

ISM[®]'s 2025 Salary Survey SUMMARY



2025 Salary Survey

In 2024, the average of reported salaries and overall compensation for supply management practitioners increased compared to 2023. The respondent reported average salary increased by 1 percent. This increase is modest compared to the gain of 6.1 percent computed for the change between 2023 and 2022 and above the 0.1-percent decrease computed for 2022. As was the case last year, we see the continuing importance of wages and work/life balance in evaluating employment opportunities.

Institute for Supply Management®'s (ISM®) *Twentieth Annual Salary Survey* finds that, in calendar year 2024, the average overall compensation for all participating supply management professionals increased to US\$132,757, an increase of 1 percent compared to 2023 (\$131,049).

According to the survey, the median compensation in 2024 increased 8 percent to \$119,600, versus \$111,000 in 2023. The average base salary of the top 5 percent of earners in 2024: \$484,200, up 16 percent from \$418,990 in 2023.

For the 20th straight year, Institute for Supply Management® (ISM®) collected salary and job information from supply management professionals. The *Twentieth Annual Salary Survey* was administered from December 9, 2024, through February 2, 2025. A random sample of ISM customers (including members and nonmembers) was pulled from ISM's database. Once again, a substantial proportion of non-ISM affiliated practitioners were included in the data set. An email invitation and five reminders were sent during the survey cycle. To encourage participation, individuals were offered an opportunity to win a US\$50 gift card (20 available).

Respondents were asked to report compensation information for the 2024 calendar year. Compensation included (reported separately) wages, bonuses and long-term incentives received before taxes and deductions. In all, 241 usable responses were received. For the 13th time, respondents were asked if they were employed for the full year. A total of nine respondents (4 percent) indicated they were unemployed for some of the previous calendar year, compared to 3 percent in last year's Salary Survey.

Want to know more? Graphics and tables are available on the ISM website. A summary of the results is available to the general public, while a detailed report is available at no charge to ISM members. Nonmembers may purchase the detailed report for \$299. The reports can be accessed at www.ismworld.org.

Average

\$132,757

Median

\$119,000

Top 5 Percentile

\$484,200

Respondents by Position

	Total	Men	Women
VP and above	\$257,823	\$186,692	\$188,667
Director	\$182,973	\$190,718	\$147,476
Manager	\$121,406	\$124,772	\$120,292
Experienced practitioner	\$109,908	\$116,550	\$105,429
Emerging practitioner	\$74,364	\$80,420	\$68,308