Supply chain careers

SCHOOLS

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 schools 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 students about career opportunities,

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 a wide range of career pathways from entry level through to senior positions post study.

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.

Modern supply chain careers

People used to think of supply chain jobs as dirty warehouses and men in hi vis vests.

But supply chain today is an industry that 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.

The COVID 19 pandemic highlighted to companies the critical role supply chain played in their economic success.

Supply chain resilience is now a key focus of company CEOS, with supply disruption a significant threat to growth whether its because of pandemics, geopolitical tensions, labour shortages or the increase in natural disasters arising from the impact of climate change.

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.

Supply chain has a critical role to play in the environment

Around 90% of the environmental impact the consumer sector has on the environment comes from supply chain activity.

The environmental impacts from supply chains include toxic waste, water pollution, loss of biodiversity, deforestation, long-term damage to ecosystems, hazardous air emissions as well as greenhouse gas emissions and energy use.

Companies are increasingly looking at how to include environmentally friendly choices into their supply chain. If you deliver products more efficiently you reduce your carbon footprint and many companies are implementing sustainability programs to help the environment by reducing miles, reducing production costs, and by reducing product waste.

The transition of fleets to electric vehicles will continue to increase, bringing fuel cost savings and reducing emissions.

A circular economy gives incentives to reusing products, rather than scrapping them and then extracting new resources. In a circular economy, all forms of waste, such as clothes, scrap metal and obsolete electronics, are returned to the economy or used more efficiently.

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.

An untapped recruitment pipeline

Supply chain has an aging and predominantly male workforce and has traditionally struggled to attract younger workers, particularly women.

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	

* McLean P., Perez-Franco R., and Jones J. (2020) The under-representation of women in the supply chain workforce. Wayfinder/FIAL

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)

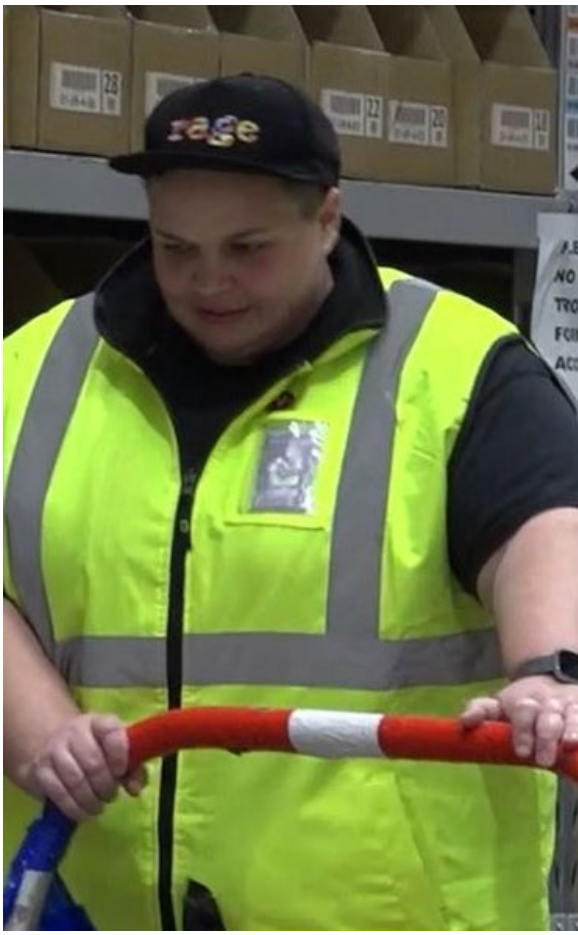
Graduate Certificate of Emerging Technologies for Supply Chain (Deakin University)

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)



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