

# SALARY GUIDE FY 2026

Helping you secure high-performing  
FMCG, Food & Beverage AND Fresh  
Produce leaders to drive your business  
forward.

## LEADERS IN EXECUTIVE SEARCH & RETAINED RECRUITMENT

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FOR FMCG | FOOD & BEVERAGE  
MANUFACTURING | FRESH PRODUCE

OVER 30 YEARS OF INDUSTRY EXPERIENCE

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# WELCOME

## Financial Year 2025/26 Salary Guide

Australia and New Zealand's FMCG and food sectors are facing a pivotal leadership shift.

In an era defined by volatility from inflation-linked margin pressure to fractured global supply chains and rising ESG scrutiny, the calibre of senior leadership has never mattered more.

Yet in every boardroom conversation, one issue keeps surfacing: how to attract and retain commercially fluent, operationally disciplined, and transformation-ready executives in an industry that's fundamentally changing.

This guide was developed to answer that question.

Drawing exclusively on ELR Executive's search data, proprietary LinkedIn talent mapping, and external remuneration benchmarking across Australia, New Zealand, Singapore and Malaysia, this report is designed to help business leaders:

- Benchmark executive and senior leadership salaries with precision
- Understand emerging compensation trends and talent risks
- Identify where salary pressure, churn and title inflation are distorting the market

The insights here speak to a deeper truth: FMCG leadership is being redefined. Traditional levers of attraction, base pay, car allowance, brand name, are no longer enough. Executives are seeking substance: mission-aligned brands, strategic scope, genuine influence, and growth they can shape.

Over the following pages, you'll find detailed remuneration tables across critical functions, including Finance, Operations, Supply Chain, Sales, HR, Technical, and Procurement, segmented by role level and geography. You'll also find what most salary guides miss: the disconnect between title and impact, the rise of hybrid commercial roles, the shrinking tenure of senior leaders, and the unspoken drivers behind executive attrition.

At ELR Executive, we work at the sharp end of this market every day, placing senior leaders in some of the most challenging, high-impact roles in the industry. This report reflects that reality.

We hope it becomes a valuable reference point as you plan your hiring, structure your teams, and compete for leadership talent in 2025 and beyond.

John Elliott  
Managing Director  
**ELR Executive**

# SURVEY SCOPE & METHODOLOGY

This report brings together data from over 18,000 senior professionals and leadership roles across the FMCG, food manufacturing, and fresh food sectors in Australia, New Zealand, Singapore and Malaysia.

It reflects compensation trends across C-suite, General Management, and Senior Manager levels, segmented by function, geography, and industry category, with an emphasis on executive roles that directly influence business transformation, profitability and resilience.

## What this report includes

- Salary tables covering base pay, bonuses and total remuneration expectations at three levels: C-suite, GM/Director, and Senior Manager
- Functional breakdowns across Finance, Operations, Supply Chain, Technical, Procurement, HR and Sales
- Insights by region, highlighting variances across Australian states, New Zealand, Singapore and Malaysia
- Net Talent Risk Matrix identifying the functions and levels under greatest pressure
- Emerging themes including pay compression, title inflation, and EVP misalignment

*All data is current as of Q2 2025 and reflects both listed and private sector employers. Bonus structures, benefits and LTIs (long-term incentives) are included where disclosed or standard in-market.*

## How this data was collected

This guide is based on seven complementary data sources:

### ELR Executive Placement Data

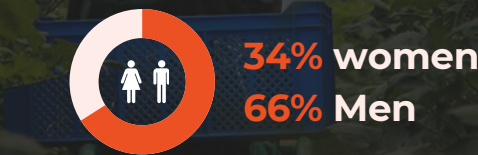
- Salary and package information from successfully completed executive search assignments across FMCG and food manufacturing over the past 18 months.
- Anonymised Offer Benchmarking
- Real-world compensation ranges drawn from offers accepted and declined by shortlisted senior candidates across multiple functional areas.
- LinkedIn Talent Insights
- Talent pool analytics across Finance, Sales, Operations, Supply Chain, HR, Procurement and Technical leadership roles, including job title volumes, hiring demand, growth trends, tenure, and gender splits.
- Published Salary Benchmarks
- Independent data from ACSI and other salary sources for validation of salary range medians and emerging benefits structures across ANZ and Asia.
- ASX/NZX Executive Pay Disclosures
- Annual remuneration reports from publicly listed FMCG companies to ground CEO, CFO and other C-suite packages in verified public data.
- Job Listing Analysis
- Review of more than 200 advertised executive and GM-level roles across SEEK, LinkedIn and Indeed, with a focus on FMCG, food, health, and consumer product verticals.
- Direct Market Interviews
- Insights from confidential discussions with HR Directors, CFOs, COOs and GMs regarding internal salary pressure points, retention risks, bonus structures and talent flow challenges.

# LEADERSHIP DEMAND IS RISING, BUT THE VALUE EQUATION HAS SHIFTED

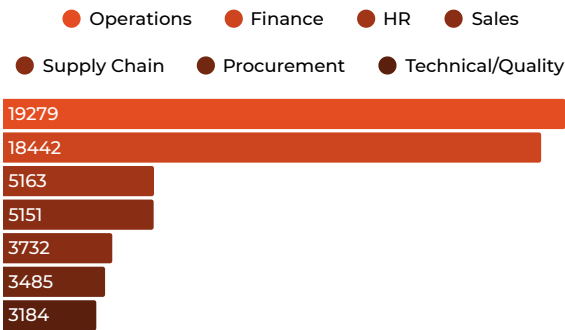
C-suite and senior leadership roles remain highly contested across FMCG, food and fresh categories. But with margin pressure, regulatory load, and EVP fatigue converging, companies are rethinking not just who they hire, but what those roles are worth.

27,000+

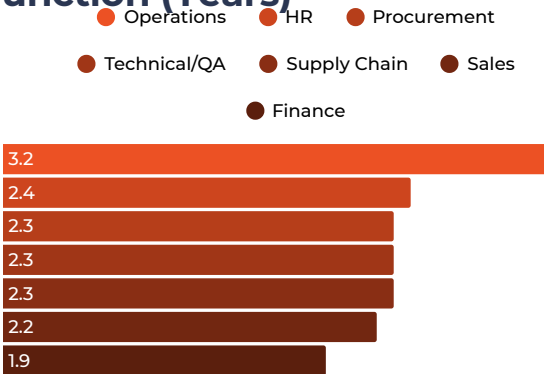
TOTAL PROFESSIONALS ANALYSED ACROSS ANZ, SINGAPORE, MALAYSIA



## Executive Talent by Function (ANZ + SG + MY)



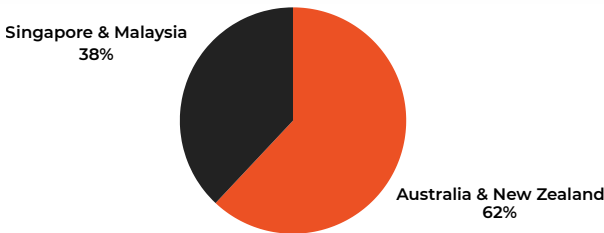
## Median Executive Tenure by Function (Years)



## Executive Talent Hotspots (Australia)



## Executive Talent Distribution by Region





# KEY LEADERSHIP TALENT THEMES

**Executives aren't leaving for money, they're leaving for clarity**

**Most job titles mean less than ever**

**Operations and Supply Chain leaders are under the most pressure and hardest to replace**

The biggest driver of executive attrition right now isn't salary. It's the lack of clear scope, influence, or direction. We're seeing CFOs, COOs and GMs exit roles where they're well paid, but structurally sidelined. Bonuses are late. Boards are reactive. Commercial plans are fuzzy. Talent is voting with their feet.

*High pay doesn't retain talent. Median CFO/Finance executive tenure is just 1.9 years, the lowest of any function.*

*Executives aren't underpaid. They're underpowered.*

Across the industry, we're seeing Managers doing Director-level work and Heads of Function carrying full P&L without the authority to change anything. Role titles haven't kept pace with responsibility. In Technical, Ops and Supply Chain, title growth is up, but org design hasn't changed. Many businesses are one exit away from a serious leadership gap, and don't know it.

*If you hire by title, you're already mispricing the role. "Head of Technical Ops" roles grew 150%, yet most don't hold true director-level authority.*

*Scope is growing. Titles are lagging. Risk is hidden.*

These leaders are now responsible for more, and managing continuity, cost, regulatory change, automation, workforce risk, and in some cases, safety and ESG. But while expectations are rising, the supply of talent isn't. Job ads in these functions have surged. LinkedIn data shows supply chain professionals are switching jobs faster, and tenure is dropping.

*These roles carry more risk than visibility. Supply Chain had the most job ads of any function, with the smallest talent pool.*

*Demand is up. Bench strength isn't.*



# AUSTRALIA IS LOSING EXECUTIVE TALENT TO SINGAPORE AND NZ, BUT GAINING IT FROM ASIA

The mobility data tells a quiet story of leadership migration:

- Australian execs are rotating into NZ and Singapore for regional scope, capital access and expansion roles.
- Meanwhile, Malaysia and Philippines are exporting high-quality SC, finance and QA leaders into ANZ, particularly into second-tier cities and remote plant leadership roles.

This inflow/outflow dynamic is reshaping pay expectations, bonus structures and remote relocation perks.

*If you're not thinking globally, you're already behind. Your best local leaders are being headhunted offshore, and your next great hire might be arriving from Johor or Manila. Executive job ads with cross-border scope are up 20% YoY across ANZ & SEA.*

***The leadership market is no longer domestic.***

## EXECUTIVE ROLES WITH CROSS-BORDER REMITS ARE RISING

# +20%

YOY GROWTH IN ANZ & SEA EXECUTIVE JOB ADS WITH REGIONAL SCOPE

Australia's executive talent market is shifting on two fronts. High-performing finance and commercial leaders, including; CFOs and Commercial Directors, are increasingly relocating to Singapore and New Zealand for broader roles and faster progression.

At the same time, Australian businesses are filling critical gaps in plant, quality, and compliance by bringing in experienced leaders from Malaysia and the Philippines.

LinkedIn data shows leadership titles like "Regional Director" and "APAC GM" are more common in Singapore than in Australia, reflecting a deeper bench of regionally scaled roles.

**The pattern is clear: Australia is exporting strategic talent and importing operational depth but most employers haven't realigned their hiring strategy to reflect that change.**

# NET TALENT RISK MATRIX – EXECUTIVE FUNCTIONS (ANZ, 2025)

In this market, understanding which functions are at risk, from churn, delay, or wage distortion isn't just helpful. It's essential. This matrix maps executive-level talent availability against hiring demand across seven core FMCG leadership functions, using data from LinkedIn Talent Insights, real-world job ad volumes, and search pressure drawn from ELR assignments.

Looking beyond which roles are hardest to fill, the Net talent Matrix is designed to help you know where the risk lies before you feel it.

## WHERE EXECUTIVE FRICTION IS BUILDING

Some leadership functions look well-resourced, but under the surface, they're in quiet crisis.

We mapped talent availability against hiring demand across key FMCG executive functions to expose where the real risks lie: stalled hires, inflated salaries, counter-offers, and hard exits.

**This matrix shows:**

- Where risk is surging (low supply + high demand)
- Where churn is distorting pay (high mobility roles)
- And where slow-moving pipelines are creating future bottlenecks

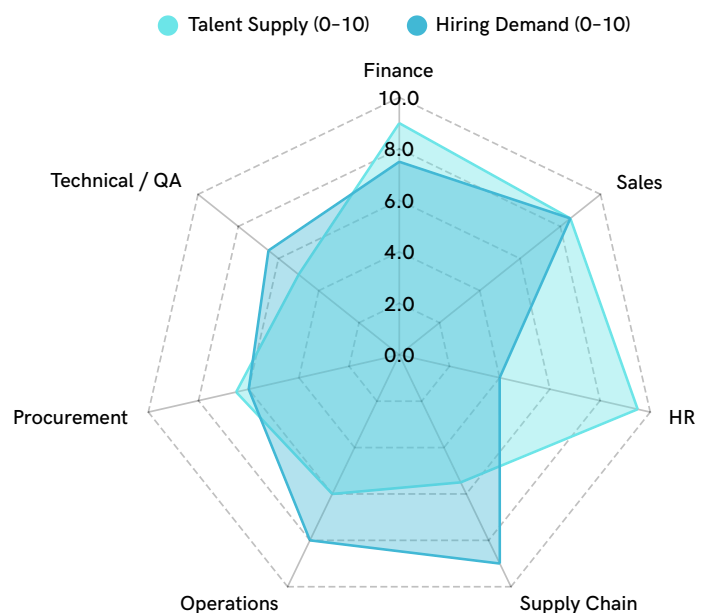
## WHERE THE DATA POINTS US NEXT

The numbers tell a sharper story of tension and transition in FMCG leadership:

- Supply Chain roles are the most under-supplied, relative to demand. Tenure is short, growth is high, and job ads surged 110% YoY.
- Technical and QA leaders are being quietly poached across borders, especially into regional site and regulatory roles, with backfill time stretching 90–120 days.
- Finance and Sales roles are abundant, but high-functioning leaders now move every 18–24 months unless role clarity and scope are nailed.
- HR is over-supplied, but under-leveraged. Strong HR leadership is available, but often passed over in favour of safe generalists.

### TALENT RISK RADAR: DEMAND VS SUPPLY

(DATA NORMALISED: 0–10 SCALE)



**Risk doesn't always look loud.**

*The most business-critical roles often sit in small teams, with no clear succession. And they're already half out the door.*



# SALARY BENCHMARKS 2025

We've broken it down by function and category, including base, bonus, and where applicable, equity or LTI schemes. Each table gives you a grounded view of:

- What competitors are offering for the same calibre of role
- Where you're at risk of over- or underpaying for executive impact
- How pay aligns (or doesn't) with job title, company size, and market maturity

EXECUTIVE PAY ACROSS FMCG:  
REAL NUMBERS, REAL MARKET PRESSURE

Salary transparency is no longer a nice-to-have. For fast-growth FMCG businesses, it's become a core part of risk management, especially when hiring into critical leadership roles. This section distils market-validated data from LinkedIn Talent Insights, public remuneration reports, and ELR Executive's own search assignments to provide a clear picture of where pay is rising, flattening or fragmenting.

The Numbers You'll See

These ranges reflect total annual remuneration, segmented by role level (Senior Manager, Director, GM/C-Suite) and business category (e.g. Food Manufacturing, Retail, Fresh Produce). Where possible, we've added market intelligence on:

- Average bonus potential
- Equity or long-term incentives (for GM/C-Suite)
- Notable shifts in market rate

FINANCE SALARY BENCHMARKS 2025/6

Role	Chief Financial Officer	Head of Finance / Commercial	Financial Controller	Group Finance Manager	Head of Treasury	Head of Tax	Head of Internal Audit	Finance Business Partner	FP&A Manager
Bakery & Confectionery	\$360-420k + 35%	\$380-440k + 40%	\$370-420k + 30%	\$350-400k + 35%	\$360-410k + 30%	\$330-390k + 25%	\$340-400k + 30%	\$340-390k + 35%	\$320-380k + 25%
Beers & Spirits	\$270-320k + 25%	\$280-330k + 30%	\$270-320k + 25%	\$250-300k + 25%	\$260-310k + 25%	\$240-290k + 20%	\$250-300k + 25%	\$250-300k + 25%	\$230-280k + 20%
Beverage Manufacturing	\$200-250k + 15%	\$220-260k + 20%	\$210-250k + 15%	\$190-230k + 15%	\$200-240k + 15%	\$180-220k + 10%	\$190-230k + 15%	\$190-230k + 15%	\$170-210k + 10%
Dairy	\$180-220k + 10%	\$200-240k + 15%	\$190-230k + 10%	\$180-220k + 10%	\$180-220k + 10%	\$170-200k + 10%	\$180-220k + 10%	\$180-220k + 10%	\$160-200k + 10%
Food Manufacturing	\$190-230k + 15%	\$210-250k + 20%	\$200-240k + 15%	\$190-230k + 15%	\$190-230k + 15%	\$180-210k + 15%	\$190-230k + 15%	\$190-230k + 15%	\$170-210k + 10%
Fresh Produce	\$190-230k + 15%	\$210-250k + 20%	\$200-240k + 15%	\$190-230k + 15%	\$190-230k + 15%	\$180-210k + 15%	\$190-230k + 15%	\$190-230k + 15%	\$170-210k + 10%
Meat & Poultry Processing	\$180-220k + 10%	\$200-240k + 15%	\$190-230k + 10%	\$180-220k + 10%	\$180-220k + 10%	\$170-200k + 10%	\$180-220k + 10%	\$180-220k + 10%	\$160-200k + 10%
Pet Food Manufacturing	\$150-180k + 10%	\$160-190k + 15%	\$155-185k + 10%	\$150-180k + 10%	\$150-180k + 10%	\$140-170k + 10%	\$150-180k + 10%	\$150-180k + 10%	\$135-165k + 10%
Pharmacy, Vitamins & Supplements	\$140-170k + 10%	\$150-180k + 15%	\$145-175k + 10%	\$140-170k + 10%	\$140-170k + 10%	\$130-160k + 10%	\$140-170k + 10%	\$140-170k + 10%	\$125-155k + 10%
Retail Operations	\$360-420k + 35%	\$380-440k + 40%	\$370-420k + 30%	\$350-400k + 35%	\$360-410k + 30%	\$330-390k + 25%	\$340-400k + 30%	\$340-390k + 35%	\$320-380k + 25%
Wine	\$270-320k + 25%	\$280-330k + 30%	\$270-320k + 25%	\$250-300k + 25%	\$260-310k + 25%	\$240-290k + 20%	\$250-300k + 25%	\$250-300k + 25%	\$230-280k + 20%

# SALARY BENCHMARKS

## SALES SALARY BENCHMARKS 2025/6

Role	Chief Commercial Officer	GM / Sales Director	Financial Controller	Head of Sales / Regional Sales Manager	National Sales Manager
Bakery & Confectionery	\$340-420k + 35%	\$290-370k + 30%	\$230-290k + 25%	\$190-240k + 20%	\$340-420k + 35%
Beers & Spirits	\$320-400k + 30%	\$270-350k + 30%	\$210-270k + 25%	\$180-230k + 20%	\$320-400k + 30%
Beverage Manufacturing	\$280-360k + 25%	\$240-310k + 25%	\$200-250k + 20%	\$170-220k + 15%	\$280-360k + 25%
Dairy	\$260-320k + 20%	\$220-280k + 15%	\$180-230k + 10%	\$160-200k + 10%	\$260-320k + 20%
Food Manufacturing	\$270-340k + 25%	\$230-300k + 20%	\$190-240k + 15%	\$160-210k + 10%	\$270-340k + 25%
Fresh Produce	\$260-320k + 20%	\$220-280k + 15%	\$180-230k + 10%	\$150-200k + 10%	\$260-320k + 20%
Meat & Poultry Processing	\$260-320k + 20%	\$220-280k + 15%	\$180-230k + 10%	\$150-200k + 10%	\$260-320k + 20%
Pet Food Manufacturing	\$240-290k + 15%	\$200-250k + 10%	\$170-210k + 10%	\$140-190k + 10%	\$240-290k + 15%
Pharmacy, Vitamins & Supplements	\$250-300k + 15%	\$210-260k + 10%	\$170-210k + 10%	\$140-190k + 10%	\$250-300k + 15%
Retail Operations	\$340-420k + 35%	\$290-370k + 30%	\$230-290k + 25%	\$190-240k + 20%	\$340-420k + 35%
Wine	\$300-380k + 25%	\$250-330k + 20%	\$200-260k + 15%	\$170-220k + 10%	\$300-380k + 25%



# SALARY BENCHMARKS

## MARKETING SALARY BENCHMARKS 2025/6

Role	Chief Marketing Officer	Marketing Director	Head of Marketing / Category	Senior Brand Manager	Customer / Shopper Marketing Manager	Digital Marketing / eCom Manager
Bakery & Confectionery	\$320-400k + 35%	\$260-330k + 30%	\$210-280k + 25%	\$170-230k + 20%	\$150-210k + 15%	\$160-220k + 15%
Beers & Spirits	\$300-380k + 30%	\$240-320k + 30%	\$200-270k + 25%	\$160-220k + 20%	\$140-200k + 15%	\$150-210k + 15%
Beverage Manufacturing	\$280-350k + 25%	\$220-300k + 25%	\$180-240k + 20%	\$150-210k + 15%	\$130-180k + 10%	\$140-200k + 10%
Dairy	\$250-320k + 20%	\$210-270k + 15%	\$170-220k + 10%	\$140-190k + 10%	\$130-180k + 10%	\$130-180k + 10%
Food Manufacturing	\$260-340k + 25%	\$220-290k + 20%	\$180-230k + 15%	\$150-200k + 10%	\$130-180k + 10%	\$140-190k + 10%
Fresh Produce	\$250-310k + 20%	\$210-270k + 15%	\$170-220k + 10%	\$140-190k + 10%	\$120-170k + 10%	\$130-180k + 10%
Meat & Poultry Processing	\$250-310k + 20%	\$210-270k + 15%	\$170-220k + 10%	\$140-190k + 10%	\$120-170k + 10%	\$130-180k + 10%
Pet Food Manufacturing	\$230-280k + 15%	\$190-240k + 10%	\$160-200k + 10%	\$130-170k + 10%	\$120-160k + 10%	\$120-160k + 10%
Pharmacy, Vitamins & Supplements	\$240-290k + 15%	\$200-250k + 10%	\$160-200k + 10%	\$130-170k + 10%	\$120-160k + 10%	\$120-160k + 10%
Retail Operations	\$320-400k + 35%	\$260-330k + 30%	\$210-280k + 25%	\$170-230k + 20%	\$150-210k + 15%	\$160-220k + 15%
Wine	\$280-360k + 25%	\$230-310k + 20%	\$190-260k + 15%	\$150-210k + 10%	\$130-180k + 10%	\$140-200k + 10%

# SALARY BENCHMARKS

## HUMAN RESOURCES SALARY BENCHMARKS 2025/6

Role	Chief People Officer / CHRO	HR Director	Head of People & Culture	HR Manager	Talent Acquisition Manager	HR Business Partner (Senior)
Bakery & Confectionery	\$300-380k + 30%	\$250-320k + 25%	\$210-270k + 20%	\$170-230k + 15%	\$160-210k + 10%	\$160-220k + 10%
Beers & Spirits	\$290-370k + 30%	\$240-310k + 25%	\$200-260k + 20%	\$160-220k + 15%	\$150-200k + 10%	\$150-210k + 10%
Beverage Manufacturing	\$270-350k + 25%	\$220-290k + 20%	\$180-240k + 15%	\$150-210k + 10%	\$140-190k + 10%	\$140-200k + 10%
Dairy	\$250-320k + 20%	\$210-270k + 15%	\$170-220k + 10%	\$140-190k + 10%	\$130-180k + 10%	\$130-190k + 10%
Food Manufacturing	\$260-340k + 25%	\$220-280k + 20%	\$180-230k + 15%	\$150-200k + 10%	\$140-180k + 10%	\$140-190k + 10%
Fresh Produce	\$250-310k + 20%	\$210-270k + 15%	\$170-220k + 10%	\$140-190k + 10%	\$130-180k + 10%	\$130-180k + 10%
Meat & Poultry Processing	\$250-310k + 20%	\$210-270k + 15%	\$170-220k + 10%	\$140-190k + 10%	\$130-180k + 10%	\$130-180k + 10%
Pet Food Manufacturing	\$230-280k + 15%	\$190-240k + 10%	\$160-200k + 10%	\$130-170k + 10%	\$120-160k + 10%	\$120-170k + 10%
Pharmacy, Vitamins & Supplements	\$240-290k + 15%	\$200-250k + 10%	\$160-200k + 10%	\$130-170k + 10%	\$120-160k + 10%	\$120-170k + 10%
Retail Operations	\$300-380k + 30%	\$250-320k + 25%	\$210-270k + 20%	\$170-230k + 15%	\$160-210k + 10%	\$160-220k + 10%
Wine	\$270-350k + 25%	\$220-290k + 20%	\$190-250k + 15%	\$150-210k + 10%	\$140-190k + 10%	\$140-200k + 10%



# SALARY BENCHMARKS

## TECHNICAL / QUALITY SALARY BENCHMARKS 2025/6

Role	Chief Technical Officer / Group QA Director	Head of Technical / Quality	Site Quality Manager	Technical Manager	Regulatory Affairs Manager	Food Safety & Compliance Manager
Bakery & Confectionery	\$300-380k + 25%	\$240-300k + 20%	\$190-250k + 15%	\$180-240k + 15%	\$170-220k + 10%	\$160-210k + 10%
Beers & Spirits	\$280-360k + 25%	\$230-290k + 20%	\$180-240k + 15%	\$170-230k + 15%	\$160-210k + 10%	\$150-200k + 10%
Beverage Manufacturing	\$260-340k + 20%	\$210-270k + 15%	\$170-230k + 10%	\$160-220k + 10%	\$150-200k + 10%	\$140-190k + 10%
Dairy	\$250-320k + 20%	\$200-260k + 15%	\$160-220k + 10%	\$150-210k + 10%	\$140-190k + 10%	\$130-180k + 10%
Food Manufacturing	\$260-340k + 20%	\$210-270k + 15%	\$160-220k + 10%	\$150-210k + 10%	\$150-200k + 10%	\$140-190k + 10%
Fresh Produce	\$240-300k + 15%	\$200-250k + 10%	\$150-200k + 10%	\$140-190k + 10%	\$140-180k + 10%	\$130-170k + 10%
Meat & Poultry Processing	\$250-310k + 20%	\$210-260k + 15%	\$160-210k + 10%	\$150-200k + 10%	\$150-190k + 10%	\$140-180k + 10%
Pet Food Manufacturing	\$230-280k + 15%	\$190-240k + 10%	\$150-200k + 10%	\$140-190k + 10%	\$140-180k + 10%	\$130-170k + 10%
Pharmacy, Vitamins & Supplements	\$250-300k + 20%	\$210-250k + 15%	\$160-210k + 10%	\$150-200k + 10%	\$150-190k + 10%	\$140-180k + 10%
Retail Operations	\$280-360k + 25%	\$230-290k + 20%	\$180-240k + 15%	\$170-230k + 15%	\$160-210k + 10%	\$150-200k + 10%
Wine	\$260-340k + 20%	\$210-270k + 15%	\$170-230k + 10%	\$160-220k + 10%	\$150-200k + 10%	\$140-190k + 10%

# SALARY BENCHMARKS

## PROCUREMENT SALARY BENCHMARKS 2025/6

Role	Chief Procurement Officer	Procurement Director	Head of Procurement	Category Manager	Procurement Manager	Supplier Relationship Manager
Bakery & Confectionery	\$300-380k + 30%	\$250-320k + 25%	\$210-270k + 20%	\$180-240k + 15%	\$170-220k + 15%	\$160-210k + 10%
Beers & Spirits	\$290-370k + 30%	\$240-310k + 25%	\$200-260k + 20%	\$170-230k + 15%	\$160-210k + 15%	\$150-200k + 10%
Beverage Manufacturing	\$270-350k + 25%	\$220-290k + 20%	\$180-240k + 15%	\$160-220k + 10%	\$150-200k + 10%	\$140-190k + 10%
Dairy	\$250-320k + 20%	\$210-270k + 15%	\$170-220k + 10%	\$150-210k + 10%	\$140-190k + 10%	\$130-180k + 10%
Food Manufacturing	\$260-340k + 25%	\$220-280k + 20%	\$180-230k + 15%	\$150-210k + 10%	\$140-190k + 10%	\$140-190k + 10%
Fresh Produce	\$250-310k + 20%	\$210-270k + 15%	\$170-220k + 10%	\$140-200k + 10%	\$130-180k + 10%	\$130-170k + 10%
Meat & Poultry Processing	\$250-310k + 20%	\$210-270k + 15%	\$170-220k + 10%	\$140-200k + 10%	\$130-180k + 10%	\$130-170k + 10%
Pet Food Manufacturing	\$230-280k + 15%	\$190-240k + 10%	\$160-200k + 10%	\$130-190k + 10%	\$130-170k + 10%	\$120-160k + 10%
Pharmacy, Vitamins & Supplements	\$240-290k + 15%	\$200-250k + 10%	\$160-200k + 10%	\$140-190k + 10%	\$130-170k + 10%	\$130-170k + 10%
Retail Operations	\$300-380k + 30%	\$250-320k + 25%	\$210-270k + 20%	\$170-230k + 15%	\$160-210k + 15%	\$150-200k + 10%
Wine	\$270-350k + 25%	\$220-290k + 20%	\$190-250k + 15%	\$160-210k + 10%	\$150-200k + 10%	\$140-190k + 10%



# SALARY BENCHMARKS

## SUPPLY CHAIN SALARY BENCHMARKS 2025/6

Role	Chief Procurement Officer	Procurement Director	Head of Procurement	Category Manager	Procurement Manager	Supplier Relationship Manager
Bakery & Confectionery	\$300-380k + 30%	\$250-320k + 25%	\$210-270k + 20%	\$180-240k + 15%	\$170-220k + 15%	\$160-210k + 10%
Beers & Spirits	\$290-370k + 30%	\$240-310k + 25%	\$200-260k + 20%	\$170-230k + 15%	\$160-210k + 15%	\$150-200k + 10%
Beverage Manufacturing	\$270-350k + 25%	\$220-290k + 20%	\$180-240k + 15%	\$160-220k + 10%	\$150-200k + 10%	\$140-190k + 10%
Dairy	\$250-320k + 20%	\$210-270k + 15%	\$170-220k + 10%	\$150-210k + 10%	\$140-190k + 10%	\$130-180k + 10%
Food Manufacturing	\$260-340k + 25%	\$220-280k + 20%	\$180-230k + 15%	\$150-210k + 10%	\$140-190k + 10%	\$140-190k + 10%
Fresh Produce	\$250-310k + 20%	\$210-270k + 15%	\$170-220k + 10%	\$140-200k + 10%	\$130-180k + 10%	\$130-170k + 10%
Meat & Poultry Processing	\$250-310k + 20%	\$210-270k + 15%	\$170-220k + 10%	\$140-200k + 10%	\$130-180k + 10%	\$130-170k + 10%
Pet Food Manufacturing	\$230-280k + 15%	\$190-240k + 10%	\$160-200k + 10%	\$130-190k + 10%	\$130-170k + 10%	\$120-160k + 10%
Pharmacy, Vitamins & Supplements	\$240-290k + 15%	\$200-250k + 10%	\$160-200k + 10%	\$140-190k + 10%	\$130-170k + 10%	\$130-170k + 10%
Retail Operations	\$300-380k + 30%	\$250-320k + 25%	\$210-270k + 20%	\$170-230k + 15%	\$160-210k + 15%	\$150-200k + 10%
Wine	\$270-350k + 25%	\$220-290k + 20%	\$190-250k + 15%	\$160-210k + 10%	\$150-200k + 10%	\$140-190k + 10%



# QUESTIONS? CONTACT US.



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