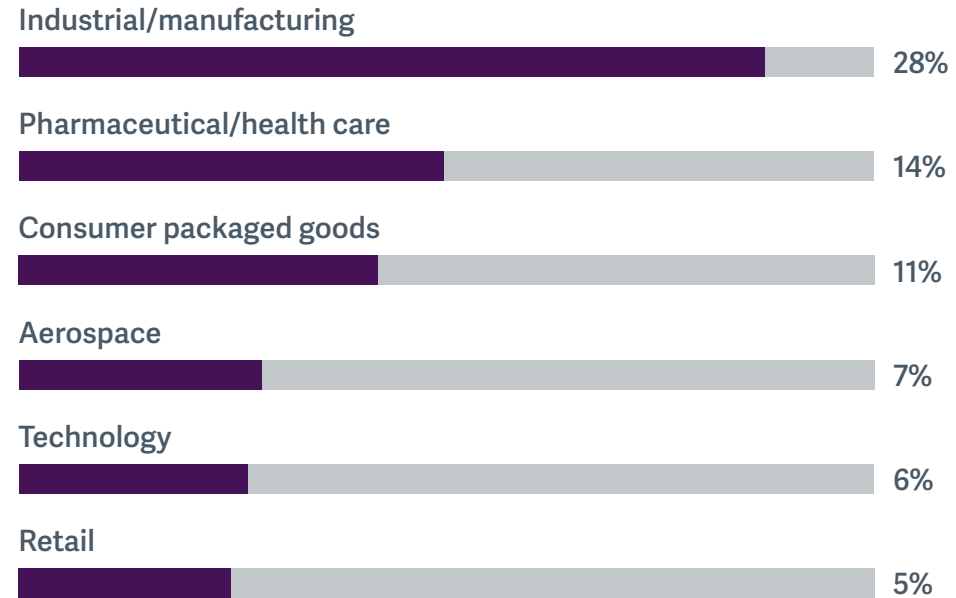


## Company annual revenues of survey respondents



# COMPANY DEMOGRAPHICS

## Industry of respondents





## DATA COLLECTION

Participants were initially invited to respond to the survey on January 23, 2024, and were sent reminders to participate on February 1 and February 13. Supply chain professionals also were invited to participate via social media. Per antitrust guidelines, data collected regarding compensation must be at least three months old. Therefore, all respondents were instructed to answer the survey based on their position in the supply chain field in the period between October 15, 2022, and October 15, 2023. The survey was closed for tabulation on February 19, 2024. Worldwide, there were 5,435 usable responses. The margin of error for percentages based on usable responses is  $\pm 1.6\%$  percentage points at the 95% confidence level. Percentages may not add to 100 for single-answer questions because of rounding or nonresponse.

## ABOUT ASCM

The Association for Supply Chain Management (ASCM) is the global pacesetter of organizational transformation, talent development and supply chain innovation. As the largest association for supply chain, ASCM members and worldwide alliances fuel innovation and inspire accountability for resilient, dynamic and sustainable operations. ASCM is built on a foundation of world-class APICS education, certification and career resources, which encompass award-winning workforce development, relevant content, groundbreaking industry standards and a diverse community of professionals who are driven to create a better world through supply chain.

For more information, visit [ascm.org](https://www.ascm.org)