



4 most in-demand supply chain jobs in Singapore.

find out which supply chain talent is in demand

fulfilment & customer service.

we're always looking for top supply chain & procurement talent.

[tell us how your perfect job looks like](#) and we'll keep you posted when there's a match.

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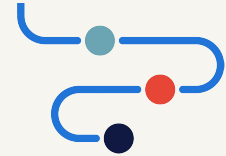
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order fulfilment customer service.

The backbone for any supply chain business is the order fulfilment customer service role - which is typically viewed as a critical role due to government interventions or new legislative policies. In addition, the increase in foreign investments has driven the boom in centre of excellence hubs being set up in Singapore, resulting in customer service professionals being highly sought-after, especially in the Medical Devices / Pharmaceutical and Life Sciences spaces by most Tier 1 and Tier 2 multinational corporations.

Besides possessing experience in shipping documentation, these customer service professionals are expected to demonstrate technical understanding of their respective industries, hands-on exposure to respective products, end-to-end distribution and experience in supply chain logistics from production to demand phases.

Candidates looking to move into these functions can expect a salary increase of between 10-15%.



key skills needed:

- strong demand for professionals with at least 5 years' experience
- robust knowledge in SAP / Ariba / Oracle and MS Excel
- exposure to relevant ISO compliance

what you can earn:

S\$50k - 60k per annum for non managerial roles
S\$80k - 90k per annum for managers

inventory management.

remember. if you want to be found, you need to be visible.

[update your LinkedIn profile](#) and include the keywords that best describe your skills and experience.



2 demand / supply / inventory planning.

Singapore's strategic location in the heart of Asia enables businesses to access the region's rapidly expanding markets. As one of the world's top transportation hub, we have seen many warehouses and manufacturing plants being set up here. A number of global corporations have also set up their satellite offices for the SEA region in Singapore.

Demand / supply / inventory planning talent are sought-after largely by Tier 2 and Tier 3 multinationals, particularly in the Medical Device / Pharmaceutical and Life Sciences sectors. These companies are actively hiring candidates who possess relevant industry experience, critical analysis skills with zero margin for error and a proven track record of accurate forecasting to targets average. Besides possessing strong Excel and ERP skills, they must be able to understand the market trends very well.

For companies with distribution arm(s), these candidates will be critical in ensuring the FIFO, LIFO, CAPEX, OPEX and cash flow of the business.



key skills needed:

- critical analysis skills with zero margin for error
- proven track record of accurate forecasting to targets average
- strong MS Excel and ERP skills

what you can earn:

S\$50k - S\$70k per annum for senior executives
S\$90k - S\$110k per annum for managers from similar industries

supply chain & logistics.

the best opportunities are generally not found on job boards,
but on specialist recruitment websites like Randstad's.

check out our [latest supply chain & procurement jobs](#).

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3

supply chain / logistics / fleet leaders.

Supply chain / logistics / fleet leaders are very much in demand in the Medical Device / Pharmaceutical and Life Sciences industries. This is due to the prevalence of mergers and acquisitions as well as the increasing importance of regulatory transport regardless of cold or conventional chains. Much of the demand for such talent typically come from Tier 1 and Tier 2 multinationals.

These leaders are expected to add value to the integration of business units by being the bridge between the company's stakeholders and external suppliers. They are required to be strategic minded, with hands-on knowledge of the industry. In addition, they should be geared to govern and also address initiatives that are highly sought-after by employers.

Candidates with experience in rolling out projects with PMP exposure, regional GMP / GDP exposure with global stakeholders, strong network of suppliers, hands-on exposure to matrix environments and high level of brand ownership will find this role a fit.



key skills needed:

- good understanding of distribution practices
- knowledgeable in effective route analytics
- delivery scheduling and planning

what you can earn:

S\$50k - S\$70k per annum for specialists
S\$95k - S\$110k per annum for leaders

procurement & sourcing.

the most outstanding candidates we've seen tend to
have a strong personal brand, both offline and online.

[here's how you can develop yours.](#)



4

strategic procurement / sourcing / category & process improvement.

We are seeing a rising demand for strategic procurement / sourcing / category & process improvement specialists within the Medical Device / Pharmaceutical and Life Sciences industries. This is largely due to companies recognising the need for centralising business units for strategic, cost-efficient measures. Typically, Tier 1 multinationals with global presence or have GMP / GDP guidelines are in the race for hiring top talent in this space.

To succeed in this role, candidates must have experience in end-to-end tender exercise, a strong network of suppliers / vendors within the same industry and professional reputations across the industry players. Furthermore, you must be able to negotiate and leverage on fair value source selection techniques.

Professionals with cross functional experience, exposure in change management, lean Six Sigma belts, good know-how of processes / roadmaps for market players strategic sourcing qualifications, hands-on experience in SAP MM modules would be the future of organizations.



key skills needed:

- strong stakeholder management skills
- strong category experience
- ability to negotiate and leverage on fair value source selection techniques

what you can earn:

S\$60k - S\$80k per annum for executives
S\$110k - S\$130k per annum for individuals with management experience

we know supply chain & procurement talent.

procurement
managers

indirect procurement
managers

resourcing advisors

quality & supply chain
directors

supply chain
planners / managers

order fulfilment
specialists

demand planning
specialists

customer service
manager

strategic vendor manager

working hard for something we
don't care about is called stress.

working hard for
something we love
is called **passion.**

Simon Sinek
Author of "Start with Why"



at Randstad, we're passionate
about leveraging technology &
insights to deliver a more
human experience.

the recruitment services we offer are ancillary; our leading talent intelligence and market insights are what will truly add value to our candidate's career aspirations, and make a difference to our clients' talent acquisition strategies.

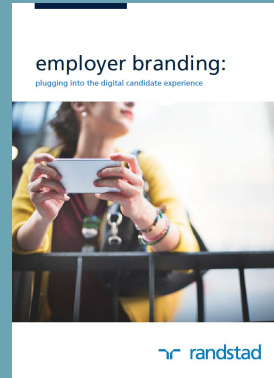


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keep up to date with the latest HR insights, talent management trends and key employment legislation in Singapore



employer branding whitepaper

find out what employees want, why they leave and how to engage, attract and hire the digital candidate



randstad workmonitor (quarterly)

global HR research with local insights on candidate trends in mobility, job satisfaction and motivations

contact us.

We hope you like this supply chain update. Please feel free to forward it to someone else whom you think might benefit from it. As a leading recruitment firm in Singapore, our specialists are well-placed to tap into our extensive network and secure the best supply chain and procurement talent and jobs in the market. Get in touch with us for a confidential discussion on your talent and career needs:



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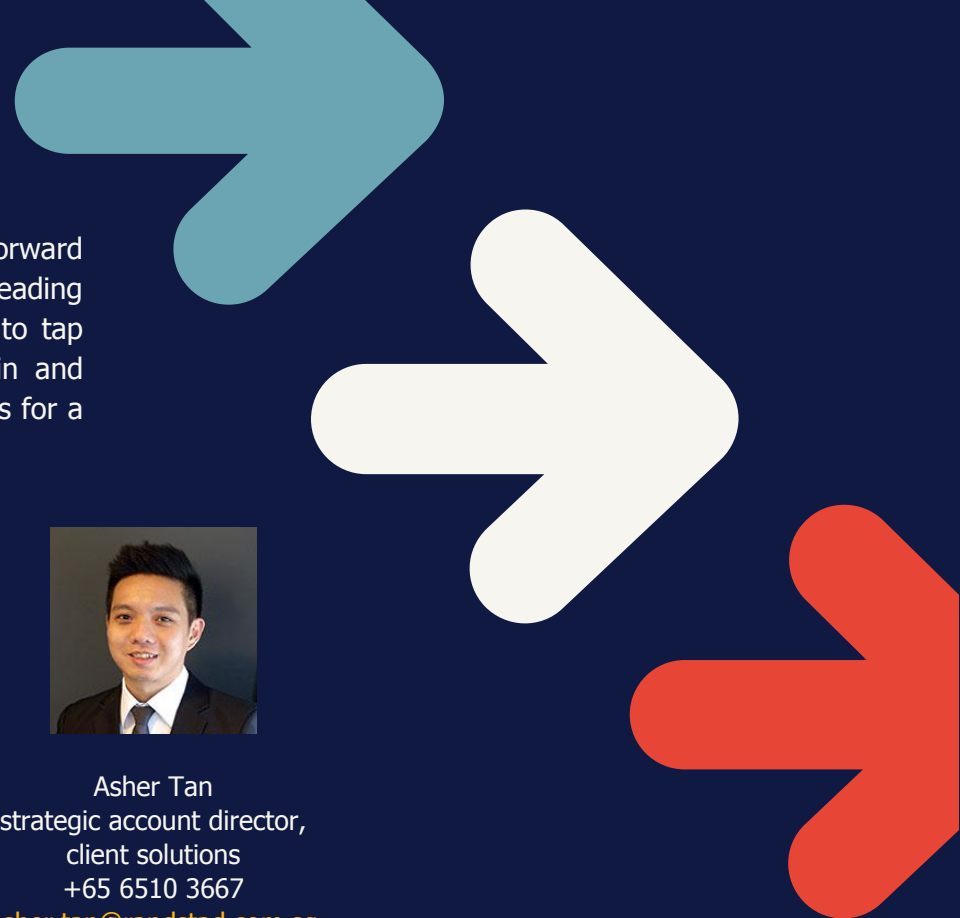
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