

## Supply Chain Management Job Titles and Associated Criteria

Career Level	Experience	Criteria
Supply Chain Management Professional	Typically 7-8 years	<ul style="list-style-type: none"> <li>• Experience in at least two supply chain functional disciplines</li> <li>• Direct working experience or supply chain related working knowledge of company functions and brands, as well as client/customer facing experience in at least one of their job roles</li> <li>• Demonstrate proficiency in applicable skills as defined in the SCM skills proficiency guidelines</li> <li>• Prove business contribution (operations and/or significant benefit from transformation reflected by key business measurements</li> <li>• Active membership in a relevant professional associations</li> </ul>
Senior Supply Chain Management Professional	Typically 8-12 years	<ul style="list-style-type: none"> <li>• Experience in at least three different supply chain functional disciplines, including one role that spans several processes (such as a job in strategy, business development, transformations, etc.)</li> <li>• Demonstrate a higher proficiency in applicable skills than SCMP level</li> <li>• Ability to provide supply chain management consulting (internal or external)</li> <li>• Client engagement experience</li> <li>• Multi-country experience and/or global impact</li> <li>• Recognized resource of supply chain expertise</li> <li>• Contribute to the company's intellectual capital</li> <li>• Ability to build organizational capability (e.g. recruiting, mentoring, training)</li> <li>• Proven field knowledge (by completing course work, studying industry journals or attending conferences)</li> <li>• Participate in supply chain related profession sponsored activities</li> <li>• Active membership in relevant professional associations</li> </ul>