SupplyChainGigs
Compensation Intelligence

Personal Compensation Report **$29.99**

YOUR RAISE, BACKED BY MARKET DATA · REVIEW SEASON 2027

Live market data: 5,550 supply chain roles posting pay, as of November 13, 2026 at 5:16 PM ET

You run more network than ever, paid at the 19th percentile nationally

PREPARED FOR
Director of Supply Chain

COMPANY
Industrial manufacturing, 5,000-25,000 staff

MARKET
Dallas, TX

REVIEW
March 2027

REPORT
SCG-PCR-F980576E

EXECUTIVE SUMMARY

At $168K base you sit at the 19th percentile of posted pay for Director of Supply Chain roles in the United States, 17.6% below the $204K median, and at the 13th percentile among companies of 5,000-25,000 employees. This year you took on two new distribution centers and $60M more inventory while cutting inventory 18% with no service loss. The ask is $204K, a market adjustment to the national median, with $190K as the fallback if the budget is fixed.

19th
Your percentile, United States

58
Employers posting roles like yours in United States, last 4 months

$204K
Your ask, +21.4%

You are in the bottom quarter

Posted pay for roles like yours in the US runs $177K at the 25th percentile and $204K at the median across 79 roles. At $168K you are below the bottom quarter mark.

Companies your size pay more

Among employers with 5,000-25,000 employees, the posted median is $207K and the 25th percentile is $186K. You sit at the 13th percentile of that group.

Dallas is posting above your base

Three open roles near you post more than your base, including Capgemini's Director of AI Driven Supply Chain Transformation at $180K-$240K. Local data is too thin for percentiles, so treat these as examples, not a benchmark.

Your scope outgrew your last raise

Your 3% raise in March trailed the 3.2-3.5% national budgets planned for 2027, and it came before you added two distribution centers and $60M in inventory.

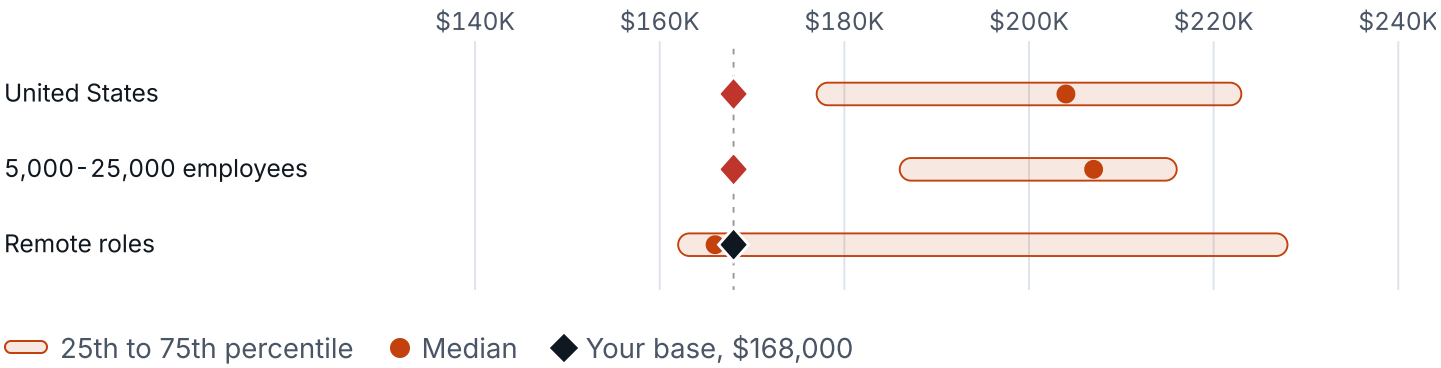
SUPPLYCHAINGIGS INSIGHT

I now run a bigger network than the role I was paid for, and I delivered an 18% inventory cut on it with no service loss. My pay sits at the 19th percentile of the posted market, and I'd like to bring it to the $204K median.

What you told us

Base pay	$168,000, bonus target 15%, last bonus paid at 100% of target
Last raise	3%, March 2026
Team	6 direct reports
Since then	Took on the two new distribution centers and $60M more inventory
Wins this year	Cut inventory 18% with no service loss; Moved 40% of freight to a new 3PL network; Led S&OP for the new product line
Review	March

Where you stand in every market



MARKET	ROLES	25TH	MEDIAN	75TH	YOUR PERCENTILE
Dallas area	4	Too few roles post pay (fewer than 8)			
South Central	5	Too few roles post pay (fewer than 8)			
United States **Main market**	79	$177K	**$204K**	$223K	**19th**
Industrial manufacturing	4	Too few roles post pay (fewer than 8)			
5,000-25,000 employees	16	$186K	**$207K**	$216K	**13th**
Remote roles	9	$162K	**$166K**	$228K	**56th**

Compared with Director roles titled like "Director of Supply Chain".

WHAT THIS MEANS FOR YOU

Lead with the US figures: 79 roles, a $204K median, and your 19th percentile. It is the largest, cleanest sample. Back it with the 5,000-25,000 employee figures ($207K median, 13th percentile) when asked "compared with whom?", since it matches companies like yours. Hold back the remote figures: their $166K median sits below your pay and invites a weaker comparison. Do not cite Dallas, South Central or industrial manufacturing percentiles, because each has only 4-5 roles posting pay.

How to position yourself

Frame yourself as the person who absorbed two new distribution centers and $60M in inventory while taking cost out, not as someone asking for more for the same job. Your results, the 18% inventory reduction, the 3PL shift and the new-line S&OP, are measurable and recurring. Point out the risk side: a network this size relies on the person who set up the 3PL

relationships and the S&OP rhythm, and replacing a director at the market rate would cost at least the median plus disruption. The gap is between the scope you carry today and a salary set for a smaller one.

The business case, in leadership's terms

An 18% inventory reduction with no service loss frees working capital that is worth many times the $36K adjustment requested [inventory dollars released].

The role now covers two more distribution centers and $60M more inventory, a scope change rather than a merit increase.

Posted pay for comparable roles runs $204K nationally and $207K at companies of similar size; bringing pay to market reduces retention risk on the person running the expanded network.

Replacing a director mid-integration of a new 3PL network and a new product line's S&OP would mean recruiting at or above the median plus lost continuity.

The case for keeping you

Open now and posting more than your base, within 50 miles of Dallas

EMPLOYER	ROLE	WHERE	POSTED BASE
Assurant	VP, Client Supply Chain Solutions **Next level**	Irving, TX	$171K-$285K
Capgemini	Director - AI Driven Supply Chain Transformation	Dallas, TX	$180K-$240K
CoreWeave	Director, Operations Accounting - Supply Chain	Dallas, TX	$165K-$220K

Remote roles posting more than your base

EMPLOYER	ROLE	WHERE	POSTED BASE
GE Aerospace	Executive Supply Chain FLIGHT DECK Leader **Next level**	Remote	$300K-$350K
RTX	Director - Product Cybersecurity Supply Chain Risk Management	Remote	$186K-$354K
Regal Rexnord	Vice President, Supply Chain - AMC Segment **Next level**	Remote	$250K-$275K
RTX	Associate Director, Supply Chain - Digital ERP COE (Remote)	Remote	$157K-$299K
Foot Locker	Sr. Engineering Director, Supply Chain and Order Management Systems	Remote	$205K-$240K
Blue Yonder	Network Principal Technical Architect (Supply chain) **Next level**	Remote	$167K-$217K

EMPLOYER	ROLE	WHERE	POSTED BASE
Gartner	Sr Director Analyst, Supply Chain Research Warehouse Systems and Technologies (WMS, Robotics, and AI)	Remote	$172K-$203K
Vizient	Sr Supply Chain Assessment Director	Remote	$135K-$237K

Other open roles closest to yours, within 50 miles of Dallas

EMPLOYER	ROLE	WHERE	POSTED BASE
Gartner	Director Analyst - AI Strategy and Emerging Technologies for Supply Chain Leaders	Irving, TX	$148K-$176K
Vizient	Service Line Supply Chain Director- Surgical	Irving, TX	$102K-$179K
Celestica	Supply Chain Director 1	Richardson, TX	Not posted

Every employer that posted roles like yours in United States, last 4 months

EMPLOYER	ROLES	MEDIAN POSTED BASE	REMOTE
Gilead Sciences	5	$209K	
Anduril Industries	4	$239K	
AstraZeneca	4	$155K	
RTX	3	$270K	3
The Coca-Cola Company	3	$185K	
BAE Systems	2	$242K	
Northrop Grumman	2	$241K	
Carrier	2	$215K	
MSD	2	$203K	
The Campbell's Company	2	$203K	
CoreWeave	2	$202K	
Westinghouse Electric	2	$162K	1
Waymo	1	$319K	

EMPLOYER	ROLES	MEDIAN POSTED BASE	REMOTE
Lam Research	1	$282K	
3M	1	$278K	
Target	1	$262K	
Lockheed Martin	1	$253K	
Pure Storage	1	$243K	
Reckitt Benckiser Group	1	$232K	
Corning	1	$228K	
EY	1	$228K	
Oracle	1	$226K	
Abbott	1	$224K	
Regal Rexnord	1	$223K	
Medline	1	$222K	

And 33 more.

WATCH OUT

Talk about what the market pays, never about leaving. Say "58 employers posted roles like mine in the last four months, with a national median of $204K," not "I've seen jobs in Dallas paying more."

Your company's year and what the market budgets

$25K
Your bonus at a 100% payout on your 15% target

3.2-3.5%
2027 U.S. salary increase budgets

For 2027, WTW reports planned salary increase budgets of 3.4%, Mercer 3.2% merit and 3.5% total, and The Conference Board 3.5%.

PRO TIP

With a March review, raise budgets are likely being set now through January. Have the first conversation in November-December so your adjustment is planned in the budget, not squeezed from a merit pool averaging about 3.2-3.5%.

What to ask for

Your ask

$204,000

+$36,000 (+21.4%): brings you to the market median; you are in the bottom quarter of the market, so this is a market adjustment, not a merit raise.

If the budget is fixed

$190,000

+$22,000 (+13.1%). If the budget is fixed, ask for $190K (+13.1%) now with a written commitment to review again toward the $204K median within six to twelve months. Pair it with a higher bonus target that matches your bigger scope, or a title or level review given you now run two more distribution centers and $60M more inventory.

PRO TIP

State it plainly and stop: "I'm asking for $204K. It brings me to the market median for the role I'm now running, which has grown by two distribution centers and $60M in inventory." Then wait for their response.

Your talking points

My role has grown by two distribution centers and $60M in inventory this year. I'd like my pay to reflect the job I'm doing now, not the one I was hired for.

EVIDENCE

Their words: took on two new DCs and $60M more inventory.

WHY IT LANDS

It frames the ask as a scope correction, which managers can justify upward more easily than merit.

I cut inventory 18% with no loss in service. That released [inventory dollars] in working capital while the network was getting bigger.	EVIDENCE 18% inventory reduction, no service loss. WHY IT LANDS Finance leaders recognize working capital; it ties your pay to cash the company already has.
I'm at the 19th percentile of posted pay for Director of Supply Chain roles nationally. The median across 79 posted roles is $204K, and I'm at $168K.	EVIDENCE US market: 25th $177K, median $204K, 75th $223K; 19th percentile, -17.6%. WHY IT LANDS A large, neutral data set moves the conversation from opinion to fact.
Companies our size pay even more for this role. Among employers with 5,000-25,000 people, the posted median is $207K, which puts me at the 13th percentile.	EVIDENCE 16 roles, median $207K, 25th $186K. WHY IT LANDS It answers "compared with whom?" with peers that look like your company.
I moved 40% of our freight onto a new 3PL network and led S&OP for the new product line. Both are now running parts of the business I'm accountable for.	EVIDENCE 40% freight shift; S&OP for the new line. WHY IT LANDS It shows ongoing responsibility, which supports a base change rather than a one-time bonus.
My last raise was 3%, before the scope change, and it trailed the national budgets. I'm asking for $204K as a market adjustment to the median.	EVIDENCE 3% in March; 2027 budgets 3.2-3.5% (WTW, Mercer, Conference Board). WHY IT LANDS It shows the gap can't close through the normal merit cycle and needs a separate decision.

Your wins, in business terms

How you described them, and how to say them so leadership hears the value. Fill in anything in [brackets].

YOU SAID	SAY IT LIKE THIS
Took on the two new distribution centers and $60M more inventory	**Expanded accountability to two additional distribution centers and $60M in inventory, with [headcount or volume added] and no added director-level cost.**
Cut inventory 18% with no service loss	**Reduced inventory 18%, releasing [working capital in $] and lowering carrying costs by [annual savings in $], while holding service at [fill rate or OTIF %].**
Moved 40% of freight to a new 3PL network	**Transitioned 40% of freight to a new 3PL network, delivering [freight cost savings in $ or %] and [service or capacity improvement].**
Led S&OP for the new product line	**Built and ran S&OP for the new product line, supporting [launch revenue or volume] with [forecast accuracy or stockout result].**

Your plan for the conversation

Now, mid-November to early December	Ask your manager for time to discuss your role and pay before 2027 budgets are finalized. With a March review, budgets are often set in December-January, so raise it now.
Early to mid-December	Fill in the bracketed figures for each win: working capital released, freight savings, service levels. Get finance to confirm the numbers if possible.
6-8 weeks before review, mid-January	Hold the main conversation: scope change, results, and the $204K market adjustment, with a one-page summary you leave behind.
2 weeks before review, mid-February	Check in on whether the adjustment is in the budget, and offer the $190K step plus non-cash items if it is fixed.
After the March review	Send a short written recap of what was agreed and, if partial, the date and criteria for the next step.

Raise your pay over time

An MBA shows the largest posted pay gap at Director level, $205K with it against $189K without, and appears in about a quarter of roles, so it is the long-term credential to consider.

Lean Six Sigma ($198K vs $190K) fits your inventory and network work and is quicker to earn. Harvard's Program on Negotiation is a practical short-term option for conversations like this one.

What Director-level employers ask for, and what those roles post

CREDENTIAL	SHARE OF ROLES	MEDIAN WITH IT	WITHOUT IT	DIFFERENCE
MBA A business school	24.6%	$205K	$189K	+8.5%
Lean Six Sigma ASQ and others	13.7%	$198K	$190K	+4.1%
CPIM (Certified in Planning and Inventory Management) ASCM	6.6%	$195K	$191K	+2.3%
CSCP (Certified Supply Chain Professional) ASCM	8.8%	$190K	$192K	-0.8%
PMP (Project Management Professional) Project Management Institute	6.4%	$189K	$193K	-1.8%
CPSM (Certified Professional in Supply Management) Institute for Supply Management	4.1%	$185K	$193K	-3.9%
CLTD (Certified in Logistics, Transportation and Distribution) ASCM	1.3%	Too few	$191K	

From 467 Director-level roles posting pay in the last 120 days. Roles that name a credential can pay more for other reasons too, like industry or seniority: read the difference as what employers ask for and pay, not a promise.

Continuing education worth a look

MicroMasters in Supply Chain Management MIT Center for Transportation & Logistics (MITx)	Graduate-level online courses in supply chain analytics, design and dynamics.
Program on Negotiation executive education Harvard Law School	Short programs on negotiation and leadership; useful for anyone who negotiates with suppliers, budgets or their own pay.

SCPro certification Council of Supply Chain Management Professionals (CSCMP)	A three-level certification across the end-to-end supply chain.

Many employers pay for training like this, which makes it a good ask if the raise budget is fixed.

If you hear...

"Everyone gets the standard merit increase this year." I understand, and this isn't a merit request. My scope grew by two DCs and $60M in inventory, and I'm at the 19th percentile of posted pay. It's a market adjustment, which is a separate decision.

"Dallas pays less than national figures." Local data is too thin to set a benchmark, but three open Dallas-area roles post above my base, including one at $180K-$240K. And companies our size post a $207K median.

"Your bonus brings your total pay up." My bonus is about $25K at target, which is a percentage of base, so it inherits the same gap. Peers' posted base pay is what I'm comparing against.

"We can't do $204K this cycle." Then could we get to $190K now with a written plan to reach the median within the year, and look at the bonus target for the scope I've added?

What to avoid

Mentioning leaving, interviewing, or the remote roles at GE Aerospace or Regal Rexnord as if they were offers.

Leading with remote pay data, where the $166K median is below your base.

Quoting Dallas or industry percentiles based on 4-5 roles.

Waiting until the March meeting to raise it, after budgets are set.

Sources and methods

Freshness: we pull new roles from employers' own career sites every hour. This report was built from the postings live on November 13, 2026 at 5:16 PM ET.

Market pay: the midpoint of each posted base range on U.S. supply chain roles we synced in the last 120 days, compared with Director roles titled like "Director of Supply Chain". Hourly rates are annualized at 2,080 hours. A market needs at least 8 roles with pay.

Markets: the metro is within 50 miles; regions follow U.S. survey regions. Industry and company size come from our employer profiles.

Credentials: roles that name each one against those that don't, at your level. Higher pay comes with them; they are not the only reason for it.

Written guidance: the headline, summary, positioning, talking points and plan are written for you from these figures and what you told us.

Not covered: bonus and equity, which postings rarely include, and what people in these roles are actually paid.

This report is market information to support your conversation. It does not promise any outcome, and your figures are never shared with an employer.

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Confidential: prepared for you. Market figures are posted pay from employers' own career sites.

