

Spain Consumer Sector Salary Update 2015

# What are you worth?





# Executive Summary

Salaries in Spain decreased on average by 0.4% last year, according to our 2015 salary survey. The Spanish economy has undergone a major turnaround since emerging from its worst recession in decades, but it is perhaps unsurprising that salaries have declined during this period of prolonged recovery.

A marked rise in household consumption, however, as well as growth of the country's gross domestic product is evidence that the environment has changed for the better and it's encouraging to see that the number of people in work has increased significantly. With recruitment back on the agenda for many companies, increased competition for talent could see salaries increase by the end of 2015.

Executive salaries have seen the largest decrease at 6%, on average, compared to last year. Notably, those working in Sales and Supply Chain and Procurement Director or equivalent roles, experienced the highest pay decreases, while those at CEO and Managing Director level, as well as other functional directors, and tended to report no change from the previous year.

At management level, salaries actually increased slightly by 1.1% overall across the Marketing, Sales and Operations functions included in our annual survey. Those in marketing received, on average, a 3.9% increase overall with those working within digital marketing, in particular, commanding higher rates of pay. Those working in Sales reported slightly lower rates of increase at 0.2%, while managers working in operations reported no increase overall.

The Nigel Wright Group salary review is based on the details we hold on our database and is supplemented with the information that we have collected as part of our annual salary and benefits survey. Whilst we make every possible attempt to ensure the data we provide are accurate it should be noted that salary levels can vary depending on company size, industry sector and the availability of candidates in a specific discipline

We hope you the data in the report useful and should you have further questions, please do not hesitate to contact a member of our team who would be more than happy to clarify any of the information presented.

**Miriam Cruz, Country Manager Iberia & LATAM**

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# Spain salary update



EXECUTIVE	Minimum (EUR)	Maximum (EUR)	Average (EUR)
CEO	150,000	250,000	200,000
Managing Director	60,000	220,000	155,000
Engineering Director	60,000	160,000	95,000
Commercial Director	60,000	160,000	93,000
Supply Chain Director	90,000	120,000	90,000
Sales Director	60,000	200,000	85,000
Operations Director	90,000	120,000	85,000
Procurement Director	90,000	130,000	85,000
National Account Director	50,000	120,000	85,000
Marketing Director	50,000	120,000	84,000
Technical Director	50,000	120,000	80,000

SALES	Minimum (EUR)	Maximum (EUR)	Average (EUR)
Commercial Manager	50,000	90,000	75,000
Senior Sales Manager	50,000	90,000	73,000
Senior National Account Manager	50,000	80,000	70,000
Business Development Manager	40,000	70,000	65,000
National Account Manager	40,000	100,000	65,000
Sales Manager	50,000	90,000	60,000
Area Sales Manager	40,000	100,000	58,000
Key Account Manager	40,000	100,000	53,000
Account Manager	40,000	60,000	53,000
Category Manager	40,000	70,000	52,000
National Account Controller	45,000	80,000	50,000
Regional Sales Manager	45,000	80,000	50,000
Ecommerce Manager	40,000	60,000	50,000
Field Sales Manager	40,000	60,000	45,000
Junior Account Manager	30,000	50,000	40,000



OPERATIONS	Minimum (EUR)	Maximum (EUR)	Average (EUR)
Factory General Manager	80,000	140,000	125,000
Supply Chain Manager	60,000	100,000	89,000
Operations Manager	60,000	100,000	70,000
Engineering Manager	50,000	80,000	70,000
Production Manager	40,000	70,000	65,000
Quality Manager	50,000	100,000	65,000
Logistics Manager	45,000	70,000	65,000
Senior Buyer	50,000	80,000	65,000
Buyer	50,000	70,000	60,000
Procurement Manager	40,000	65,000	55,000
Technical Manager	40,000	65,000	55,000
Maintenance Manager	40,000	60,000	50,000
Shift Manager	40,000	60,000	50,000

MARKETING	Minimum (EUR)	Maximum (EUR)	Average (EUR)
Marketing Controller	–	–	–
Senior Marketing Manager	50,000	90,000	72,000
Marketing Manager	50,000	90,000	67,000
Digital Marketing Manager	30,000	60,000	60,000
Trade Marketing Manager	40,000	80,000	55,000
Senior Brand Manager	40,000	70,000	55,000
Senior Product Manager	40,000	70,000	50,000
Brand Manager	30,000	90,000	45,000
Assistant Brand Manager	20,000	50,000	45,000
Product Manager	30,000	60,000	40,000
Assistant Product Manager	20,000	50,000	35,000

DIGITAL / E-COMMERCE	Minimum (EUR)	Maximum (EUR)	Average (EUR)
Head of Partnerships	55,000	75,000	65,000
E-Commerce Manager	50,000	70,000	60,000
Head of Communications	45,000	65,000	55,000
Head of Digital	40,000	60,000	50,000
Product Manager	35,000	55,000	45,000
Head of Analytics	30,000	50,000	42,000
Customer Acquisition	30,000	50,000	40,000
SEO Manager	25,000	45,000	35,000
SEM Manager	25,000	45,000	35,000
Social Media Manager	25,000	45,000	34,000



# Contact details

For more information on the German Consumer Sector Salary Update 2015, please contact the Spanish division at Nigel Wright Group on the details below:

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