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inconsistency in industry terminology around job/position descriptions and role functions within the logistics and supply/value chain sector. This means that recruiters should have significant industry expertise as the inconsistencies and interpretation variations exacerbate the task of defining the responsibility, scope and the depth of skills required in each role. Employers may also overlap skills to make jobs sound more challenging in order to attract better candidates. This is not advisable.

**Apples vs pears – making sense of qualifications**

Another set of significant problems for recruiters and employers alike is that of understanding the variation in management qualifications. With the trend of some major companies in the sector to recruit from overseas rather than educating from within, better qualification comparisons and validations need to be undertaken.

Sometimes, to save time, recruiters might limit selections to, say,



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a bachelor or master's degree in supply chain management, or an MBA, MSc or similar, without fully understanding the subject matter of alternative qualifications which might be more relevant, such as the CILT-UK Professional Diploma in Logistics & Transport.

In some cases, certain professional institution associations are taken as proof of capability

or qualification. For example, the CPIM (Certified in Production and Inventory Management) CIPS (Chartered Institute of Procurement and Supply) qualification is often associated with procurement, and CILT qualifications with transport, yet a CILT-UK Professional Diploma in Logistics & Transport graduate who has studied procurement would certainly have advanced skills in the subject.

Occasionally, less knowledgeable parties have misunderstood post-nominal professional membership acronyms – for example, where a person quotes MCIPS or MCILT and the 'M' is misinterpreted to mean a master's degree rather than the professional standing of 'member'.

The recruiters also confirmed the main focus in the New Zealand sector for management skills is still in the 'operational' area. That said, some also noted that while there were always plenty

of applicants for top positions, finding a person with exceptional capability and knowledge was a challenging task.

**Conclusion**

This and the previous article have looked at trends around the recruitment, retention and development of the 'people' resource within the logistics and supply chain sector. New Zealand's operational management focus, importation of talent, and lack of secondary school awareness of this sector seem to be starkly at odds with high-performing international companies that carefully select staff, then seek to develop from within.

Having checked the current situation and identified areas for improvement, to stay current internationally, the New Zealand logistics and supply chain sector has a few challenges ahead in order to rapidly engage the future.

# Demand for procurement and supply chain to grow in 2015

Large-scale technology transformations across public and private sectors will lead to strong salary growth in 2015, according to the 2015 Global Salary Survey from specialist recruitment consultancy Robert Walters.

The survey covers a range of professions and is based on real placements made by Robert Walters consultants. It found that procurement and supply chain professionals with experience in ICT procurement, where there are particular shortages, will continue to be paid premiums.

Organisations are also likely to have difficulty hiring senior procurement and supply chain professionals with at least five years' management experience in a relevant industry.

Across New Zealand, permanent salaries are expected to grow on average by 2.4% year on year from 2014. The rate of growth will be highest in Wellington, at 2.6%, followed by Auckland, at 2.3%.

"With 2015 set to continue last year's growth trends, we recommend hiring managers keep recruitment process times to a minimum as candidates will continue to receive multiple offers, and existing employers may well counter-offer in a bid to keep top talent," says Robert Walters Auckland manager of professional services, Christian Brown. "Salaries increased slightly in 2014 and that trend is set to continue, with larger pay rises for the most sought-after candidates."

**About the survey**

The Robert Walters Global Salary Survey is the most comprehensive of its kind and is based on the analysis of permanent, interim and contract placements covering all 24 countries in which Robert Walters operates. The sixteenth edition offers an overview of salaries and recruitment trends from 2014, as well as those expected in 2015.

For further information, visit [www.robertwalters.co.nz](http://www.robertwalters.co.nz)



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