THE FUTURE OF JOBS AND SKILLS FOR SUPPLY CHAIN MANAGEMENT IN SINGAPORE

PREPARING SUPPLY CHAIN MANAGEMENT (SCM) PROFESSIONALS FOR EMERGING RESPONSIBILITIES AND SKILLSET REQUIREMENTS

3 key trends reshaping SCM functions

Digitalisation

Digitalisation improves productivity by automating manual, repetitive tasks and enhances end-to-end supply chain transparency.

SCM professionals are expected to possess advanced digital acumen and to evolve taking on tasks that require higher level strategic thinking.

Resilient & Agile Supply Chain

The shift towards a more resilient and agile supply chain has led to a greater need for diversified sourcing, decentralisation and enhanced business continuity planning.

SCM professionals' ability to anticipate and manage risk will be of increasing importance.
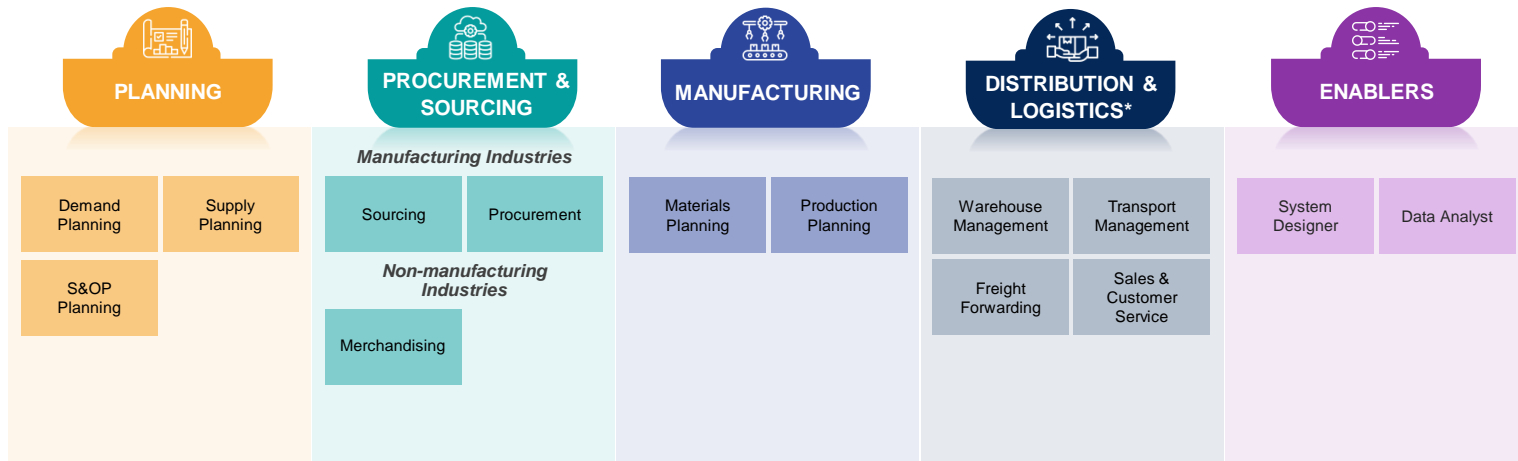
Green Supply Chain

The growing significance of incorporating green practices in supply chain management has led to a greater need for ethical sourcing, sustainability KPIs and reverse logistics.

SCM professionals are expected to develop, manage and implement sustainability related frameworks.

Supply Chain Management in a company typically comprises 5 main functions

Referencing the SCOR framework

PLANNING
- Demand Planning
- Supply Planning
- S&OP Planning

PROCUREMENT & SOURCING
Manufacturing Industries
- Sourcing
- Procurement

Non-manufacturing Industries
- Merchandising

MANUFACTURING
- Materials Planning
- Production Planning

DISTRIBUTION & LOGISTICS*
- Warehouse Management
- Transport Management
- Freight Forwarding
- Sales & Customer Service

ENABLERS
- System Designer
- Data Analyst

Excludes 3PL players

By 2025, 12 out of 38 SCM job roles will experience a medium degree of change in job tasks

These job roles will need to be upskilled and reskilled to keep up with emerging requirements

- Demand Planner
- Supply Planner
- Sourcing Manager
- Procurement Specialist
- Merchandising Executive
- Production Manager
- Materials Planner
- Project Executive (Transportation)
- Warehouse Operations Executive
- Freight Officer
- Order Management Executive
- Customer Service Officer

Singapore's inaugural SCM jobs transformation study seeks to assist employers to upskill and reskill SCM professionals and to prepare them for new ways of working

SCM Function	Affected Job Roles	New Responsibilities	New Skills Required
PLANNING	• Demand Planner • Supply Planner	• Leverage advanced software to run predictive analytics using AI/ML technologies • Actively introduce new data variables into forecasts and consolidate data-backed forecast drivers into digital dashboard for continuous supervision and decision making	• Big Data Analytics • Workflow Digitalisation • Business Continuity Planning
PROCUREMENT & SOURCING	• Sourcing Manager • Procurement Specialist • Merchandising Executive	• Leverage e-procurement systems to automate manual and routine processes such as invoicing • Apply predictive analytics and scenario planning to evaluate and recommend optimal procurement pathways • Analyse global data flows captured in ERP systems to strengthen market intelligence	• Data Storytelling and Visualisation • Workflow Digitalisation • Market Risk Management
MANUFACTURING	• Production Manager • Materials Planner	• Integrate IoT and robotics technologies to streamline manufacturing processes • Leverage vendor management software for more efficient material procurement and adjust for demand spikes • Configure various manufacturing scenarios into digital dashboards for more accurate data collection and analysis	• Big Data Analytics • Data Analytics System Design • Green Manufacturing Design and Implementation
DISTRIBUTION & LOGISTICS	• Project Executive (Transportation) • Warehouse Operations Executive • Freight Officer • Order Management Executive • Customer Service Officer	• Apply smart workflows and geolocation tracking technologies to enable self-reporting capabilities on transportation metrics such as usage and efficiency, and real-time end-to-end tracking of goods • Integrate intelligent and robotic sorting systems to digitalise inventory or storage management, and leverage digital solutions to auto-route customer orders • Use RPA and data analytics to draw sales drivers from large customer datasets and run behaviour analytics to predict sales outreach opportunities	• Data Collection and Analysis • Workflow Digitalisation • Environmental Protection Management

Transformation of businesses and jobs

[WSG] Productivity Solutions Grant (Job Redesign)

[WSG] Career Conversion Programmes (CCPs)

Wide range of support to help businesses and SCM professionals stay relevant

Equipping professionals with essential skills

[SSG] SkillsFuture Career Transition Programme (SCTP)

Scan for SCM JTM study report