

Know your number before you negotiate.

A 28-PAGE GUIDE · CGAISCM · CERTIFIED GENERATIVE AI FOR SUPPLY CHAIN MANAGEMENT

Every figure cited. Every percentile band sourced. The complete reference for the six AI supply-chain role tiers, plus the salary-by-state breakdown, the ROI math, and the credential-to-tier mapping. The brief most candidates wish they had before negotiating.

INSIDE THIS GUIDE

- ▶ 6-role cited salary calculator (full data set)
- ▶ USA state-by-state salary breakdown
- ▶ The CGAISCM ROI math (3-year uplift model)
- ▶ Negotiation script templates (3 scenarios)
- ▶ Sample CGAISCM certificate + verification badge

START HERE

How to read this guide

This is a reference, not a sales sheet. Every salary figure in it carries an inline source, and the methodology is stated up front so you can check our work.

The core is a **six-tier salary calculator** covering AI-era supply-chain roles from entry analyst to chief supply-chain officer, each with a sourced 25th–75th percentile band and median. From there you get a **state-by-state breakdown** with a location index, the **CGAISCMI ROI math** as a transparent three-year model, a **credential-to-tier mapping**, and three **negotiation scripts** you can adapt.

Methodology in one paragraph. Figures are published market benchmarks for the United States, gathered in 2025–2026 from the BLS, ASCM, Glassdoor, ZipRecruiter, PayScale, Salary.com, US News

SECTION 1 · THE BASELINE

What the field pays, nationally

Before tiers and states, anchor on the national baseline. The BLS tracks logisticians as the core supply-chain occupation; its wage distribution is the floor every other figure in this guide sits above.

Percentile	10th	25th	50th	75th	90th
Annual wage	\$47,990	\$61,440	\$79,400	\$101,890	\$128,550

The national **mean wage** reached **\$89,730** in the BLS May 2025 release, up from prior years — a field rising faster than most. But the spread is the real story: the 90th percentile (\$128,550) is more than 2.5× the 10th (\$47,990). That gap is where tier, skills, location and negotiation live — and where this guide focuses.

Why AI changes the picture. The bands above are the legacy field. The AI-augmented and technical roles in the next pages sit at and above the 75th percentile — the market is paying a premium to pull the median upward for people who can direct these systems.

Source · BLS OEWS — mean annual wage \$89,730 (May 2025); percentile band May 2023.

SECTION 2 · THE 6-TIER SALARY CALCULATOR

The full data set, tier by tier

Six tiers span the AI-era supply chain. Each card shows the sourced 25th–75th percentile band and the median, with the bar scaled on a common \$0–\$300K axis so you can see the climb at a glance.

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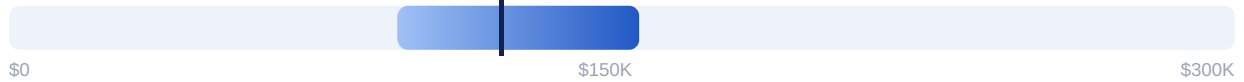
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3 Procurement / Logistics Specialist

MID-LEVEL

Procurement Specialist · Category Manager · Logistics Specialist

25th–75th percentile **\$95K – \$154K** · median **\$120K**

\$0

\$150K

\$300K

Source · Glassdoor lead analyst \$104K–\$154K; Salary.com procurement & SC manager avg \$131,097 (2026)

4 SC Data Scientist / ML Engineer / GenAI Lead

SENIOR · TECHNICAL

Supply Chain Data Scientist · ML Engineer · GenAI Solution Lead

25th–75th percentile **\$136K – \$210K** · median **\$165K**

\$0

\$150K

\$300K

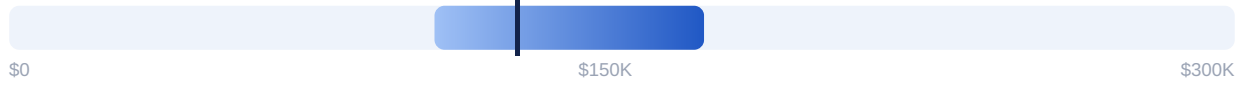
Source · Glassdoor DS+ML p25–p75 \$136K–\$210K (Apr 2026); SC Data Scientist avg \$146K–\$165K

The technical jump. Tier 4 is the steepest step on the ladder: building and governing models, not just using them, roughly doubles the entry-tier median. It is the clearest financial argument for adding genuine AI capability to supply-chain experience.

5 Supply Chain Manager / Governance Lead

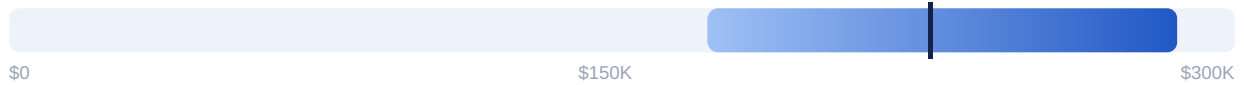
MANAGEMENT

Supply Chain Manager · AI SCM Manager · Planning Manager

25th–75th percentile **\$104K – \$170K** · median **\$124K***Source · Salary.com SC Manager median \$120K–\$128K; senior manager \$170,855 (2026)***6 Director / VP / CSCO**

LEADERSHIP

Director of SC · VP Operations · Chief Supply Chain Officer

25th–75th percentile **\$171K – \$286K** · median **\$225K***Source · Glassdoor director \$171K–\$286K; ASCM p75 \$190,600; CSCO \$300K–\$500K+ (Scope/ASCM 2025)*

Reading the top band. Tier 6 spans a wide range because it bundles directors, VPs and chief supply-chain officers. The lower figures are director medians; the upper end (\$300K–\$500K+) reflects CSCO total compensation in technology and consulting (Scope Recruiting / ASCM, 2025).

THE WHOLE CALCULATOR ON ONE PAGE

All six tiers, side by side

Tier	Role family	25th	Median	75th	Level
Tier 1	Supply Chain Analyst / Coordinator	\$64K	\$79K	\$108K	Entry
Tier 2	Demand / Supply Planner	\$60K	\$75K	\$88K	Early-career
Tier 3	Procurement / Logistics Specialist	\$95K	\$120K	\$154K	Mid-level
Tier 4	SC Data Scientist / ML Engineer / GenAI Lead	\$136K	\$165K	\$210K	Senior · technical
Tier 5	Supply Chain Manager / Governance Lead	\$104K	\$124K	\$170K	Management
Tier 6	Director / VP / CSCO	\$171K	\$225K	\$286K	Leadership

How to read a band. The median is the middle of the market, not the maximum. Aim for the 75th percentile if you bring a credential plus a shipped AI use case — that combination is exactly what the upper half of each band is paying for.

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SECTION 3 · THE AI-SKILLS PREMIUM

What AI capability adds to a band

The premium shows up two ways: a lift *within* a tier, and a jump *between* tiers. Both are visible in the cited data.

Within a tier. PayScale data for a supply-chain manager with data-analysis skills averages about **\$99,262**, above the general manager base average of roughly **\$93,465** — a measurable premium for the same title.

Between tiers. A general analyst sits near **\$70K–\$108K** (Tier 1). A supply-chain data scientist averages **\$146K–\$165K** (Tier 4, Glassdoor / ZipRecruiter). The AI/ technical track is roughly **1.5–2×** the entry tier.

Why the market pays it. Hybrid supply-chain-plus-AI talent is scarce. Enterprises are staffing data-science teams around supply-chain use cases faster than the talent pool is growing, which pushes the upper percentiles higher every release.

The takeaway for negotiation. “AI skills” is not a soft claim. It maps to a specific, sourced premium. Bring proof of it and you are negotiating inside the upper half of your band by right, not by ask.

SECTION 4 · TOTAL COMPENSATION

Base is only part of the number

Every benchmark in this guide is base salary unless marked “total pay.” When you compare offers, line up the same component — mixing base against total pay is the most common way candidates under- or over-value an offer.

Base salary. The fixed figure most benchmarks quote. Anchor negotiations here using market percentiles, not your current pay.

Annual bonus. Typically 10–20% of base, tied to performance or company results (Scope Recruiting, 2026). Higher at manager+ tiers.

Equity / profit-share. More common at Tier 5–6 and in technology firms. PayScale reports profit-sharing of \$1K–\$16K for SC managers.

Premiums & benefits. Sign-on, relocation, certification stipends, and the AI/data-skill premium that lifts pay within every band.

The rule. Negotiate base first, because every percentage (bonus, merit, next year’s raise) is calculated off it. Treat bonus and equity as upside, not as the anchor.

SECTION 5 · THE STATE BREAKDOWN

Where the field pays most

Location can move a number more than a promotion. These are the highest-paying states for the core supply-chain occupation, with a location index you can apply to any tier band in this guide.

State / District	Mean annual wage	Index
District of Columbia	\$112,370	1.33×
Delaware	\$101,260	1.20×
Maryland	\$99,570	1.18×
Hawaii	\$97,560	1.15×
Washington	\$97,510	1.15×

Index = state mean ÷ national mean (\$84,640, BLS May 2023). Source: US News Best Jobs / BLS OEWS.

How to use the index. Multiply any tier's median by the state index. A Tier 3 median of \$120K in Maryland (1.18×) implies roughly \$142K; in a value state it may sit below the national figure. The index travels across every tier.

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THE GEOGRAPHY OF OPPORTUNITY

Metros, growth markets & value states

Highest-paying metros. Pay clusters in a handful of metros: San Jose, CA, San Francisco, CA, Washington, DC, Seattle, WA, Midland, MI (US News Best Jobs / BLS). A metro premium often beats a state average.

Where the jobs are. Opportunity density matters as much as pay. These states lead projected logistics employment growth — more roles means more leverage.

State	Projected logistics employment growth
California	12.5%
Michigan	12.1%
Texas	11.1%
Florida	10.7%
North Carolina	10.0%
New Jersey	10.0%

Value states. South Carolina, Kansas, Georgia, Tennessee post lower nominal averages (Zippia, 2026), but a lower cost of living can leave more in hand. A high number in a high-cost metro is not always the better deal.

Net it out. Compare offers on cost-of-living-adjusted pay, not headline numbers. The location index gets you most of the way; a quick COL calculator does the rest.

PUTTING THE INDEX TO WORK

A worked location example

Say you are a Tier 3 specialist weighing two offers. The national median for the tier is \$120K. Here is how the location index reframes them.

Offer	Headline base	State index	Index-adjusted view
Maryland role	\$130,000	1.18×	Slightly below the local market the index implies (~\$142K) — room to negotiate
Value-state role	\$118,000	~0.95×	At or above the local market (~\$114K) — and cheaper to live in

The lesson. The lower headline number is arguably the stronger offer once location is priced in. Always run the index before you compare — and certainly before you accept.

Illustrative; indices derived from BLS state mean wages (US News / BLS). Your local market and cost of living will vary.

SECTION 6 · THE CGAISC M ROI MATH

A transparent 3-year uplift model

Return on a credential is just uplift versus cost. We can't know your exact certification price or your raise, so the model below is deliberately conservative and fully visible — swap in your own numbers and the logic holds.

Anchor base of \$80,000 — roughly the BLS national median for the field.

Uplift comes from either an in-band premium (AI/data skills, same tier) or a move up one or more tiers.

Figures are simple cumulative uplift over three years, before annual merit raises, and exclude bonus.

All uplift sizes are taken from the cited tier bands in this guide — not assumed.

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THE NUMBERS

Three uplift scenarios

Scenario	Year 1	Year 2	Year 3	3-yr total
In-band premium (no tier change)	+\$8K	+\$8K	+\$8K	+\$24,000
Single-tier move (e.g. Analyst → Specialist)	+\$20K	+\$20K	+\$20K	+\$60,000
Two-tier climb over three years	+\$8K	+\$20K	+\$40K	+\$68,000

In-band premium. A ~10% AI/data-skill premium on an \$80K base (PayScale skill-premium data).

Single-tier move. Tier 1 median (\$79K) to Tier 3 lower band (\$95K–\$120K) — a conservative +\$20K.

Two-tier climb over three years. Ramp: premium in year 1, specialist in year 2, manager band by year 3.

Even the most conservative scenario — a single in-band premium — returns roughly \$24,000 over three years, many times the one-time cost of certification. GSDC reports learners citing 40–60% salary uplift after certifying; this guide's independent model deliberately uses far more conservative numbers so the floor, not the ceiling, makes the case.

THE PART MOST PEOPLE MISS

Why the uplift compounds

The three-year totals above understate the real return, because they ignore compounding. Three forces stack on top of the headline uplift:

1. Merit on a higher base. Every future raise is a percentage of your new, higher base. Re-banding once lifts every increase that follows it.

2. Bonus on a higher base. If bonus is 10–20% of base, a higher base lifts the bonus too — uplift you never have to negotiate again.

3. The next move anchors higher. Your current band sets the floor for your next offer. Climbing one tier today makes the following tier's number easier to reach.

The compounding view. A one-time +\$20K tier move is not \$60K over three years — with merit and bonus stacked on the higher base, it is meaningfully more, and it keeps paying long after the certification is behind you.

SECTION 7 · CREDENTIAL-TO-TIER MAPPING

How the credential maps to pay

A certification only matters financially if it moves you between bands. CGAISCM is built so each step it unlocks corresponds to a specific, cited jump in pay — the table on the next page lines them up.

The mechanism. The credential proves you can put generative AI inside real supply-chain decisions. That capability is precisely what separates one tier's band from the next, so earning it is the cleanest evidence for a re-band conversation.

The CGAISCM capstone is the single most portable proof for the upper tiers: it shows you took a generative-AI idea all the way to a defensible, working decision. Pay bands are the cited tier figures from this guide.

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THE MAPPING, IN FULL

Credential-to-tier & pay

Tier move	Pay band shift	What the credential proves
Tier 1 → 2	\$60K → \$88K	You can oversee AI forecasts and automate routine analysis — the planner threshold
Tier 2 → 3	\$75K → \$154K	You own an AI-augmented function (sourcing, logistics) and lead a use case
Tier 3 → 4	\$120K → \$210K	You design agent workflows and integrate the stack — the technical premium tier
Tier 4 → 5	\$165K → \$170K	You govern AI use and own outcomes, ROI and compliance for a team
Tier 5 → 6	\$124K → \$286K+	You set enterprise AI strategy and own the supply-chain P&L

Pay bands are the cited tier figures from the calculator (Section 2). Tier moves describe capability thresholds, not guaranteed promotions.

Read it as leverage. When you ask to be re-banded, this is the table to bring: it ties a recognised credential to a sourced pay band, in the employer's own market language.

SECTION 8 · THE NEGOTIATION PLAYBOOK

Four principles before any script

1. Anchor on the market, not your history. Open with the role's tier band and the percentile you belong in. Your past salary caps you; the market does not.

2. Lead with a delivered result. A shipped AI use case plus the credential is leverage. State the result first, the number second.

3. Negotiate base, treat the rest as upside. Bonus and equity compound off base, so move base first.

4. Name a specific number, then stop talking. Give a precise figure from your band and let silence do the work. Ranges invite the low end.

Then pick a script. The next three pages turn these principles into wording for the three situations you are most likely to face.

THE SCRIPTS

Script 1 — the internal raise

Scenario 1 · The internal raise after certifying

You've earned CGAISCM and want your current employer to re-band you.

“Over the last quarter I've moved our forecasting onto an AI-assisted workflow and cut manual rework. I've also completed the CGAISCM certification.”

“Market data for an AI-augmented planner now sits around the mid-\$80Ks at the 75th percentile, and I'm operating at that level today.”

“I'd like us to align my base with that band. Can we look at a move to \$X effective next cycle, with a path to the specialist tier?”

Tip · Lead with a delivered result, then the credential, then the number. Never open with the number.

Why it works. It pairs a delivered result with a sourced band and a specific number — the three things a manager needs to take a re-band request upward.

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THE SCRIPTS

Script 2 — the new-job offer

Scenario 2 · The new-job offer

You have an offer and want to negotiate before accepting.

- “ Thank you — I’m excited about the role. Based on the scope and my AI/SC certification, I was targeting the upper half of the market band for this tier.”
- “ Comparable roles report \$X to \$Y at the 75th percentile. Given my capstone work and the tools I already run, I’d like to land at \$X.”
- “ If base is fixed, can we revisit the sign-on or the first-year review timeline?”

Tip · Anchor on the role’s market band and your tier — not on what you earned before.

Why it works. It treats the offer as a starting point, anchors on the role’s market band, and gives the employer a graceful path (sign-on, review timeline) if base is capped.

THE SCRIPTS

Script 3 — countering a lowball

Scenario 3 · Countering a lowball or competing offer

The first number is below market, or you hold a competing offer.

“ I appreciate the offer. It’s currently below the market band I’m seeing for this tier, which runs \$X to \$Y.”

“ I have strong interest here and a competing conversation in the same range. I’d accept today at \$X.”

“ My certification and the AI use cases I’ve shipped put me at the level this band describes — I’m asking to be paid for that, not above it.”

Tip · Be specific, be calm, and frame the ask as fair-market, not aggressive. Silence after the ask is fine.

Why it works. It states the gap factually, signals genuine interest, and frames the ask as fair-market rather than a demand — which keeps the relationship intact while moving the number.

SECTION 9 · THE PROOF

Your sample certificate

The credential behind every re-band conversation in this guide. On passing the exam you receive the globally recognised CGAISCM certificate — verifiable, and valid for five years.



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How verification works

1. Earn & issue. Passing the exam issues your badge against a unique credential ID.

2. Share. Add it to your profile or signature; the badge carries metadata about what you proved and when.

3. Verify. Employers click through to confirm authenticity and the 5-year validity window — useful leverage exactly when pay is on the table.

SECTION 10 · WHY THE BANDS ARE RISING

Demand is on your side

Salary bands rise when demand outpaces supply. For AI-ready supply-chain talent, every indicator points the same way — which is the macro reason the percentiles in this guide keep moving up.

17%

projected growth in logistician employment, 2024–2034 — about 5× the average occupation (BLS)

+78M

net new jobs globally by 2030 (170M created, 92M displaced) — WEF Future of Jobs 2025

1 in 5

procurement roles expected to be AI-driven by 2030 — Gartner

Employers consistently report difficulty filling specialised roles that need both technical skill and strategic judgement — the Tier 3–6 band this guide targets. Demand outpacing supply is, in plain terms, wage pressure in your favour.

What it means for timing. Negotiating leverage is highest when demand is hottest and proof is scarce. Right now both are true: the hiring wave is early, and verified AI capability is rare.

SECTION 11 · THREE WORKED EXAMPLES

The math, as careers

Three composite professionals show how the bands, the index and the credential combine into a real number. Figures use the cited tier bands from this guide.

Priya · Analyst, Ohio — Tier 1, \$72K base. Certifies, takes on the forecasting model, and re-bands to a planner role at \$86K within a year — a +\$14K move sitting near the ZipRecruiter 75th percentile.

Marcus · Category Manager, Texas — Tier 3, \$118K base. Uses the capstone to lead an AI sourcing pilot, then moves to a GenAI lead track approaching the Tier 4 technical band (\$136K+) — a step-change, not a raise.

Dana · SC Manager, Washington — Tier 5, \$128K base. Adds AI governance to her remit and moves toward a director track; the Washington location index (~1.15×) and the director band (\$171K–\$286K) frame the ceiling.

The common thread. None of them simply asked for more. Each added a capability, proved it, and re-banded against the market — which is the entire method of this guide in one sentence.

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SECTION 12 · SALARY PITFALLS

Four ways candidates leave money behind

Don't disclose your current salary first. Anchor on the role's market band and your tier. Your history caps you; the market doesn't.

Don't confuse total pay with base. Glassdoor 'total pay' includes bonus and equity. Compare like with like when you negotiate base.

Don't ignore location. A \$120K offer in DC (~1.33x) is not a \$120K offer in a value state. Use the location index before you compare.

Don't negotiate without proof. A verifiable credential plus a shipped AI use case is leverage; a job title alone is not.

The meta-pitfall. Treating salary as a single ask rather than a benchmarked, evidence-backed case. This whole guide exists to turn the ask into the case.

SECTION 13 · YOUR MOVE

Your 30-day salary action plan

A benchmark you don't act on is trivia. Here is a thirty-day plan to turn this guide into a number on your next pay stub.

Days 1–10 · Benchmark. Find your tier in the calculator. Note the median and 75th-percentile figures, then apply your state's location index. Write down your target number.

Days 11–20 · Build leverage. Begin CGAISCM and ship one AI use case in your current role. Document the before/after — that result is your negotiation evidence.

Days 21–30 · Make the ask. Pick the matching negotiation script. Rehearse it, book the conversation, and anchor on the market band for your tier — not your current pay.

The principle. Benchmark, build leverage, then ask — in that order. Most people skip straight to the ask and wonder why the market data never came up.

ONE LAST WORD & THE RECEIPTS

Your number is a decision away

You now have the full data set, the location index, the ROI math, the credential mapping and the scripts. The market is paying a premium for AI-ready supply-chain talent right now — the only step left is to become it, with proof.

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Sources & methodology

U.S. Bureau of Labor Statistics (BLS), OEWS. Logisticians (SOC 13-1081): mean annual wage \$89,730 (May 2025); percentile band and \$84,640 mean (May 2023); 17% projected growth 2024–34.

ASCM 2025 Supply Chain Salary & Career Report. Director 75th percentile \$190,600; directors often \$225K+ total; CSCO bands.

Glassdoor (2026). Supply Chain Analyst total pay and percentiles; Data Scientist & ML Engineer band \$136K–\$210K; director ranges.

ZipRecruiter (2026). Demand Planning Analyst percentile band; Supply Chain Data Scientist average.

PayScale (2026). Demand Planner and Supply Chain Manager base averages; AI/data skill premium.

Salary.com (2026). Supply Chain Analyst I–III and Supply Chain Manager median bands; procurement manager average.

US News Best Jobs / BLS. Highest-paying states and metros for logisticians.

Scope Recruiting 2026 Salary Guide. Experience-level bands; bonus norms (10–20%); CSCO \$300K–\$500K+.

WEF Future of Jobs 2025; Gartner. Net job growth to 2030; share of AI-driven procurement roles.

All figures are published U.S. market benchmarks gathered in 2025–2026 and describe market direction, not guarantees. Sources differ in methodology; bands are shown rather than single values. Verify against current data before negotiating.