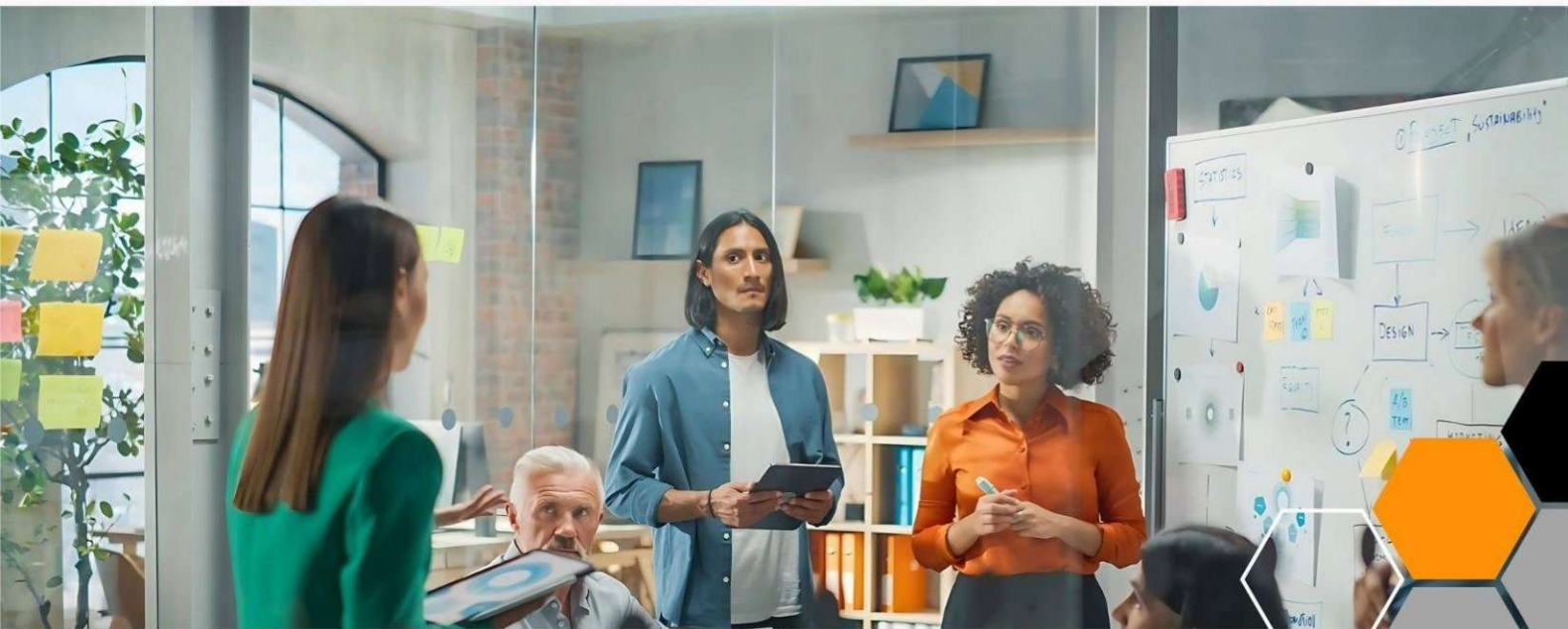


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# 2026 Procurement Salary & Day Rate Guide

## Insights for Procurement & Supply Chain Professionals



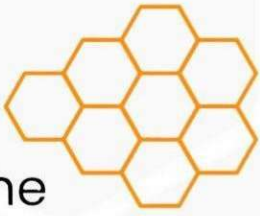
### Consultancy Services

Right-size your spend with our procurement consultancy services.

### Recruitment Delivery

Source and develop your talent with our procurement recruitment expertise.

[www.theprocurementhive.com](http://www.theprocurementhive.com)



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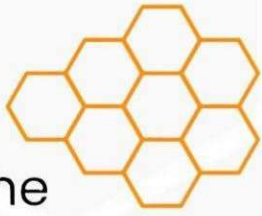
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# Introduction and market overview

Jon Pollard | Co-Founder & Director



## About This Guide

The 2026 Procurement Salary & Day Rate Guide from The Procurement Hive provides comprehensive insights into current compensation trends across the procurement and supply chain profession. Designed for both hiring managers and professionals, this guide supports informed decision-making around talent attraction, retention, and career progression.

## Why This Guide Matters

- Benchmark salaries and day rates across the procurement market
- Understand current hiring trends and candidate expectations
- Support workforce planning and budgeting decisions
- Stay competitive in a rapidly evolving talent landscape

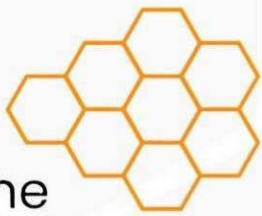
## Our Services

### **Consultancy Services**

Optimise your procurement function and maximise value across your spend. Our consultancy offering is designed to help organisations enhance efficiency, improve supplier performance, and deliver measurable cost savings through tailored, strategic solutions.

### **Recruitment Delivery**

Attract, engage, and retain top procurement talent with confidence. We combine deep market expertise with a targeted approach to sourcing, ensuring access to high-calibre professionals who align with your organisation's goals and culture.

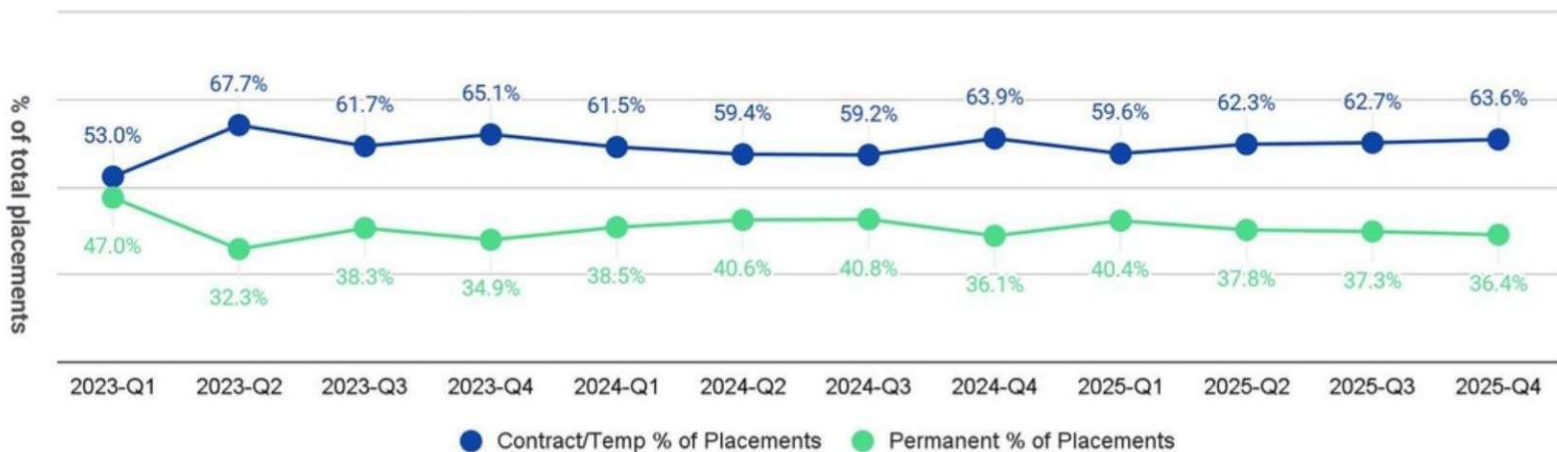


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# 2025 key stats & insights

## How the overall recruitment market performed in the UK in 2025

This past year continued to test the resilience of our industry. Job creation once again declined, with the UK down 12.5% year-on-year. This downward trend has been felt across the industry, limiting opportunities and increasing competition for every role. Despite these challenges, recruiter performance tells a more optimistic tale. In 2025, recruiters globally were making the same or even more placements than the number of jobs they were creating at a user level. Interim roles made up 62% of placements. The KPMG and REC UK Report on Jobs (January 2026) noted 36 months of a consistent decline in permanent vacancies, and softening but still decreasing temp role availability



Stats taken from JobAdder - State of the Market UK Report 2026



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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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# 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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# Interim day rate guide

Public Sector

Inside IR35

Outside IR35

POSITION	DAY RATE £ (LOW)	DAY RATE £ (MID)	DAY RATE £ (HIGH)
Chief Procurement Officer (CPO)	950   1100	1200   1350	1400   1650
Commercial Director	900   1000	1000   1200	1200   1400
Procurement Transformation	750   900	850   1000	1000   1200
Head of Commercial	750   900	850   1000	1000   1200
Head of Category Management	700   850	800   950	950   1100
Head of Operational Procurement	550   700	650   800	800   950
Commercial Lead	500   600	600   750	800   900
Commercial Manager	400   500	500   650	600   750
P2P Specialist / Implementation Manager	350   450	450   600	550   700
Commercial Officer	300   400	400   500	500   600
Procurement Analyst	300   350	350   400	450   550
Procurement Admin	200   300	250   350	300   350



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# Interim day rate guide

Private Sector

Inside IR35

Outside IR35

POSITION	DAY RATE £ (LOW)	DAY RATE £ (MID)	DAY RATE £ (HIGH)
Chief Procurement Officer (CPO)	1000   1200	1300   1400	1600   2000
Procurement Director	900   1000	1200   1400	1400   1600
Procurement Transformation	800   1000	950   1100	1100   1250
Head of Procurement	800   950	900   1050	1000   1200
Head of Category Management	700   850	850   1000	900   1050
Head of Operational Procurement	600   750	750   900	850   1000
Senior Category Manager	500   650	600   750	800   900
Procurement Project Manager	450   550	550   700	750   850
P2P Specialist / Implementation Manager	400   450	500   600	700   800
Category / Contracts Manager	400   450	500   600	700   800
Procurement Analyst	300   350	400   500	500   650
Procurement Admin	250   300	300   350	350   400



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

To find out more and to  
arrange an initial conversation:

Guy Wiffen, Director  
[guy@theprocurerhive.com](mailto:guy@theprocurerhive.com)

or

Jon Pollard, Director  
[jon@theprocurerhive.com](mailto:jon@theprocurerhive.com)

+44 (0)1403 586056



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