



Supply Chain

物流与供应链

HOT JOBS 2019

- Trade/Customs Compliance Manager/Director
- Supply Planning Manager
- (Senior) S&OP Manager
- Supply Chain System/Process Improvement Manager
- Supplier Quality(Development) Manager/Engineer
- Procurement Director
- Indirect Procurement Head
- Indirect Sourcing Commodity Manager

贸易/关务合规经理/总监
供应计划经理
(高级)销售和运营计划经理
供应链系统经理
供应商质量(发展)经理/工程师
采购总监
间接采购负责人
间接采购品类经理

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After a short period of recovery in second half of 2017 and the first half of 2018, China's macro-economy is expected to encounter challenges in 2019. China's supply chain industry will be challenged by:

1. Sharp rises in raw materials prices as well as land and labor costs;
2. Change in sourcing destinations of global supplies by multinationals due to increased taxes caused by Sino-US trade war;
3. Large-scale investment in and application of digital supply chains due to AI and digital transformation;
4. A huge demand for new supply chain optimization model due to the development of the Internet and O2O business model.

Due to big changes in global trade policies in 2018 and uncertainty relating to future trade policies, candidates working in the fields of trade and customs compliance are high in demand. Many large companies and high-tech companies will add such positions.

Due to uncertainties relating to the economic environment and market, companies still need talent to work in demand and supply planning.

Due to the negative influence of the Sino-US trade war in 2018 and rising purchasing costs in China, some purchasing jobs in China will be relocated to other countries, such as the US, Singapore and India.

With the wider application of digital supply chains, some large companies will add or make changes to jobs related to supply chain system implementation and optimization.

中国宏观经济在2017年和2018年上半年短暂的复苏后，2019年将迎来艰难的一年。中国的供应链受到以下四大方面的巨大影响，

1. 近两年原材料价格的剧烈上涨，以及物业和人工成本的持续上涨。
2. 中美贸易战导致的税收成本的增加，加快了跨国公司对全球供应源的再布局。
3. 人工智能和数字化转型带来了数字化供应链的爆发式地投资和应用。
4. 互联网的进一步发展以及O2O的快速发展对新型供应链网络的巨大需求。

各国全球贸易政策在2018年经历的巨大变化和未来贸易政策的不确定性，使得熟悉贸易/关务合规方面的人才变得十分紧缺，许多大公司和高科技公司都会增设相应的职位。

经济环境和市场的不确定性使得各家公司仍然需要大量需求和供应计划的优秀人才。

由于2018年中美贸易战的影响以及中国采购成本的提高，原本设在中国的采购职位有一部分会被削减转移到其它国家（如美国、新加坡、印度等）。

随着数字化供应链越来越广泛的应用，一些成熟的大型公司会增设或调整供应链系统实施和流程优化的岗位。



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Managing Consultant

Salary Insight 2019

2019 薪酬预测

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
Sourcing Director/VP	采购总监/副总裁	15+	1.2M-2M
Indirect Sourcing Director	间接采购总监	12+	1M-1.5M
Senior Sourcing Manager	高级采购经理	8-15	700K-1.1M
Commodity Manager, Direct Materials	直接物料品类采购经理	10-15	400K-900K
Commodity Manager, Indirect Sourcing	间接采购品类经理	8-12	400K-700K
(Sr.) Sourcing Engineer	(高级) 采购工程师	5-12	250K-400K
Supplier Quality Director	供应链质量总监	15+	900K-1.2M
Logistics Director	物流总监	15+	1.2M-1.8M
Transportation/DC Director	运输/分拨中心总监	15+	800K-1.3M
Senior Logistics Manager	高级物流经理	10-15	700K-1.2M
Logistics Manager	物流经理	8-12	400K-700K
Demand Planning Director/Manager	需求计划总监/经理	10+	600K-1.5M
Supply Planning Director/Manager	供应计划总监/经理	8-15	400K-800K
(Sr.) Demand/Supply Planner	(高级) 需求/供应计划员	5-10	200K-400K
Network Planning Manager	网络规划经理	8-12	450K-700K
Trade / Customs Compliance Director	贸易/关务合规总监	15+	900K-1.5M
Senior Trade / Customs Compliance Manager	高级贸易/关务合规经理	10-15	600K-900K
Trade / Customs Compliance Manager	贸易/关务合规经理	8-12	400K-600K
(Sr.) Trade / Customs Compliance Specialist	(高级) 贸易/关务合规专员	3-8	200K-400K

Overall, foreign enterprises in China will cut their purchasing jobs in China, while Chinese companies still have a great demand for top talents in the supply chain sector. There will be a talent flow from foreign companies to major Chinese Internet companies and e-commerce platforms.

总体而言，外资在中国市场对采购供应链的中高端人才的需求会略微下滑，但国内互联网和O-2-0的快速发展对专业供应链人才的需求仍然会十分旺盛，外企的一些中高端供应链人才会继续流向一些知名的互联网和电商平台。