Supply chain careers

COMMUNITY

GEELONG REGION LOCAL LEARNING AND EMPLOYMENT NETWORK INC.

Workforce Australia
Local Jobs

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This e-resource has been developed for those working in the community sector.

It is part of the Supply Chain Talent Pipeline project – a National Priority Fund initiative which aims to break down barriers to the recruitment and retention of women. In the supply chain sector. It is supported by funding from the Australian Government through the Local Jobs Program.

We hope you will find it useful as a discussion starter when you talk to job seekers about career opportunities in the local area.

Supply chain and logistics is a sector that is currently struggling to fill all job vacancies. It is often poorly understood as a career pathway but has many entry level positions that can lead to secure, well paid careers.

What is supply chain?

A supply chain is a network of individuals and companies involved in creating a product and delivering it to consumers. Links on the supply chain begin with the producers of the raw materials and end when the finished product is delivered to the end user.

The term logistics refers to the overall process of managing how resources are acquired, stored, and transported to their final destination. Logistics management involves identifying prospective distributors and suppliers and determining their effectiveness and accessibility.

Components of the supply chain include producers, vendors, warehouses, transportation companies, distribution centres, and retailers. Functions include product development, marketing, operations, product storage, distribution, finance, and customer service.

Many supply chains today are global, and effective supply chain management results in lower costs and a more efficient production cycle. And as we learned during the COVID 19 pandemic, when borders are shut, factories closed or regular freight schedules are disrupted, it affects the entire supply chain network.

Supply chain has something for everyone …

Business Analyst
Compliance Coordinator
Customer Service
Customs Broker
Customs Compiler
Data Base Administrator
Demand Manager
Demand Planner
Documentation Clerk
Driver
Export Coordinator
Fleet Allocator
Fleet Analyst
Forklift Operator
Freight Manager
Import Operations
Inventory Controller
Inventory Coordinator
Line Haul Driver
Logistics Analyst
Logistics Coordinator
Logistics Operations
Materials Planner
Operations Manager
Operations Scheduler
Picker and Packer
Procurement Coordinator
Procurement Officer
Production Planner
Purchasing Officer
Rail Supervisor
Scheduling Officer
Signaler
Stevedore
Store Person
Supply Chain Analyst
Supply Chain Coordinator
Supply Chain Manager
Supply Chain Officer
Supply Chain Planner
Supply Planner
Systems Engineer
Terminal Coordinator
Transport Officer
Warehouse Coordinator
Warehouse Manager

The Wayfinder Supply Chain Careers for Women Career Map is a useful resource for those interested in discovering the range of supply chain roles available.

What does a modern supply chain career look like?

Emerging technologies and digitisation of supply chains have made the work a lot more interesting. Businesses can now access vast amounts of data and analyse them in near real-time to accurately forecast future demand or changes in the supply chain.

The pandemic showcased to the world how important the supply chain is to the business bottom line.

Climate change (with an increase in floods and bushfire) and geopolitical tensions (such as the war in Ukraine) have highlighted supply chain vulnerabilities and the importance of supply chain resilience.

Around 90% of the environmental impact comes from supply chain activity. Delivering products more efficiently reduces a company's carbon footprint.

A modern supply chain career can offer a future proof, dynamic and exciting job that is integral to a company's economic success and a critical component of an environmentally sustainable future.

What is driving a skills shortage in the supply chain sector?

It is a rapidly changing industry

Supply chain is experiencing transformational change. The emerging technologies that are critical to the future growth of any company just happen to be fundamental to supply chain – Big Data, blockchain, 3D printing , robotics and the Internet of Things. It means some jobs have disappeared and there are new positions in raft of new areas.

Technological advances and digitisation have increased the demand for new skills, making some jobs redundant but bringing in many more new roles.

It's an industry with an image problem

Many people don't understand what the terms supply chain or logistics mean in terms of career opportunities. For younger workers if they think about it all it's an outdated notion of cold dirty warehouses and men driving trucks.

Supply chain has an aging and primarily male workforce, and to date has failed to attract millennials and Gen Zers - particularly women.

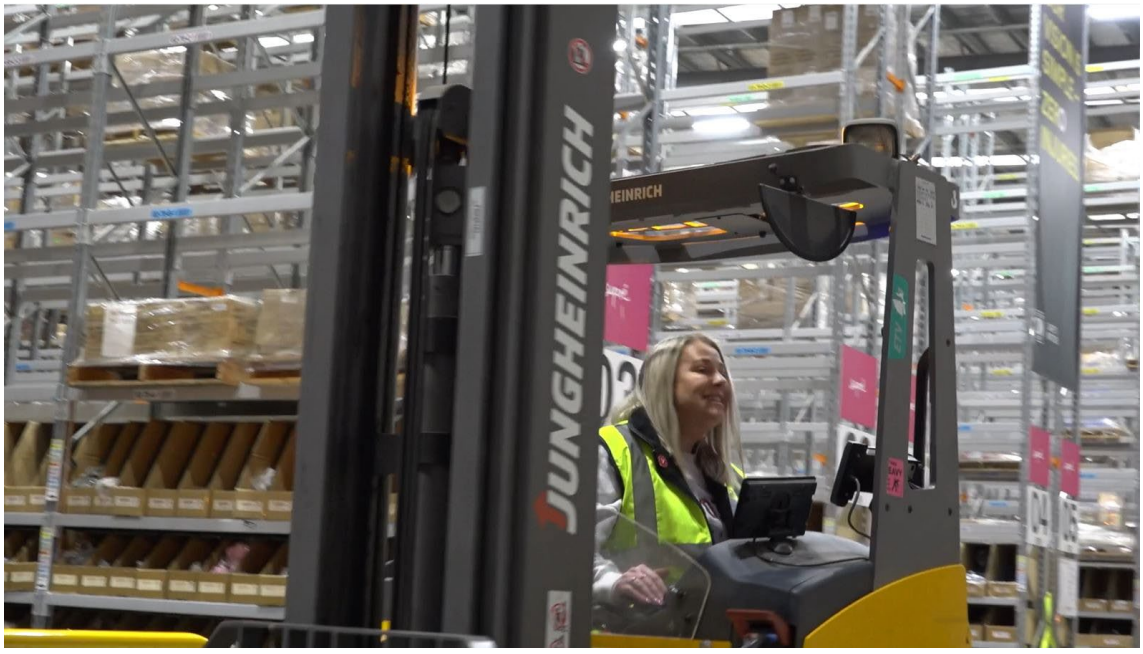
An untapped recruitment pipeline

Diversity matters

Diversity is important to business success. Increasing diversity in the supply chain workforce results in better company performance, greater productivity, improved profitability, and a competitive advantage. A diverse workforce reflects a company's customer base, enabling it to meet the shifting technical, operational and cultural challenges of customer demand.

Supply chain is a people business

Supply chain in primarily a people business and the skills and characteristics required to run a modern supply chain are skills younger people tend to be particularly good at. Collaborative skills for example are a must have … the best technology won't save supply chain problems without collaboration.



problem solving	planning skills	flexibility	organisational skills
communication	time management	creativity	teamwork
negotiating	collaboration	willingness to learn	

We know women enjoy working in supply chain

While women speak of the challenges of working in a male dominated environment, they universally love their work.

They like the people aspect

It may be increasingly digitised, but supply chain is still a people business and building relationships and working with people is the main game, whilst working with colleagues in other departments, external organisations and stakeholders to ensure reliable supply.

They like the diversity

In supply chain no day is the same – the diversity in day-to-day activities is a real plus for many women – there is huge variety both within and between supply chain roles.

They like that it's a job with a future

As COVID 19 showed, supply chain is crucial to business, it's a job with a future and it's well paid.

They enjoy problem solving

For people who are curious and like looking for patterns and trends the problem-solving aspect of supply chain is a real joy.

Many millennials value the opportunity to make a difference in the world, and the impact of a company's supply chain affects people, profit and planet.

Greater flexibility can be a game changer

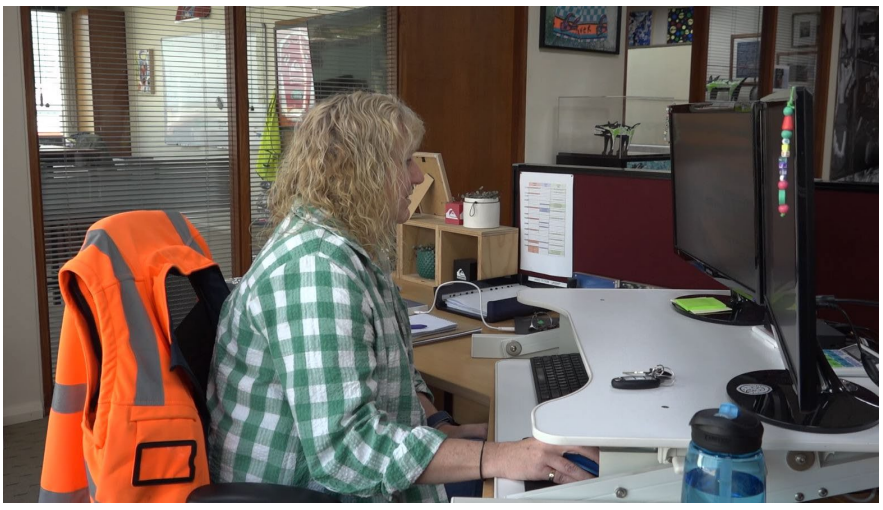
COVID19 changed the supply chain world in lots of ways and not all were negative. It shone a spotlight on the key role supply chain plays in keeping businesses moving, but the pandemic also evolved thinking about how and where work is done.

There's been a significant increase in flexible working opportunities for those in office-based roles, and while normalising flexibility in operational roles can be more difficult. Companies are exploring options.

Achieving flexible working hours is easier in some role than others, but there is a move to introduce family friendly shifts.

At Viva Energy's Geelong refinery* they are challenging the way things have always been done and changing habits around the operational pre-start meetings at the refinery and using technology to hold these remotely, allowing flexibility for offsite dial-in.

Kellogg's Australia* has trialled ways to encourage employees to manage work life balance, introducing meeting free days and 'half day Fridays'.



There is a shift to redefining work as 'outcomes to achieve' not 'a place to go'.

*WGEA Employers embracing flex

Pathways to supply chain careers

Not all roles require formal qualifications and often these are gained while on the job. Here are some of the educational pathways to a supply chain career.

TLI30321 Certificate III in Supply Chain Operations (The Gordon)

TLI31610 - Certificate III in Warehousing Operations

RTOs offering forklift training in Geelong

Start work as a trainee - My Freight Career

MultiSkills Training - Construction Courses & Qualifications in Melbourne and Geelong

Certificate III in Supply Chain Operations TLI30321 - Courses.com.au

Graduate Certificate in Supply Chain management (RMIT)

Graduate Certificate in Supply Chain management (Victoria University)

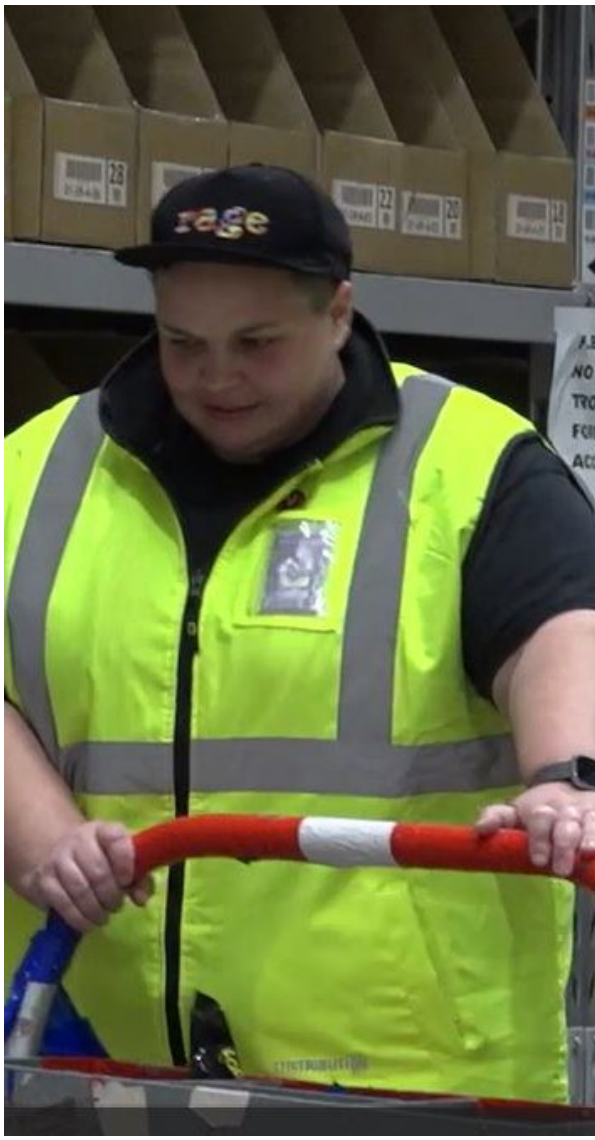
Graduate Certificate of Emerging Technologies for Supply Chain (Deakin University)

Online Master of Supply Chain and Logistics management (RMIT)

Supply Chain Management (Deakin University)

Master of Business Administration (Supply chain specialism) (Deakin University)

Open Universities Australia Supply chain and logistics courses (online)



Want to know more about supply chain career opportunities?

The FREE Supply Chain intensive workshop program is supported by funding from the Australian Government through the Local Jobs Program.

It will be delivered partly as a workshop (with online options available) and onsite visits to local businesses (transport is provided).

Areas covered by the program will include:

- The modern supply chain industry and how it operates
- Responding to the challenges of environmental sustainability and disruptive events like the pandemic
- What to expect in a modern supply chain workplace
- Skill development in areas identified as critical by industry
- Job preparation (including resume writing and interview technique)
- Career pathways in supply chain including education options.

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