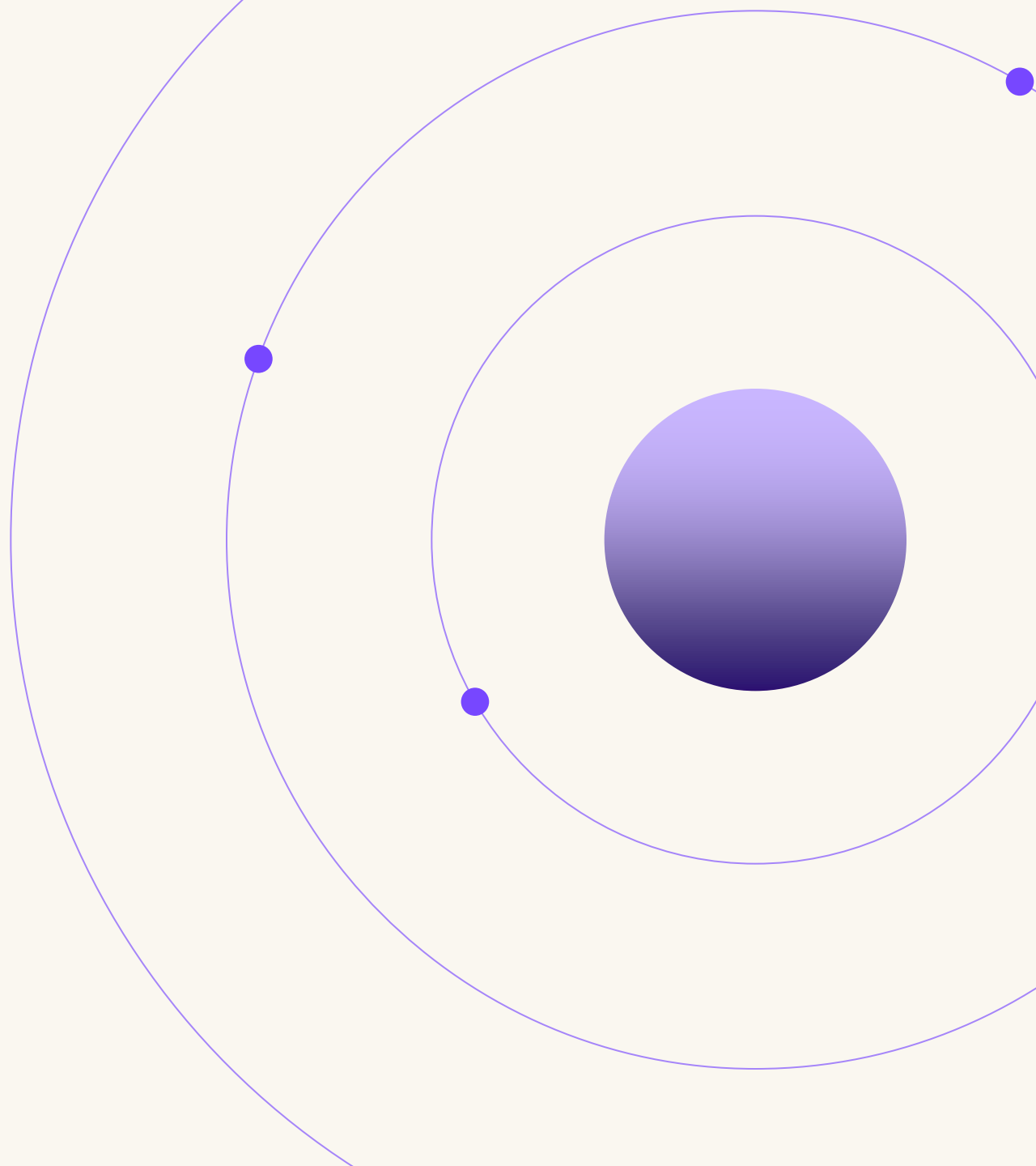


Talent Radar

Supply Chain Analytics

September 2026





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— SUPPLY CHAIN ANALYTICS · SEP 2026

A sector read on supply chain analytics hiring in India, GCCs included: where demand is moving, how supply is keeping up, and what the talent costs.

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The Big Picture

India's supply chain employers now want forecasting and analytics skills, and professionals with those skills and more than four years' experience are hard to find.



Sachith Kumar Rai

Managing Director & Founder,
Recruite Global

Supply chain hiring in India is splitting in two. Traditional planning and logistics roles are barely growing, while the number of supply chain data scientists rose 33% in the past year. More than 1,200 of India's roughly 2,100 global capability centres (GCCs) have built AI and machine-learning capability, and nearly half of Indian enterprises already use AI at scale in their supply chains. The roles being funded today sit closer to data science than to logistics.

The talent is there in numbers: about 1.3 lakh professionals in India combine supply chain planning with analytics tools. What is scarce is experience. Early-career professionals are readily available, but from the fourth year of experience onward every level is very hard to hire, and fewer than one in five of these professionals has more than 13 years behind them.

That gap is already visible across the market: in the 22% of these professionals who changed jobs last year, in pay that rises steeply with experience and platform skills, and in demand that now reaches well beyond retail into FMCG, manufacturing, pharma and the IT and analytics firms that train much of this talent.

My advice to the leaders we work with is to plan for it early: brief every role by the skills it needs rather than a job title, invest in early-career talent and in the mid-level professionals most likely to move, and look for experience where it is being developed. For professionals, the message is equally clear – analytics tools, planning platforms and certification are what the market is paying for.



Executive Summary

— SUPPLY CHAIN ANALYTICS HIRING AT A GLANCE

Analytics-led supply chain hiring is growing while logistics execution cools. The talent pool is large but young, and experienced professionals are hard to find.

GCCs WITH AI CAPABILITY

1,200+

Of India's roughly 2,100 GCCs

ANALYTICS PAY PREMIUM

30–55%

Over traditional SC operations

SC-ANALYTICS PROFESSIONALS

~1.3 lakh

India

SC DATA SCIENTISTS

+33%

Growth, past 12 months

ENTERPRISES USING AI AT SCALE

48%

In supply chain, India

SC-ANALYTICS TALENT MOVEMENT

22%

Changed jobs, past 12 months

— WHAT THE MARKET SHOWS

Demand

Moving to analytics. More than 1,200 of India's roughly 2,100 GCCs have built AI and machine-learning capability. Supply chain data scientists are the fastest-growing role; traditional planning titles are flat.

Supply

Large but young. About 1.3 lakh professionals, yet every level from four years of experience is very hard to hire, and fewer than one in five has 13+ years.

Pay & skills

Rising with experience and platform skills. SQL, Python and Power BI are the common base; SAP IBP, o9 and Kinaxis set candidates apart, and certification lifts median pay by 20–27%.

Finding One

Supply chain data scientists are the fastest-growing role, up 33% in a year as traditional planning titles grew 1–3%.

FINDING ONE

Data science leads growth

FINDING TWO

Hard to hire from year four

FINDING THREE

Pay by experience and skill

THE BOTTOM LINE

What comes next



FINDING ONE

Supply chain data scientists are the fastest-growing role, up 33% in a year as traditional planning titles grew 1–3%.

The shift starts with where companies are spending. More than 1,200 of India's roughly 2,100 GCCs have built AI and machine-learning capability, and nearly half of those set up since FY2021 were built around AI from the start. Supply chain is following the same path: 48% of Indian enterprises now use AI at scale. The constraint is people: 62% of senior GCC executives name the shortage of combined domain and technology expertise as their biggest constraint, and 72% must reskill more than 40% of their workforce.

Within supply chain, growth is uneven. The number of supply chain data scientists grew 33% in the past year, while traditional titles barely moved – demand planners +2%, supply chain analysts +3%, logistics analysts +3%, procurement and sourcing analysts +1% and supply or inventory planners +1%. Much of the market's planning talent also works under grade titles such as Assistant Manager or Manager: for every professional with a demand-planning job title, about 100 list demand planning as a skill in some role.

The skills employers ask for have moved with it – from spreadsheets to SQL, Python and Power BI, and on to planning platforms such as SAP IBP, o9 and Kinaxis.

What hiring leaders should act on:

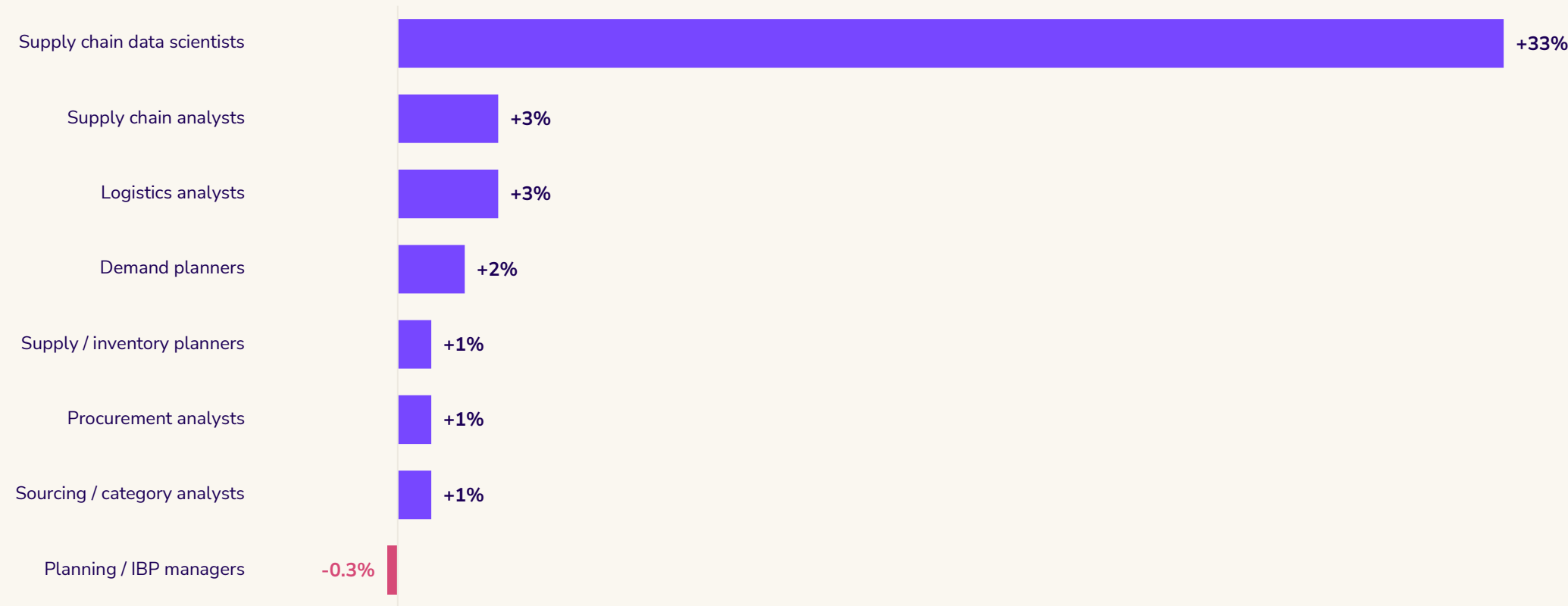
Brief by sub-function and skill, not by the bundled 'supply chain' label. A demand-planning role and a machine-learning forecasting role compete for different candidates, platforms and pay bands. Searching on skills rather than job titles also opens up a far larger pool.



Talent growth by supply chain role, past 12 months

Analytics roles inside supply chain are growing while traditional planning and logistics titles stay flat.

— TALENT GROWTH BY ROLE, PAST 12 MONTHS



At leadership level, analytics-skilled supply chain directors grew 14% and heads or VPs 18%.

Source: Recruise Talent Intelligence; LinkedIn Talent Insights.



Skills, certifications and the pay premium they carry

— THE SKILLS THAT DEFINE THE ROLE

SQL, Python and Power BI are the most common skills in the talent pool; platform and forecasting skills set candidates apart.

SQL	Python
Power BI	SAP IBP / APO
o9 / Kinaxis / Blue Yonder	Anaplan
ML & statistical forecasting	Optimisation (Gurobi, CPLEX)
Control-tower platforms	Inventory & safety-stock modelling

Three ways to count demand planners

Three different counts sit behind demand planning. About 3,000 people in India carry the job title. About 2.8 lakh list demand planning as a skill, in any role or industry. We estimate 25,000–35,000 actually do the job, many under grade titles such as Manager. Skill-based searches therefore reveal a far larger pool than title searches.

— CERTIFICATIONS AND THE PAY PREMIUM

ASCM CERTIFIED +20% higher pay	APICS CSCP +27% higher pay	APICS CPIM +23% higher pay
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What someone with the certification earns above someone doing the same job without one.

Certification	Professionals, India	1-yr growth
Six Sigma (all industries)	~3.45 lakh	+10%
SAP IBP	13,000	+39%
APICS CSCP	3,100	+39%
APICS CPIM	1,300	+20%
CIPS (Procurement & Supply)	1,200	+26%

Six Sigma is a general quality credential held across every industry, which is why it dwarfs the rest. Among the supply chain credentials, CSCP, CPIM, CIPS and SAP IBP holders are all in the hardest-to-hire band. o9, Kinaxis and Blue Yonder were all named Leaders in Gartner's 2025 Magic Quadrant for supply chain planning and each runs its own certification programme; together with SAP IBP they are the platforms enterprises are standardising on.

Source: ASCM 2025 Supply Chain Salary & Career Report; Gartner Magic Quadrant for Supply Chain Planning Solutions 2025; Recruise Talent Intelligence; LinkedIn Talent Insights.

Finding Two

Hiring gets very hard from the fourth year of experience, and the pool shrinks with every band above it.

FINDING ONE

Data science leads growth

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FINDING TWO

Hiring gets very hard from the fourth year of experience, and the pool shrinks with every band above it.

Demand is moving faster than experienced supply. India has an estimated 1.05–1.5 lakh supply chain analytics professionals, and our talent-pool analysis puts the pool at about 1.3 lakh. The shortage is not in numbers but in experience: professionals with up to three years' experience are rated moderately easy to hire, while every level from four years onward is rated very hard to hire.

The bench thins quickly with seniority. For each year of experience there are about 7,200 professionals in the 4–7 year range, falling to about 4,600 at 8–12 years, 2,100 at 13–15 years. The hardest roles to fill are the newest and most senior: supply chain data scientists, planning and IBP managers, and analytics leaders.

Scarcity shows up in movement. 22% of these professionals changed jobs in the past year, and a quarter of those with 4–7 years' experience did. Aon measures something slightly different, the share of employees who resign in a year, and puts it at 16–22% across GCCs, 16.2% for India as a whole and 25–30% for AI and senior engineering roles.

What hiring leaders should act on:

Plan for scarcity rather than wait for the market to close it. Hire early-career talent with Python, SQL and a forecasting project and train them into planners; protect the 4–7 year cohort with growth paths and long-term incentives; and approach experienced candidates early, as they rarely come to market on their own.

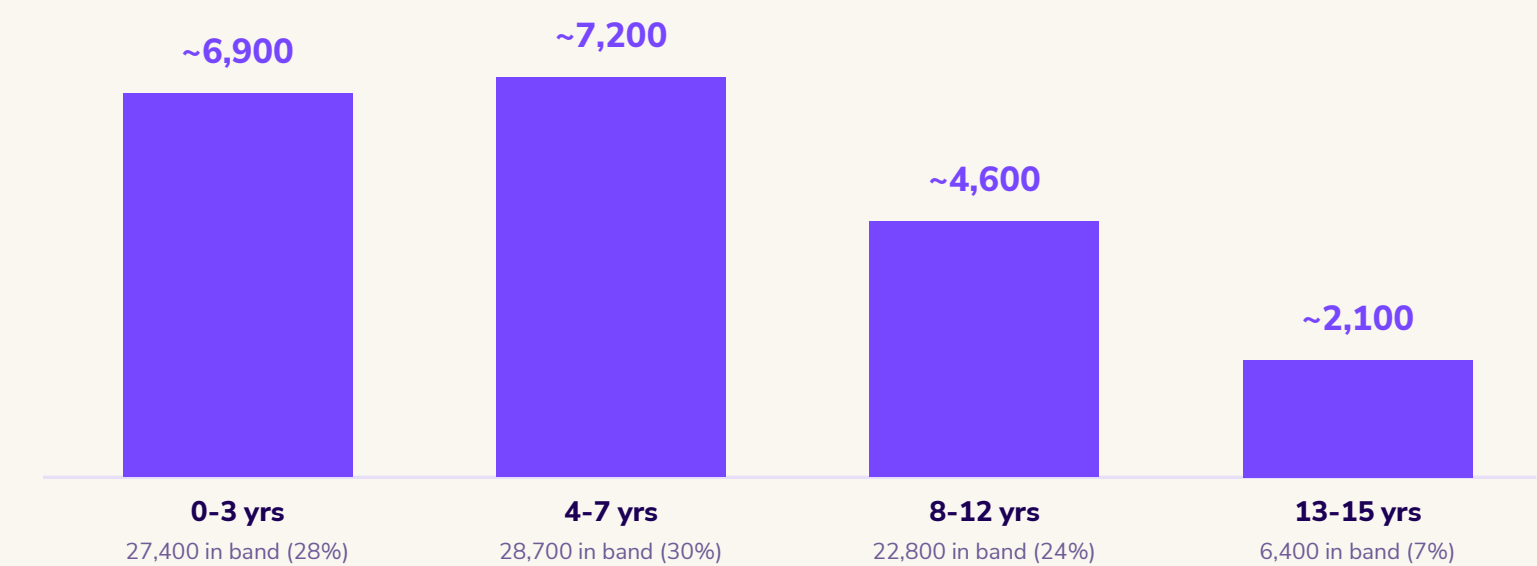


Talent supply and hiring difficulty by experience

— HEADLINE SUPPLY NUMBERS



— PROFESSIONALS PER YEAR OF EXPERIENCE



— DIFFICULTY BY ROLE

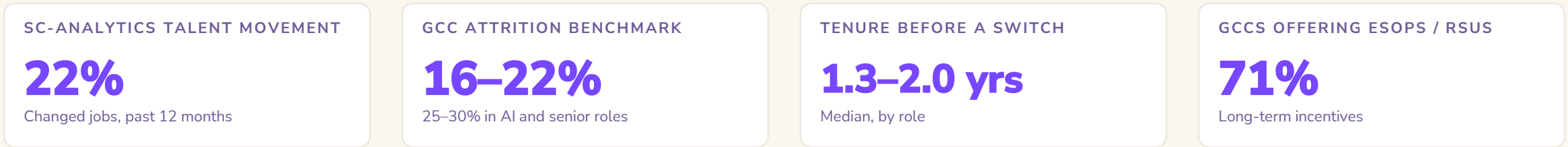
SC analysts	Moderate
Procurement / sourcing analysts	Moderate
Logistics analysts	Moderate
Supply / inventory planners	High
Demand planners	High
SC data scientists	Very high
Planning / IBP managers	Very high
Analytics leadership (all roles)	Very high

About a quarter of profiles don't state years of experience, so the experience bands cover the 96,400 professionals who do. Hiring difficulty is LinkedIn Talent Insights' own rating — moderate, high or very high — comparing employer demand with the supply available. Beyond 15 years the band is open-ended (11,100 professionals, 11%), so a per-year figure is not shown.



Job moves and tenure by experience

Professionals who pair supply chain planning with analytics tools move more often than the wider market, and the mid-level moves most.



— MOVEMENT BY EXPERIENCE

Experience	Tenure before switch	Changed jobs, 12 mo
0–3 yrs	0.5 yrs	24%
4–7 yrs	1.8 yrs	26%
8–12 yrs	2.4 yrs	19%
13–15 yrs	2.8 yrs	16%
16+ yrs	3.2 yrs	13%

Why people move

- 1. Compensation, as analytics premiums reprice the market mid-cycle
- 2. A bigger role at retail and CPG GCCs setting up planning centres
- 3. Limited growth into IBP-manager or data-science lead roles

Pay is the main lever

GCC salary hikes averaged 9.9%, against India-wide increments projected at 9.1% for 2026. Most movement is lateral – into better-paying platform roles – rather than out of the field.

The tile gives median tenure for each role, which ranges from 1.3 to 2.0 years. The table splits the same professionals by experience instead, so its range is wider: early-career professionals move after about six months, and those with 16+ years after about three.

Source: Aon Annual Salary Increase & Turnover Survey 2025–26 and India Salary Increase Survey 2025; Recruise Talent Intelligence; LinkedIn Talent Insights; Talent500.

Finding Three

Pay rises steeply with experience and platform skills, from Rs 3–6 LPA at entry level to Rs 40–100+ LPA for heads of analytics.

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Hard to hire from year four

FINDING THREE

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FINDING THREE

Pay rises steeply with experience and platform skills, from Rs 3–6 LPA at entry level to Rs 40–100+ LPA for heads of analytics.

Supply chain analytics pay climbs steeply with seniority. Entry-level analysts sit in the Rs 3–6 lakh per annum (LPA) band, mid-level analysts and demand planners in Rs 7–12 LPA, sales and operations planning (S&OP) and integrated business planning (IBP) managers in Rs 12–22 LPA, directors in Rs 30–60 LPA and heads of supply chain analytics in Rs 40–100+ LPA. Analytics roles carry an estimated 30–55% premium over traditional supply chain operations at equivalent experience, and certification adds to it.

Demand now reaches well beyond retail. IT services, consulting and analytics firms employ and train the largest share of this talent; FMCG and CPG companies are building planning benches and employ the most analytics leaders; manufacturers, pharma companies and e-commerce firms are all hiring for planning, analytics and network design.

Geography follows the same pattern. Depth and experience sit in Bengaluru, demand planning and leadership in Mumbai, while Hyderabad and Chennai are the fastest-growing pools for new teams.

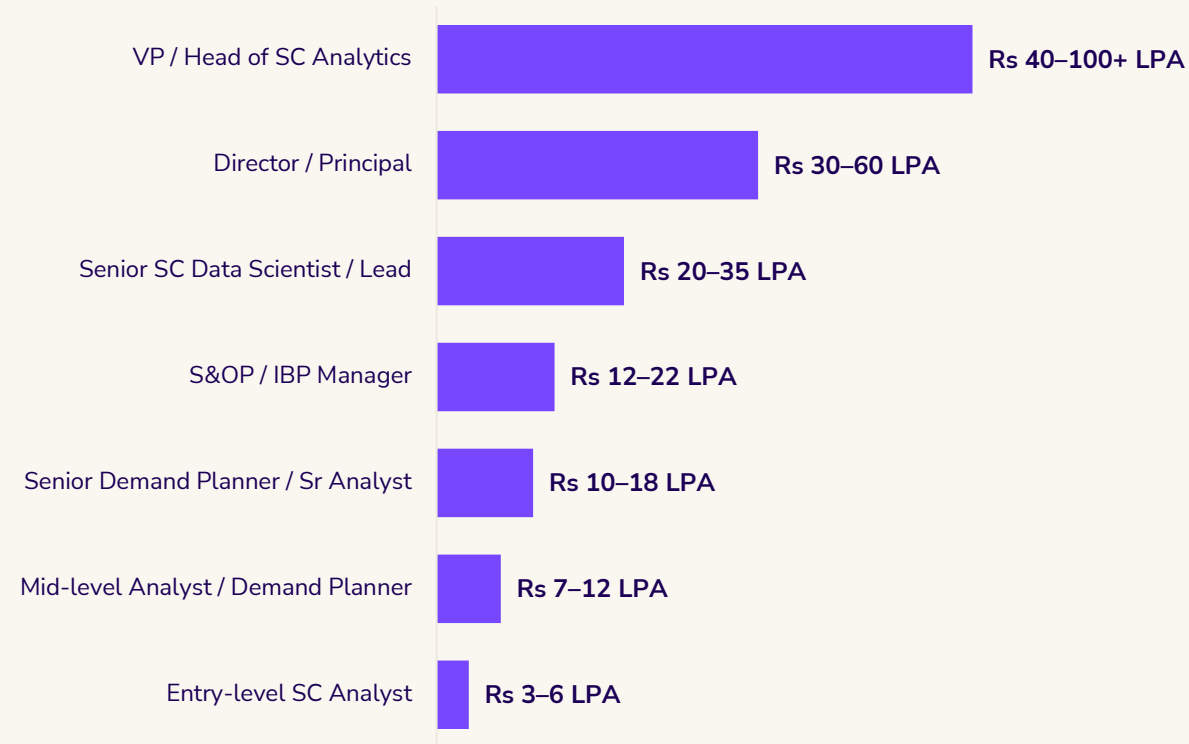
What hiring leaders should act on:

Benchmark every offer against the role-specific band and the premium for experience and platform skills. Look for experienced talent in the IT services, consulting and analytics firms that develop it, hire in Bengaluru for depth, and consider Hyderabad or Chennai for new teams, where the pool is growing fastest.



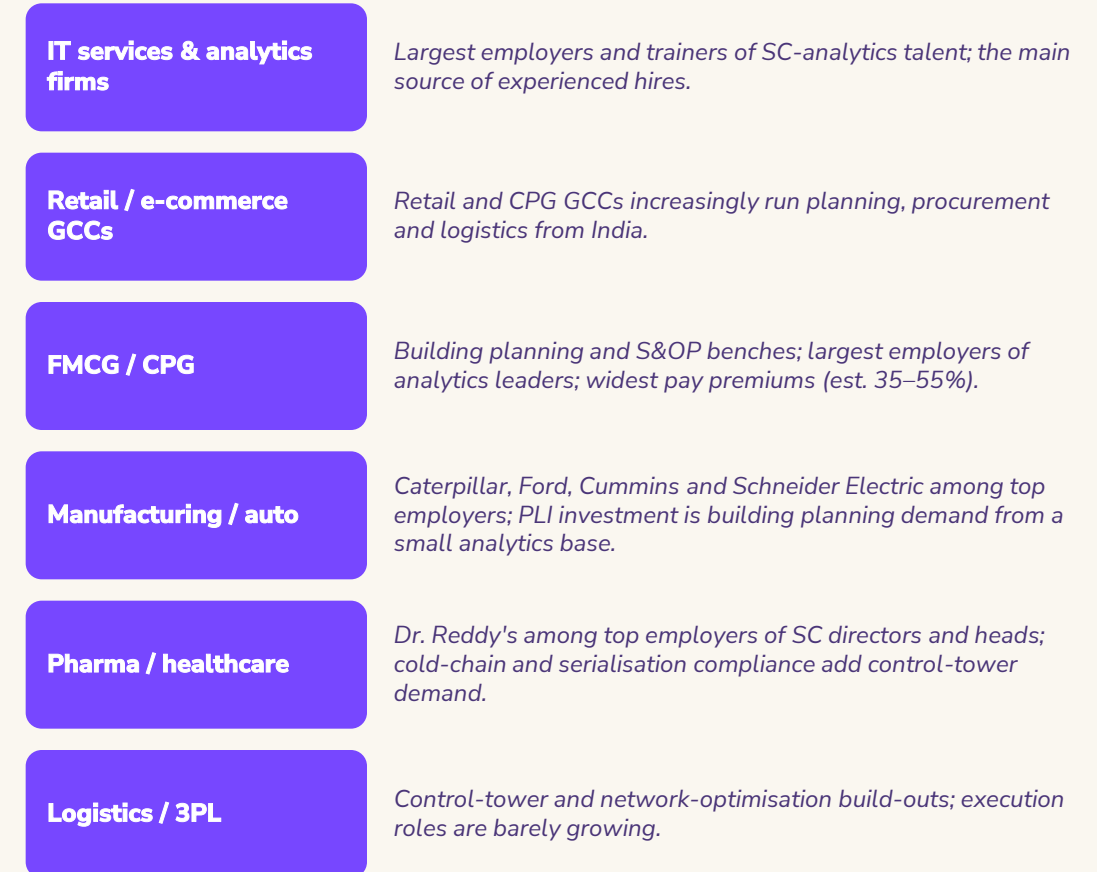
Salary bands by role and demand by sector

— SALARY BANDS BY ROLE (ANNUAL)



Analytics roles carry an estimated 30–55% premium over traditional supply chain operations at equivalent experience.

— SECTOR DEMAND



Source: Glassdoor India; Indeed India; Government of India PLI scheme data to Mar 2026; Recruise Talent Intelligence; LinkedIn Talent Insights.



Headcount by role and share by city

— HEADCOUNT BY ROLE AND LEVEL, INDIA

Role / level	Est. headcount
Supply Chain / Operations Analyst	45,000 – 60,000
Demand Planner / Forecaster	25,000 – 35,000
Procurement Analyst	12,000 – 18,000
S&OP / IBP Manager	10,000 – 15,000
Supply Chain Data Scientist	8,000 – 12,000
Network Design Consultant	3,000 – 5,000
Leadership: Lead / Sr Manager / Director	1,000 – 2,500
Leadership: VP / Head of SC Analytics	800 – 1,500
Total SC-analytics professionals	~1.05 – 1.5 lakh

Adding the roles gives a range of 1.05 to 1.5 lakh. Counting the pool directly puts it at about 1.3 lakh, within that range.

Source: Recruise Talent Intelligence; LinkedIn Talent Insights.

— CITY MAP

City	Share	Growth vs others	Best for
Bengaluru	24%	Slowest (largest base)	Depth, experience, data science
Delhi NCR	12%	Above average	Broad pool across roles
Hyderabad	9%	Fastest	New teams
Mumbai	9%	Average	Demand planning and leadership
Chennai	7%	Fastest	New teams
Pune	5%	Average	Experienced hires from IT services
Rest of India	34%	Mixed	Kolkata, Coimbatore and tier-2 centres

Where the experience sits

Bengaluru holds a quarter of the pool but about 30% of professionals with 8+ years and 44% of SC data scientists; Walmart Global Tech runs its India technology hubs from Bengaluru, Chennai and Gurugram. Mumbai leads for demand planners and SC heads.



Largest employers, cities and backgrounds by role

— TOP EMPLOYERS, CITIES AND BACKGROUNDS BY ROLE

Role / level	Largest employers today	Top city, share of that role	Common backgrounds
Supply chain analysts	Accenture, Ford, Caterpillar, Eaton	Bengaluru (22%)	Mechanical engineering, supply chain degrees
Demand planners	Capgemini, Unilever, ExxonMobil, Cummins, General Mills	Mumbai (22%)	Mechanical engineering; IIM Mumbai (formerly NITIE)
Procurement analysts	Accenture, GEP Worldwide, Flex, Genpact	Bengaluru (29%)	Mechanical engineering, commerce
Supply chain data scientists	Mu Sigma, Fractal, Tredence, Walmart Global Tech, Tiger Analytics	Bengaluru (44%)	Computer science, data science; IIT Kharagpur, BITS Pilani
Planning / IBP managers	Caterpillar, Schneider Electric, Genpact; SAP IBP skills at Accenture, TCS, Capgemini, Infosys	Bengaluru, Mumbai	Mechanical engineering; IIM Mumbai
Analytics leadership (Director / Head)	P&G, PepsiCo, Nestlé, Reliance Retail, Dr. Reddy's, Apollo Tyres	Mumbai (23% of heads)	IIM Mumbai, IIM Calcutta, ISB, SPJIMR

The Bottom Line

Demand for supply chain analytics talent will keep rising, and experienced professionals will stay scarce unless employers train them.

FINDING ONE

Data science leads growth

FINDING TWO

Hard to hire from year four

FINDING THREE

Pay by experience and skill

THE BOTTOM LINE

What comes next



THE BOTTOM LINE

Demand for supply chain analytics talent will keep rising, and experienced professionals will stay scarce unless employers train them.

Supply chain analytics hiring in India is growing as execution roles cool, and the skills the market wants – forecasting with code, planning platforms, integrated business planning – are now clear. The talent pool is large but young: the shortage begins at four years of experience and deepens with seniority, job changes peak in the mid-level, and pay rises steeply for experience and platform skills. None of these pressures will ease on their own.

Organisations that brief by skill, build early-career pipelines, protect their mid-level talent and look for experience where it is developed will find this market far easier to hire in. For professionals, the path is equally clear: analytics tools, planning platforms and certification are what the market is rewarding.

— WHAT AGENTIC AI MEANS FOR ENTRY-LEVEL SUPPLY CHAIN HIRING

58% of India's GCCs are already investing in agentic AI, and agentic AI, intelligent simulation and decision governance lead Gartner's 2026 supply chain technology trends. The next generation of supply chain analytics roles will be judged less on building reports and more on running and governing AI-assisted decisions. 55% of supply chain leaders expect agentic AI to reduce entry-level hiring, yet Gartner expects 75% of organisations that pause entry-level hiring in 2026 to pay premiums of 15% or more for early-career talent by 2030. In a market where experience is already the constraint, the early-career pipeline matters more, not less.



Glossary and abbreviations

— APPENDIX · TERMS AND SHORT FORMS USED IN THIS REPORT

3PL — third-party logistics provider – a company that runs warehousing or transport for another business

APICS — the certification arm of ASCM, whose CPIM, CSCP and CLTD credentials are the sector standard

APO — SAP Advanced Planning and Optimisation, an earlier SAP planning product

ASCM — Association for Supply Chain Management, the body behind the APICS certifications

Attrition — the share of employees who leave an organisation over a year

BI — business intelligence – reporting and dashboard tools such as Power BI or Tableau

CIPS — Chartered Institute of Procurement & Supply, a procurement certification body

CLTD — Certified in Logistics, Transportation and Distribution (ASCM)

CPG — consumer packaged goods, used interchangeably with FMCG

CPIM — Certified in Planning and Inventory Management (ASCM)

CSCP — Certified Supply Chain Professional (ASCM)

ESOP / RSU — employee stock ownership plan / restricted stock unit – equity used as a long-term incentive

FMCG — fast-moving consumer goods

GCC — global capability centre – an offshore centre a company runs for its own operations

Hiring difficulty — LinkedIn Talent Insights' own rating of how hard a pool is to hire from, on a scale of moderate, high or very high

IBP — integrated business planning – the process that aligns demand, supply and finance plans

Lakh — 100,000. One lakh is 0.1 million; 10 lakh is 1 million

LPA — lakh per annum, the usual way of quoting an annual salary in India

Median — the middle value in a group: half earn more and half earn less

ML — machine learning

o9, Kinaxis, Blue Yonder, Anaplan — supply chain planning software platforms

S&OP — sales and operations planning

SAP IBP — SAP Integrated Business Planning, the most widely used enterprise planning platform

SC — supply chain

SQL — structured query language, used to query databases

Talent pool — the number of professionals in India whose profiles show a given role or skill

YoY — year on year – the change against the same period a year earlier

Institutes — IIM, IIT, ISB, BITS and SPJIMR are Indian business and engineering institutes. NITIE is the former name of IIM Mumbai



About this report

What Talent Radar is

Recruise's recurring read on specialist hiring in India, GCCs included. Each edition focuses on one skill area – where demand is moving, how supply is keeping up and what the talent costs.

Who this edition covers

Professionals in India who apply data, forecasting, planning platforms or optimisation to supply chain decisions – from analysts and demand planners to S&OP and IBP managers, supply chain data scientists, network design specialists and analytics leaders.

How to read the numbers

Figures are rounded and estimates are shown as ranges. Growth refers to the past 12 months unless stated otherwise. Data runs to August 2026. Talent-pool figures are Recruise Talent Intelligence's analysis of LinkedIn Talent Insights data for India.

— SOURCES

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2. Dun & Bradstreet – Economic Impact of Global Capability Centers in India (2025)
3. PwC India–FICCI – Navigating the Skills Imperative for India's GCCs in the AI Era (Aug 2026)
4. Deloitte – State of AI in the Enterprise 2026, India insights
5. Recruise Talent Intelligence – India talent-pool analysis using LinkedIn Talent Insights, data to Aug 2026
6. ASCM – 2025 Supply Chain Salary & Career Report
7. Aon – Annual Salary Increase & Turnover Survey 2025–26, India; India Salary Increase Survey 2025
8. Talent500 – Increment & Compensation Trends in GCCs
9. Glassdoor India; Indeed India – role-level salary data
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11. Gartner – Top Supply Chain Technology Trends for 2026 (30 Jun 2026)
12. Gartner – survey of 509 supply chain leaders on agentic AI (25 Feb 2026)
13. Gartner – prediction on pausing entry-level hiring (5 May 2026)
14. Gartner – Magic Quadrant for Supply Chain Planning Solutions, 2025
15. Government of India – Production Linked Incentive scheme progress data, to Mar 2026

Want to hire talent that makes a real difference? Cut through the hype to get to what really matters.



ABOUT RECRUISE GLOBAL:

Recruise is a global intelligence-led talent partner for enterprises, with offices in Bengaluru (HQ), Hyderabad, Mangalore and Lewisville, Texas. For two decades, we have been a trusted partner to Fortune 2000 companies, scaling mid-market global capability centres, and the senior professionals who lead them — across Technology, Pharma, Life Sciences, and BFSI.

We combine deep sector expertise and proprietary hiring intelligence to deliver measurable impact across talent acquisition, executive search, and GCC transformation. Our work is reinforced by industry-leading research, deep market insights, and thought leadership across a wide range of sectors including Digital Services and ER&D, Enterprise Software, Internet of Things, Healthcare, Pharma, Lifesciences, Retail, Automotive, BFSI and Media & Telecom.

From scaling innovation to navigating disruption, global leaders turn to us to build, buy, and grow technology-led businesses that are ready for what's next.

Executive Search



Experienced Talent



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***Get in touch:
sachith@recruiseglobal.com***