# Supply chain careers

**RECRUITERS**

GEELONG REGION LOCAL LEARNING AND EMPLOYMENT NETWORK INC.

Workforce Australia
Local Jobs

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**This e-resource has been developed for recruitment agencies**

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 when you talk to job seekers about career opportunities in your local area.

# A Cinderella sector

## The supply chain and logistics sector is hindered by an image problem

As anyone working in E-commerce or retail knows, the Supply Chain engine is at the very core of their service offering and capability, customer experience and company growth and success. But while perceptions may have shifted a little in the aftermath of COVID 19, for most people, supply chain is either invisible as a career path or viewed from an outdated lens of men in trucks and dusty warehouses.

Jobs that were historically manual and repetitive have contributed to a negative view of supply chain, and with an aging and primarily male workforce, the industry has a reputation for being 'blokey, blue collar and boring'. It's a reputation that in many cases is undeserved, the industry is changing fast, and many organisations are actively looking to recruit more women.

Unless they have a relative or friend in the industry, as a career pathway supply chain is unlikely to be front of mind for most millennials, especially women.

# An industry in need of an image makeover

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 is an industry that is undergoing transformational change. The emerging technologies that are critical to the future growth of any company happen to be fundamental to supply chain – Big Data, blockchain, 3D printing , robotics and the Internet of Things.

# Greater flexibility is 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 has 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 roles 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'.

*WGEA Employers embracing flex

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

# 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.

# Women bring the right skill set

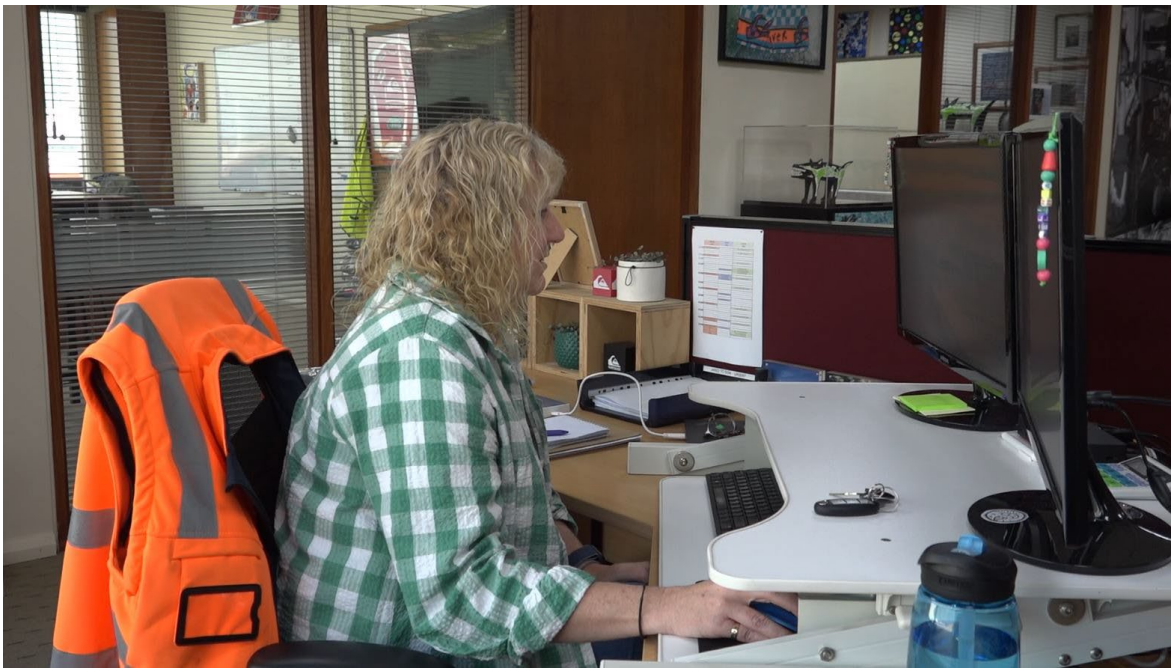
Supply chain is a people business, and benefits from the skills and characteristics often seen as typically ‘female’.

Women are great at seeing the big picture, they tend to see the impact of the work beyond the time and cost of transporting goods.

Women are terrific at collaborating – which is fundamental to the supply chain business. The best technology won’t fix supply chain problems without collaboration.

Women bring a different perspective which can promote innovation by challenging the status quo.

Women’s capacity for emotional intelligence and empathy can build important bridges and collaborative alliances with suppliers, service providers and customers.



| | | | |
|---|---|---|---|
| problem solving | planning skills | flexibility | organisation skills |
| communication | time management | motivation | enthusiasm |
| stress management | initiative | people skills | teamwork |
| leadership skills | change management | negotiating | collaboration |

# 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.

# How you can increase the number of women applying

Are the job ads female friendly?

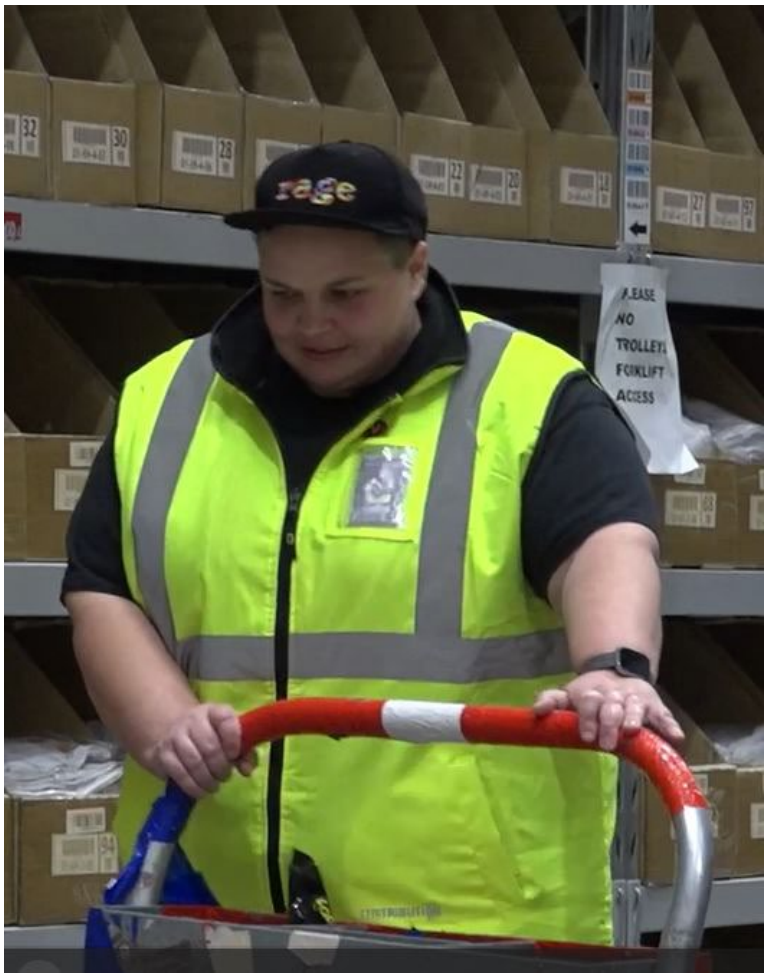
Have you tried the WGEA gender decoder to ensure the language is gender neutral?

Have you included both men and women in the images?

Is the job criteria specifically tied to the job or subtly favours a stereotype?

Is industry related operational experience really a ‘must have’?

Have all candidates been offered the opportunity to display skills rather than relying solely on the interview process?



# And there's an untapped pipeline of talent

Supply chain has an aging and primarily male workforce and struggles to attract millennials particularly women.

There are many studies showing that diverse workforces perform better, are more innovative and that there are clear benefits to the business bottom line.

Diversity has a positive effect on retention – when employees feel accepted and valued, they are less likely to stray, if another opportunity were to come up.

Having women on teams can help improve team processes and encourage collaboration.

A diverse workforce better represents society enabling a better understanding of customer and stakeholder needs.

Aside from the value in not ignoring 51% of the talent pool, companies know that a diverse workforce is viewed more positively by investors, potential employees and potential customers.

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