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2025 Procurement Salary & Day Rate Guide



Consultancy Services

Right-size your spend with our consultancy services.

Recruitment Delivery

Source and develop your talent with our recruitment expertise.



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A market overview from

Jon Pollard & Guy Wiffen | Co-Founders & Directors

"2024 (like the year before) continued to be a challenging year for many businesses. It was tough. And what happens in 2025 is unknown, and there is no evidence for a strong economic recovery... yet.

Recruitment and Consultancy activity levels are down. Organisations still appear to be reluctant to invest in external support to grow their business and develop their talent. However, Q4 (2024) and Q1 (2025) were markedly busier than what had preceded, so if that's indicative of what the future holds then we should definitely be encouraged." - **Jon Pollard**

"There are some fantastic interim and permanent candidates looking for their next roles. If you're in a position where you're looking to bring people into your organisation, NOW is a fantastic time to recruit.

Overall, market conditions the recruitment market is still dynamic, evolving, and full of potential for those ready to seize new opportunities, whether that be looking for a new career challenge or developing the talent in your team." - **Guy Wiffen**

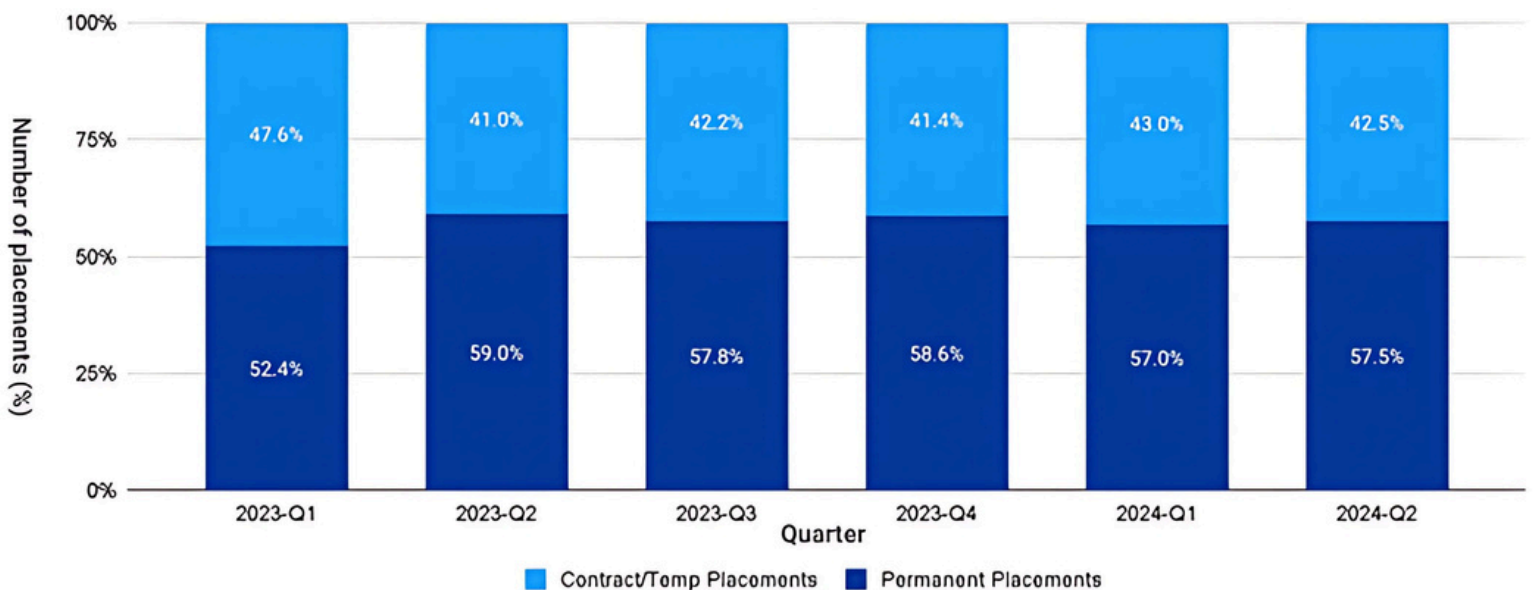




2024 key stats & insights

How the overall recruitment market performed in the UK in 2024

The UK data shows a decline in contract roles in Q3 2023 (-1.2%), a slight growth in Q4 2023 (+0.8%), then a decrease in Q1 2024 (-1.6%) and an increase in Q2 2024 (+0.5%). The contract/permanent split is much more even in the UK than it is in other countries. We read this to show that the UK's economy is heading in the right direction. However, the UK market seems to have been in a 'holding pattern' for the last four quarters. Until business, investor and consumer confidence in the UK economy recovers, we're unlikely to see this pattern change. That recovery could come soon hopefully.



Stats taken from JobAdder - State of the Market UK Report 2024



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Permanent salary guide

Private Sector

POSITION	SALARY (Low)	SALARY (Mid)	SALARY (High)
Chief Procurement Officer (CPO)	£120,000	£150,000	£200,000
Procurement Director	£100,000	£120,000	£140,000
Head of Procurement/ Strategic Sourcing	£90,000	£110,000	£130,000
Head of Category Management	£90,000	£100,000	£115,000
Head of Operational Procurement	£75,000	£85,000	£95,000
Senior Category/ Senior Sourcing Manager	£70,000	£80,000	£90,000
Category/ Supplier Relationship Manager	£60,000	£75,000	£85,000
Procurement/ Sourcing/ Contracts Manager	£48,000	£55,000	£65,000
Procurement/ Sourcing Specialist/ Buyer	£40,000	£45,000	£50,000
Procurement Analyst	£38,000	£42,000	£50,000
Senior Procurement Officer/ Administrator	£30,000	£34,000	£40,000
Procurement Officer/ Administrator	£25,000	£30,000	£38,000



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Permanent salary guide

Public Sector

POSITION	SALARY (Low)	SALARY (Mid)	SALARY (High)
Chief Commercial Officer (CPO)	£90,000	£100,000	£140,000
Commercial Director	£85,000	£95,000	£110,000
Head of Procurement/ Commercial	£70,000	£85,000	£100,000
Head of Category Management	£68,000	£80,000	£90,000
Head of Operational Procurement	£65,000	£75,000	£85,000
Senior Category Manager/ Commercial Lead	£65,000	£75,000	£85,000
Category/ Supplier Relationship Manager	£50,000	£60,000	£70,000
Commercial/ Contracts Manager	£40,000	£48,000	£55,000
Commercial Officer/ Buyer	£38,000	£42,000	£48,000
Procurement Analyst	£30,000	£35,000	£40,000
Senior Procurement Administrator	£28,000	£30,000	£32,000
Procurement Administrator	£25,000	£28,000	£30,000



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Interim day rate guide

Private Sector – Inside IR35

POSITION	DAY RATE (Low)	DAY RATE (Mid)	DAY RATE (High)
Chief Procurement Officer (CPO)	£1000	£1300	£1600
Procurement Director	£900	£1200	£1400
Procurement Transformation	£800	£950	£1100
Head of Procurement	£700	£900	£1000
Head of Category Management	£650	£750	£900
Head of Operational Procurement	£600	£750	£850
Senior Category Manager	£500	£600	£800
Procurement Project Manager	£450	£550	£750
P2P Specialist/ Implementation Manager	£400	£500	£700
Category/ Contracts Manager	£400	£500	£700
Procurement Analyst	£300	£400	£500
Procurement Support/ Administrator	£250	£300	£350



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Interim day rate guide

Public Sector – Inside IR35

POSITION	DAY RATE (Low)	DAY RATE (Mid)	DAY RATE (High)
Chief Commercial Officer (CPO)	£1000	£1200	£1400
Commercial Director	£900	£1000	£1200
Procurement Transformation	£750	£850	£1000
Head of Commercial	£750	£850	£1000
Head of Category Management	£700	£800	£950
Head of Operational Procurement	£550	£650	£800
Commercial Lead	£500	£600	£800
Commercial Manager	£400	£500	£600
P2P Specialist/ Implementation Manager	£350	£450	£550
Commercial Officer	£300	£400	£500
Procurement Analyst	£250	£350	£450
Procurement Support/ Administrator	£200	£250	£300



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**Right-size your spend.
Develop your talent.**

To find out more and to
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