

FREIGHT FORWARDING & SUPPLY CHAIN SALARY GUIDE 2026

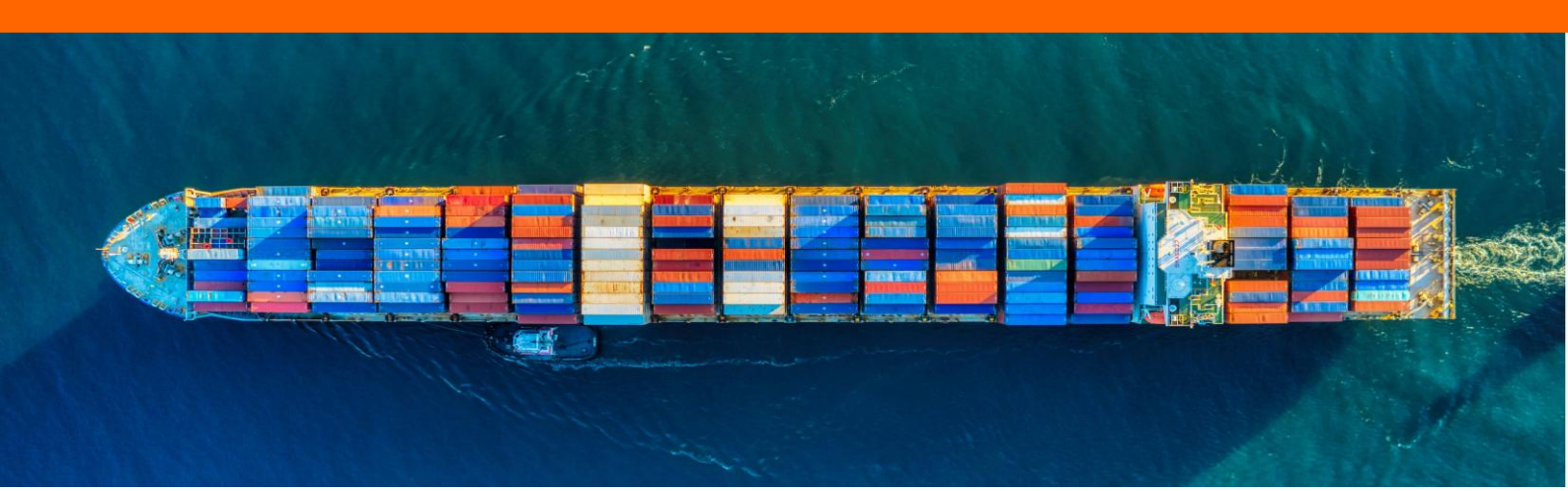


Blue Rocket
Recruitment

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Recruitment
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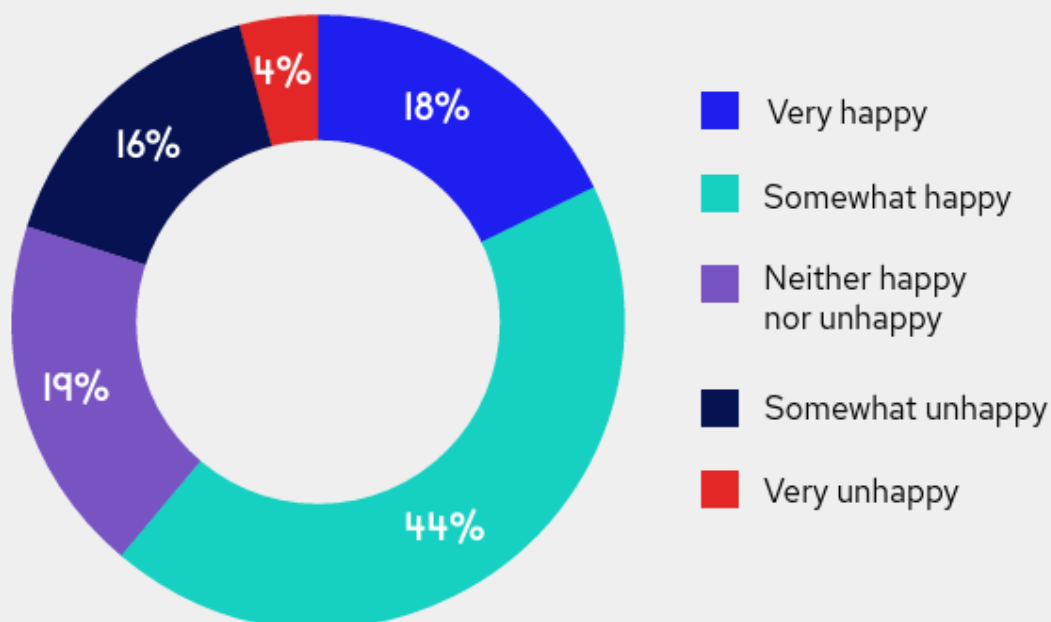


Welcome to our 2026 salary guide for the freight, shipping & logistics sector.

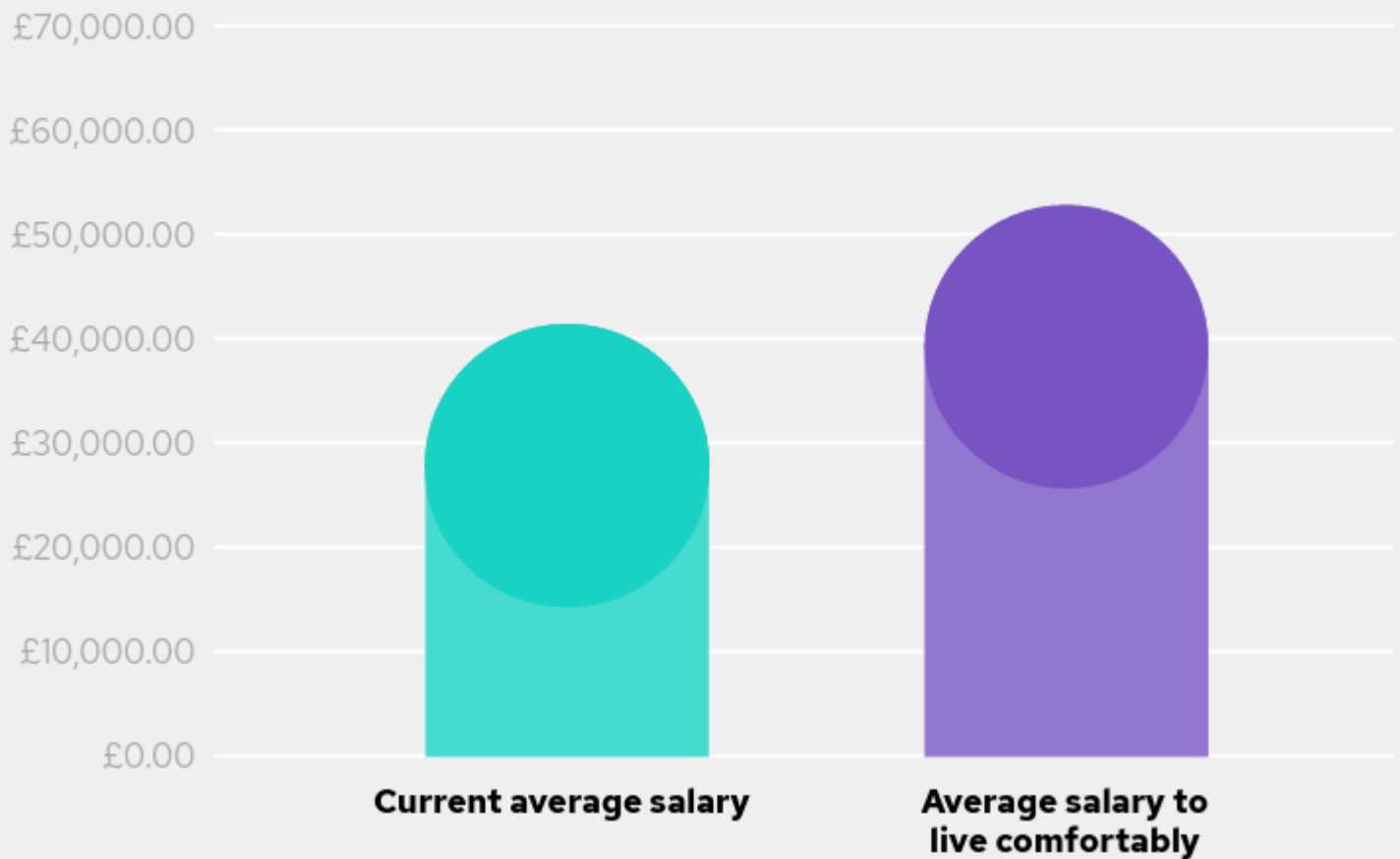
The data in this guide reflects current salary expectations, giving you practical insight to support confident decision-making. Use it to benchmark what you offer employees or assess opportunities for yourself, while staying informed on the latest trends and developments across the sector.

With regards to employees, at the end of 2025 Reed conducted a survey of 5000 logistics professionals across the UK & we have included the top trends the survey revealed below:

How happy or unhappy are you with your current salary/annual earnings?

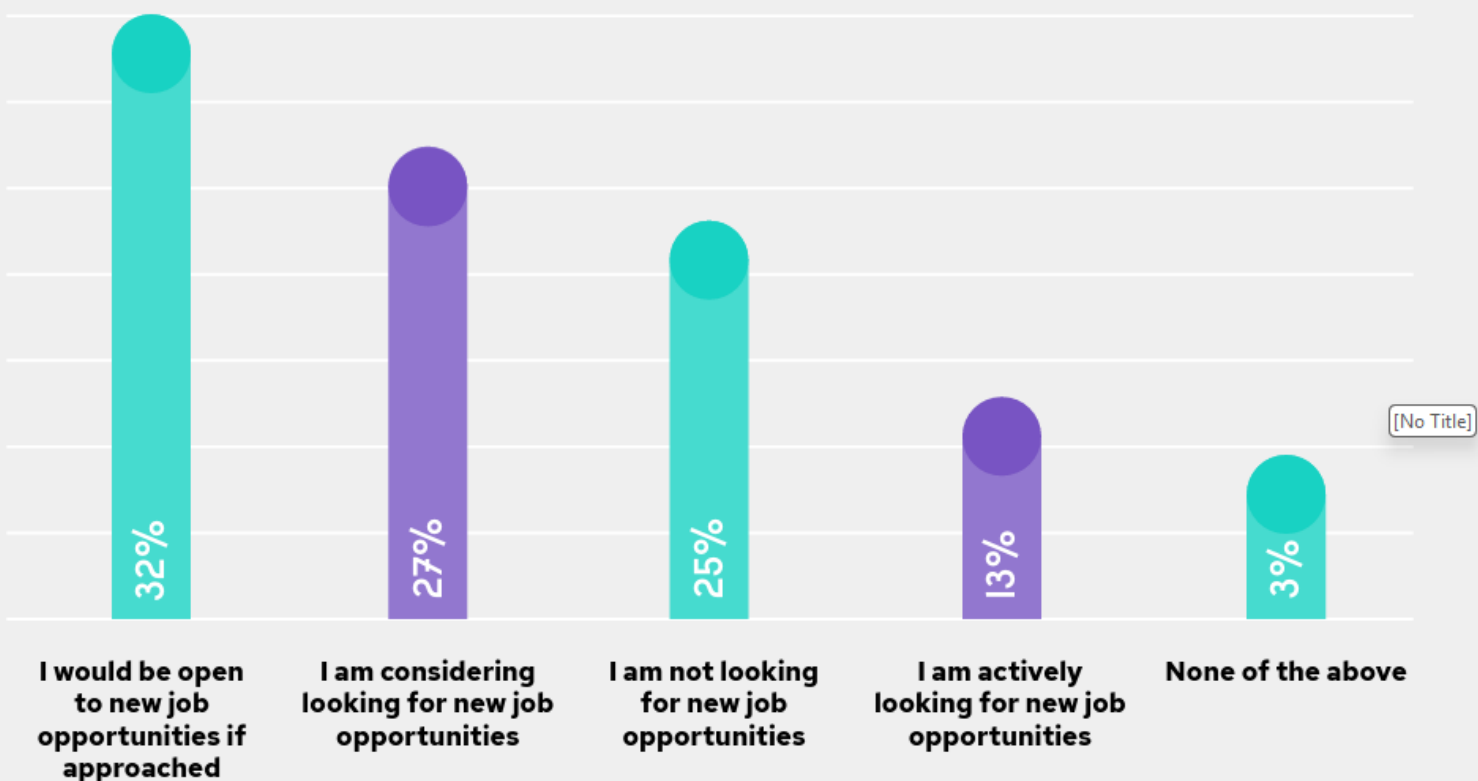


The salary gap



This year, the average current salary for survey respondents stands at £40,638.35.

Which, if any, of the following best describes you regarding new job opportunities?



Freight Forwarding & Logistics

Role
Customs Clerk
Distribution Manager
Export Coordinator
Head of Customs & Trade Compliance
Import / Export Clerk
Import / Export Manager
Import Coordinator
Logistics Analyst
Logistics Coordinator
Logistics Director
Logistics Manager
Shipping Coordinator
Transport Coordinator
Transport Manager

London		
Min	Average	Max
£42,200	£46,500	£50,800
£50,000	£53,600	£57,100
£28,900	£31,200	£36,400
£72,800	£76,100	£85,700
£32,100	£33,700	£39,600
£42,800	£48,200	£56,800
£31,100	£33,600	£38,600
£50,600	£54,600	£58,700
£30,000	£33,200	£36,300
£63,600	£79,300	£93,200
£57,300	£63,800	£70,400
£32,900	£36,000	£39,000
£39,900	£42,400	£44,900
£44,200	£48,700	£53,200

Role
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Distribution Manager
Export Coordinator
Head of Customs & Trade Compliance
Import / Export Clerk
Import / Export Manager
Import Coordinator
Logistics Analyst
Logistics Coordinator
Logistics Director
Logistics Manager
Shipping Coordinator
Transport Coordinator
Transport Manager

South East		
Min	Average	Max
£29,700	£32,600	£35,300
£46,500	£49,600	£52,800
£26,000	£28,900	£35,300
£65,600	£68,500	£77,100
£28,900	£32,100	£37,500
£38,600	£45,500	£53,600
£28,000	£37,500	£40,700
£37,500	£40,200	£42,800
£28,200	£29,800	£31,500
£57,300	£71,300	£83,900
£51,600	£49,200	£53,500
£29,600	£30,300	£32,600
£35,900	£39,900	£42,000
£39,900	£45,300	£49,100

Freight Forwarding & Logistics

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Logistics Director
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East Anglia		
Min	Average	Max
£25,400	£28,800	£32,400
£44,400	£49,800	£55,500
£28,900	£33,200	£35,300
£59,800	£62,300	£70,300
£26,300	£27,600	£32,500
£35,100	£39,500	£46,600
£30,000	£33,200	£36,400
£31,400	£33,800	£36,200
£29,100	£30,500	£31,900
£52,200	£65,000	£76,400
£47,000	£52,400	£57,700
£27,000	£29,600	£31,900
£27,100	£30,200	£35,000
£36,600	£40,500	£44,500

North East		
Min	Average	Max
£24,500	£26,600	£28,700
£38,000	£41,800	£45,600
£24,500	£26,300	£28,100
£56,100	£58,600	£66,000
£24,700	£26,000	£30,500
£33,000	£37,200	£43,700
£24,500	£25,800	£29,700
£29,100	£31,200	£33,200
£28,400	£30,200	£31,900
£49,000	£61,100	£71,800
£44,100	£49,200	£54,200
£25,300	£27,700	£30,000
£31,100	£33,100	£33,600
£34,000	£37,400	£40,800

Supply Chain

Role
Demand Planner
Demand Planning Manager
Head of Supply Chain
Inventory Analyst
Inventory Control Manager
Inventory Planner
Merchandise Planner
Merchandiser
Operations Manager
Production Lead
Production Manager
Production Planner
Supply Chain Analyst
Supply Chain Coordinator
Supply Chain Director
Supply Chain Manager
Supply Chain Planner
Supply Chain Project Manager
Supply Manager
Vendor Manager

London		
Min	Average	Max
£39,100	£44,900	£50,600
£52,500	£58,500	£78,200
£66,400	£84,600	£102,800
£36,600	£41,200	£44,900
£40,700	£45,300	£48,200
£41,900	£46,100	£49,000
£31,700	£40,600	£49,600
£34,300	£47,800	£64,300
£66,400	£72,900	£80,900
£35,300	£38,600	£41,800
£54,200	£64,700	£75,300
£46,700	£49,600	£52,500
£38,100	£43,800	£49,600
£29,700	£33,400	£37,100
£103,100	£115,800	£128,500
£63,400	£69,600	£75,800
£36,100	£39,100	£42,100
£48,200	£56,800	£64,300
£62,000	£68,000	£74,000
£43,500	£64,600	£80,300

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Supply Chain Coordinator
Supply Chain Director
Supply Chain Manager
Supply Chain Planner
Supply Chain Project Manager
Supply Manager
Vendor Manager

South East		
Min	Average	Max
£35,200	£40,400	£45,500
£47,800	£53,200	£71,100
£59,800	£76,200	£92,600
£33,000	£37,100	£40,400
£36,600	£40,800	£43,400
£37,700	£41,500	£44,000
£28,500	£36,500	£44,700
£25,400	£33,300	£42,400
£59,800	£65,700	£72,800
£31,800	£34,700	£37,600
£48,700	£58,300	£67,800
£42,000	£44,700	£47,200
£34,300	£39,400	£44,700
£26,700	£30,100	£33,300
£92,800	£104,200	£115,700
£57,100	£62,700	£68,200
£32,500	£35,200	£37,900
£43,400	£51,100	£57,800
£55,800	£61,300	£66,600
£39,100	£58,200	£72,300



Summary & Insight:

One of the most significant changes is the growing impact of automation and AI. New systems have started to reduce the manual workload, particularly in customs processing, which has seen a marked decrease in demand for manpower over the last year. While the human element remains important for oversight and complex problem-solving, technology is undeniably streamlining operations. This shift is reducing the need for large teams to handle routine tasks and changing the skill sets required for frontline roles.

Sustainability has also become a powerful force. Interestingly, in a cost-conscious market, many companies are willing to pay a premium for sustainable logistics services to meet their environmental targets. This has created a niche for businesses that specialise in green logistics, proving that a commitment to sustainability can be a competitive advantage.

Talent remains a key issue across the sector - attracting new blood into the industry is an ongoing battle. While large shipping lines often provide entry-level opportunities, smaller and mid-sized freight forwarders could do more to bring in and train younger talent.

Flexibility — such as accommodating school runs — is becoming a more valued non-monetary benefit than remote working, which has seen its appeal dampen.

Humanising Shipping, Freight Forwarding & Logistics Recruitment in an AI World



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