

# SEARCH FINDINGS

*Learnings from a recent search for a Head of Procurement and Supply Chain for an international Mining and Resources company*



## Results of a Search for a Head of Procurement and Supply Chain for a Resources company

Key elements of the brief: looking for Mongolian candidates with a minimum of 5 years experience in procurement / logistics, fluent English language skills, mining experience preferred

### Search Findings: Salaries By Industry

Mining & Mining Services	Current Salary MNT pcm gross			Other Industries	Current Salary MNT pcm gross		
	Min	Mean	Max		Min	Mean	Max
Supervisor	3,500,000	4,550,000	5,600,000	Consultant / Specialist	1,500,000	3,525,000	6,600,000
Manager	2,800,000	4,216,667	8,000,000	Head	2,400,000	2,466,667	2,500,000
Specialist	1,800,000	3,585,714	6,000,000	Manager	1,000,000	2,000,000	3,000,000
Analyst / Officer	1,300,000	2,238,889	4,000,000				

### Search Findings: Salaries By Company Origin / Investment

Foreign Invested	Current Salary MNT pcm gross			Local	Current Salary MNT pcm gross		
	Min	Mean	Max		Min	Mean	Max
Manager	2,800,000	3,912,500	8,000,000	Consultant / Specialist	1,500,000	3,300,000	6,600,000
Supervisor	2,600,000	3,900,000	5,600,000	Manager	1,000,000	1,333,333	1,800,000
Specialist	2,800,000	3,662,500	6,000,000				
Analyst / Officer	1,300,000	2,238,889	4,000,000				

### Commentary on the data:

Because of the requirements of the role our search focused on candidates with experience in Mining or Mining Services, although we also covered a range of industries (details on next slide). Job titles follow a different structure in the large mining and mining services companies, which makes comparison a little more challenging.

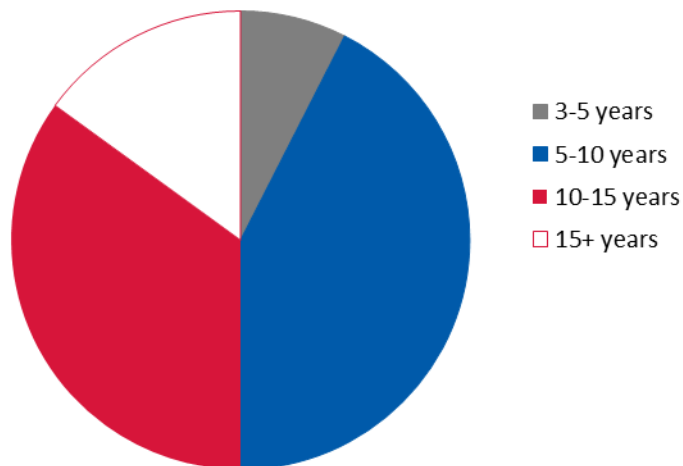
Within these Mining / Mining Services paid the highest salaries on average and Foreign Invested companies typically pay a premium to the general market, the may be driven in part by the more pressing requirement for second language fluency.

NOTE: all salaries included here are for UB based employees.

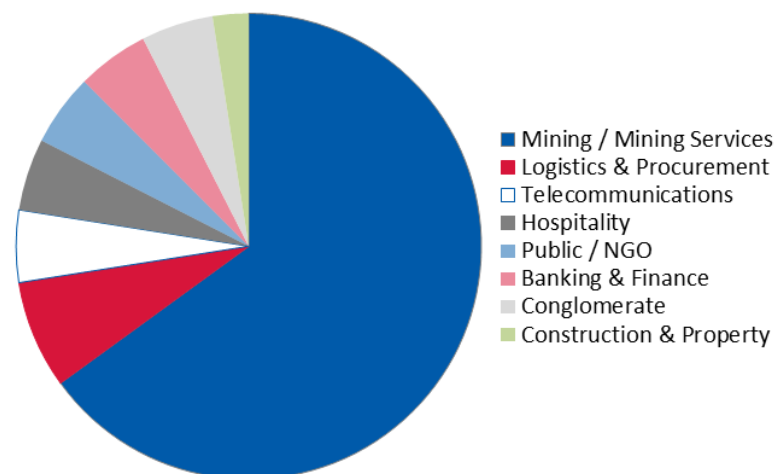
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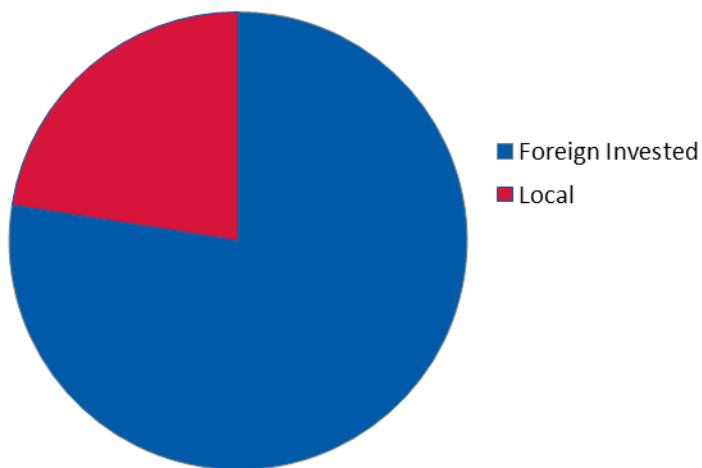
### Number of years of professional experience



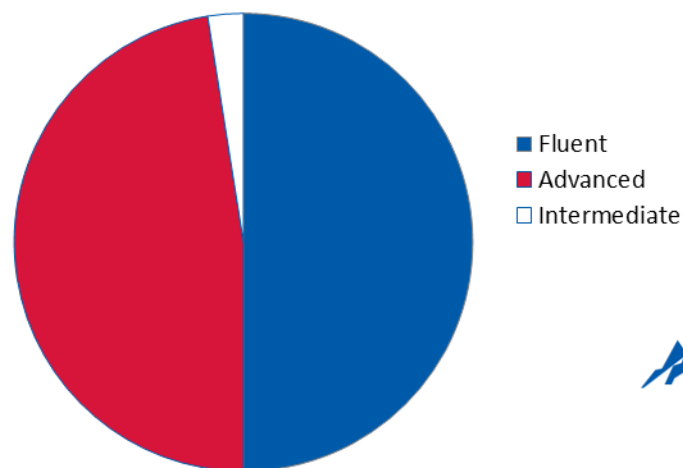
### Industry of employment



### Ownership of Employer



### Degree of English Language Fluency



## General Notes

*Mongolia Talent Network is proud to be operating in partnership with The Shackleton Group, a leading executive firm headquartered in Singapore and specialised on strategy and M&A opportunities in APAC.*

*We share a passion for delivering a better service to leading talent through consistent communication and information sharing. We are committed to constantly working towards this and are always open to any feedback you would wish to share. Please do not hesitate to contact us.*

## Reference Notes

*All salary data included is quoted on a gross monthly basis and does not include bonus, benefits or stock or share options. Please note that data reflects information reported by candidates as part of a live search, as such they should be taken purely as indicative. Please also note that this data is only a snapshot in time.*

We hope that this data is informative for both employers and employees, however, we don't pretend to have all the answers. If you think we're missing something please let us know. We plan to release this kind of update from every major search – your input can help us to make it better, faster!

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