

North East Salary Survey 2016

# What are you worth?



# Introduction

Welcome to the 2016 edition of the Nigel Wright Recruitment North East Salary Survey.

As a company that is at the core of recruitment in the region, it is essential that we acknowledge any market trends that have taken place during the previous year without engaging in any unpredictable uncertainties caused by Brexit.

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The information in this report has been gathered from over 1000 respondents who completed our online survey, as well as data from our extensive database of candidates. This provides us with a large data-set allowing us to understand in more depth the average salary and the type of benefits people receive within the North East. Other factors include what benefits people see as an important part of their remuneration package and the reasons why people move jobs internally or externally, as well as the methods that they utilise to search for a new job. We hope that the results presented within the general overview and discipline specific sections will be of interest.

For further information and advice please contact one of our consultants specialising in your specific discipline on 0191 222 0770.

## About Nigel Wright Recruitment

**Since its formation in the 1980s, Nigel Wright Group has become a leading name in the recruitment industry across Europe.**

Nigel Wright consultants solve business problems for clients every day through the provision of effective recruitment solutions. The business has grown from being a specialist recruiter in the finance sector to covering a full range of disciplines in a number of different industry sectors. Currently, we have thirteen offices from which to support our growing client base; each office supports either our consumer, executive or recruitment business units. Our current locations are: Newcastle, London, Teesside, Paris, Madrid, Dusseldorf, Amsterdam, Copenhagen, Aarhus, Oslo, Stockholm, Gothenburg and Malmo.

Nigel Wright Recruitment is a specialist UK division focusing on a broad range of professional disciplines and industry sectors for local, national and international businesses. The teams are able to handle executive and senior management roles,

through to junior and entry level for permanent, temporary, interim and contract assignments.

We also serve the following key industry sectors: industrial and manufacturing, consumer, business and professional services, public and third sectors, scientific, built environment and digital and creative and cover the following disciplines; executive and NEDs, sales, marketing, engineering, manufacturing, supply chain and procurement, finance and accountancy, information technology and human resources.

Nigel Wright Recruitment's specialist consultants are committed to delivering a quality service; most have an industry background and will have experience of dealing with key companies in your sector. This depth of knowledge and expertise ensures that the professional and unique service offered to our clients and candidates is second to none.



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# 1. Executive summary

## Respondent's Profile



**Male: 67%**



**Female: 33%**

**Average age: 42**



**95%**

Work in full time  
employment



**72%**

Are educated to  
degree level or above



**32%**

Hold a professional  
qualification such as  
CIM, IPD, ACA, etc

## COMPANY AND EMPLOYEE PROFILE

The majority of respondents (61%) are employed by companies/organisations with less than 1000 employees.

In the main (41%) people work for small companies/organisations that employ less than 250 people. Thirty-six percent work for medium sized companies/organisations, and 23% work for large organisations with more than 5000 employees.

40% are employed by companies/organisations with a turnover greater than £40 million. Twenty percent work for companies/organisations with a turnover in excess of £500 million;

Over half of respondents work in either the industrial and manufacturing (35%) or business support and professional services (22%) sectors. The remaining respondents are employed in the consumer (9%) and digital and creative (7%) public and third (10%) sectors.



## WORK HISTORY AND JOB SATISFACTION

62% of respondents have worked for their current employer between one and five years. Sixteen percent have been with the same company for more than 10 years and 36% less than two years.

The majority (61%) of respondents have been in their current role for less than three years. Nineteen percent have been fulfilling the same role for more than five years, while 22% have been in their role for less than 12 months.

On average, respondents work 43 hours per week.

The majority of respondents were either satisfied (26%) or moderately satisfied (35%) in their current job. Seventeen percent described themselves as either very satisfied or moderately dissatisfied, while 5% are feeling very dissatisfied.

## BASIC SALARY, EXCLUDING BENEFITS AND BONUSES

As part of their last salary review respondents received, on average, a 3% increase.

Overall, respondents were expecting slightly less in their next salary review, with the average increase expected, falling to 2.6%.

On average there was a 12% difference between male and female salaries.

The majority of respondents were either satisfied (26%) or moderately satisfied (34%) with their current remuneration. Fifteen percent claimed to be very satisfied, whereas 20% say they are moderately dissatisfied. Only 6% are feeling very dissatisfied.

## JOB SEEKING AND JOB CHANGING

70% of respondents in permanent employment would use Nigel Wright Recruitment's website to search for a new job.

This was followed by other online job boards (46%) and other recruitment consultants (45%).

40% would make direct approaches to employers.

34% would use social networking sites, but only 8% would use regional or local newspapers.

Respondents in non-permanent employment rely more on online job boards (70%).

Increased remuneration, promotion and new challenges would be the most important factors for respondents, when looking to change jobs.



## BENEFITS

73% of respondents working in permanent employment receive some form of company benefit or bonus as part of their remuneration package.

### **Pension**

36% with a pension have held their company pension fund for more than five years, with employers contributing 6% on average, and respondents personally contributing 6%.

### **Car allowance or loan**

32% of respondents working in permanent employment are entitled to a car allowance or loan, with an average value of £7,400.

### **Annual leave**

The majority of respondents working in permanent employment (54%) are entitled to between 21 and 25 days of leave per year. Thirty-nine percent take more than 25 days leave every year.

### **Healthcare**

46% of respondents working in permanent employment are entitled to healthcare. Half of those with healthcare benefits (51%) receive cover for both themselves and family members.

### **Importance of benefits**

Respondents working in permanent employment felt that the three most important employer benefits as part of a remuneration package were an employer contributory pension (64%), flexible working (57%) and holiday entitlement (57%). This was followed by a personal bonus (33%) a bonus based on company performance (23%) and health insurance (17%).

## BONUS

### **Guaranteed bonus**

Only 8% of respondents working in permanent employment receive a guaranteed bonus as part of their remuneration package. Their average bonus payment was 10%, and they anticipate their next annual bonus will be slightly higher (11%).

### **Company performance related bonus**

46% of respondents working in permanent employment receive a company performance related bonus as part of their remuneration package, the average being 8%. They anticipate the next company performance related bonus also being 8%.

### **Personal performance related bonus**

27% of respondents working in permanent employment receive a personal performance related bonus as part of their remuneration package, the average being 8%. They anticipate the next personal performance related bonus also being 8%.



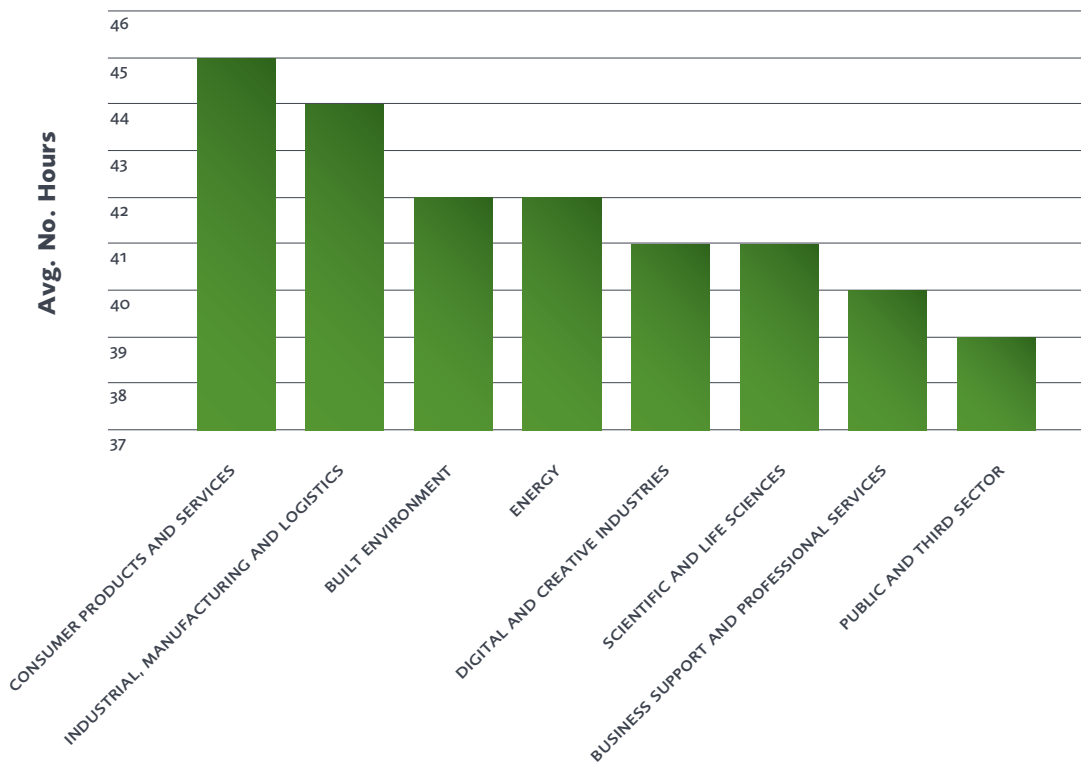
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# Non-monetary indicators



## 2.1 Weekly hours worked by sector

This section presents information from respondents from all disciplines and levels, on their working hours, levels of satisfaction and the factors that motivate them to change roles.

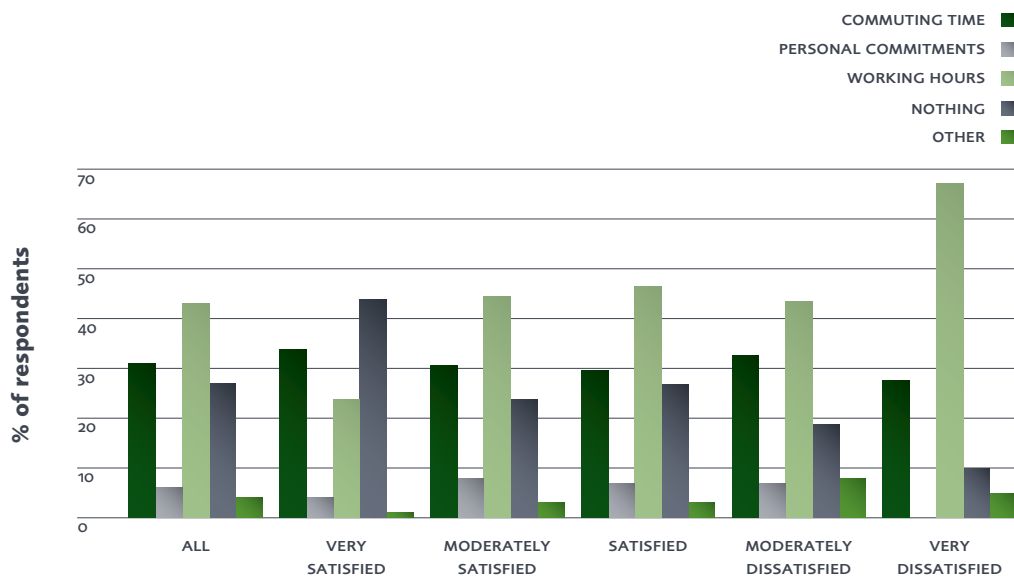


On average, respondents work 42 hours per week. Forty-one percent of respondents work between 36 and 40 hours per week. Thirty-seven per cent of respondents work between 41 and 50 hours per week and a further 13% work over 50 hours per week. On average, employees in the consumer and industrial and manufacturing and sectors work slightly longer hours per week.





## 2.2 Ideal changes in order to improve work life balance



In the 2016 survey, we added a question that asked people what they would ideally change in order to improve their work life balance. Cross checking the results against job satisfaction, it becomes clear that the majority of people who are dissatisfied with their job would ideally like to reduce their working hours. Where respondents highlighted other issues, the keys things mentioned were that people would prefer less stress and a greater ability to work from home.



## 2.3 Job satisfaction by job level

Respondents were asked to rate their level of job satisfaction on the following five-point scale:

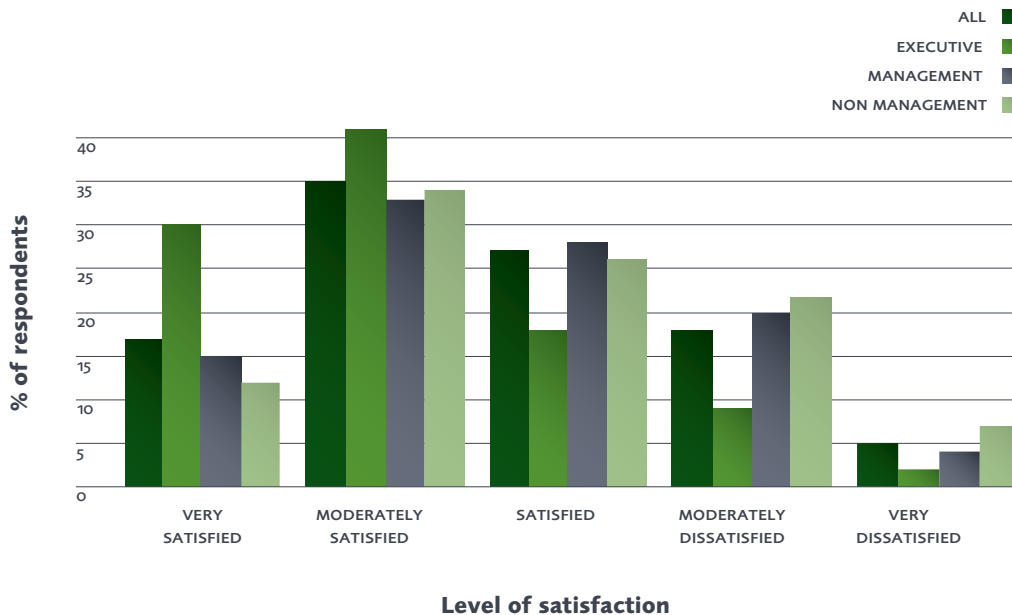
1 = very dissatisfied

2 = moderately dissatisfied

3 = satisfied

4 = moderately satisfied

5 = very satisfied



The results show a fairly satisfied workforce in the UK overall. Although there are variations between the strength of respondents' satisfaction, over 78% of respondents at each level of their organisations rated themselves as being between satisfied and very satisfied.

There are also differences by gender with 81% of female respondents saying they were satisfied, compared to 76% of men



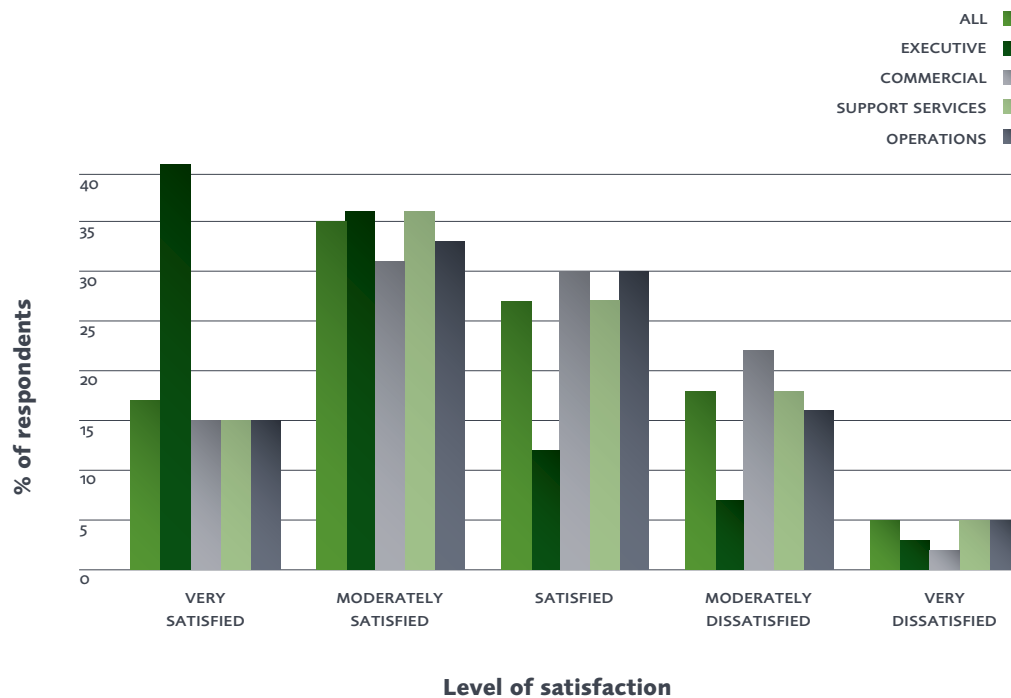
## 2.4 Job satisfaction by discipline

**Executive** = Board level

**Commercial** = Sales, Marketing & Business Development

**Operations** = Engineering, Supply Chain & Manufacturing

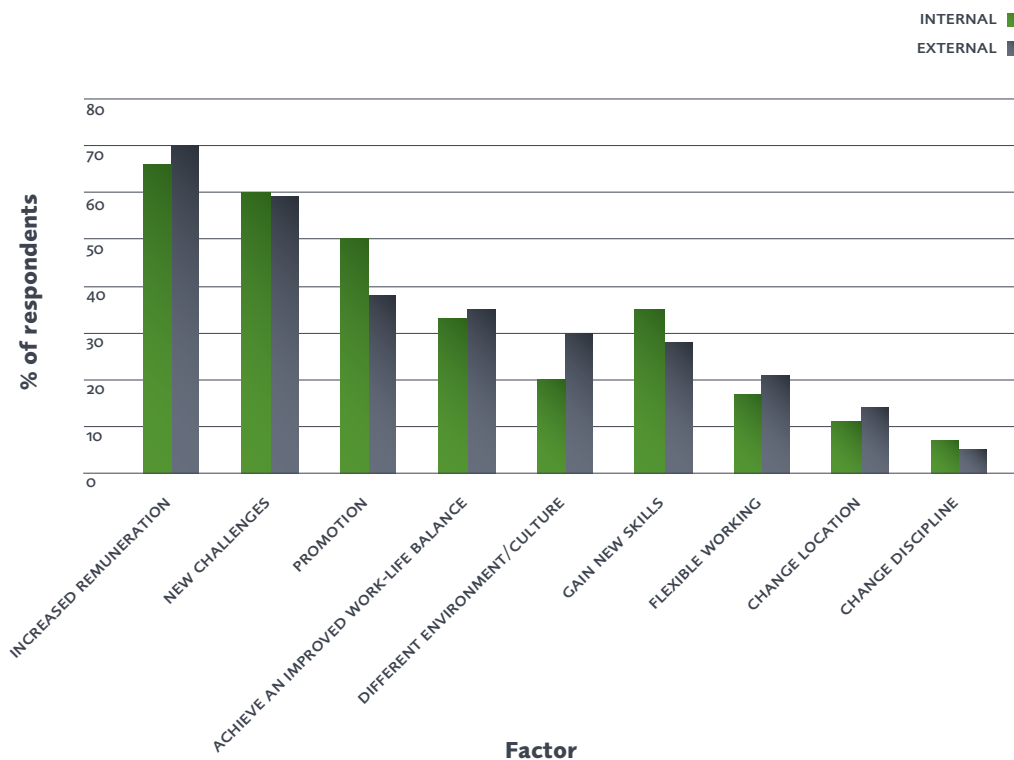
**Support Services** = HR, IT & Finance



Below executive level, those working in commercial roles are the least satisfied. For example, 28% of respondents working in marketing said that they were dissatisfied compared to only 19% in supply chain and procurement.



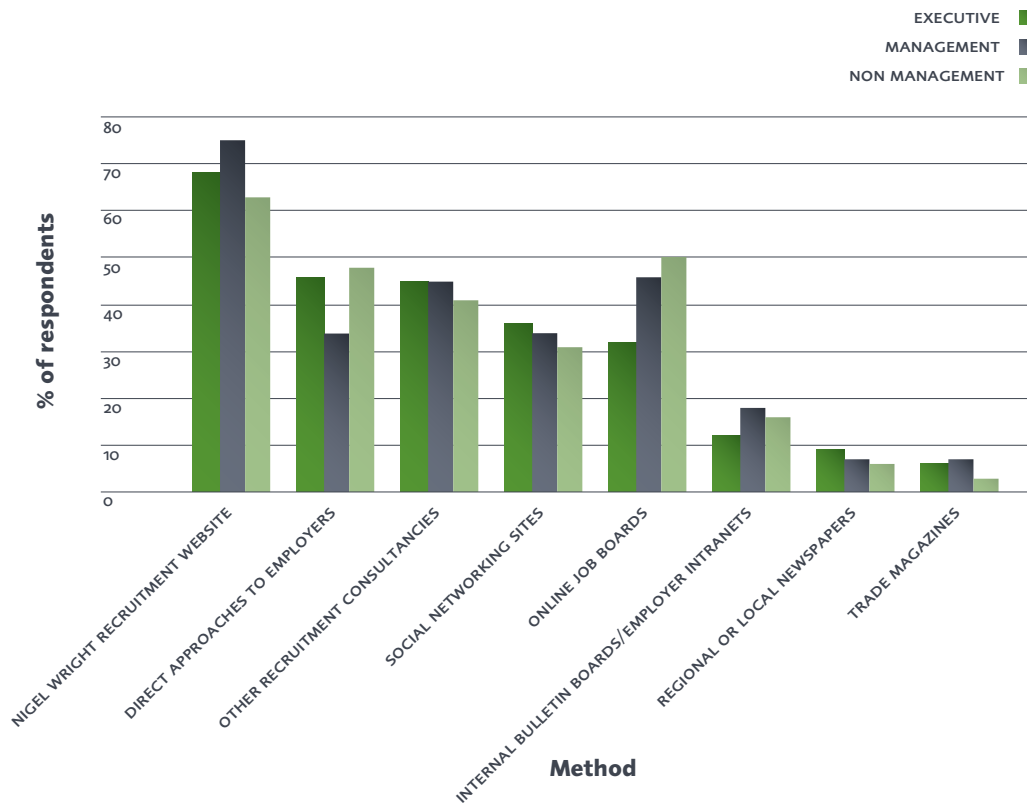
## 2.5 Factors influencing a change of roles



Respondents were asked to select the top three factors that would motivate them to change jobs, both within their current company (internally) and to another organisation (externally). It is perhaps no surprise that the three most popular influencing factors are quite closely linked – one leading to the other in most cases. These were increased remuneration, new challenges and promotion.



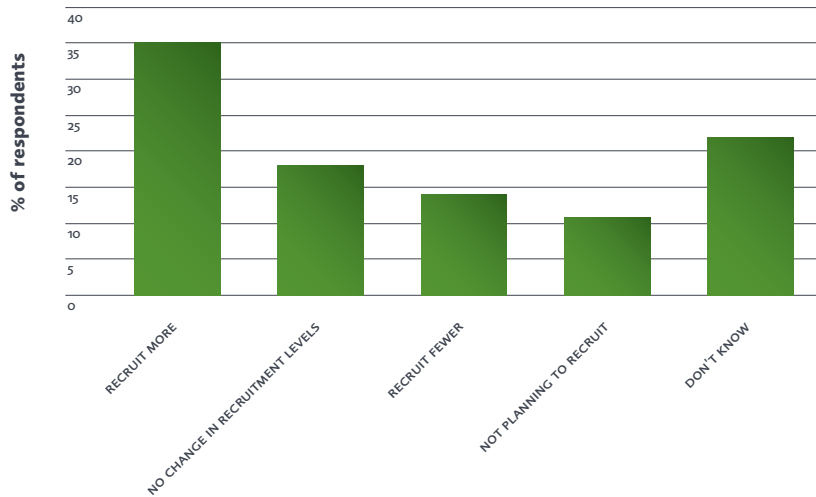
## 2.6 Methods used to search for a new role



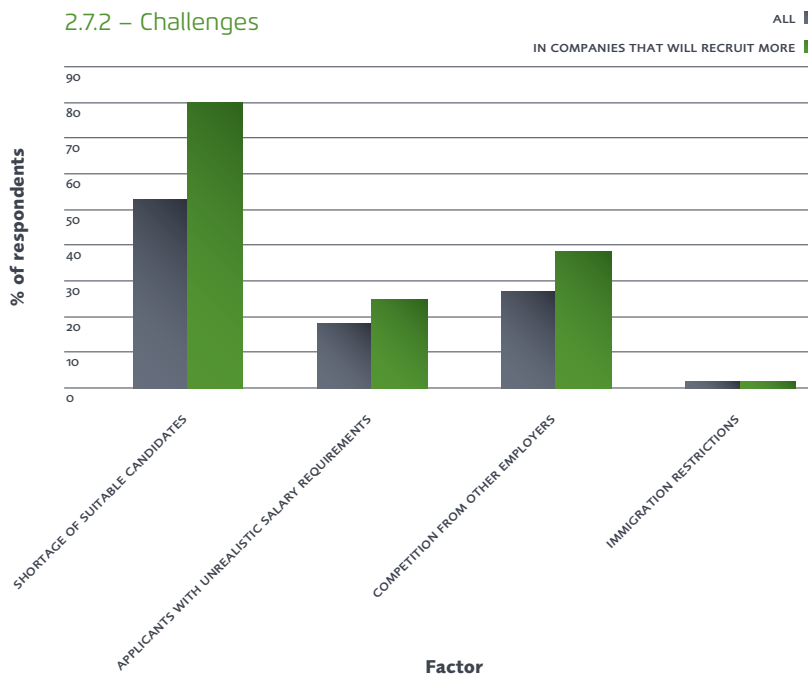
Respondents were asked to select all methods that they would utilise when looking for a new role. As the respondents surveyed were mainly people already known to Nigel Wright Recruitment, it is no surprise that within the top three methods were our website and using a recruitment consultancy. Social networking is also an increasingly important method for job seekers.



## 2.7 Hiring intentions of company



### 2.7.2 – Challenges



Over a third of respondents (35%) said that they expected their company to recruit more people in the next 12 months. A quarter believe their company will either recruit fewer people (14%) or have no plans to recruit (11%).

When asked respondents about challenges that their company would expect to encounter when recruiting staff over the next 12 months; over half (53%) cited a shortage of suitable candidates followed by competition from other employers (38%). In companies that are planning to recruit more people, these two challenges are exacerbated, with candidate shortage being a problem for 80% of firms.



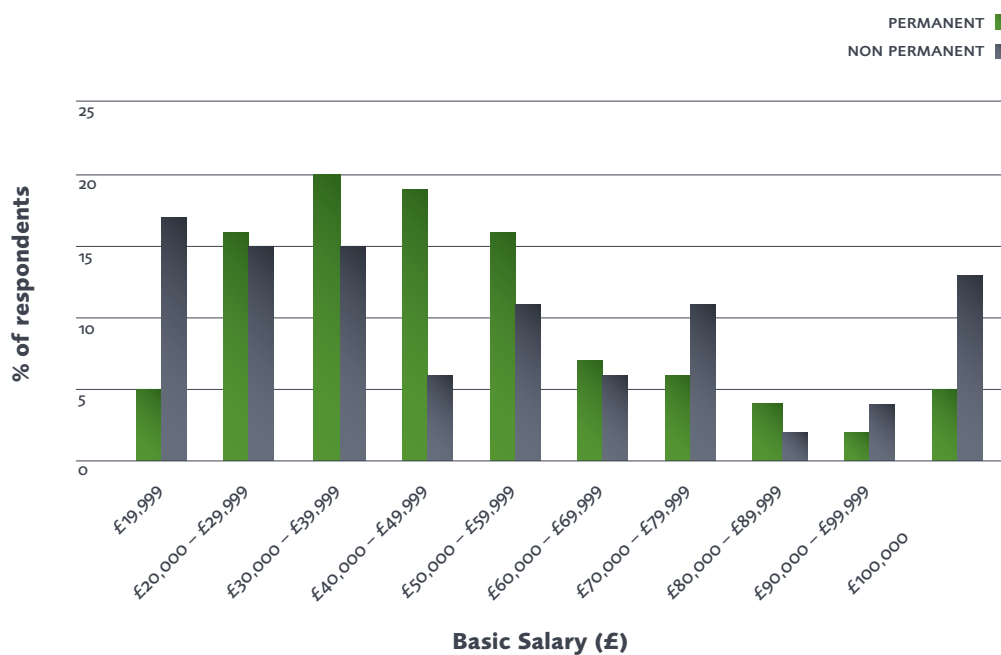
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# Salary, benefits and bonuses



### 3.1 Basic salary excluding benefits or bonus by type of employment

This section presents information from respondents from all disciplines and levels on their salary, benefits and bonuses.

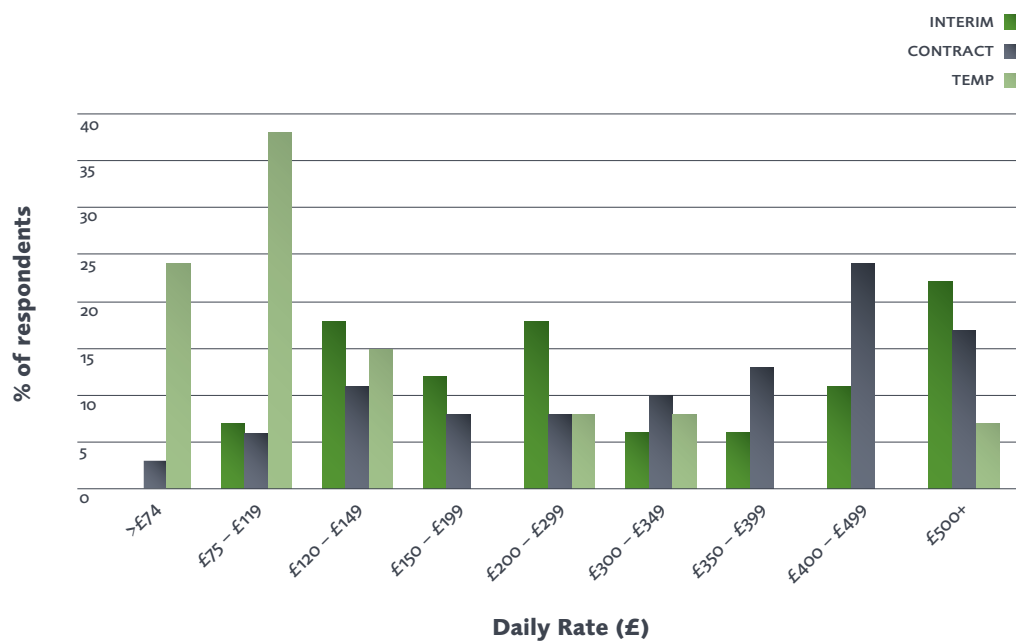


Salaries have increased, on average, by 3% during the last 12 months. This is in line with expectations outlined in last year's report and a clear indication of improving market conditions.





### 3.2 Basic daily rate for non permanent employment



The average basic daily rate for respondents working in non-permanent employment is £340. Interim candidates (£375) on average tend to earn more followed by contractors (£340) and temps (£160). Nigel Wright Recruitment interim candidates are typically IT executives or CEOs of SMEs. Our temp candidates, in the main, are HR, sales and marketing professionals whereas our contractors tend to work in finance, IT and operations across all levels.



### 3.3 Basic salary by generic job title

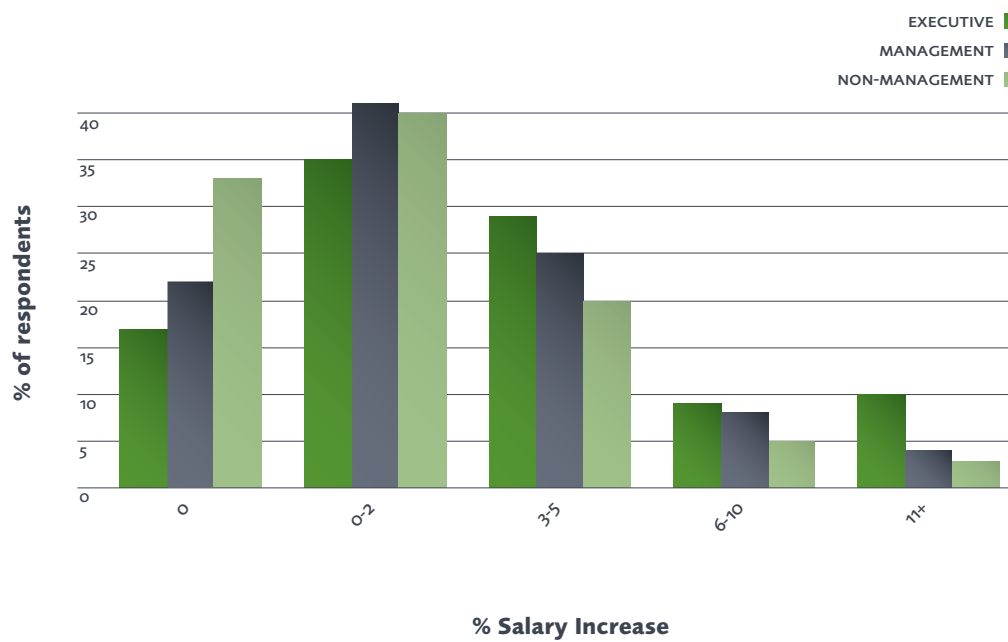
Job Title	Range	Average Basic Salary
C-Suite	£85,000-£300,000	£132,000
Director	£45,000-£200,000	£76,000
Head of	£43,000-£100,000	£64,000
Manager	£33,000-£80,000	£47,000
Engineer	£30,000-£70,000	£45,000
Controller	£28,000-£95,000	£45,000
Accountant	£21,000-£57,000	£34,000
Developer	£22,000-£45,000	£33,000
Coordinator	£22,000-£30,000	£24,000
Assistant/Administrator	£18,000-£25,000	£21,000

The results above are taken from our extensive database of candidates. They highlight the differences in salaries received by respondents fulfilling different, generic roles, within their companies and/or organisations. A more detailed analysis of job titles in relation to function start in Section 4. The average C Suite\* salary was £132,000. On average, directors are earning £76,000 whereas functional heads are earning £64,000.

\*C-suite refers to titles starting with Chief that are regularly shortened to initials such as CEO, CIO, COO, CTO.



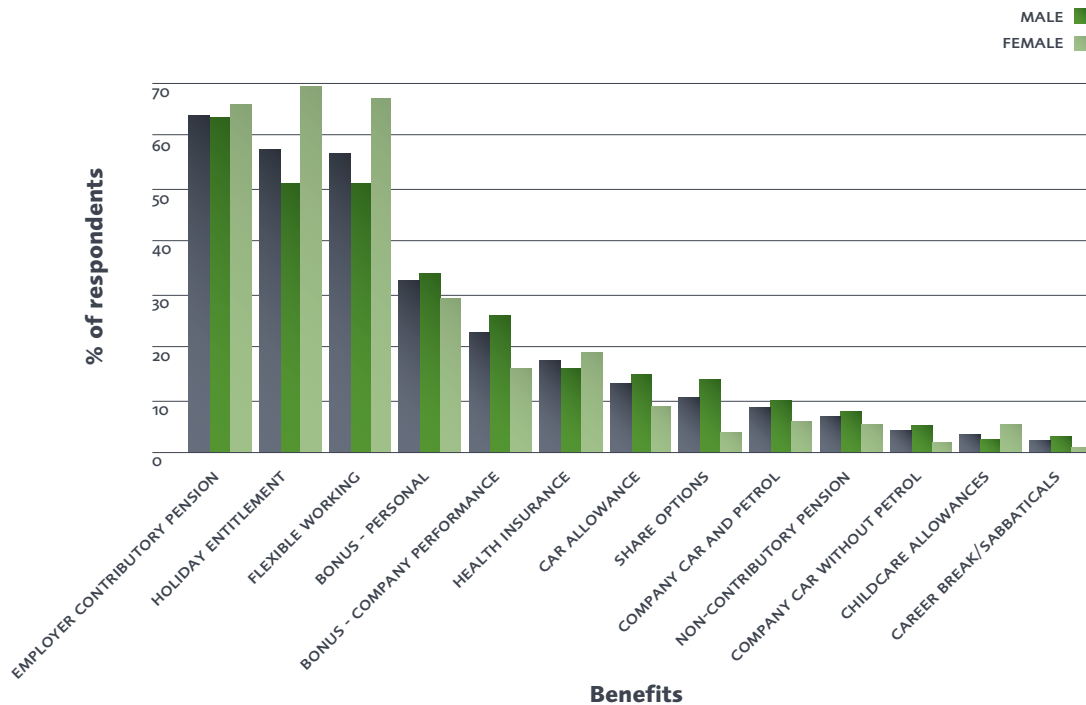
### 3.4 Average percentage of salary increase received



As part of their last salary review respondents received, on average, a 3% increase. The majority (63%) of respondents received between 1% and 5%, and only 5% received a pay increase of 11% or more. Analysed by job level, executives received a higher pay increase than others, with 10% reporting a salary increase of over 11%.



### 3.5 Importance of benefits as part of a remuneration package by gender

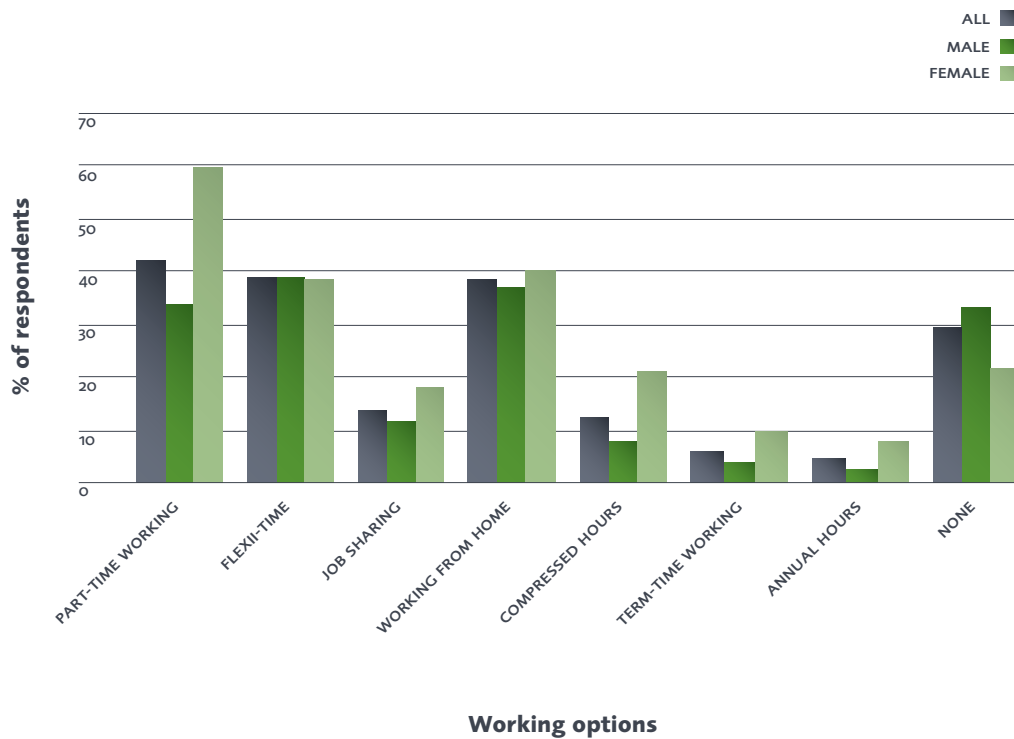


73% of respondents now receive some form of company benefit or bonus as part of their remuneration package. This is up from 71% last year. Respondents felt that the three most important employer benefits as part of a remuneration package were an employer contributory pension (64%), flexible working and holiday entitlement (57%). Career breaks (2%) and childcare allowances (3%) were considered the least important benefits.

Men tend to value bonuses, car allowances and share options as important factors in their overall benefits package. Women value flexible working and holidays more so than those factors.



### 3.6 Flexible working options offered by organisations



70% of people say that their company offers at least one option of flexible working. Most common was part-time (42%) followed by flexi-time (39%) and working from home (38%).

The women in our survey are more likely to work for organisations that offer them some form of flexible working (78%) than men (67%).



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# Analysis of salaries in relation to discipline



## 4.1 Executive/Board level

Job Title	Range	Average Basic Salary
Chairman/ President	£100,000-£300,000	£157,000
CEO (Chief Executive Officer)	£90,000-£277,000	£154,000
CIO (Chief Information Officer)	£82,000-£180,000	£130,000
COO (Chief Operating Officer)	£70,000-£170,000	£120,000
CMO (Chief Marketing Officer)	£90,000-£150,000	£120,000
CFO (Chief Financial Officer)	£60,000-£110,000	£106,000
GM (General Manager)	£65,000-£200,000	£106,000
VP (Vice President)	£70,000-£175,000	£103,000
MD (Managing Director)	£60,000-£222,000	£90,000
NED (Non- Executive Director)*	£5000-£50,000+	£15,000

\* Public sector and not for profit NED salaries range from between £5,000 and £15,000, the majority of which fall at the bottom end of the range. Private sector NED salaries, on the other hand, range from between £20,000 and £50,000 depending on ownership (i.e. Private Equity). PLC NEDs also earn more than those employed in privately owned businesses.

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*The salaries shown above are taken from our extensive range of executive level candidates based in the North East. At this level, titles will indicate the size of the company. For example, small companies are less likely to employ C-Suite officers, whereas managing directors will be found in companies of all sizes.*



## BASIC SALARY

In our 2016 salary survey, we asked executive and board level respondents to provide information about their basic salary:

### **Basic salary, excluding benefits**

41% of respondents are either satisfied or moderately satisfied with their current remuneration. Forty-four percent are very satisfied and only 2% of respondents are very dissatisfied.

### **Salary increase received and expected**

60% of respondents at executive and board level received between a 1% and 5% increase in their last salary review. The same percentage (60%) were expecting to receive the same percentage value as part of their next review. On average, the last pay increase was **8.5%**.

## BENEFITS

At executive and board level, 85% of respondents receive some form of company benefit or bonus as part of their remuneration package.

### **Car allowance**

76% of respondents at executive and board level are entitled to a car allowance or loan. Forty-nine percent of those receive between £6,000 and £15,000 with 5% receiving more than £25,000. The average is 11%.

### **Annual leave**

49% of executive and board level respondents take between 21 and 25 days leave per year. Fifty-one percent take more than 25 days.

### **Healthcare**

78% of executive and board level respondents are entitled to a healthcare allowance of which 81% have cover that includes themselves and family members.

### **Pension**

49% of executive and board level respondents have been paying into a pension fund for over five years, with 25% for less than two years. Forty-eight percent receive over 7% contributions from their employer. Just over a quarter (27%) receive in excess of 11% contributions from their employer. Typically, executive and board level respondents will contribute between 6% and 10% into their company pension fund.





## BONUSES

### **Guaranteed bonus**

10% of respondents at executive and board level receive a guaranteed bonus. This ranged from between 6% and 25%.

### **Company performance related bonus**

63% of respondents at executive and board level receive a company performance related bonus. Just under a third (29%) received between 6% and 20% in their last bonus and 30% are expecting to receive between 21% and 40% in their next bonus.

### **Personal performance related bonus**

35% of respondents at executive and board level receive a personal performance related bonus. Just over a fifth (21%) received under 10% in their last bonus, while the minority of executives (15%) received over 11%.

## VIEWS

### **Skills shortages**

At executive and board level, respondents highlighted that having the right personality (60%) and commercial acumen (58%), were the two key attributes that people often lack at the top.

### **Qualities required to be successful**

To be successful at executive and board level, in the main, respondents indicated that a mix of good communication skills (83%), confident/self-assured (79%) and being flexible and adaptable (75%) are essential.

### **Importance of benefits**

Respondents at executive and board level considered an employer contributory pension (54%), having a company bonus (46%) and a personal bonus (46%) to be the three most important benefits.



## 4.2 Finance and Accountancy

### 4.2.1 – Industry and commerce

Job Title	Range	Average Basic Salary
Group Finance Director	£55,000-£250,000	£125,000
Chief Operating Officer	£70,000-£170,000	£120,000
Chief Finance Officer	£60,000-£110,000	£106,000
Finance Director	£40,000-£155,000	£72,000
Interim Financial Controller	£35,000-£98,000	£59,000
Group/Senior Financial Controller	£25,000-£90,000	£59,000
Finance Controller	£25,000-£104,000	£52,000
Assistant Financial Controller	£25,000-£42,000	£34,000
FP&A Manager	£46,000-£75,000	£60,000
Business Partner - FP&A	£52,000-£63,000	£58,000
Senior/Group Finance Manager	£40,000-£70,000	£55,000
Finance Manager	£24,000-£70,000	£43,000
Finance Business Partner	£30,000-£68,000	£46,000
Senior/Group Accountant	£25,000-£60,000	£43,000
Assistant Finance Manager	£33,000-£42,000	£37,000
Financial Accountant	£25,000-£65,000	£40,000
Company Accountant	£21,000-£50,000	£39,000
Interim Accountant	£21,000-£55,000	£37,000
Management Accountant	£21,000-£57,000	£34,000
Accountant	£21,000-£55,000	£33,000
Assistant Accountant	£21,000-£46,000	£25,000
Senior Finance Analyst	£45,000-£62,000	£51,000
European Analyst	£32,000-£48,000	£42,000
Financial Analyst	£21,000-£47,000	£33,000
Accounts Receivable Manager	£35,000-£45,000	£39,000
Accounts Payable Manager	£25,000-£43,000	£38,000
General Ledger Accountant	£24,000-£46,000	£35,000
Accounts Receivable Supervisor	£23,000-£29,000	£26,000
Accounts Payable Supervisor	£21,000-£30,000	£26,000
Purchase or Sales Ledger Supervisor	£21,000-£25,000	£23,000
Accounts Payable Clerk	£22,000-£30,000	£26,000
Purchase or Sales Ledger Clerk	£21,000-£21,000	£21,000
Payroll Manager	£22,000-£54,000	£33,000
Payroll Supervisor	£21,000-£35,000	£27,000
Payroller	£21,000-£30,000	£24,000
Credit Manager	£22,000-£78,000	£40,000
Credit Supervisor	£24,000-£35,000	£27,000
Credit Controller	£21,000-£32,000	£24,000



#### 4.2.2 – The profession

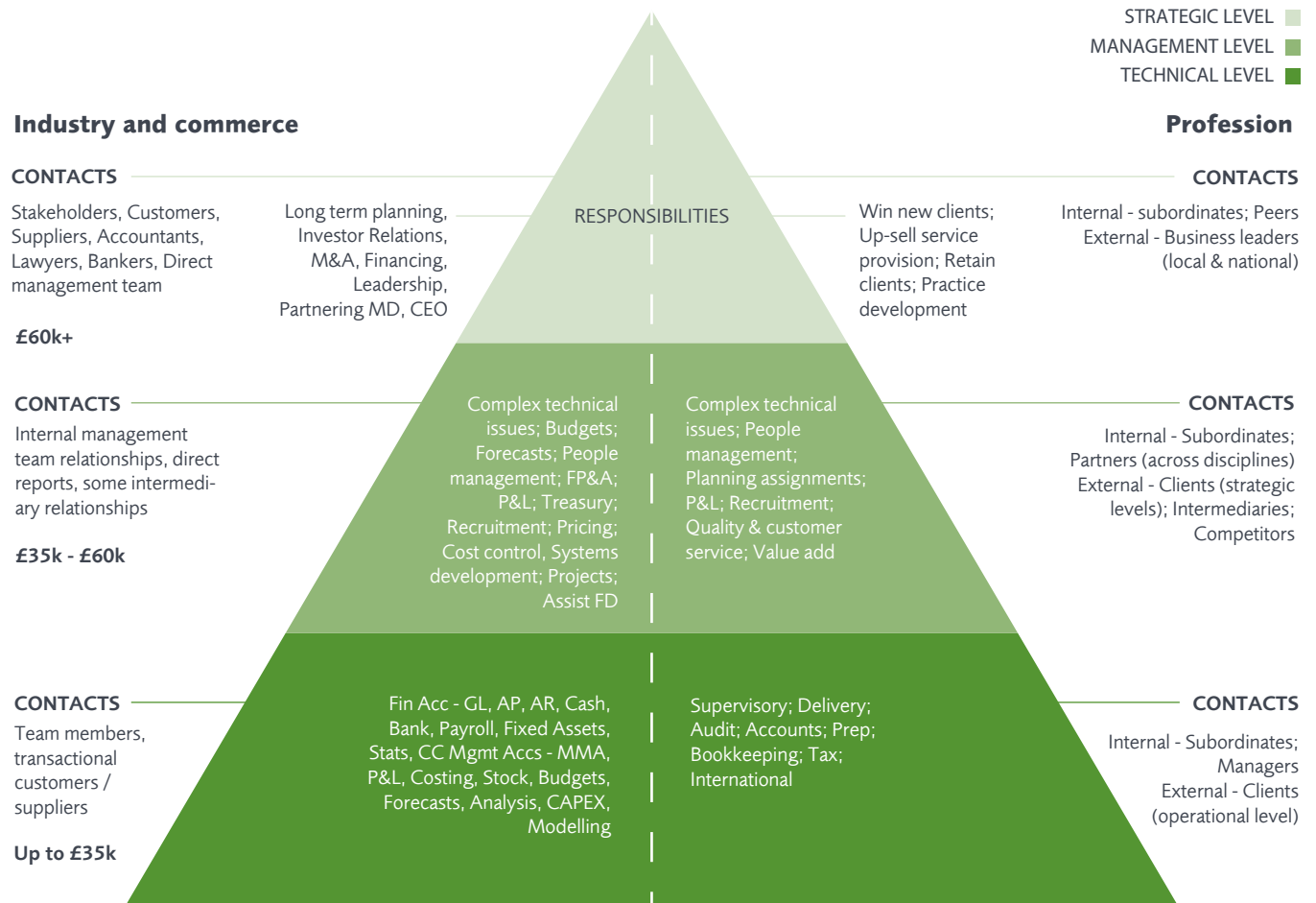
Job Title	Range	Average Basic Salary
Director - Audit	£45,000-£120,000	£95,000
Senior Manager - Audit	£48,000-£65,000	£57,000
Audit Manager	£35,000-£45,000	£43,000
Assistant Manager - Audit	£33,000-£40,000	£36,000
Senior Auditor (Qualified)	£26,000-£35,000	£36,000
Director - Tax	£45,000-£110,000	£63,000
Senior Tax Manager	£40,000-£65,000	£49,000
Tax Manager	£30,000-£60,000	£39,000
Tax Senior	£22,000-£38,000	£32,000
Director - Corporate Finance	£60,000-£100,000	£80,000
Corporate Finance Senior Manager	£55,000-£70,000	£53,000
Corporate Finance Manager	£40,000-£70,000	£49,000
Corporate Finance Executive	£30,000-£42,000	£32,000
Director - General Practice	£45,000-£90,000	£80,000
Manager - General Practice	£40,000-£60,000	£50,000
Senior Manager - General Practice	£30,000-£55,000	£37,000
Qualified senior - General Practice	£25,000-£35,000	£32,000

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*Salary ranges are broad and reflect the wide range of companies within the North East. These results should therefore only be used as a guide.*



## Finance Career Pyramid



For further information on your recruitment needs or on a particular role within this discipline, please contact Richard Morgan:



**Richard Morgan**  
**Associate Director**

richard.morgan@nigelwright.com  
+44 (0)191 269 0743 (Work)  
+44 (0)791 872 9065 (Mobile)



## 4.3 Human Resources

Job Title	Range	Average Basic Salary
<b>HR Directors</b>		
European HR Director	£62,000-£130,000	£95,000
Director of People	£52,000-£175,000	£90,000
Interim HR Director	£48,000-£150,000	£81,000
Interim HR Director	£60,000-£80,000	£72,000
Assistant Director of HR	£50,000-£90,000	£64,000
<b>HR Head /Partner</b>		
Head of HR - Europe	£50,000-£85,000	£68,000
Head of HR	£48,000-£80,000	£65,000
Senior HR Business Partner	£45,000-£78,000	£59,000
HR Business Partner	£30,000-£60,000	£43,000
<b>HR Managers</b>		
Group HR Manager	£32,000-£60,000	£47,000
Interim HR Manager	£33,000-£80,000	£46,000
Senior HR Manager	£35,000-£67,000	£46,000
Regional HR Manager	£40,000-£57,000	£45,000
HR Manager	£30,000-£60,000	£41,000
HR Controller	£26,000-£65,000	£39,000
Interim HR Consultant	£35,000-£65,000	£45,000
HR Consultant	£15,000-£88,000	£41,000
<b>HR Officer/Advisors</b>		
Senior HR Advisor/Officer	£30,000-£35,000	£35,000
HR Team Leader	£22,000-£42,000	£30,000
Regional HR Advisor	£28,000-£40,000	£33,000
HR Advisor/Officer	£25,000-£35,000	£29,000
Interim HR Advisor/Officer	£25,000-£35,000	£29,000
HR Coordinator	£22,000-£30,000	£24,000
HR Assistant/Administrator	£18,000-£23,000	£21,000



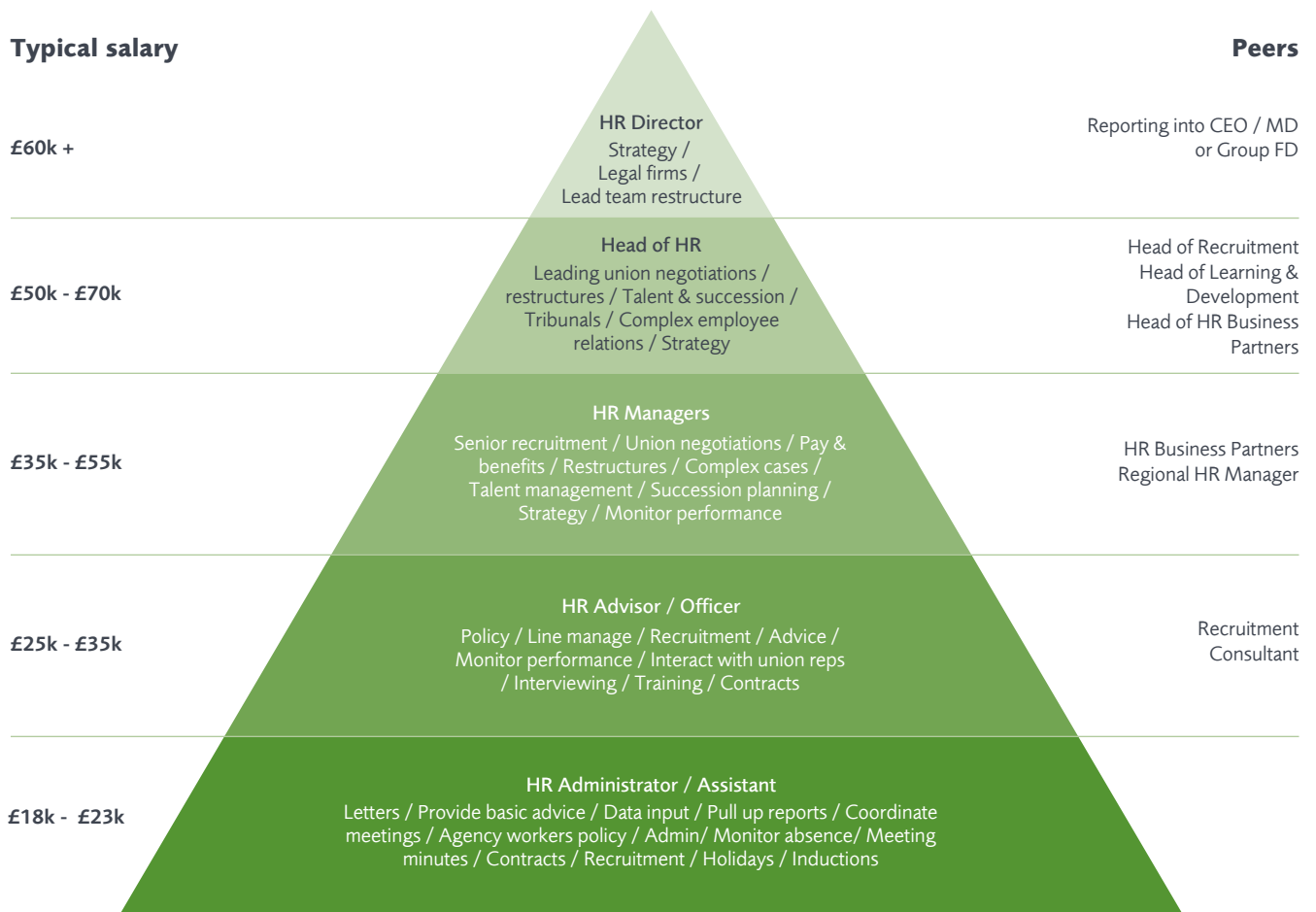
Job Title	Range	Average Basic Salary
<b>Training &amp; Development</b>		
Head of Learning & Development	£42,000-£82,000	£63,000
Training Consultant	£35,000-£60,000	£44,000
Learning and Development Manager	£22,000-£65,000	£43,000
Learning and Development Partner	£34,000-£48,000	£39,000
Training Manager	£25,000-£52,000	£37,000
Learning and Development Advisor	£25,000-£46,000	£33,000
Trainer/Training Advisor	£25,000-£34,000	£30,000
<b>Recruitment</b>		
Talent Acquisition Manager	£30,000-£68,000	£42,000
Recruitment Manager	£27,000-£65,000	£40,000
Senior Recruitment Consultant	£25,000-£45,000	£30,000
Recruitment Consultant	£18,000-£35,000	£28,000
Recruitment Officer	£18,000-£30,000	£23,000

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*Salary ranges are broad and reflect the wide range of companies within the North East. These results should therefore only be used as a guide.*



## HR Career Pyramid



For further information on your recruitment needs or on a particular role within this discipline, please contact Sue O'Donovan:



**Sue O'Donovan**  
**Managing Consultant**

sue.odonovan@nigelwright.com

+44 (0)191 269 0778 (Work)

+44 (0)784 332 9390 (Mobile)



## 4.4 Information Technology

Job Title	Range	Average Basic Salary
Global IT Director	£84,000-£160,000	£110,000
IT Director	£65,000-£150,000	£89,000
Senior Consultant	£70,000-£140,000	£88,000
Senior IT Manager	£37,000-£110,000	£73,000
Chief Technology Officer	£63,000-£75,000	£69,000
Head of IT	£43,000-£92,000	£64,000
Global IT Manager	£48,000-£80,000	£62,000
IT Manager	£46,000-£110,000	£61,000
Project Director	£65,000-£67,000	£66,000
Infrastructure Project Manager	£61,000-£63,000	£62,000
Senior Project Manager	£39,000-£80,000	£55,000
Digital Project Manager	£38,000-£65,000	£50,000
Project Manager	£25,000-£84,000	£43,000
Project Lead	£30,000-£40,000	£37,000
Project Analyst	£30,000-£38,000	£34,000
Project Officer	£24,000-£39,000	£31,000
Programme Manager	£40,000-£120,000	£65,000
Head of Programmes	£50,000-£57,000	£54,000
C# Programmer	£45,000-£45,000	£45,000
Programmer	£26,000-£43,000	£33,000
Security Manager	£35,000-£180,000	£67,000
Security Analyst	£33,000-£49,000	£41,000
IT Security Officer	£22,000-£35,000	£28,000
Infrastructure Project Manager	£50,000-£63,000	£58,000
Infrastructure Delivery Team Leader	£45,000-£48,000	£47,000
Infrastructure Systems Manager	£28,000-£55,000	£44,000
Senior Infrastructure Analyst	£30,000-£43,000	£38,000
Infrastructure Analyst	£24,000-£40,000	£33,000
Infrastructure Support	£26,000-£27,000	£27,000
Enterprise Architect	£57,000-£85,000	£70,000
Architect	£45,000-£94,000	£61,000
Head of Product Development	£31,000-£85,000	£58,000
Development Manager	£34,000-£60,000	£49,000
Development Team Lead	£37,000-£56,000	£48,000
Lead Developer	£28,000-£53,000	£37,000
Senior Developer	£24,000-£55,000	£37,000





Job Title	Range	Average Basic Salary
<b>Developers</b>		
Java J2EE	£18,000-£61,000	£42,000
C#, ASP, .NET, VB	£18,000-£60,000	£35,000
Javascript/HTML/CSS	£18,000-£55,000	£35,000
PHP/MySQL	£18,000-£50,000	£34,000
Test Manager	£33,000-£55,000	£44,000
Senior Software Tester	£26,000-£41,000	£35,000
Test Lead	£29,000-£36,000	£33,000
Test Analyst	£20,000-£42,000	£30,000

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## IT Career Pyramid

### Main activities & typical salary

Skills focus - specialisation in key skills (systems or applications architecture or design)

**£65k - £160k**

Typical ceiling for majority of organisations in NE →

CIO  
IT Director  
Head of Technology  
Head of Development  
Enterprise / Solutions Architects

### Relationships

Reporting into CEO / MD or Group FD  
Strategic management at operational board level - setting IT strategy linked to business strategy. Less technically hands-on. May work with 3rd party suppliers for supply of IT services. Budget responsibility

Refining and developing skills acquired. Working to their strengths

**£40k - £65k**

Development or Network Management.  
Project & Programme Management

Reporting into FD  
Working with other business leaders / senior managers. More aware of bigger picture within an organisation. May have input to the IS strategy

Skills acquisition including practical experience and study

**£18k - £40k**

**Development**  
(Apps / Web)

**Projects**  
(Project Office)

**Infrastructure**  
Helpdesk / support

Line Manager and peers

For further information on your recruitment needs or on a particular role within this discipline, please contact Sue Ormerod:



**Sue Ormerod**  
**Associate Director - IT & HR**  
sue.ormerod@nigelwright.com  
+44 (0)191 269 0722 (Work)  
+44 (0)791 873 3904 (Mobile)



## 4.5 Supply Chain

Job Title	Range	Average Basic Salary
<b>Supply Chain</b>		
VP Supply Chain	£80,000-£150,000	£115,000
Supply Chain Director	£65,000-£110,000	£81,000
International Supply Chain Director	£70,000-£109,000	£91,000
International Head of Supply Chain	£70,000-£90,000	£75,000
Head of Supply Chain	£32,000-£80,000	£55,000
International Supply Chain Manager	£50,000-£70,000	£62,000
Supply Chain Manager	£37,000-£60,000	£47,000
Materials Manager	£56,000-£56,000	£53,000
Commodity Manager	£35,000-£55,000	£42,000
Material Controller	£22,000-£40,000	£28,000
Supply Chain Coordinator	£20,000-£40,000	£31,000
Supply Chain Administrator	£18,000-£26,000	£22,000
<b>Procurement</b>		
Procurement Director	£65,000-£120,000	£80,000
Head of Procurement	£40,000-£90,000	£62,000
Senior Procurement Manager	£45,000-£75,000	£53,000
Procurement Specialist	£25,000-£70,000	£40,000
Project Procurement Manager	£50,000-£65,000	£61,000
Procurement Manager	£20,000-£60,000	£42,000
Procurement Category Manager	£35,000-£60,000	£47,000
Senior Buyer	£25,000-£45,000	£35,000
Buyer	£18,000-£42,000	£28,000
Project Buyer	£24,000-£40,000	£30,000
Commodity Buyer	£20,000-£38,000	£31,000
Lead Buyer	£28,000-£35,000	£33,000
Procurement Coordinator	£25,000-£30,000	£27,000
Procurement Officer	£20,000-£27,000	£25,000
Junior Buyer	£17,000-£27,000	£21,000
Procurement Assistant	£16,000-£25,000	£20,000



Job Title	Range	Average Basic Salary
<b>Logistics</b>		
Planning Manager	£36,000-£70,000	£48,000
Logistics Manager	£32,000-£65,000	£44,000
Warehouse Operations Manager	£26,000-£55,000	£41,000
Warehouse Project Manager	£25,000-£50,000	£39,000
Transport Manager	£24,000-£45,000	£35,000
Warehouse Manager	£20,000-£45,000	£34,000
Warehouse Shift Manager	£33,000-£40,000	£36,000
Transport Planner	£23,000-£35,000	£28,000
Depot Manager	£30,000-£34,000	£32,000
<b>Planning</b>		
Senior Manager - Production Control	£60,000-£65,000	£62,000
Senior Production Planner	£31,000-£35,000	£34,000
Production Control Manager	£28,000-£50,000	£40,000
Lead Planner	£28,000-£28,000	£28,000
Senior Materials Planner	£26,000-£35,000	£31,000
Production Controller	£25,000-£41,000	£31,000
Transport Planner	£23,000-£35,000	£28,000
Demand Planner	£22,000-£29,000	£27,000
Production Planner	£17,000-£40,000	£29,000
Materials Planner	£17,000-£33,000	£26,000

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## Supply Chain Career Pyramid

### Main activities & typical salary

Long-term business planning, risk management, sustainability, budget management

**£65k - £160k**

Defining department objectives and ensuring team is aligned towards delivery of those objectives

**£35k - £70k**

Operation focus. Day to day delivery of objectives. Sales acquisition

**£18k - £40k**

### Relationships

#### Reporting into CEO / MD or FD

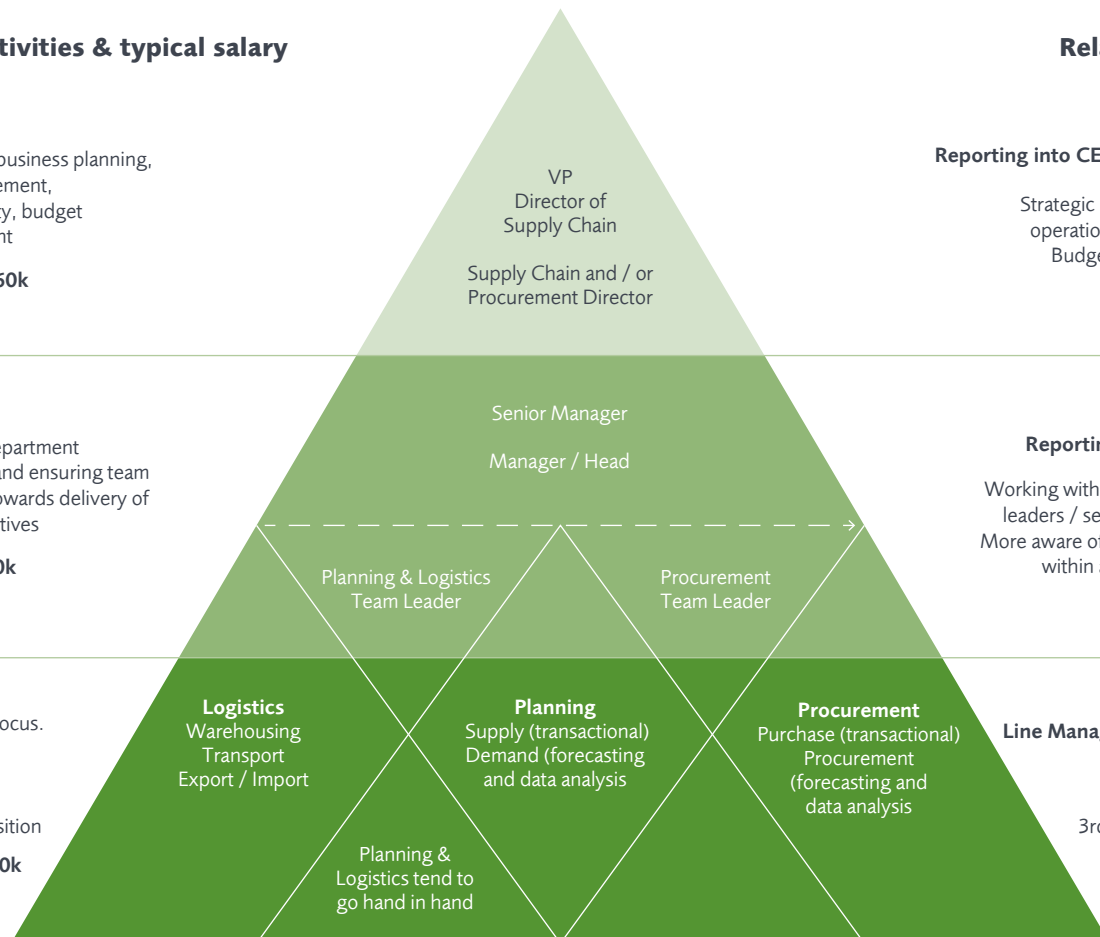
Strategic management at operational board level. Budget responsibility

#### Reporting to Director

Working with other business leaders / senior managers. More aware of bigger picture within an organisation

#### Line Manager and Peers

Suppliers and customers. 3rd party logistics



For further information on your recruitment needs or on a particular role within Supply Chain and Procurement, please contact Peter Stephenson:



#### **Peter Stephenson** **Managing Consultant**

peter.stephenson@nigelwright.com  
+44 (0)191 269 0709 (Work)  
+44 (0)791 875 8035 (Mobile)



## 4.6 Manufacturing and Engineering

### 4.6.1 – Manufacturing

Job Title	Range	Average Basic Salary
<b>Manufacturing</b>		
Plant/ Site Director	£80,000-£130,000	£113,000
Operations Director	£48,000-£132,000	£75,000
R&D Director	£60,000-£89,000	£75,000
Operations Manager	£40,000-£113,000	£58,000
Quality Director	£60,000-£75,000	£69,000
Quality Manager	£30,000-£83,000	£46,000
Quality Engineer	£26,000-£46,000	£36,000
Quality Inspector	£20,000-£32,000	£28,000
Quality Technician	£18,000-£30,000	£24,000
Continuous Improvement Manager	£32,000-£68,000	£48,000
Business Improvement Manager	£30,000-£65,000	£47,000
Continuous Improvement Engineer	£26,000-£45,000	£36,000
Production Manager	£30,000-£60,000	£46,000
Production Shift Manager	£35,000-£47,000	£41,000
Production Engineer	£34,000-£52,000	£40,000
Production Team Leader / Supervisor	£23,000-£65,000	£35,000
Production Controller/Coordinator	£25,000-£37,000	£30,000
Production Operative	£20,000-£23,000	£21,000
Group/Senior Health & Safety Manager	£55,000-£150,000	£86,000
Health & Safety Manager	£30,000-£72,000	£43,000
Health & Safety Officer / Advisor	£24,000-£50,000	£34,000
Head of Manufacturing	£52,000-£100,000	£69,000
Manufacturing Manager	£35,000-£75,000	£51,000
Manufacturing Engineer	£28,000-£38,000	£34,000
Manufacturing Technician	£17,000-£40,000	£28,000
<b>Engineering &amp; Maintenance</b>		
Engineering Manager	£36,000-£120,000	£53,000
<b>Chemical &amp; Pharmaceutical</b>		
Maintenance Manager	£62,000-£62,000	£62,000
Maintenance Technician	£23,000-£44,000	£35,000
Maintenance Engineer	£28,000-£35,000	£32,000



Job Title	Range	Average Basic Salary
<b>Automotive</b>		
Maintenance Manager	£32,000-£82,000	£49,000
Maintenance Engineer	£26,000-£41,000	£33,000
Maintenance Technician	£20,000-£43,000	£33,000
<b>Food &amp; Drink</b>		
Maintenance Manager	£33,000-£44,000	£40,000
Maintenance Engineer	£25,000-£41,000	£31,000
Maintenance Technician	£18,000-£42,000	£27,000
<b>Manufacturing Other</b>		
Maintenance Manager	£39,000-£69,000	£45,000
Maintenance Engineer	£25,000-£45,000	£35,000
Maintenance Technician	£20,000-£43,000	£32,000

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#### 4.6.2 – Engineering

Job Title	Range	Average Basic Salary
<b>Engineering</b>		
Technical Director	£45,000-£100,000	£53,000
Engineering Manager	£45,000-£75,000	£53,000
Principal/Lead Engineer	£50,000-£60,000	£51,000
Senior Engineer	£42,000-£55,000	£51,000
Engineer	£35,000-£45,000	£41,000
Graduate Engineer	£20,000-£30,000	£28,000
<b>Electrical &amp; Mechanical*</b>		
Engineering/Technical Director	£50,000-£130,000	£74,000
Engineering Manager (electrical/mechanical)	£45,000-£90,000	£59,000
Principal/Lead Engineer (control systems)	£48,000-£70,000	£52,000
Senior Engineer	£40,000-£65,000	£47,000
Engineer (electrical & mechanical)	£30,000-£60,000	£45,000
Design Engineer (electrical & mechanical)	£25,000-£70,000	£36,000
Draughtsman	£21,000-£30,000	£26,000
Graduate Engineer	£20,000-£32,000	£25,000
<b>Process</b>		
Principal/Lead Engineer (process)	£53,000-£70,000	£62,000
Senior Process Engineer	£45,000-£92,000	£59,000
Process Engineer	£25,000-£50,000	£37,000
Chemical Process Engineer	£35,000-£35,000	£35,000
Engineering Process Technician	£21,000-£21,000	£21,000
<b>Project Engineering</b>		
Head of projects	£65,000-£90,000	£59,000
Project Manager/ Senior PM	£48,000-£70,000	£53,000
Senior Project Engineer	£40,000-£55,000	£48,000
Project Engineer	£30,000-£50,000	£38,000
Project Technician	£25,000-£35,000	£30,000
Graduate Project Engineer	£25,000-£28,000	£26,000
<b>Engineering Support</b>		
Estimator	£20,000-£32,000	£26,000
Technical Author	£25,000-£30,000	£29,000
Cost Engineer	£25,000-£48,000	£35,000
Tendering Engineer	£31,000-£50,000	£40,000

*\*Electrical engineers tend to be paid slightly more than mechanical engineers (5%-7%)*

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## Manufacturing and Engineering Career Pyramid

### Time-served apprenticeship path

Engineering Director, Chief Engineer or Programme Director

£100k +

Technical Manager, Principal Engineer or Programme Manager position

£60k - £80k

Managing projects, contributing to the design, development, implementation and maintenance phases of the task

£40k - £60k

Technical / Operational

Up to £40k

Director  
Engineering  
Research  
Production /  
Operations

Research Development Roles  
Operations Production Roles  
Project Leader

Engineering Team Leader  
Production Engineering  
Engineering Specialist

Product Engineer (2-10 years)

Production Roles (5-10 years)  
(specialising in a specific practical skill)

Modern Apprentice Engineering  
Subject (2-4 years)

Graduate Trainee  
Blue Chip Company (1-2 years)  
(learning about different areas of  
the business in a design and  
manufacturing capacity)

### University degree path

Most senior positions require chartered status

Member of Professional Body

Institute of Mechanical Engineers  
Institute of Electrical Engineers  
Or other discipline professional body

For further information on your recruitment needs or on a particular role within Manufacturing, Engineering and Operations, please contact Lisa Taylor:



**Lisa Taylor**  
**Managing Consultant**

[lisa.taylor@nigelwright.com](mailto:lisa.taylor@nigelwright.com)

+44 (0)191 269 0685 (Work)

+44 (0)771 413 3486 (Mobile)



## 4.7 Marketing

Job Title	Range	Average Basic Salary
Communications Director	£80,000-£110,000	£95,000
Marketing Director	£50,000-£130,000	£78,000
Sales & Marketing Director	£60,000-£120,000	£75,000
Head of Marketing	£20,000-£100,000	£60,000
Head of Communications	£40,000-£65,000	£53,000
Marketing Communications Manager	£40,000-£47,000	£44,000
Communications Manager	£28,000-£58,000	£39,000
PR Manager	£33,000-£45,000	£40,000
PR/Communication Officer or Exec	£23,000-£40,000	£32,000
Product Director	£60,000-£95,000	£65,000
Product Manager	£35,000-£65,000	£44,000
Marketing Officer	£24,000-£35,000	£29,000
Marketing Manager	£18,000-£56,000	£35,000
Marketing Executive/ Coordinator	£18,000-£29,000	£24,000
Marketing Assistant	£18,000-£22,000	£19,000
Category Director	£60,000-£120,000	£76,000
Category Manager	£40,000-£75,000	£49,000
Category Analyst	£25,000-£35,000	£30,000
Brand Director	£50,000-£80,000	£40,000
Senior Brand Manager	£35,000-£55,000	£42,000
Brand Manager	£30,000-£45,000	£35,000
Director of E-Commerce	£60,000-£100,000	£70,000
Head of Digital	£24,000-£45,000	£36,000
Digital Marketing Manager	£24,000-£45,000	£34,000
Digital Campaign Manager	£25,000-£35,000	£29,000
Digital Marketing Executive	£14,000-£35,000	£23,000
Art Director	£35,000-£65,000	£47,000
Senior Graphic Designer	£22,000-£35,000	£28,000
Graphic Designer	£16,000-£27,000	£22,000



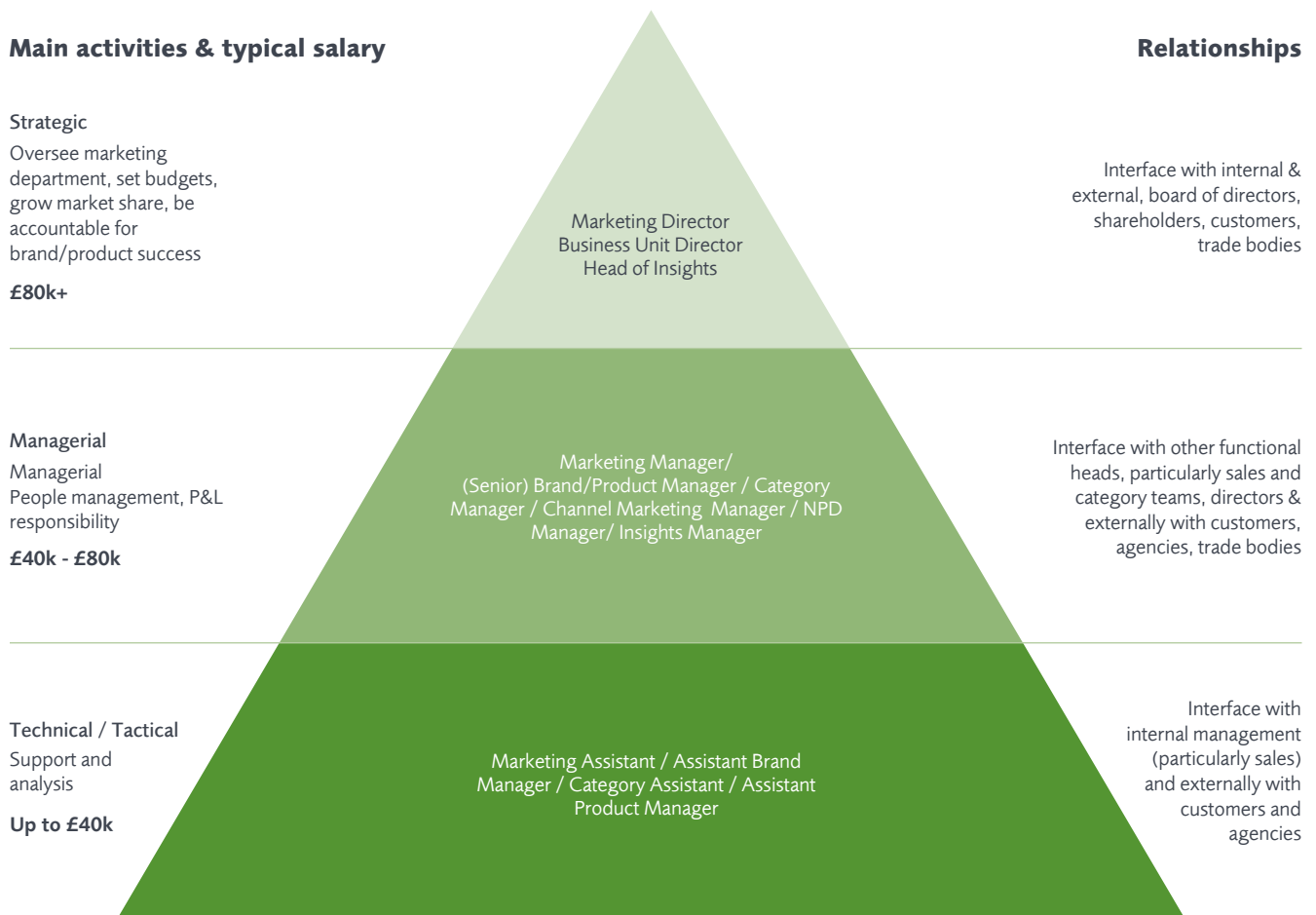
Job Title	Range	Average Basic Salary
Account Director	£35,000-£55,000	£39,000
Account Manager	£22,000-£40,000	£28,000
Account Executive	£14,000-£22,000	£20,000
International Marketing Director	£60,000-£140,000	£89,000
International Category Manager	£33,000-£80,000	£58,000
International Business Manager	£47,000-£75,000	£59,000
International Marketing Manager	£32,000-£65,000	£47,000
International Brand Manager	£29,000-£55,000	£42,000
International Business Analyst	£45,000-£45,000	£45,000
International Product Manager	£28,000-£45,000	£39,000

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## 4.7 – Marketing Career Pyramid



For further information on your recruitment needs or on a particular role within this discipline, please contact Ben Debnam:



**Ben Debnam**  
**Managing Consultant**  
ben.debnam@nigelwright.com  
+44 (0)191 269 0745 (Work)  
+44 (0)771 413 3484 (Mobile)



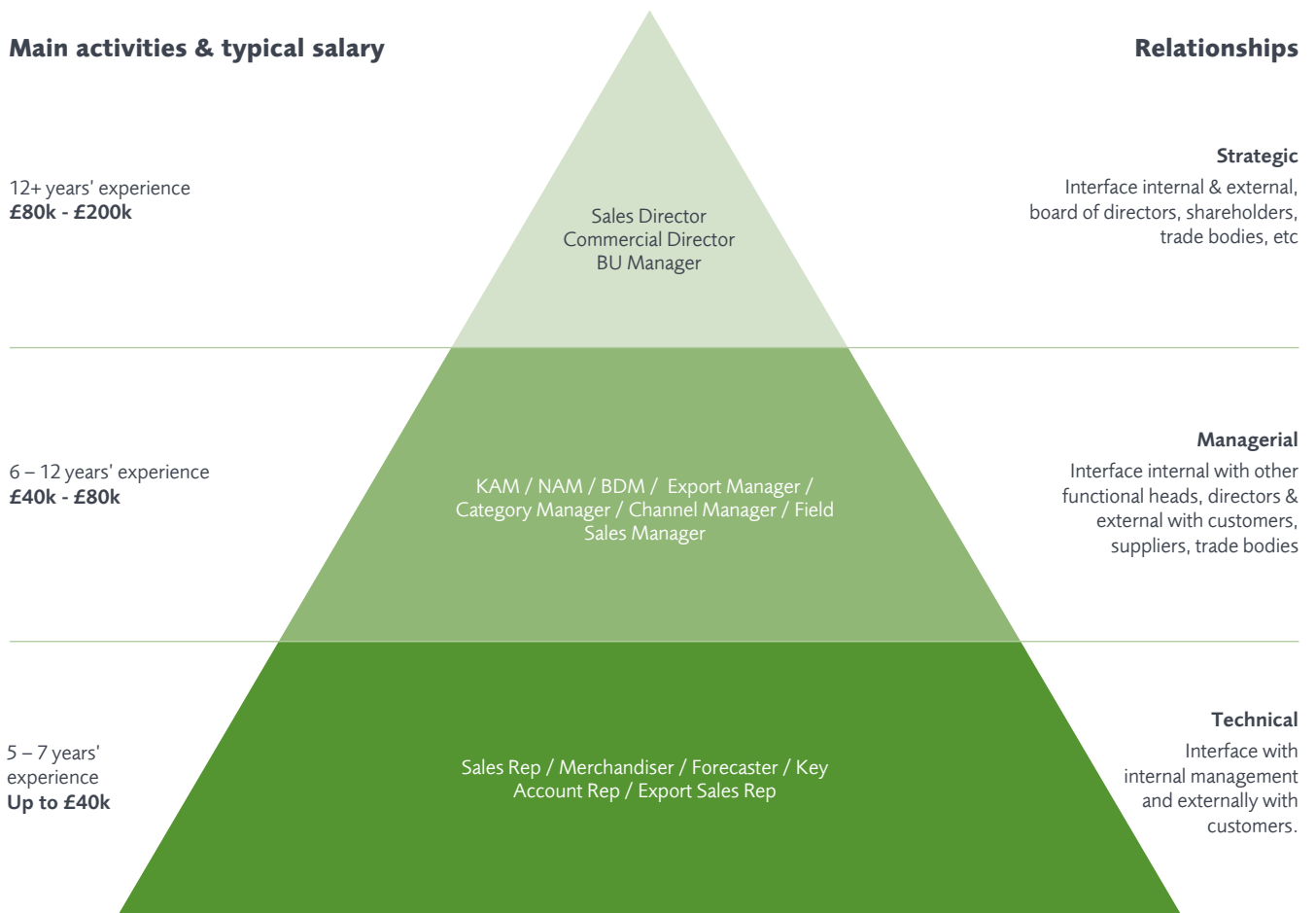
## 4.8 Sales

Job Title	Range	Average Basic Salary
Sales Director EMEA	£60,000-£140,000	£80,000
Sales/Commercial Director	£45,000-£135,000	£73,000
Head of Sales/ Senior Sales Manager	£40,000-£95,000	£62,000
International Sales Manager	£35,000-£75,000	£58,000
Commercial Manager	£38,000-£85,000	£54,000
Sales Manager	£40,000-£60,000	£46,000
Sales Engineer/ Technical Sales Manager	£28,000-£50,000	£42,000
Regional/Territory/Field Sales Executive	£20,000-£40,000	£37,000
Internal Sales Manager	£25,000-£40,000	£29,000
Sales Administrator	£20,000-£31,000	£23,000
International Sales Coordinator	£17,000-£32,000	£22,000
Sales Executive/Advisor	£15,000-£32,000	£25,000
Telesales Executive	£17,000-£22,000	£20,000
Internal Sales Coordinator	£15,000-£25,000	£19,000
Business Development Director	£50,000-£100,000	£66,000
Business Development Manager	£30,000-£100,000	£44,000
Business Development Executive	£20,000-£28,000	£22,000
Account Director	£35,000-£75,000	£57,000
Senior National Account Manager	£40,000-£60,000	£54,000
National Account Manager	£30,000-£60,000	£47,000
Key Account Manager	£25,000-£45,000	£35,000
International Account Manager	£20,000-£55,000	£32,000
Account Manager	£20,000-£55,000	£30,000
Customer Services Director	£50,000-£100,000	£60,000
Customer Services Manager	£30,000-£50,000	£35,000
Customer Service Representative	£17,000-£26,000	£22,000
Customer Service Advisor	£15,000-£25,000	£18,000

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## 4.8 – Sales Career Pyramid



For further information on your recruitment needs or on a particular role within this discipline, please contact Ben Debnam:



**Ben Debnam**  
**Managing Consultant**  
ben.debnam@nigelwright.com  
+44 (0)191 269 0745 (Work)  
+44 (0)771 413 3484 (Mobile)



# Contact details

For more information on the North East Salary Survey 2016, please contact the Marketing department at Nigel Wright Recruitment on the details below:

## Nigel Wright Recruitment

Lloyds Court  
78 Grey Street  
Newcastle upon Tyne  
NE1 6AF

**T:** +44 (0)191 222 0770

**E:** [creative@nigelwright.com](mailto:creative@nigelwright.com)

**W:** [www.nigelwright.com](http://www.nigelwright.com)

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### NEWCASTLE UPON TYNE

LLOYDS COURT  
78 GREY STREET  
NEWCASTLE UPON TYNE  
NE1 6AF

**T:** +44 (0)191 222 0770

### ÅRHUS

VÆRKMESTERGADE 2,  
17. ETAGE  
8000 AARHUS C  
DENMARK

**T:** +45 7027 8601

### HELSINKI

BULEVARDI STREET 7  
00120 HELSINKI  
FINLAND

**T:** +46 8 400 264 35

### TEESSIDE

ESHTON SUITE, OFFICE 2  
WYNYARD PARK HOUSE,  
WYNYARD AVENUE,  
WYNYARD,  
TS22 5TB

**T:** +44 (0)1740 661000

### STOCKHOLM

GREV TUREGATAN 3, 4 TR  
114 46 STOCKHOLM  
SWEDEN

**T:** +46 (0)8 400 264 35

### PARIS

29 RUE DE BASSANO  
75008 PARIS  
FRANCE

**T:** +33 1 76 73 29 80

### LONDON

20 ST DUNSTAN'S HILL,  
LONDON,  
EC3R 8HL

**T:** +44 (0)207 405 3921

### MALMÖ

HIGH COURT,  
MALMÖHUSVÄGEN 1,  
211 18 MALMÖ,  
SWEDEN

**T:** +46 (0)8 400 264 35

### DÜSSELDORF

KÖNIGSALLEE 2B  
5TH FLOOR  
40212 DÜSSELDORF  
GERMANY

**T:** +49 211 882 42 364

### COPENHAGEN

HAVNEGADE 39  
1058 COPENHAGEN K  
DENMARK

**T:** +45 7027 8601

### OSLO

DRONNING EUFEMIAS GATE 16  
0191 OSLO  
NORWAY

**T:** +47 238 97 773

### MADRID

PALACIO DE MIRAFLORES  
CARRERA DE SAN JERÓNIMO, 15 - 2ª  
28014 MADRID  
SPAIN

**T:** +34 91 788 3172

### LAUSANNE

RUE CAROLINE 2  
1003 LAUSANNE  
SWITZERLAND

**T:** +41 (0)21 311 2376

### AMSTERDAM

PARNASSUSWEG 819  
1082 LZ AMSTERDAM  
THE NETHERLANDS

**T:** +31 (0)20 799 7730

### GOTHENBURG

WORLD TRADE CENTER,  
MÅSSANS GATA 18,  
P.O. BOX 5243,  
402 24 GOTHENBURG

**T:** +46 (0)8 400 264 35

