

Figure S1. List of extracted topics of job advertisements in May 2021

TOPIC	KEYWORDS	COHERENCE	CASES	% CASES
SKILLS COMMUNICATION	SKILLS; COMMUNICATION; WRITTEN; ABILITY; EXCELLENT; ANALYTICAL; STRONG; EXCEL; EXPERIENCE;	0.455	797	86.35%
ANALYSIS CHAIN	ANALYSIS; CHAIN; SUPPLY; REPORTING; MANAGEMENT; FINANCE; FINANCIAL; INITIATIVES; BUSINESS;	0.371	792	85.81%
KEY SERVICE	KEY; SERVICE; TIMES; RELATIONSHIPS; ENSURE; DEMONSTRATE; DELIVER; ACHIEVE; CUSTOMERS; WHILST; HIGH; DELIVERY; BUSINESS;	0.366	775	83.97%
POLICIES PROCEDURES	POLICIES; PROCEDURES; SAFETY; STANDARDS; COMPLIANCE; QUALITY; ENSURE; HEALTH; MAINTENANCE; AGREED; APPROPRIATE; MANAGE; REVIEW; REPORTS; PERFORMANCE;	0.428	703	76.16%
SUPPLY CHAIN	STAKEHOLDERS; MARKET; CHAIN; SUPPLY; STRATEGY; EXTERNAL; INTERNAL; WIDER; CLOSELY; ACROSS; TEAMS; HEAD; SUPPLY CHAIN;	0.359	698	75.62%
POLICY CANDIDATES	POLICY; CANDIDATES; FUNCTION; RECRUITMENT; FULL; CV; CONTACT; OBJECTIVES; INFORMATION; INDUSTRY; COMPLIANCE; PROFESSIONAL; DATA; SERVICES; BASIS; MEET; PERMANENT;	0.432	686	74.32%
LEADERSHIP KPI	LEADERSHIP; KPI; DIRECT; CHANGE; OPERATIONAL; IMPROVEMENT; ENVIRONMENT; DRIVE; RESULTS; RESPONSIBLE; LEAD;	0.352	602	65.22%
WORLD GLOBAL	WORLD; GLOBAL; TECHNOLOGY; GREAT; DUTIES; SOLUTIONS; PLACE; MAKE; CUSTOMERS; EMPLOYEES; PEOPLE; SERVICES; HIGH; DAY;	0.408	596	64.57%
PENSION SCHEME	PENSION; SCHEME; BENEFITS; DAYS; SALARY; BONUS; COMPETITIVE; EMPLOYEE; OFFER; ANNUAL; ADDITIONAL; LIFE; COMPANY; WORK REMOTELY; PENSION SCHEME; COMPETITIVE SALARY; COMPANY PENSION;	0.528	584	63.27%
MATERIAL	MATERIAL; MANUFACTURING; PRODUCTION; MATERIALS; ENGINEERING; SUPPLY; CHAIN; TECHNICAL; SUPPLY CHAIN; SUPPLY CHAIN MANAGEMENT;	0.412	566	61.32%
JOIN CAREER	JOIN; CAREER; UK; FUTURE; TRAINING; RETAIL; ORGANISATION; PART; DATE; DIVERSE; EMPLOYEES; OPPORTUNITY; FLEXIBLE;	0.389	544	58.94%
JOB TYPES FULLTIME	FULLTIME; SCHEDULE; YEAR; PERMANENT; JOB; PREFERRED; SHIFT; SALARY; YEARS; WORK REMOTELY; JOB TYPES FULLTIME; JOB TYPES FULLTIME PERMANENT; MONDAY TO FRIDAY; JOB TYPES FULLTIME PERMANENT SALARY; JOB DESCRIPTION; JOB TYPE; SCHEDULE MONDAY TO FRIDAY;	0.554	522	56.55%
CUSTOMER SERVICE	ORDERS; PRODUCTS; CUSTOMER; DISTRIBUTION; STOCK; SERVICE; PRODUCT; CUSTOMERS; CUSTOMER SERVICE;	0.368	513	55.58%

HEALTH AND SAFETY	SAFETY; HEALTH; DAILY; WAREHOUSE; SHIFT; STAFF; TRAINING; OPERATION; STOCK; HOURS;	0.412	445	48.21%
	HEALTH AND SAFETY; HEALTH SAFETY; WAREHOUSE MANAGEMENT; DAY TO DAY; PENSION SCHEME; TEAM TO ENSURE;			
APPLY CV	APPLY; CV; EMPLOYMENT; ROLE; RECRUITMENT;	0.346	444	48.10%
SUCCESSFUL CANDIDATE	EXPERIENCED; MANAGER; CANDIDATE; POSITION; SUCCESSFUL; JOIN; MAINTAINING;	0.349	427	46.26%
	SUCCESSFUL CANDIDATE;			
SUPPLIER RELATIONSHIPS CATEGORY	SUPPLIER; CATEGORY; SOURCING; PROCUREMENT; SUPPLIERS; STRATEGIES; PURCHASING; CONTRACTS; CONTRACT; STRATEGIC;	0.512	408	44.20%
	CATEGORY MANAGEMENT; SUPPLIER PERFORMANCE; SUPPLIER RELATIONSHIPS; PROCUREMENT TEAM; CONTRACT MANAGEMENT; SUPPLIER MANAGEMENT; PROCUREMENT MANAGER;			
LOGISTICS MANAGER	WAREHOUSING; PL; LOGISTICS; DISTRIBUTION; WAREHOUSE; TRANSPORT; BUDGET;	0.401	402	43.55%
	WAREHOUSE MANAGEMENT; LOGISTICS MANAGER; LOGISTICS TEAM; WAREHOUSE OPERATIONS; WAREHOUSE TEAM; SUPPLY CHAIN AND LOGISTICS; LOGISTICS OPERATIONS;			
CONTINUOUS IMPROVEMENT	CONTINUOUS; IMPROVEMENT; IMPLEMENT; IMPROVE; IMPROVEMENTS; PROCESSES; EXCELLENCE;	0.360	400	43.34%
	CONTINUOUS IMPROVEMENT; PROCESS IMPROVEMENT; DEVELOP AND IMPLEMENT; IMPROVEMENT INITIATIVES;			
EMPLOYER	EMPLOYER; STATUS; OPPORTUNITY; DIVERSITY; EMPLOYMENT; DEGREE; OPPORTUNITIES; CULTURE; VALUES; GLOBAL;	0.384	393	42.58%
	SEXUAL ORIENTATION; EQUAL OPPORTUNITIES; FLEXIBLE WORKING; EQUAL OPPORTUNITY; NATIONAL ORIGIN; EQUAL OPPORTUNITY EMPLOYER; EQUAL OPPORTUNITIES EMPLOYER;			
DIVERSITY	DIVERSITY; PROGRAMME; PROJECT; CONSTRUCTION; FLEXIBLE; WORKING; DIVERSE; EMPLOYER;	0.338	368	39.87%
	FLEXIBLE WORKING; EXPERIENCE OF WORKING; EXPERIENCE WORKING; SEXUAL ORIENTATION; WORKING ENVIRONMENT; WORKING KNOWLEDGE;			
INTERNAL AND EXTERNAL	EXTERNAL; INTERNAL; RELEVANT; COMPLEX; STAKEHOLDERS; RELATED; RELATIONSHIPS;	0.344	329	35.64%
	INTERNAL AND EXTERNAL; INTERNAL AND EXTERNAL STAKEHOLDERS; KEY STAKEHOLDERS; CATEGORY MANAGEMENT; SUPPLIER RELATIONSHIPS;			
INVENTORY MANAGEMENT DEMAND PLANNING	DEMAND; INVENTORY; PLANNING; FORECASTING; STOCK; SYSTEM;	0.389	290	31.42%
	INVENTORY MANAGEMENT; DEMAND PLANNING; STOCK CONTROL; STOCK LEVELS; STOCK MANAGEMENT; INVENTORY LEVELS; COMMUNICATION SKILLS; SUPPLY PLANNING;			
AMAZON	AMAZON; SECURITY; SUCCESS; DIVERSE; BUILD; BASED; DATA; PERSONAL;	0.380	267	28.93%
	DATA PROTECTION; FLEXIBLE WORKING; PRIVACY POLICY; SUPPLY CHAIN AND LOGISTICS;			
LIFE ASSURANCE	GOALS; APPROPRIATE; LIFE; PRODUCT; APPROACH; END; HOURS; TECHNICAL;	0.330	250	27.09%
	END TO END; LIFE ASSURANCE; BUSINESS GOALS; PRODUCT DEVELOPMENT;			

	RECORD; TRACK; PROVEN;			
TRACK RECORD	TRACK RECORD; PROVEN TRACK RECORD; PROVEN EXPERIENCE; PROVEN ABILITY; CAREER MOVE SIMPLY APPLY ONLINE; DATE CV IS ATTACHED; PROVEN TRACK RECORD OF ACHIEVEMENT; HIGH PROFILE; ROLE INCLUDE; EXPERIENCE PROVEN;	0.352	206	22.32%
	CLIENTS; CLIENT; CONSTRUCTION; PROJECT; PROFESSIONAL; WORKS;			
PROJECT MANAGEMENT CLIENTS	PROJECT MANAGEMENT; PROFESSIONAL SERVICES; FLEXIBLE WORKING; PROJECT TEAM; SUCCESSFUL DELIVERY; PROJECT MANAGER; INCLUSIVE CULTURE; FLEXIBLE WORKING ARRANGEMENTS; PRIVATE SECTOR; CONTRACT MANAGEMENT; BUSINESS DEVELOPMENT; PROJECT DELIVERY;	0.371	180	19.50%
	WIDER; ANNUAL; PLAN; LINE; AGREED; DEPARTMENT;			
ANNUAL LEAVE WIDER BUSINESS	ANNUAL LEAVE; WIDER BUSINESS; LINE MANAGEMENT; DAYS ANNUAL LEAVE; LINE MANAGER; IDENTIFY OPPORTUNITIES; WORKLIFE BALANCE; BUSINESS PLAN; ACROSS THE BUSINESS; QUALITY STANDARDS; TEAM TO ENSURE;	0.310	162	17.55%
	APPLICATIONS; NHS; CONTACT; PROVIDE; APPLICATION;			
POINT OF CONTACT APPLICATIONS	POINT OF CONTACT; CLOSING DATE; PRIVACY POLICY; HIGH VOLUME OF APPLICATIONS; PERSONAL INFORMATION; RECRUITMENT PROCESS; PROVIDE SUPPORT; REASONABLE ADJUSTMENTS; HIGH VOLUME; APPLICATIONS FROM CANDIDATES; HEALTH AND WELLBEING; MANAGING MULTIPLE; RESERVE THE RIGHT TO CLOSE; DISABILITY CONFIDENT;	0.329	155	16.79%
	CUSTOMS; EXPORT; INTERNATIONAL; COMPLIANCE;			
IMPORT EXPORT CUSTOMS	IMPORT EXPORT; IMPORT AND EXPORT; TRADE COMPLIANCE; EXPORT CONTROL; CUSTOMS REGULATIONS; DOMESTIC AND INTERNATIONAL; ENSURE COMPLIANCE; CUSTOMS COMPLIANCE; INTERNATIONAL TRADE; MANAGEMENT MANAGE; INTERNATIONAL MARKETS;	0.360	90	9.75%