ProcurementGigs

Compensation Intelligence

Personal Compensation Report **$29.99**

YOUR RAISE, BACKED BY MARKET DATA · REVIEW SEASON 2027

Live market data: 3,282 procurement roles posting pay, as of November 15, 2026 at 10:07 AM ET

You're paid at the 15th percentile after adding $120M in spend

PREPARED FOR
Director of Procurement

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

MARKET
Atlanta, GA

REVIEW
March 2027

REPORT
PG-PCR-F6DB71F5

EXECUTIVE SUMMARY

At $172K base you sit at the 15th percentile for Director of Procurement roles posted in the South Atlantic, 9.9% below the $191K posted median. This year you took on indirect spend for two acquired business units, $120M more under management, and delivered $6.2M in validated savings at 140% of target. The ask is $191K, an 11% market adjustment that brings you to the posted median.

15th
Your percentile, South Atlantic

32nd
Your percentile, U.S.

14
Employers posting roles like yours in South Atlantic, last 4 months

$191K
Your ask, +11%

Your scope grew, your pay did not

You added $120M under management and 5 direct reports' worth of delivery, yet your last raise was 3%, below the 3.2-3.5% national budgets planned for 2027.

Regional employers post above your base

14 employers posted roles like yours in the South Atlantic in four months, including McCormick at a $193K median and BAE Systems at $187K. Three open roles near Atlanta post more than your base.

Atlanta data is thin, use regional

Only 6 Atlanta roles post pay, too few to use, so the 20-role South Atlantic market is your strongest honest comparison.

Remote pay is not your benchmark

Remote Director roles post a $162K median, which puts you at the 56th percentile. Expect it to be raised and be ready to explain why your hybrid, acquisition-heavy role is different.

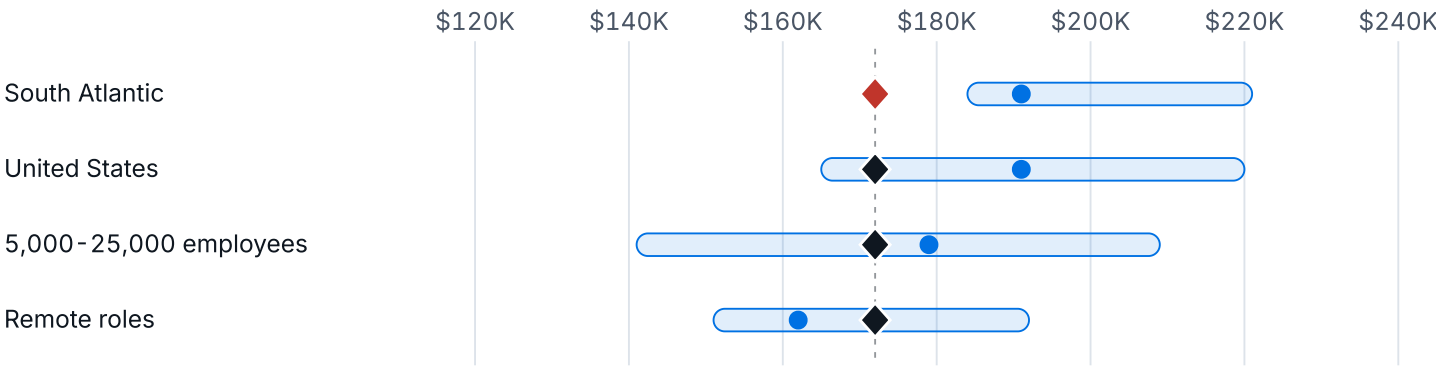
PROCUREMENTGIGS INSIGHT

I now run $120M more spend and delivered $6.2M in savings at 140% of target, but my pay sits at the 15th percentile of the posted market. I'd like to bring it to the $191K median as a market adjustment.

What you told us

Base pay	$172,000, bonus target 15%, last bonus paid at 100% of target
Last raise	3%, March 2026
Team	5 direct reports
Since then	Took on indirect spend for two acquired business units, $120M more under management
Wins this year	Delivered $6.2M in validated savings, 140% of target; Consolidated 300 suppliers to 180 with no service loss; Led the Coupa rollout to 2,000 requesters
Review	March

Where you stand in every market



25th to 75th percentile ● Median ◆ Your base, $172,000

MARKET	ROLES	25TH	MEDIAN	75TH	YOUR PERCENTILE
Atlanta area	6	Too few roles post pay (fewer than 8)			
South Atlantic **Main market**	20	$184K	**$191K**	$221K	15th
United States	180	$165K	**$191K**	$220K	32nd
Industrial manufacturing	7	Too few roles post pay (fewer than 8)			
5,000-25,000 employees	56	$141K	**$179K**	$209K	45th
Remote roles	16	$151K	**$162K**	$192K	56th

Compared with Director roles titled like "Director of Procurement".

WHAT THIS MEANS FOR YOU

Lead with the South Atlantic figures: 20 roles, $191K posted median, you at the 15th percentile. It is your region and large enough to be credible. Keep the US view ($191K median, 32nd percentile) as backup since it shows the same median. Hold the company-size view ($179K median, 45th percentile) and remote view ($162K, 56th percentile) for a "compared with whom?" question: acknowledge them, then note they reflect smaller scope or remote roles, not a Director carrying post-acquisition integration.

How to position yourself

Frame yourself as the person who absorbed two acquisitions' indirect spend without adding risk, while beating savings targets. Your $6.2M in savings is over 30 times the $19K gap to median. Losing the person who knows the integrated supplier base and owns the Coupa platform for 2,000 requesters would be costly and disruptive. You are paid for the role you had before the acquisitions, not the one you run now.

The business case, in leadership's terms

- $6.2M in validated savings, 140% of target, against a $19K adjustment to reach the posted median.
- $120M more spend under management from two acquired business units, integrated without added headcount cost noted.
- Supplier base cut from 300 to 180 with no service loss, lowering supply risk and admin cost.
- Coupa rollout to 2,000 requesters makes you the owner of a key system; replacing that knowledge mid-adoption carries real risk.

The case for keeping you

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

EMPLOYER	ROLE	WHERE	POSTED BASE
Boston Consulting Group	Inverto | Managing Director, Procurement Next level	Atlanta, GA	$265K
Clorox	Associate Director - Procurement Strategy & Transformation	Alpharetta, GA	$131K-$317K
Anduril Industries	Director of Supply Chain	Atlanta, GA	$190K-$252K

Remote roles posting more than your base

EMPLOYER	ROLE	WHERE	POSTED BASE
Fresenius Medical Care	VP Procurement - Azura Next level	Remote	$211K-$352K
Vizient	Vice President Pharmacy Spend Management Delivery (REMOTE) Next level	Remote	$188K-$348K
Regal Rexnord	Vice President, Supply Chain - AMC Segment Next level	Remote	$250K-$275K
Smartsheet	VP, Procurement Next level	Remote	$230K-$290K
SCAN Health Plan	Senior Director, Vendor Management	Remote	$200K-$260K

EMPLOYER	ROLE	WHERE	POSTED BASE
MANSCAPED	Director of Procurement & Sourcing	Remote	$190K-$200K
Gartner	Sr Director Analyst, Direct Procurement	Remote	$172K-$203K
NielsenIQ	Senior Director, IT/Tech Procurement	Remote	$152K-$215K

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

EMPLOYER	ROLE	WHERE	POSTED BASE
Global Payments	Director, Procurement - Technology Solutions VMO	Alpharetta, GA	$120K-$188K
Sysco	Director of Beef Procurement	Atlanta, GA	Not posted
Spectris (Malvern Panalytical)	Procurement Director	Norcross, GA	Not posted
Western Union	Director of Strategic Sourcing	Atlanta, GA	Not posted
QTS Data Centers	Director, Procurement Systems & Analytics	Duluth, GA	Not posted
BD	Director Procurement, UCC Business Unit	Covington, GA	Not posted

Every employer that posted roles like yours in South Atlantic, last 4 months

EMPLOYER	ROLES	MEDIAN POSTED BASE	REMOTE
BAE Systems	4	$187K	
Capital One	2	$234K	
McCormick	2	$193K	
Vizient	2	$141K	
Ciena	1	$228K	
Clorox	1	$224K	
Eaton	1	$224K	
Anduril Industries	1	$221K	
UCB	1	$213K	
Bloom Energy	1	$191K	

EMPLOYER	ROLES	MEDIAN POSTED BASE	REMOTE
Novolex	1	$190K	
Turner & Townsend	1	$178K	
AstraZeneca	1	$177K	
Global Payments	1	$154K	

WATCH OUT

Talk about the market, never about leaving. Say "14 employers in our region posted similar roles, at medians such as McCormick's $193K" as evidence of market pay, not as options you are weighing.

Your company's year and what the market budgets

$26K
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 set in December or January. Have the first conversation by early December so your adjustment can be planned in, not squeezed out of an already set merit pool.

What to ask for

Your ask

$191,000

+$19,000 (+11%): brings you to the market median; you are in the bottom quarter of the

If the budget is fixed

$183,000

+$11,000 (+6.4%). If the budget is fixed, ask for $183K (+6.4%) now with a written commitment to review against the median

market, so this is a market adjustment, not a merit raise.

within six months. Pair it with a non-cash ask: a title or level review reflecting your post-acquisition scope, or funding for an executive negotiation program such as Harvard's Program on Negotiation.

PRO TIP

Say it plainly: "I'm asking for $191K. I'm at the 15th percentile of posted pay for my role in our region while running $120M more spend, so this brings me to the market median." Then pause and let them respond.

Your talking points

My pay hasn't kept pace with my role. I'm at $172K, the 15th percentile of posted Director of Procurement pay in the South Atlantic, where the median is $191K.

EVIDENCE

South Atlantic: 20 roles, 25th $184K, median $191K, 75th $221K.

WHY IT LANDS

Starts with an external, neutral fact rather than a personal request.

I took on $120M more spend this year. Indirect spend for both acquired business units now runs through my team.

EVIDENCE

Scope change: two acquired units, $120M more under management.

WHY IT LANDS

Shows the role itself changed, which justifies an adjustment beyond merit.

I delivered $6.2M in validated savings, 140% of target. The adjustment I'm asking for is a small fraction of that.

EVIDENCE

$6.2M validated savings vs $19K gap to median.

WHY IT LANDS

Puts the ask in return-on-investment terms leadership uses.

We cut suppliers from 300 to 180 without any service loss. That's lower risk and simpler management for the business going forward.	EVIDENCE Supplier consolidation 300 to 180. WHY IT LANDS Connects procurement work to operational risk, a leadership priority.
I led Coupa to 2,000 requesters. Adoption and the data it gives us depend on continued ownership.	EVIDENCE Coupa rollout to 2,000 requesters. WHY IT LANDS Highlights continuity value without implying a threat.
I'm asking for $191K, the posted market median. Given where I sit, I see this as a market adjustment, not a merit raise.	EVIDENCE Suggested ask $191K, +11%. WHY IT LANDS Separates the request from the merit pool, making it easier to approve.

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 indirect spend for two acquired business units, $120M more under management	**Integrated $120M of acquired indirect spend into one procurement function, [number of months] after close, with [savings or synergies captured in $].**
Delivered $6.2M in validated savings, 140% of target	**Delivered $6.2M in finance-validated savings, 40% above target, directly to [EBITDA or margin impact].**
Consolidated 300 suppliers to 180 with no service loss	**Cut the supplier base 40% with no service disruption, reducing supply risk and [annual admin or price savings in $].**
Led the Coupa rollout to 2,000 requesters	**Put 2,000 requesters on Coupa, raising spend visibility and compliance to [on-contract spend %] and cutting cycle time by [days].**

Your plan for the conversation

Now, mid-November	Write a one-page summary: scope change, four wins with figures filled in, and South Atlantic posted pay data. Get finance to confirm the savings figures.
Early December to mid-January (6-8 weeks before March review)	Raise it with your manager before 2027 budgets lock. Ask for a market adjustment to $191K and ask how adjustments are funded separately from merit.
Mid-February (2 weeks before)	Check where it stands, share the one-pager again, and confirm who approves.
March review	Lead with scope and results, state $191K once, then stop talking. Discuss the $183K fallback only if needed.
After the review	Send a written recap of what was agreed and any follow-up date. If partly met, agree on criteria and timing for the rest.

Raise your pay over time

An MBA shows the clearest posted pay difference: named in 27% of Director roles, with a $193K median versus $186K without. CSCP shows a similar gap but appears in only 5.8% of roles. Given your savings and acquisition work, a negotiation program from Harvard could strengthen your case for a larger role, though the data does not tie it to pay.

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	27%	$193K	$186K	+3.6%
CSCP (Certified Supply Chain Professional) ASCM	5.8%	$193K	$187K	+3.1%
PMP (Project Management Professional) Project Management Institute	6.7%	$188K	$187K	+0.9%
CPSM (Certified Professional in Supply Management) Institute for Supply Management	13%	$187K	$187K	0%

CREDENTIAL	SHARE OF ROLES	MEDIAN WITH IT	WITHOUT IT	DIFFERENCE
MCIPS (CIPS membership) Chartered Institute of Procurement & Supply	4.5%	$187K	$187K	0%
Lean Six Sigma ASQ and others	10.6%	$182K	$187K	-2.9%
CPIM (Certified in Planning and Inventory Management) ASCM	2.1%	Too few	$187K	

From 330 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

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.
Negotiation Mastery Harvard Business School Online	An online course you can take alongside work, with a certificate on completion.
MicroMasters in Supply Chain Management MIT Center for Transportation & Logistics (MITx)	Graduate-level online courses in supply chain analytics, design and dynamics.

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 merit budget, about 3.5%.” I understand. This is a market adjustment for a role that grew by $120M, separate from merit. I'm 9.9% below the posted median.

“Remote director roles pay less than you.” They do, at $162K. My role is hybrid, regional and now covers two acquired units, so the South Atlantic Director market is the fair comparison.

“Companies our size pay around $179K.” That's true for the average role, but my scope grew sharply this year. The regional median of $191K matches what I now carry.

“We can't do it this year.” Could we do $183K now and commit in writing to a review against the median within six months?

What to avoid

Mentioning or implying outside offers or job searches.

Leading with remote or company-size data that undercut your case.

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

Framing it as reward for effort rather than a market adjustment for a larger role.

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 15, 2026 at 10:07 AM ET.

Market pay: the midpoint of each posted base range on U.S. procurement roles we synced in the last 120 days, compared with Director roles titled like "Director of Procurement". 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.

