

2025 ASCM SUPPLY CHAIN SALARY AND CAREER REPORT

Strong Salaries and Stable
Careers in a Volatile World



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UNLOCK SUPPLY CHAIN CAREER INSIGHTS

Navigate your career with confidence using the latest data from the 2025 ASCM Supply Chain Salary and Career Report. Based on the responses of more than 3,500 supply chain professionals, the data provides a clear and concise overview of compensation, benefits and the overall professional landscape. Discover why a career in supply chain offers not only strong financial rewards, but also significant personal satisfaction and opportunities for meaningful advancement. Use this industry-leading research to get the insights you need to make informed decisions about your future in this essential and evolving field.

KEY TAKEAWAYS

Competitive compensation

Median U.S. supply chain compensation has reached \$103,000, including bonuses. The base salary stands 52% above the national median,* highlighting the field's earning potential.

Strong job market

The supply chain job market is robust, with 66% of U.S. professionals expressing optimism about their career prospects.

Job mobility and advancement

In 2024, younger generations experienced many job changes and promotions, indicating a dynamic and upwardly mobile career landscape.

Path to advancement

There is a straightforward supply chain career progression, with directors earning significantly higher salaries than managers and entry-level professionals.

Strong ROI for APICS certifications

Professionals with APICS certification enjoy a 20% median salary increase, underscoring the tangible value of these industry-recognized credentials.

Company culture and work-life balance

Globally, 62% of supply chain professionals enjoy a positive company culture and 78% consider their work arrangements flexible.

Valued skillsets

The most sought-after supply chain professionals possess a blend of technical and interpersonal skills, keeping up with the evolving and multifaceted nature of supply chain roles.

High levels of job satisfaction

A substantial 81% of people reported satisfaction levels of at least 7 out of 10, signaling a lasting sense of fulfillment within the industry.

Supply chain work brings pride

With 85% expressing pride in their roles, industry professionals show a strong connection to their careers.

Overwhelmingly recommended

A compelling 83% of people would recommend supply chain to those seeking a change or students charting their professional futures.

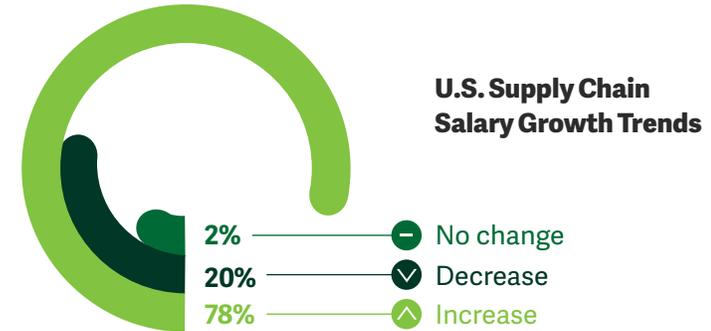
*U.S. Bureau of Labor Statistics

EXPECT CONTINUED SALARY GROWTH IN U.S. SUPPLY CHAIN

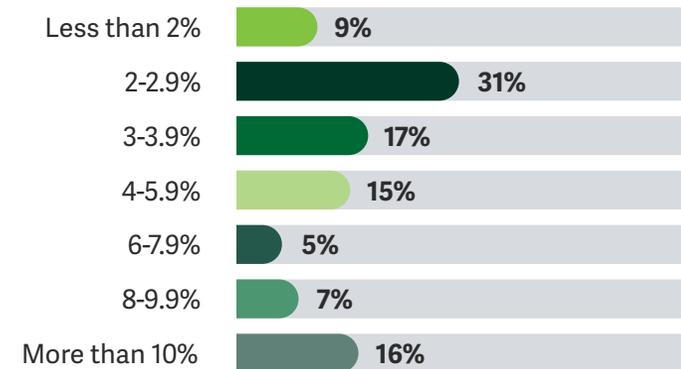
The 2025 data reveals a period of stable median base salaries for U.S. supply chain professionals, a trend likely influenced by the broader economic climate. It's important to note that salaries in the sector saw steady annual growth (3-5%) prior to this period. Further, the current median salary of \$94,000 represents a substantial 52% premium over the national median of \$62,000.* Even with a slight adjustment from the prior year, the vast majority (78%) of supply chain professionals reported an increase in salary. The expectation for continued salary growth remains as the economic landscape evolves.



*U.S. Bureau of Labor Statistics

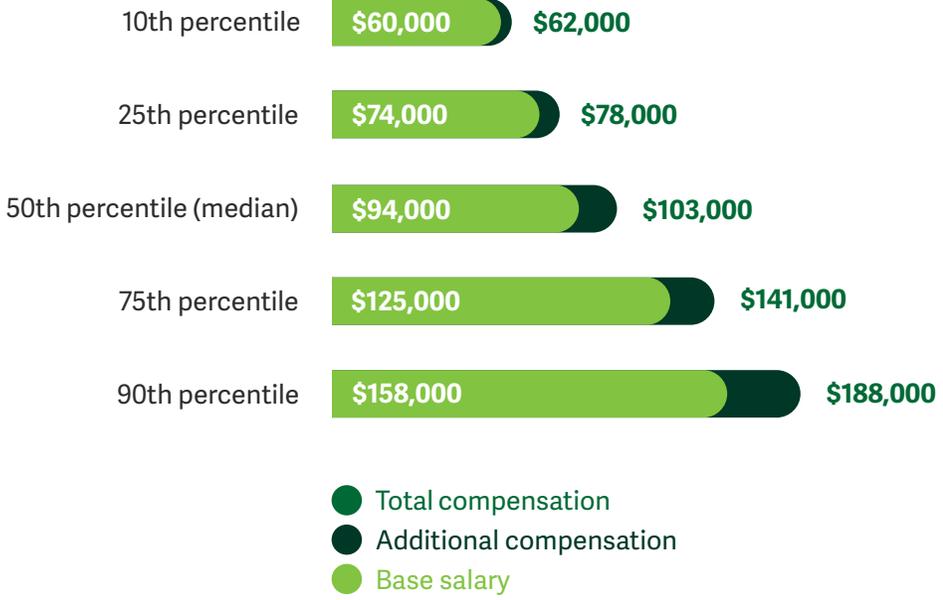


Breakdown of Salary Increases





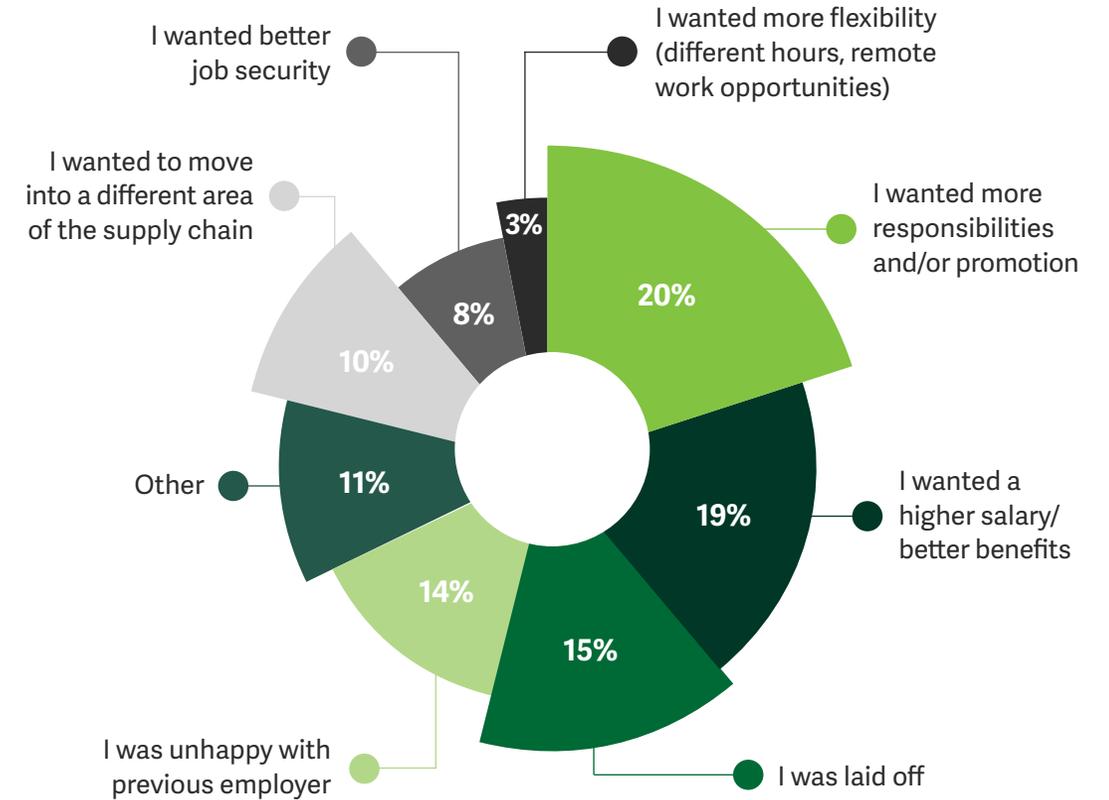
Total Compensation Package for U.S. Supply Chain Professionals



A DYNAMIC SUPPLY CHAIN LANDSCAPE

With the geopolitical situation intensifying and the demand for skilled professionals rising, ASCM research reveals a significant uptick in job movement in the supply chain sector. In 2024, 16% of industry professionals changed jobs, a substantial increase from the 7% reported in 2023. The primary drivers for seeking new employment were a desire for greater responsibilities or a promotion (20%) and higher salaries or better benefits (19%). Of those who switched jobs, 15% did so due to layoffs.

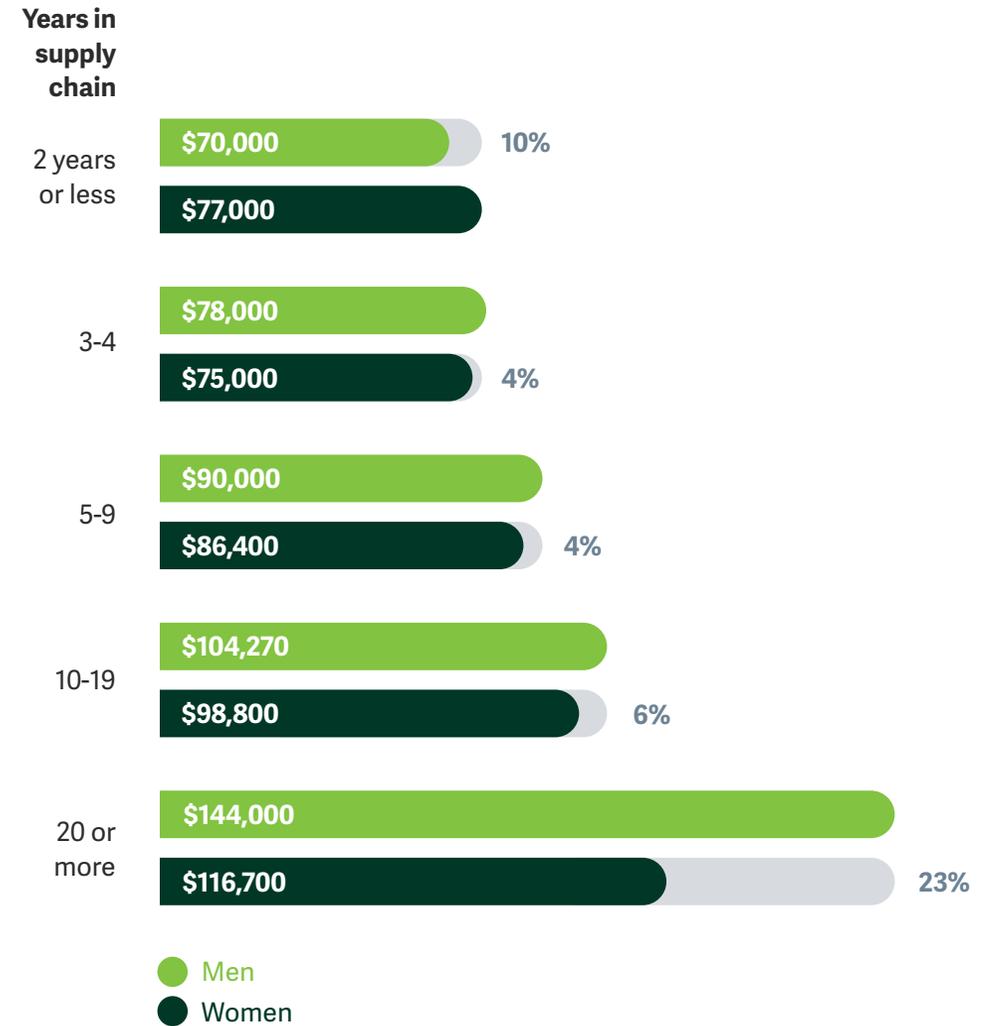
Key Factors Driving Job Changes



PRIORITIZING DIVERSITY AND INCLUSION IN SUPPLY CHAIN COMPENSATION

ASCM research reveals a promising trend in the early stages of supply chain careers, with women in their first two years reporting a median salary 10% higher than their male counterparts, a difference of approximately \$7,000. However, ASCM data shows a reversal of this trend as professionals advance. Men consistently report higher median salaries later in their careers, with the gap widening significantly after 20 or more years in the field. This increasing disparity is likely influenced by a complex interplay of factors, including differences in career breaks, hours worked, negotiation and occupational segregation. Addressing this ongoing problem requires a continued focus on creating clear career paths for women; actively promoting diversity, equity and inclusion initiatives; and fostering fair growth and compensation opportunities for all people throughout their careers in supply chain.

Gender Pay Gap by Years of Experience in Supply Chain

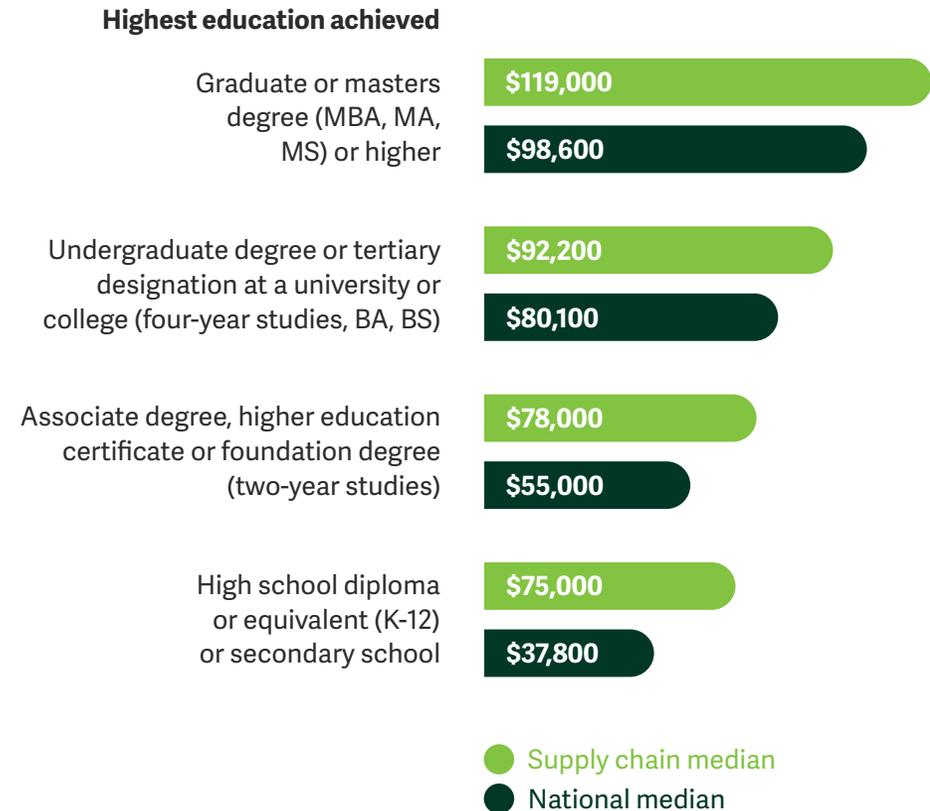


DEMAND DRIVES VALUE AND STRONG EARNING POTENTIAL

ASCM data highlights the strong demand for, and value placed on, supply chain professionals. Individuals with a high school diploma or equivalent earn a median salary of \$75,000 in this field, nearly double the national average*. This indicates how skills gained through vocational training and on-the-job experience can lead to significant earning potential, offering a viable and lucrative career path. At the same time, there is a strong correlation between education level and earning potential: Supply chain professionals with a bachelor's degree have a median salary of \$92,000, which is \$12,000 higher than the national median for people with a four-year degree. And those with a graduate degree, master's degree or higher enjoy the greatest median salary, at \$119,000 annually.

*U.S. Bureau of Labor Statistics

How Education Influences Supply Chain Salaries

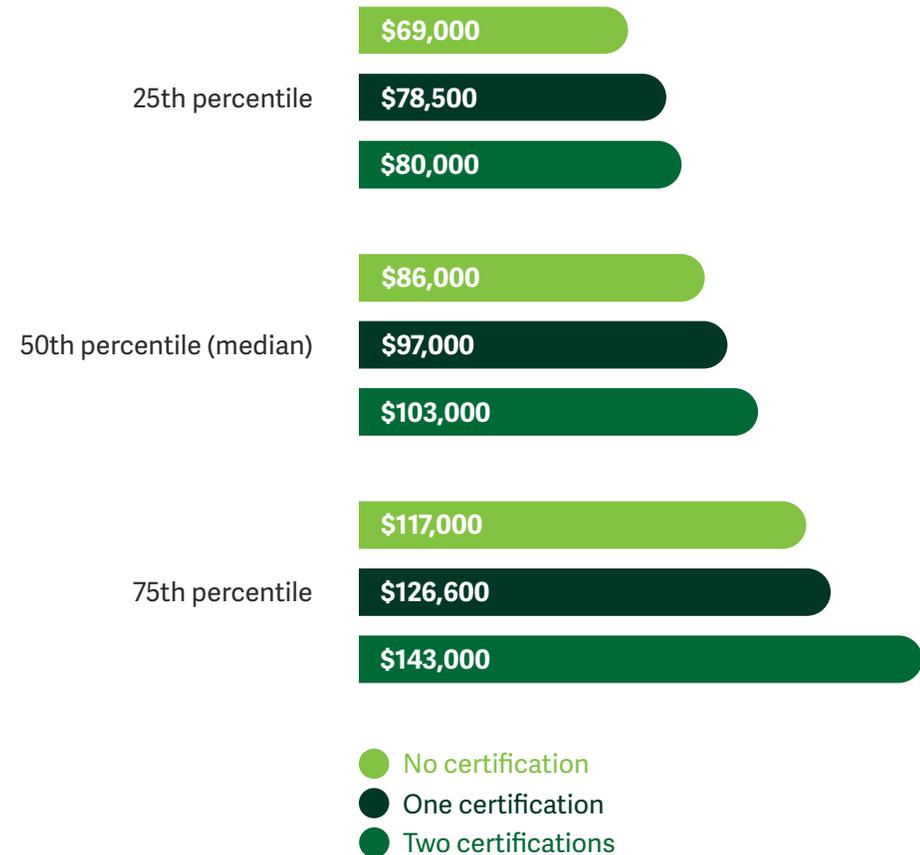


APICS CERTIFICATIONS BOOST COMPENSATION

APICS certifications are a key differentiator for supply chain professionals, directly translating into higher median salaries and enhanced career prospects. Individuals holding at least one credential, whether from ASCM or another recognized organization, have a median salary 8% higher than those without any certifications. Plus, this salary advantage increases to 14% for people with two or more credentials. Focusing specifically on APICS certifications, the data showed a median salary increase of 20% compared to those without the designations.

The survey also examined the impact of a bachelor's degree in supply chain management, particularly when combined with APICS certifications. Professionals holding a supply chain bachelor's degree and at least one APICS certification enjoy a median salary of \$100,000. This is 18% higher than the \$85,000 median salary for those with a supply chain bachelor's degree but no APICS certification. There is a clear and significant financial advantage of pairing a specialized academic background with industry-recognized certifications, proving a return on investment for professionals who pursue both education and professional development.

APICS Certifications Maximize Earning Potential

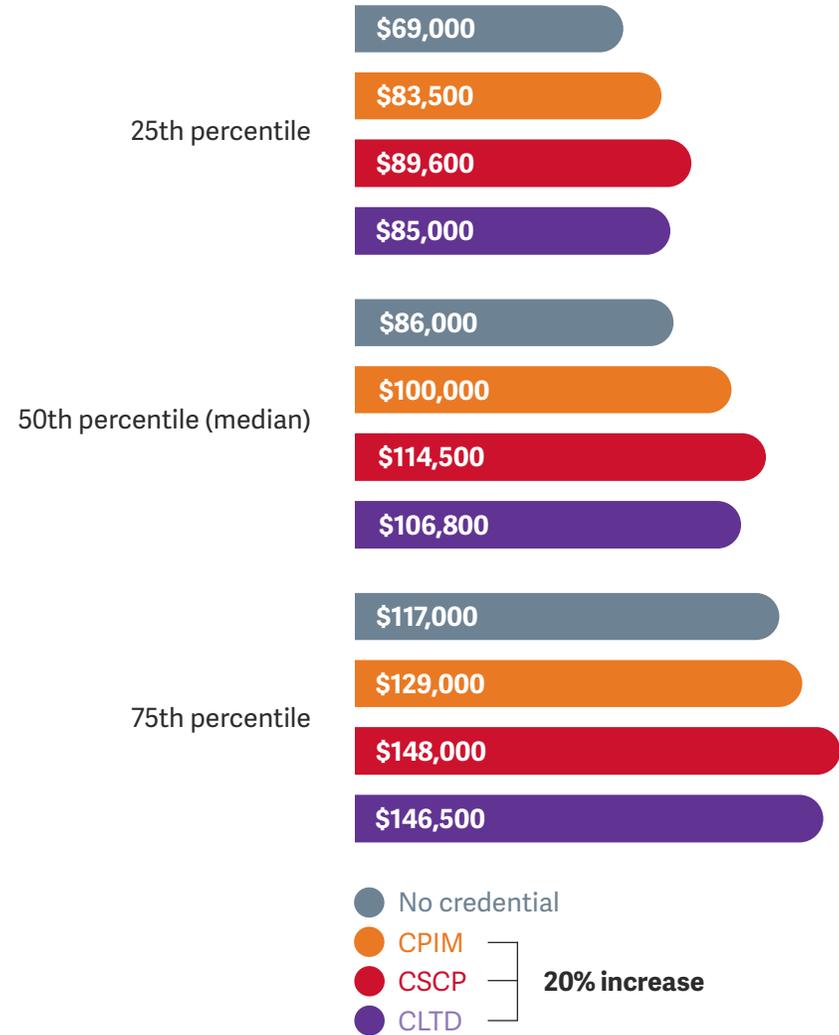


CPIM CERTIFIED IN PLANNING AND INVENTORY MANAGEMENT

CSCP CERTIFIED SUPPLY CHAIN PROFESSIONAL

CLTD CERTIFIED IN LOGISTICS, TRANSPORTATION AND DISTRIBUTION

Significant Salary Growth with APICS Certifications



STRONG EARNING POTENTIAL ACROSS SUPPLY CHAIN FUNCTIONS

There is a clear correlation between job title and compensation within the field. Supply chain and operations directors represent the highest earners, with median salaries at about \$160,000. Next, managers across various supply chain functions have median salaries between \$109,000 and \$128,000. Inventory and materials managers earn \$96,000 and \$110,000, respectively. And entry-level and analyst positions, including buyer and buyer-planner, show median salaries ranging from \$69,300 to \$85,000. This data reflects the expected hierarchy of compensation based on responsibility and experience, with leadership roles commanding significantly greater compensation.

Salary Ranges by Supply Chain Job Title

Supply Chain Director	\$132,000	\$160,000	\$184,000
Operations Director	\$137,600	\$159,500	\$184,200
Supply Chain Manager	\$100,000	\$123,000	\$145,000
Materials Manager	\$92,000	\$109,500	\$126,000
Procurement Manager	\$95,000	\$128,000	\$142,700
Logistics Manager	\$87,000	\$109,500	\$135,500
Inventory Manager	\$85,000	\$95,900	\$120,000
Supply Chain Analyst	\$75,000	\$85,000	\$93,400
Buyer-Planner	\$71,000	\$81,500	\$98,200
Buyer	\$59,600	\$69,300	\$80,000

- Low
- Median
- High



REWARDS THAT GO BEYOND THE PAYCHECK

Globally, supply chain professionals have very positive feelings about both their jobs and the overall supply chain field. A significant 61% of respondents reported being “satisfied” or “very satisfied” with their current roles. Similarly, when asked about the supply chain field overall, a substantial 81% reported satisfaction levels of at least 7 out of 10.

Furthermore, 83% of respondents say they are likely to recommend a career in supply chain to someone considering a change or a student choosing their future path. Respondents also expressed high levels of pride in their work, with an average of 85% saying they are proud of what they do. The findings underscore the rewarding nature of this dynamic field, making supply chain an attractive and fulfilling profession for those seeking engaging and impactful work.



ELEVATING THE PROFILE OF SUPPLY CHAIN PROFESSIONALS

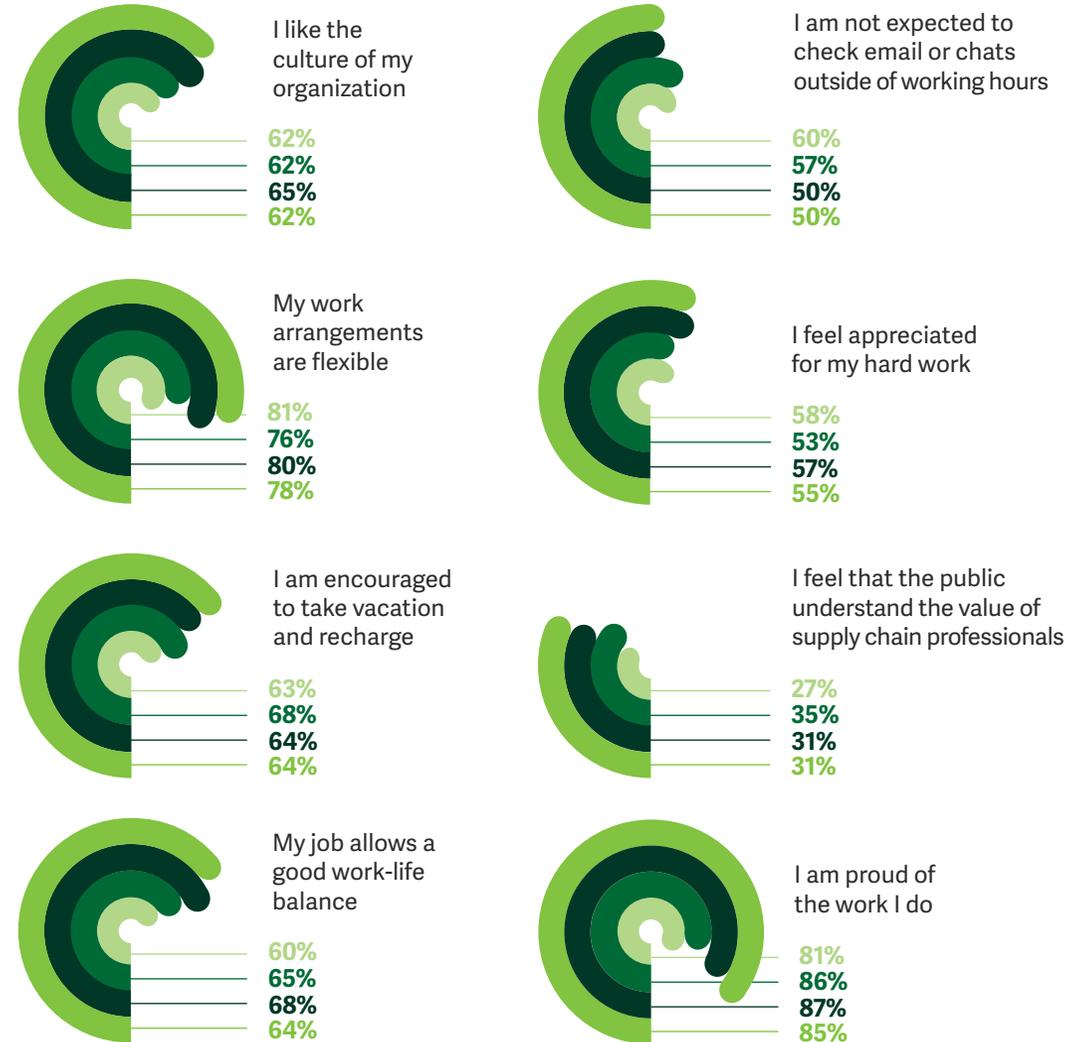
Everyday conversations about supply chain have surged in recent years, from the shortages experienced during COVID-19 to the current spotlight on tariffs. This trend creates a unique opportunity for supply chain organizations to help bridge the gap in public understanding. With only 31% of survey respondents believing that their contributions are recognized by the average consumer, there is a clear need to expand public awareness, showcase the critical contributions of supply chain professionals and educate people about everything that goes into running our global networks.

POSITIVE CULTURE, FLEXIBILITY AND BALANCE

With 62% of respondents reporting positive company culture and an impressive 78% benefiting from flexible work arrangements, supply chain professionals generally experience supportive workplaces. Additionally, 64% of individuals feel their jobs allow for a good balance. A significant majority of supply chain professionals (67% globally) work 45 hours or less in a typical week. Notably, Canada stands out with 83% working within this range. In the United States, 66% of respondents work 45 hours or less; while in Europe, the figure was 72%. A combined 11% of people work more than 50 hours per week, highlighting the trend of longer work hours in certain segments of the industry.

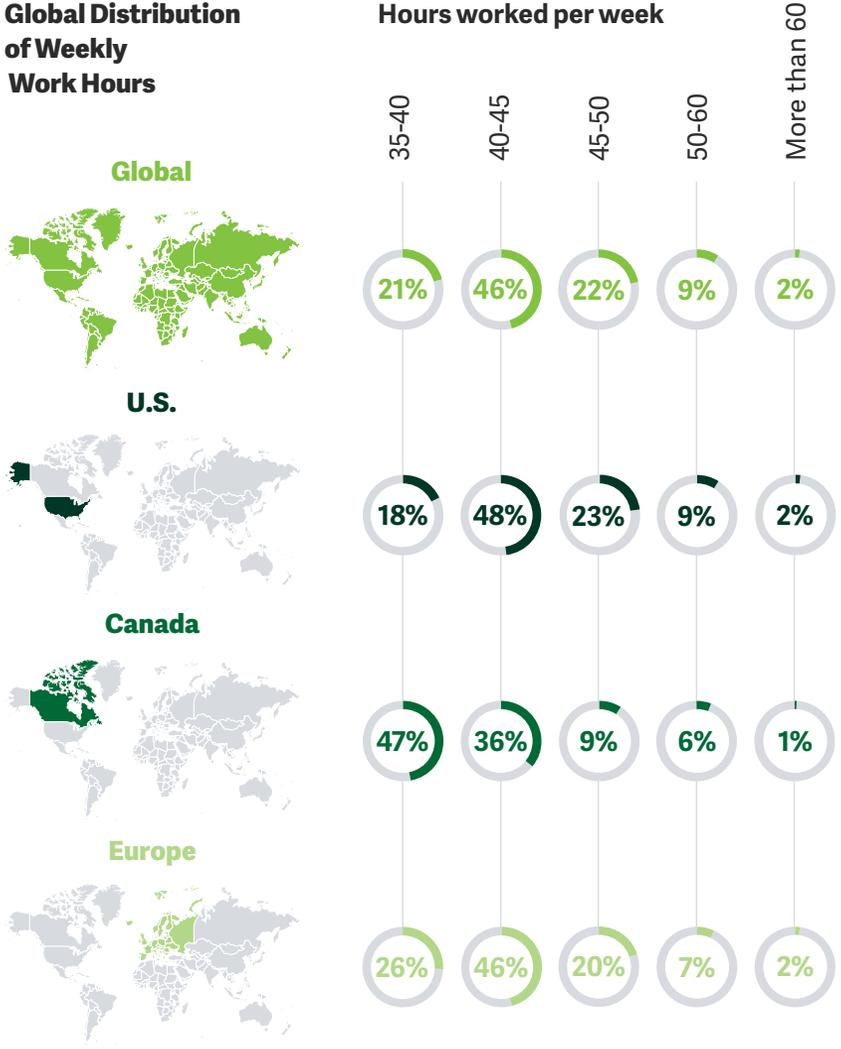


Aspects of a Rewarding Supply Chain Work Environment





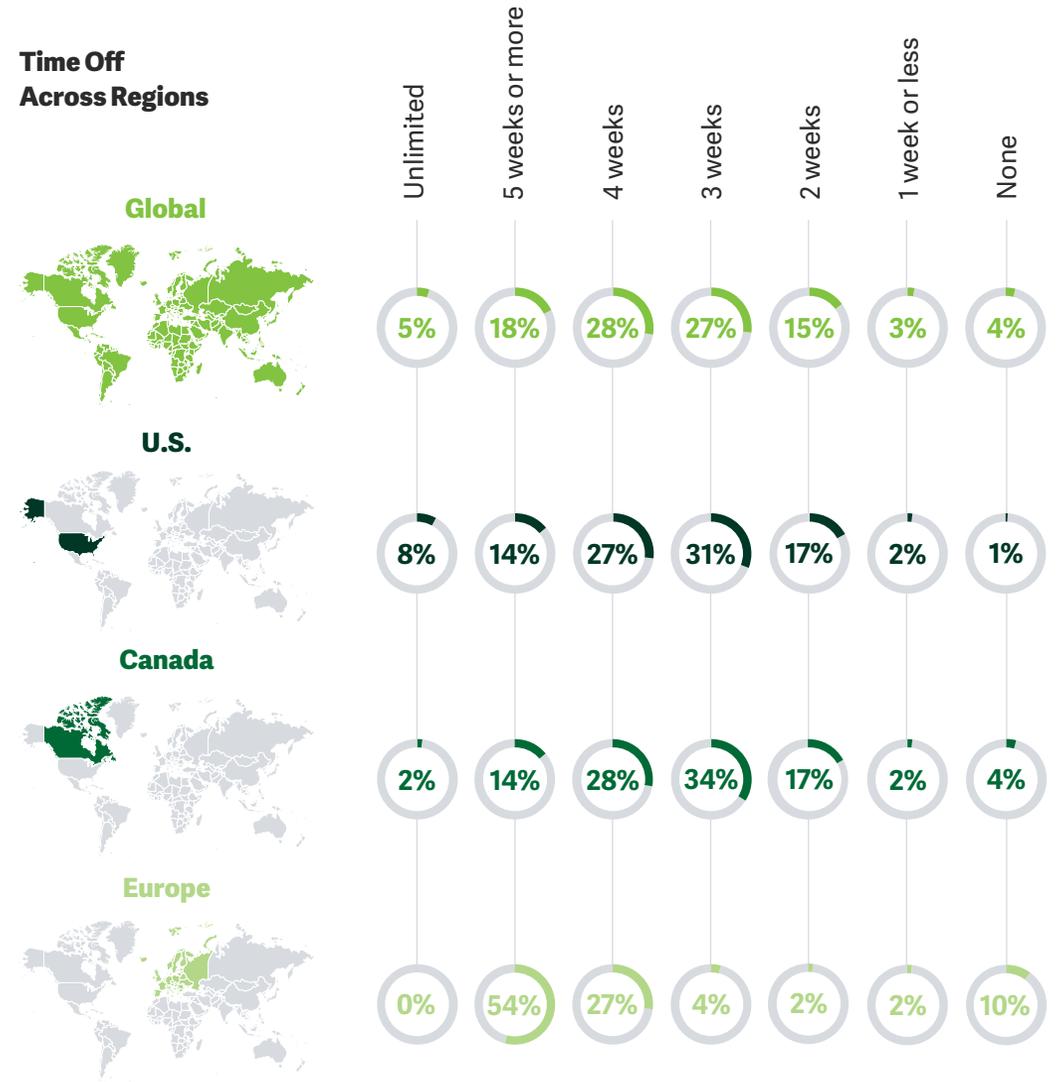
Global Distribution of Weekly Work Hours



GENEROUS VACATION POLICIES

European respondents enjoy the most generous vacation allowances, with 54% receiving five weeks or more annually and only 2% receiving two weeks or less. In contrast, 27% of U.S. respondents receive four weeks of paid time off, and 22% receive five weeks or more. However, a notable 17% of U.S. respondents receive only two weeks of vacation, highlighting a range of paid time off policies within the country. Interestingly, with 8% of supply chain professionals saying they receive unlimited paid time off, this benefit is more prevalent in the United States than other regions.

Time Off Across Regions

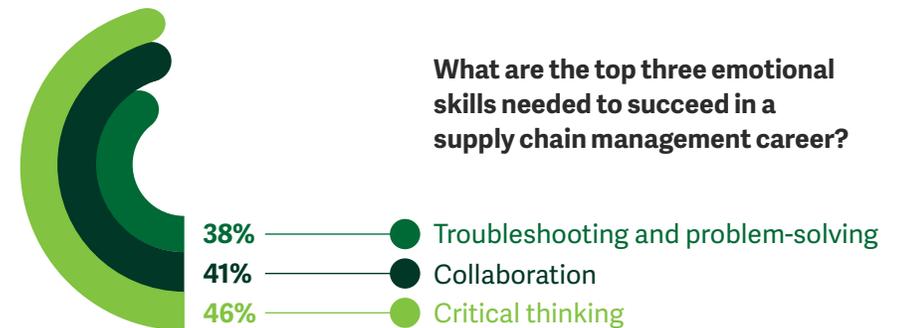
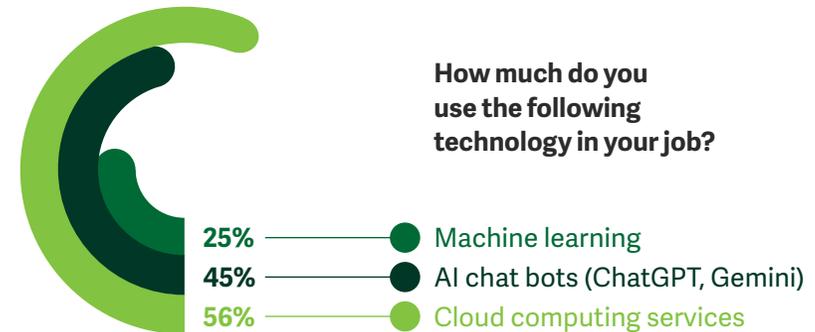


CULTIVATING A VERSATILE TOOLKIT FOR A THRIVING CAREER

In 2025, digital transformation remained a top priority, with significant integration of technology by supply chain professionals. Specifically, 56% of respondents reported at least partial use of cloud computing services in their jobs. AI tools also gained traction, with 45% of people using them at least partially. Machine learning, robotics and additive manufacturing are also being applied, albeit by smaller percentages of supply chain workers.

Beyond technical skills, critical thinking, collaboration and problem-solving were identified as the top three skills needed by industry professionals. Other important capabilities include decision-making, relationship-building and time management. This data underscores the evolving nature of supply chain careers, as well as the distinct and critical need to cultivate a versatile skillset. The most successful professionals are those with both technological proficiency and strong interpersonal abilities, enabling them to navigate the increasingly complex and digitalized industry landscape.

Key Skills for Success in Modern Supply Chain





Median Salary by Country

Country	Median salary
Australia	AU\$ 112437
Belgium	€ 79,580.00
Brazil	R\$290141
France	€ 60,910.44
Germany	€ 102,304
India	₹ 2015737.00
Ireland	€ 66,516.00
Italy	€ 49,864.00
Japan	¥ 8897970.00
Mexico	Mex\$ 792901.00
Netherlands	€ 66,355.00
Nigeria	₦ 8230677
Pakistan	Rs 1932345
Saudi Arabia	ريال 197099
Singapore	S\$ 94469
South Africa	R 750894
Spain	€ 58,024
Switzerland	CHF 131466
United Arab Emirates	AED 202001
United Kingdom	£ 55,158.95

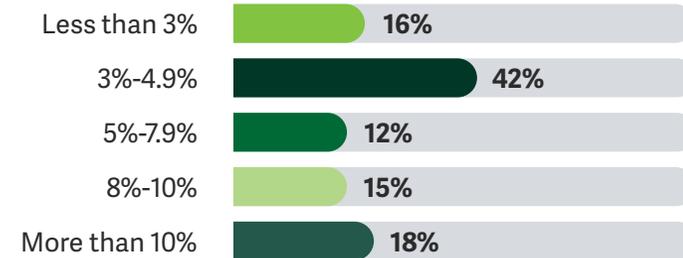
NEW ROLES, HIGH EARNINGS IN CANADIAN SECTOR

The Canadian supply chain sector is experiencing strong positive momentum, as shown by the responses of the nearly 300 professionals who took part in ASCM's survey. Key findings reveal a dynamic environment characterized by significant salary growth and the great value placed on professional development. Specifically, Canadian supply chain professionals experienced a median 6% salary increase, reaching CAD \$87,500. A significant 80% earned a raise, with the most common salary boosts between 3% and 4.9%. Notably, those who found a new job received a 12% median pay increase, compared to those who remained in their current role (3%).



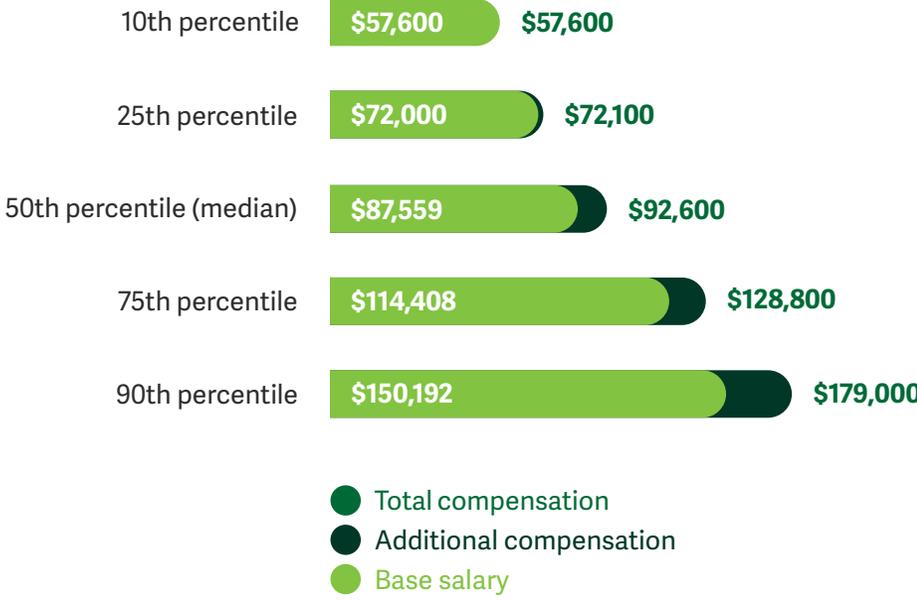
Canadian Supply Chain Salary Growth Trends

Salary increase percentage





Total Compensation Package for Canadian Supply Chain Professionals

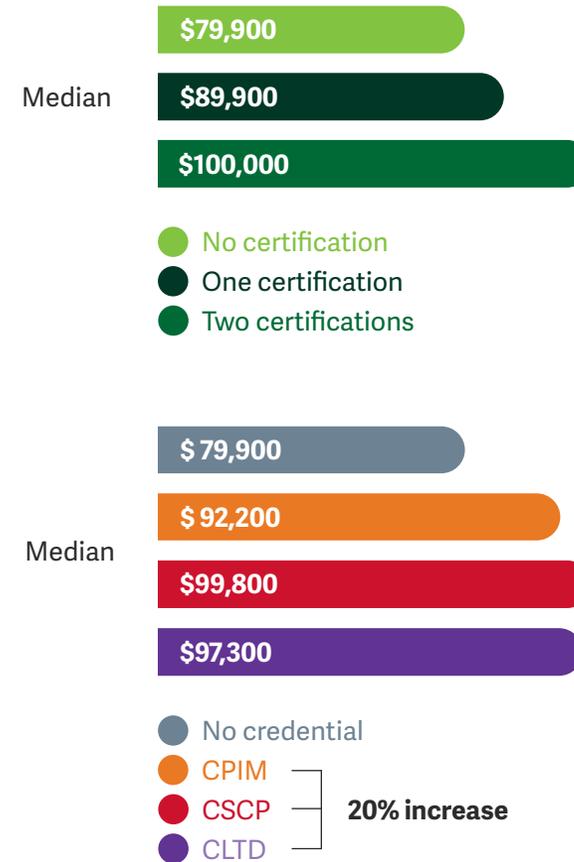


CERTIFICATION EDGE DRIVES CANADIAN EARNING POTENTIAL

Once again, professional development and certifications demonstrably enhanced earning potential for Canadian supply chain professionals. Those with at least one credential earn a median salary of CAD \$90,000, 12% higher than those without. This advantage increases for those with two or more credentials, who earn a median salary of CAD \$100,000, or 25% more than their non-credentialed peers. APICS certifications yield significant compensation boosts: People with any APICS certification earn a 17% higher median salary, at CAD \$93,600. Specifically, CPIM holders earn CAD \$92,000, CSCPs are at CAD \$100,000 and CLTDs make \$97,000. The data clearly showed that Canadian APICS certification holders are compensated well, highlighting the value placed on specialized knowledge and skills within the field.



APICS Certifications Lead to Higher Salaries in Canada



RESPONDENT DEMOGRAPHICS

The ASCM research is based on data from more than 3,500 respondents spanning a robust demographic profile of supply chain professionals and encompassing diverse backgrounds and work environments.

Job level: Respondents are primarily composed of managers (41%) and associates (40%), followed by directors (10%). Executives (3%) and vice presidents (1%) represent smaller segments.

Generation: Millennials make up the largest generational group (56%), followed by Gen X (32%), Gen Z (7%) and Baby Boomers (4%).

Ethnicity: The racial and ethnic composition is as follows: White (55%); Asian (17%); Hispanic, Latino or Spanish (12%); and Black (7%).

Gender: The survey sample is predominantly male (63%) compared to female (35%). Nonbinary and other gender identities represented a small percentage of respondents.

Education: Most respondents hold an undergraduate degree or tertiary designation (44%) or a graduate or master's degree (37%). Associate degrees and high school diplomas are held by 8% each.

Industry experience: A significant portion of supply chain professionals surveyed possess substantial experience, with 33% having between 10 and 19 years on the job.

Company size: The distribution of respondents across company sizes varies, with 17% working for organizations with 50,000 or more employees and 26% working for organizations with 1,000 to 9,999 employees.

Industry sector: The largest segment of individuals works in the industrial or manufacturing sector (28%), followed by pharmaceuticals or health care (14%).

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.

To learn more, visit [ascm.org](https://www.ascm.org).

