



nigel wright recruitment
consumer sector salary survey 2012

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Welcome to Nigel Wright Recruitment's UK Consumer Salary Survey 2012, which is specifically designed to provide you with an insight into the salaries commanded by professionals within this sector.

Nigel Wright Recruitment has earned a strong reputation within the consumer sector across Europe for providing a high quality recruitment service that is built upon our industry knowledge. We consider it important to continue to bring you relevant, useful information that you can use, in an accessible format.

This survey has been compiled from the responses of over 2,500 respondents who completed our online questionnaire in the final quarter of 2011/2012 as well as data from our own extensive database of candidates. The survey represents a cross-section of respondents with the following profile:

- Location: UK (22%), Denmark (22%), Sweden (13%), Netherlands (11%), Belgium (11%), Norway (11%), France (10%). We also include salary data for Spain, Germany, Switzerland and Italy.
- Consumer sub-sector: FMCG, Durables, Media and Digital, Utilities, E-commerce and technology, Retail, Finance and Property, Travel and Leisure, Healthcare and Pharmaceuticals.
- Male 73%, female 27%.
- Average age: 40.
- 96% of respondents work in full-time employment.
- 86% of respondents are educated to degree level or above.
- 24% have been in their current position less than one year; 39% for between one and three years, 18% for between three and five years and 19% for more than five years.

The first part of the survey focuses on some general points of interest, such as levels of satisfaction, working hours and respondents' motivation to change jobs. This is followed by discipline-specific analyses of salaries, as well as a section dedicated to executive level professionals.

CONTACT INFORMATION

For further information or to discuss your recruitment requirements please contact us on 0191 222 0770 and you will be directed to a consultant specialising in your region. For more information on our services please visit www.nigelwright.com.



nigel wright recruitment contents



1. Non-monetary indicators		3. Executive benefits, bonuses and skills	
1.1 Weekly hours worked by country	5	3.1 Executive benefit and bonus entitlement by country/territory	19
1.2 Job satisfaction by job level	6	3.2 Executive skills shortages by country/territory	20
1.3 Job satisfaction by discipline	7	3.3 Executive qualities needed to be successful by country/territory	21
1.4 Job satisfaction by country / territory	8		
1.5 Factors influencing a change of roles	9	4. Analysis of salaries in relation to discipline	
1.6 Factors influencing a change of roles by country/territory	10	4.1 Executive	22
1.7 Methods used to search for a new role	11	4.2 Marketing	23
1.8 Methods used to search for a new role by country/territory	12	4.3 Sales	24
		4.4 Operations	25
2. Salaries, benefits and bonuses		5. Contact information	26
2.1 Average percentage of salary increase received and expected by level	13		
2.2 Average percentage of salary increase received and expected by discipline	14		
2.3 Average percentage of salary increase received and expected by country/territory	15		
2.4 Importance of benefits as part of a remuneration package	16		
2.5 Importance of benefits as part of a remuneration package by gender	17		
2.6 Importance of benefits as part of a remuneration package by country/territory	18		



1. non-monetary indicators

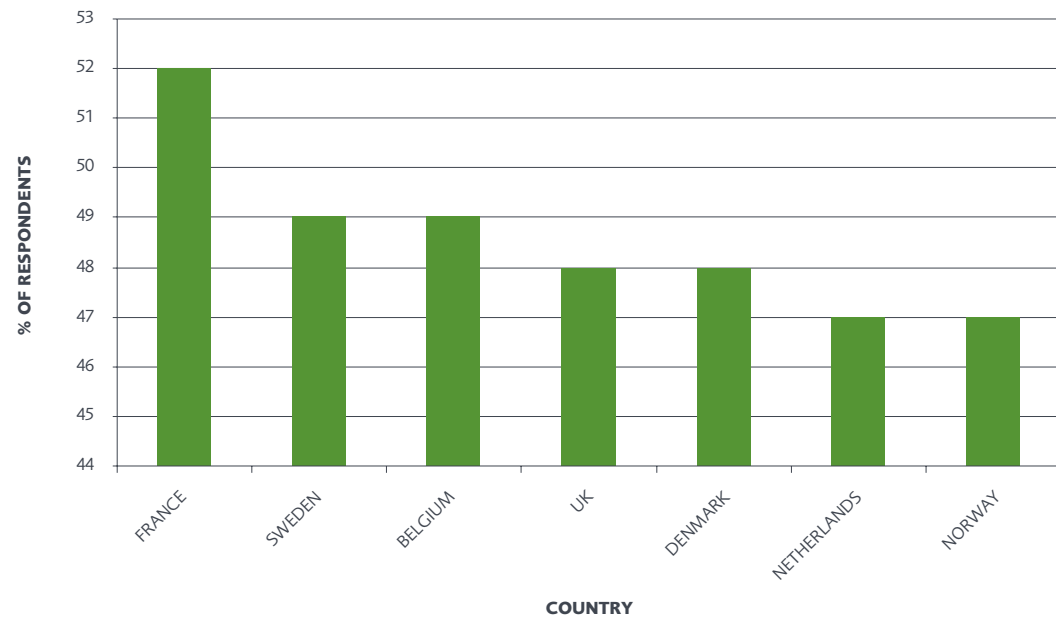
1.1 weekly hours worked



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

On average respondents work 48.5 hours per week. Forty eight per cent of respondents work between 41-50 hours per week and a further 26% work between 51-60 hours per week.

1.1 – AVERAGE NO. OF HOURS WORKED PER WEEK





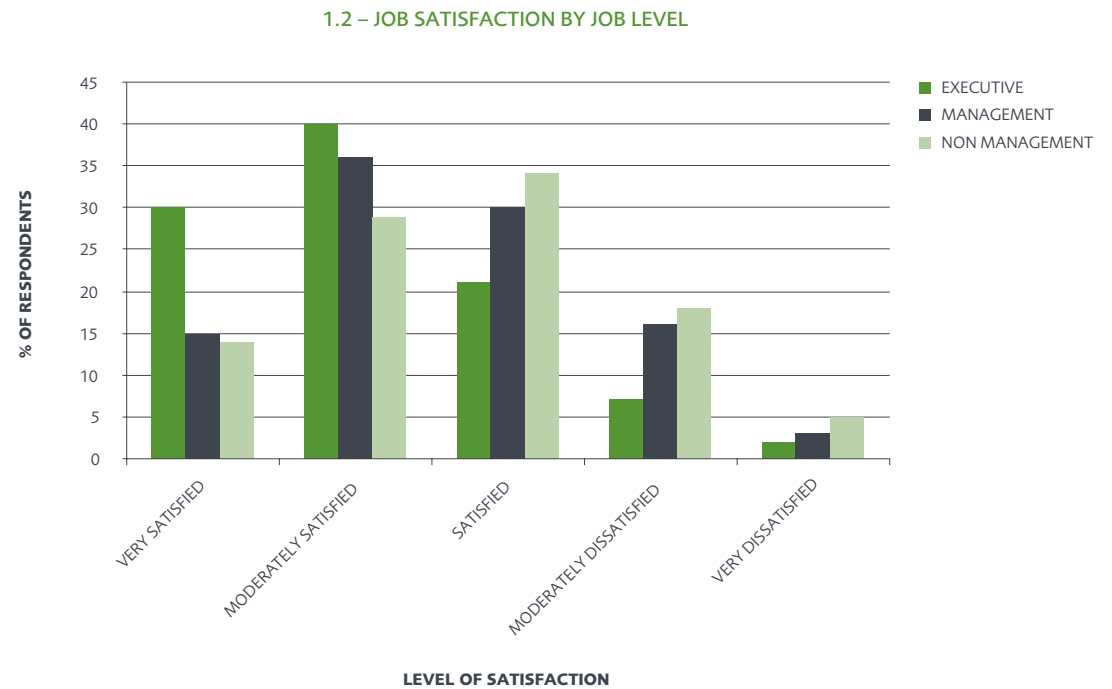
1.2 job satisfaction by job level



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 consumer sector. Although there are variations between the strength of respondents' satisfaction, over 70% of respondents at each level of their organisations rated themselves as being between satisfied and very satisfied. This is encouraging for HR professionals and managers alike. The challenge, then, is to find out why the other 20-30% is dissatisfied and what can be done to change this, whilst ensuring that the satisfaction level of the rest of the workforce is maintained.

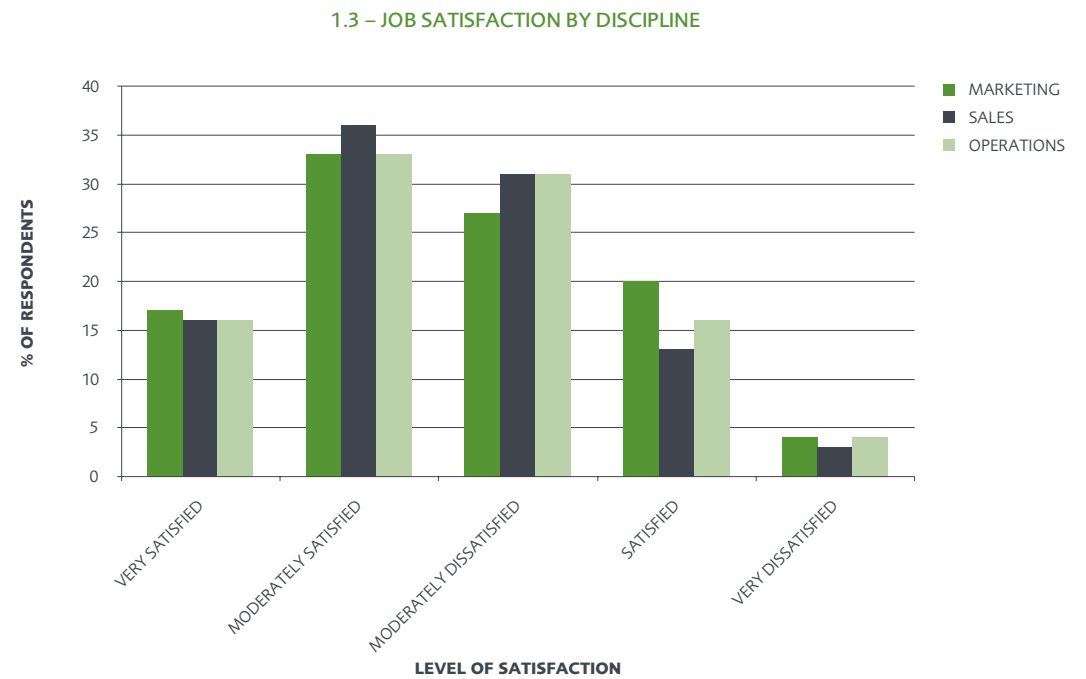




1.3 job satisfaction by discipline



Interestingly, respondents working within sales and operations seem to have similar levels of satisfaction, with 83% and 80% respectively rating themselves as satisfied to very satisfied in their jobs. Marketing respondents are slightly less satisfied, with 77% rating themselves as satisfied and above.



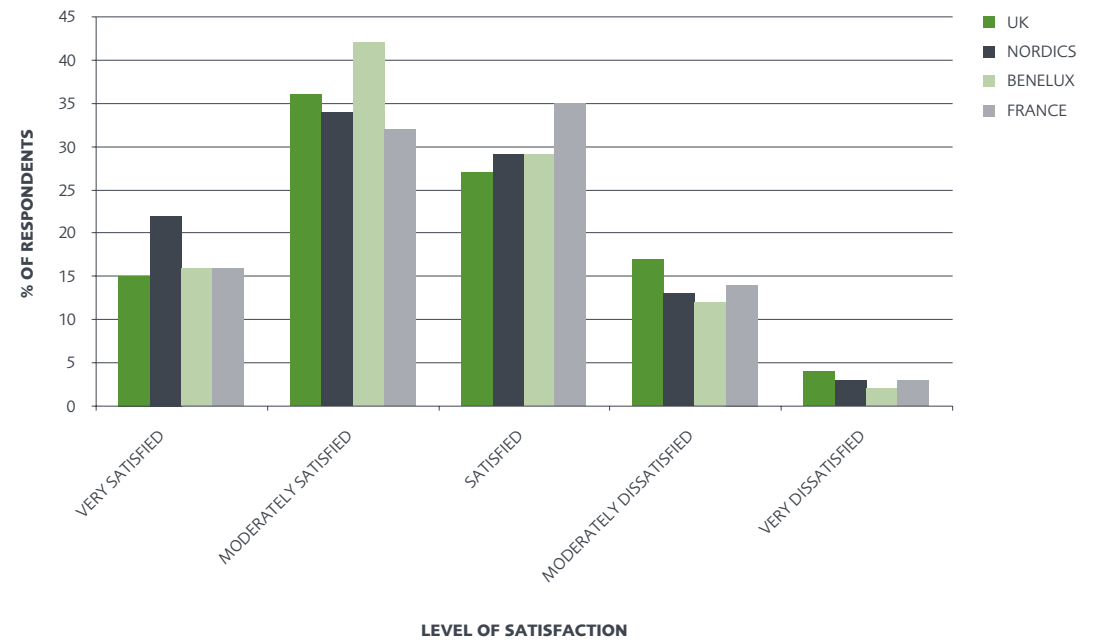


1.4 job satisfaction by country/territory



Those working in the Benelux and Nordic regions are more satisfied in their current roles, than those based in the UK or France. 87% of workers in the Benelux and 85% in the Nordics were at least satisfied in their jobs compared to 83% in France and 78% in the UK. Norwegians (89%) were the most satisfied workers out of the countries surveys.

1.4 – JOB SATISFACTION BY COUNTRY/TERRITORY

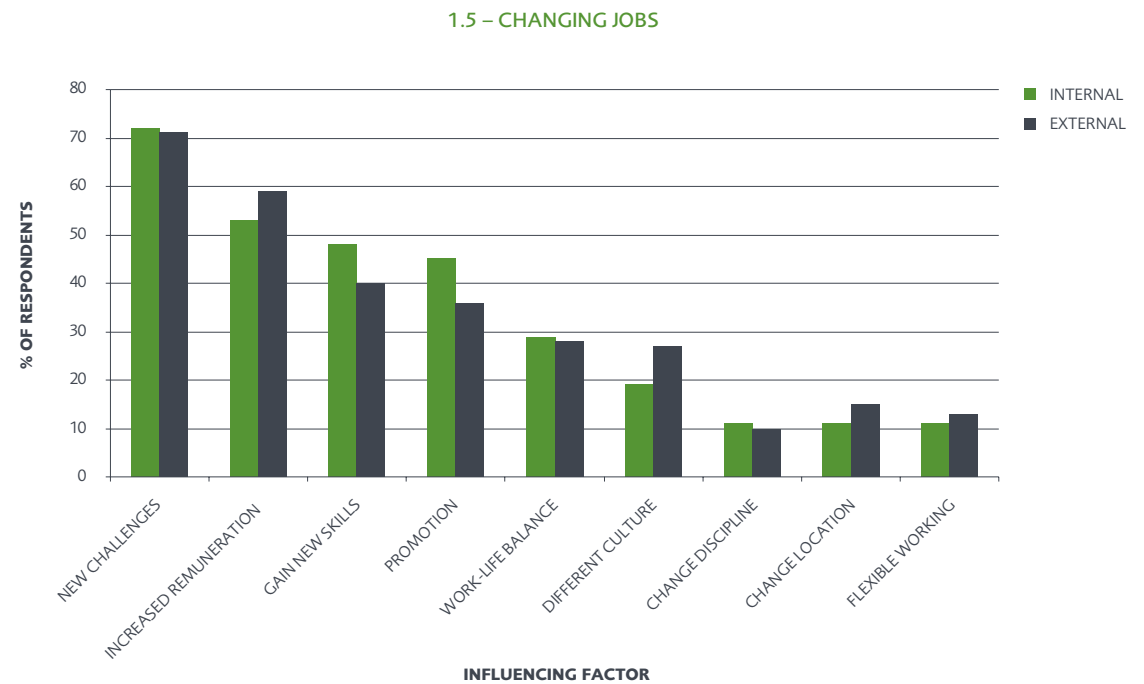




1.5 changing jobs – factors influencing a change of roles internally or externally to another organisation



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). In the consumer sectors, although money is important, the opportunity to gain new skills and experience new challenges are also persuasive factors for employees considering their next move.



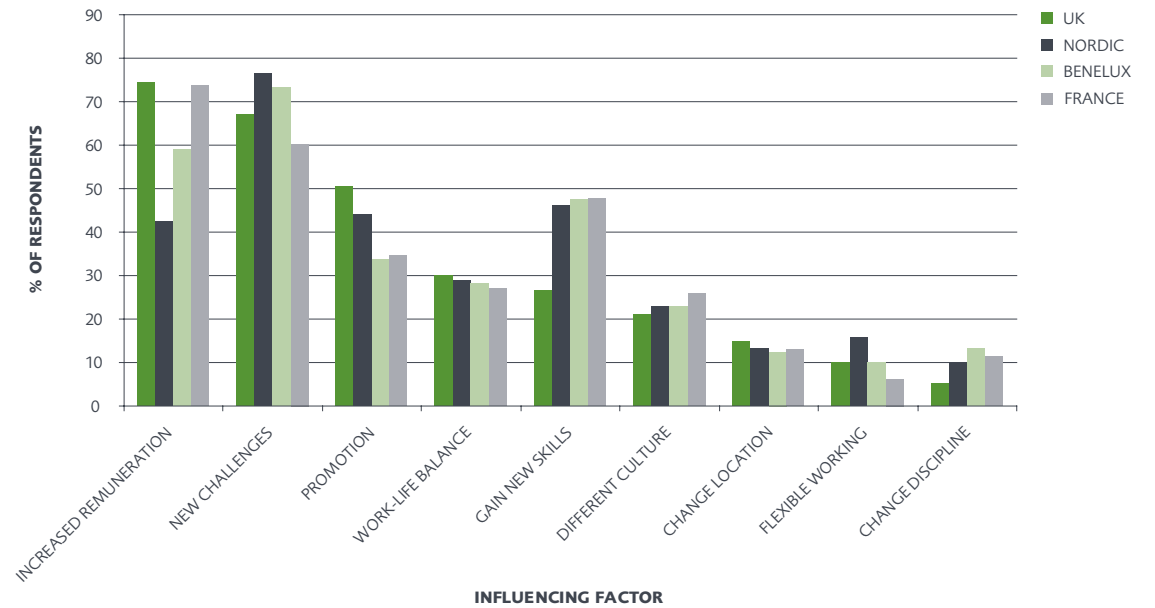


1.6 changing jobs by country / territory (internal & external combined)



It is interesting to see how remuneration is not considered as important to employees in the Nordic or Benelux regions as it is to those based in the UK or France. Europeans in general, also appear to favour the opportunity to gain new skills when changing jobs more so than workers in the UK. In the UK there is more of an emphasis on progression through promotion.

1.6 – CHANGING JOB BY COUNTRY / TERRITORY





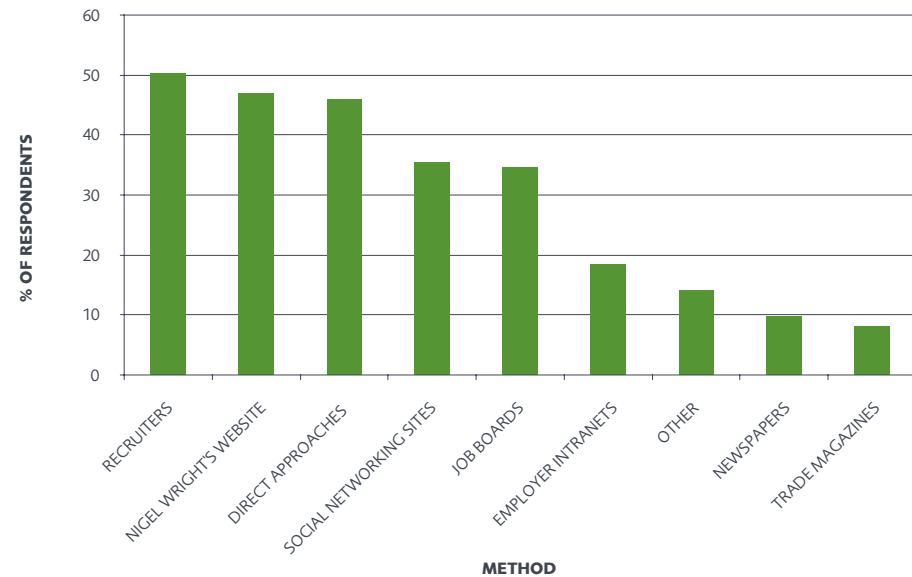
1.7 methods used to search for a new role



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 our website is within the top three methods.

The key message from these results, however, is that although social networking is now an integral part of searching for a new job, candidates working in the consumer sectors still value the service they receive from recruitment companies more so than anything else. Candidates are more proactive today yet they still rely on the career advice and introductions they receive from recruitment specialists.

1.7 – METHODS USED TO SEARCH FOR A NEW ROLE



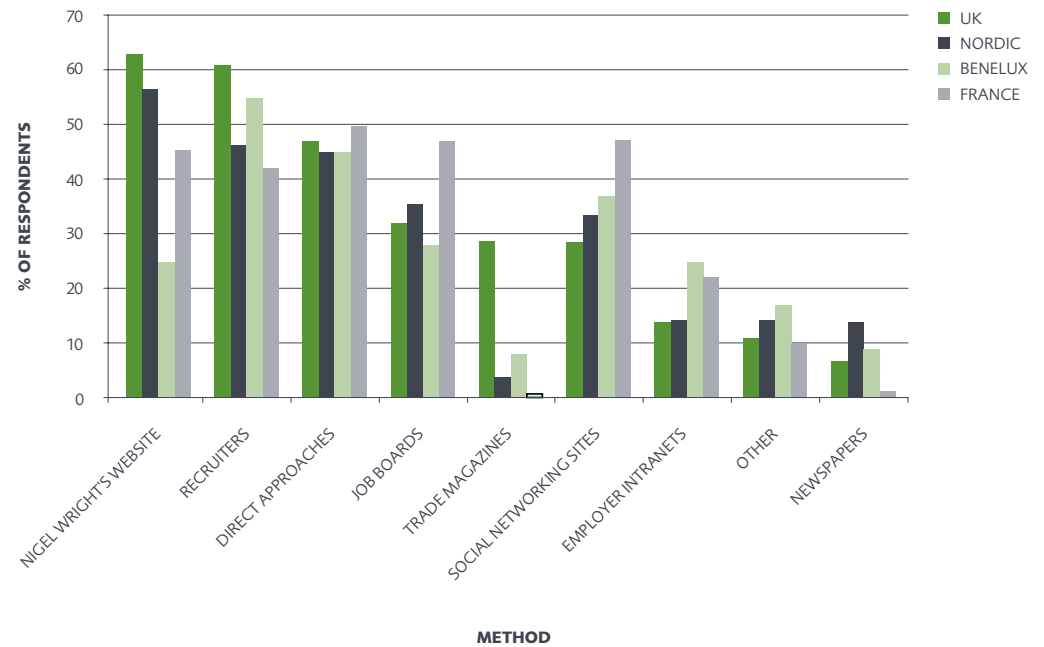


1.8 methods used to search for a new role by country / territory



It is interesting to see the cultural differences in the methods used by job seekers from different countries. The French, for example, appear to have a bigger emphasis on using online channels such as job boards and social networking sites - Viadeo in particular being popular. In the UK, despite the increasing importance of social networking for job seekers, those in the consumer sectors still value trade magazines such as The Grocer and Food Manufacturer for identifying opportunities.

1.8 – METHODS USED TO SEARCH FOR A NEW ROLE BY COUNTRY / TERRITORY





2. salaries, benefits and bonuses

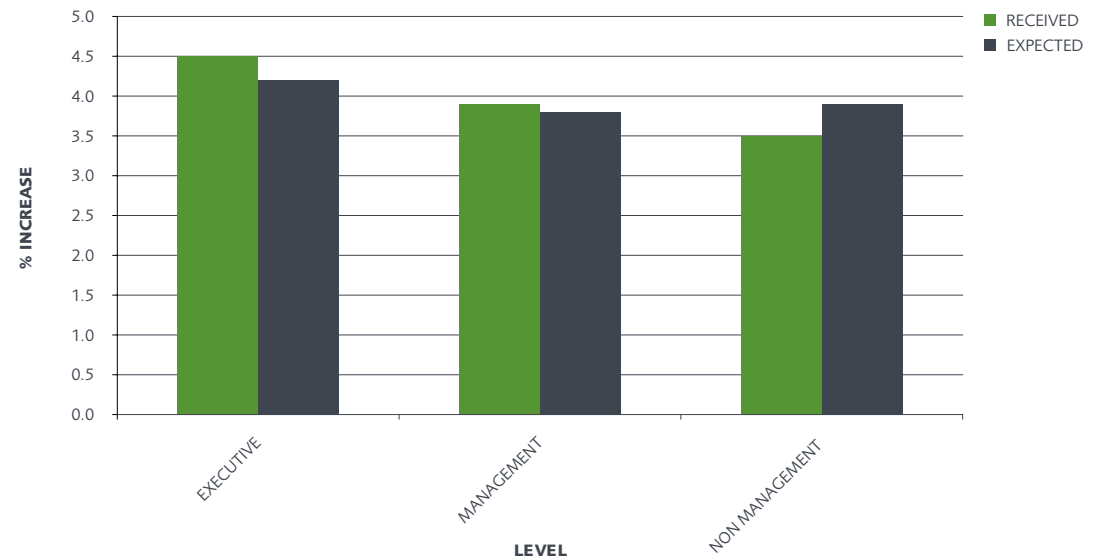
2.1 average percentage of salary increase received and expected by level



This section presents information from respondents from all disciplines and levels of the consumer sector on their salaries, benefits and bonuses.

As part of their last salary review respondents received, on average, a 4% increase. Overall, respondents were expecting the same again in their next salary review.

2.1 – AVERAGE PERCENTAGE OF SALARY INCREASE RECEIVED AND EXPECTED BY LEVEL



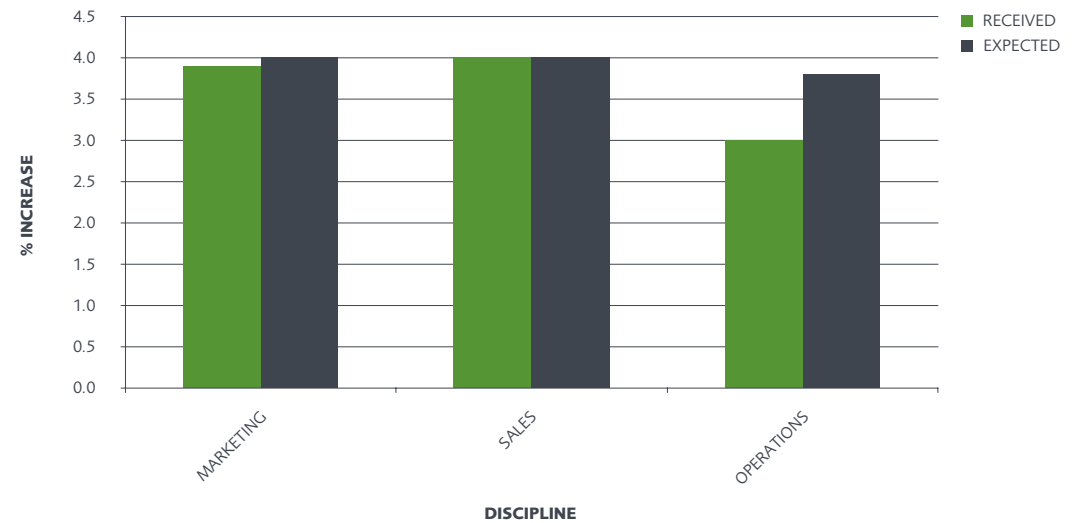


2.2 average percentage of salary increase received and expected by discipline



When we consider salary increase by discipline, on average those working in Operations roles experienced a slightly lower rate than those working in Sales and Marketing.

2.2 – AVERAGE PERCENTAGE OF SALARY INCREASE RECEIVED AND EXPECTED BY DISCIPLINE



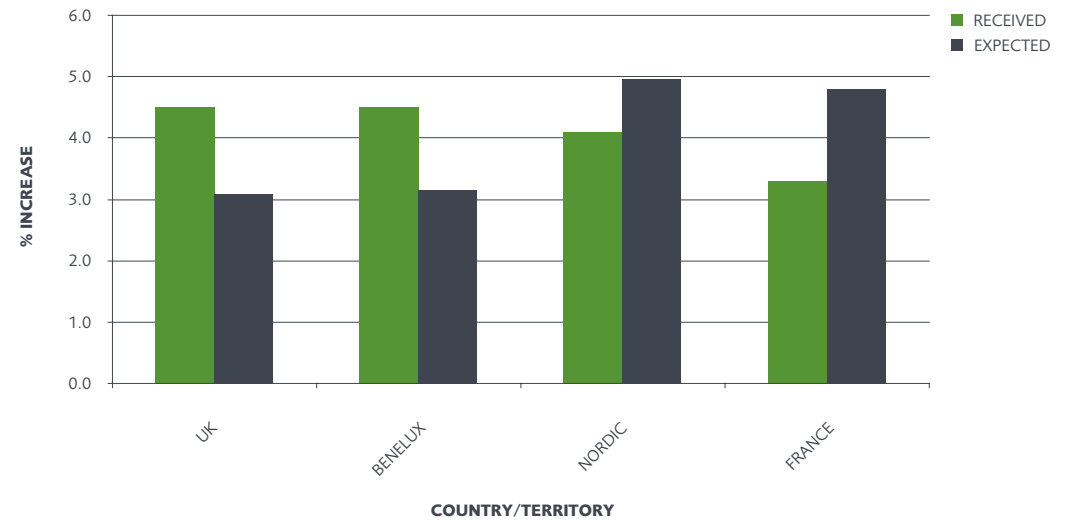


2.3 average percentage of salary increase received and expected by country/territory



Although employees in the UK and Benelux received a slightly higher increase on average last year than those in France and the Nordics, the latter are more optimistic about the salary increase they anticipate receiving this year. Belgians (4.6%) received the highest rate last year while Norwegians (5.7%) are expecting the biggest increase this year.

2.3 – AVERAGE PERCENTAGE OF SALARY INCREASE RECEIVED AND EXPECTED BY COUNTRY/TERRITORY



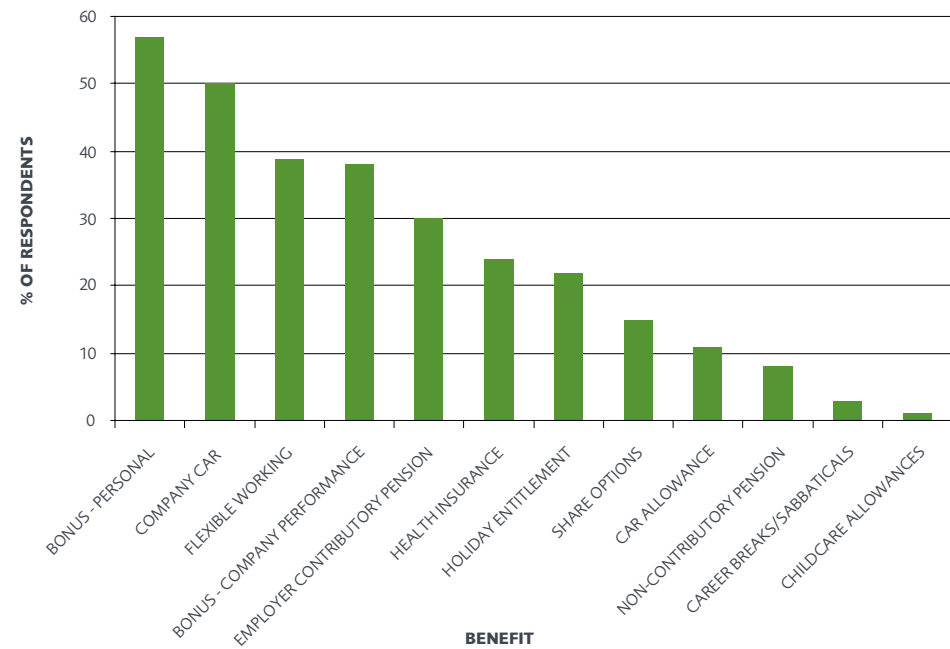


2.4 importance of benefits as part of a remuneration package



Respondents were asked to select their top three preferences towards benefits and bonuses. It is perhaps no surprise that employees across Europe, on average, value a personal bonus as the most important benefit. It is interesting to note, however, that flexible working initiatives are considered equally as important as a company performance bonus and slightly more important than a pension.

2.4 – IMPORTANCE OF BENEFITS AS PART OF A REMUNERATION PACKAGE



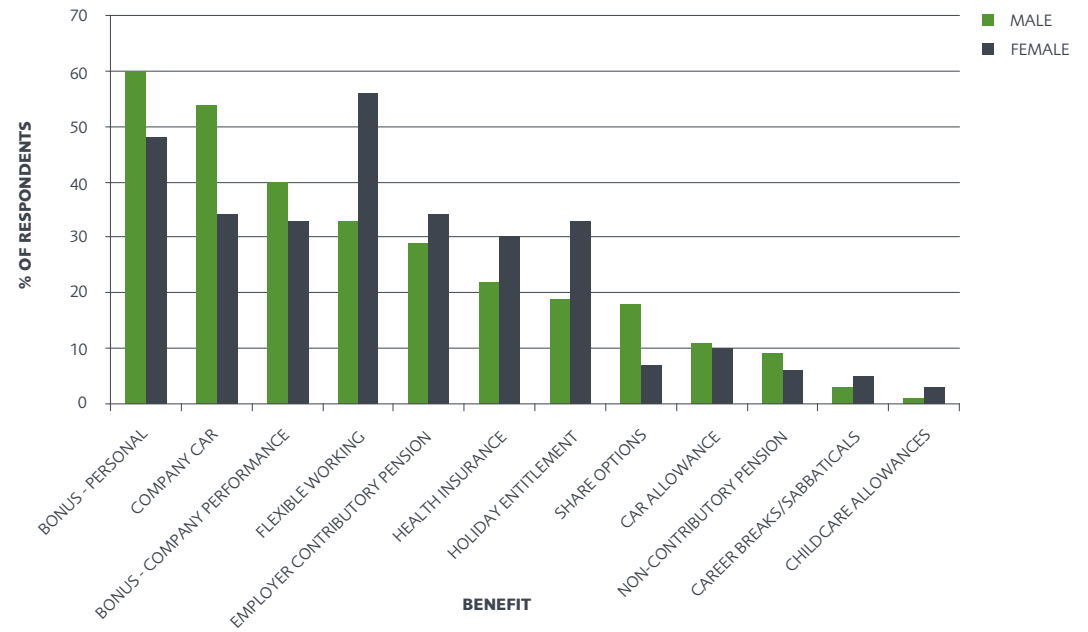


2.5 importance of benefits as part of a remuneration package by gender



Men tend to value bonuses, share options and a company car as important factors in their overall benefits package while women value flexible working and holidays as important factors in their overall benefits package.

2.5 – IMPORTANCE OF BENEFITS AS PART OF A REMUNERATION PACKAGE BY GENDER



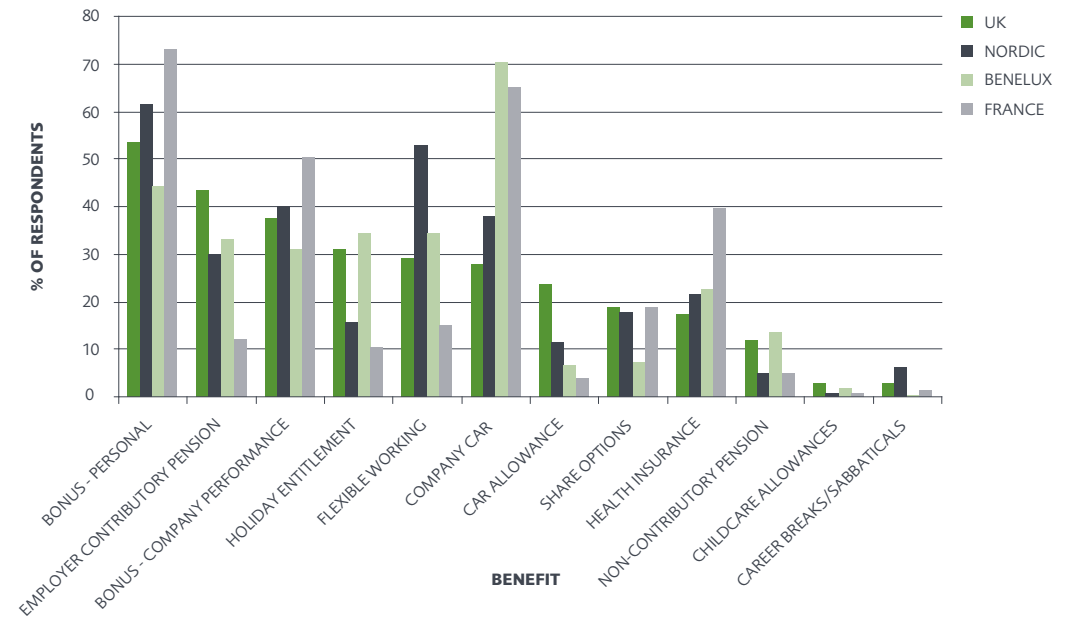


2.6 importance of benefits as part of a remuneration package by country/territory



This table highlights the variations in the preferences of employees across the different territories, towards benefits and bonuses. While a personal bonus was in the top three in all territories, flexible working initiatives are more important to those in the Nordics and a company car is a key factor for the French and those in the Benelux.

2.6 – IMPORTANCE OF BENEFITS AS PART OF A REMUNERATION PACKAGE BY COUNTRY/TERRITORY





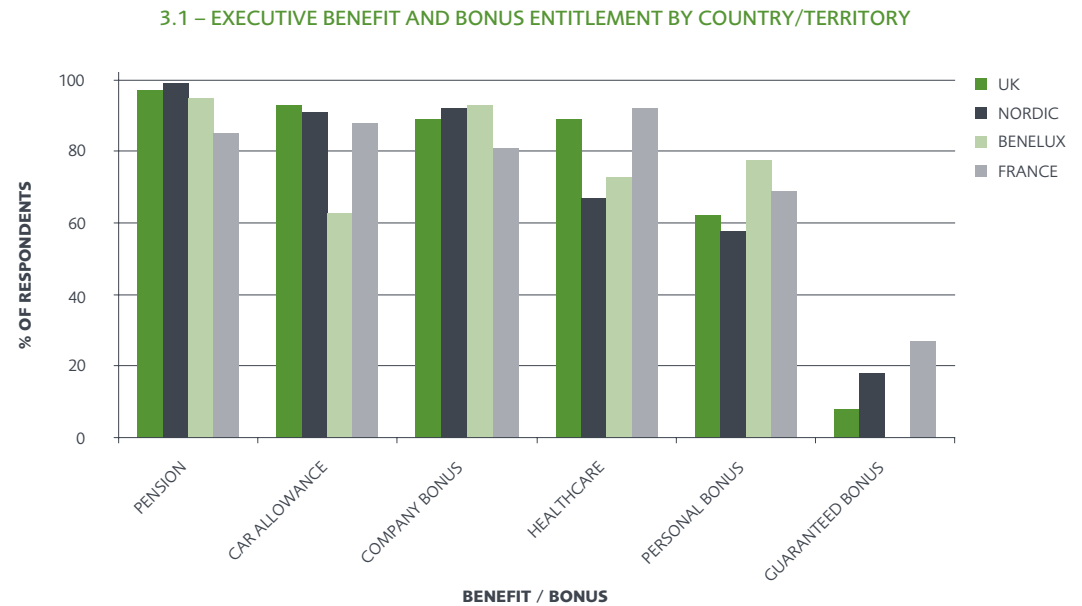
3. executive benefits, bonuses and skills

3.1 executive benefit and bonus entitlement by country/territory



This section presents information from respondents working at the executive level in the consumer sectors on benefits, bonuses and skills.

Overall 94% of executives surveyed receive some form of benefit or bonus. The most common being a pension (94%), a company bonus (89%) and a car allowance (84%).



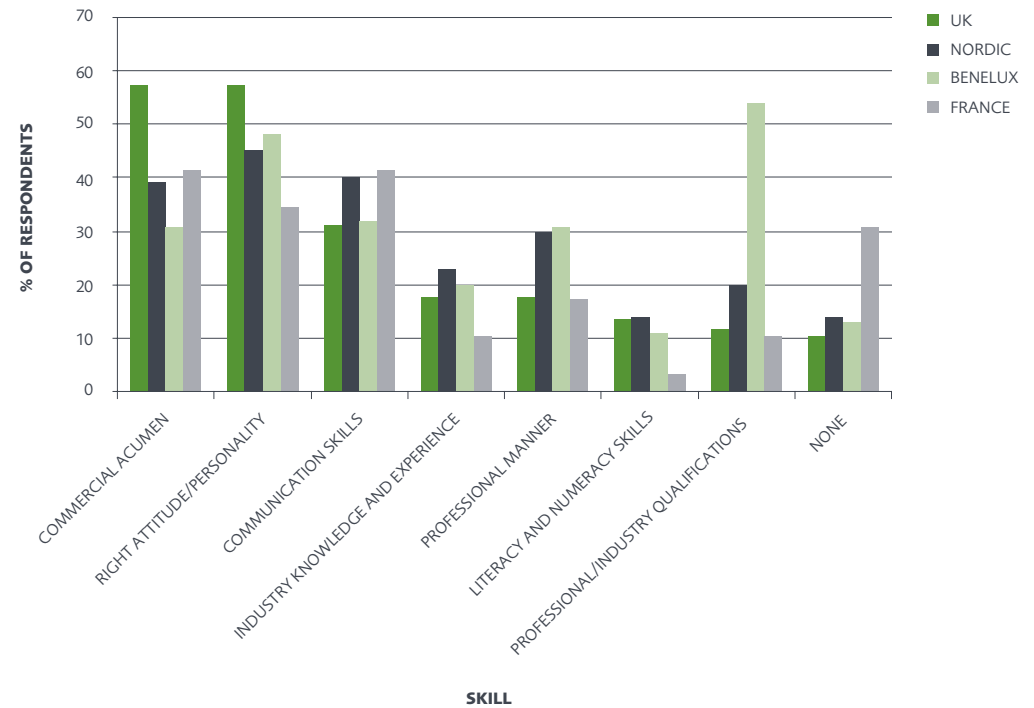


3.2 executive skills shortages by country/territory



Respondents were asked to select which skills they thought were lacking at the executive level in their industry. Overall, having the right attitude and personality (46%), commercial acumen (40%) and communication skills (37%) were selected the most often across the territories.

3.2 – EXECUTIVE SKILLS SHORTAGES BY COUNTRY/TERRITORY



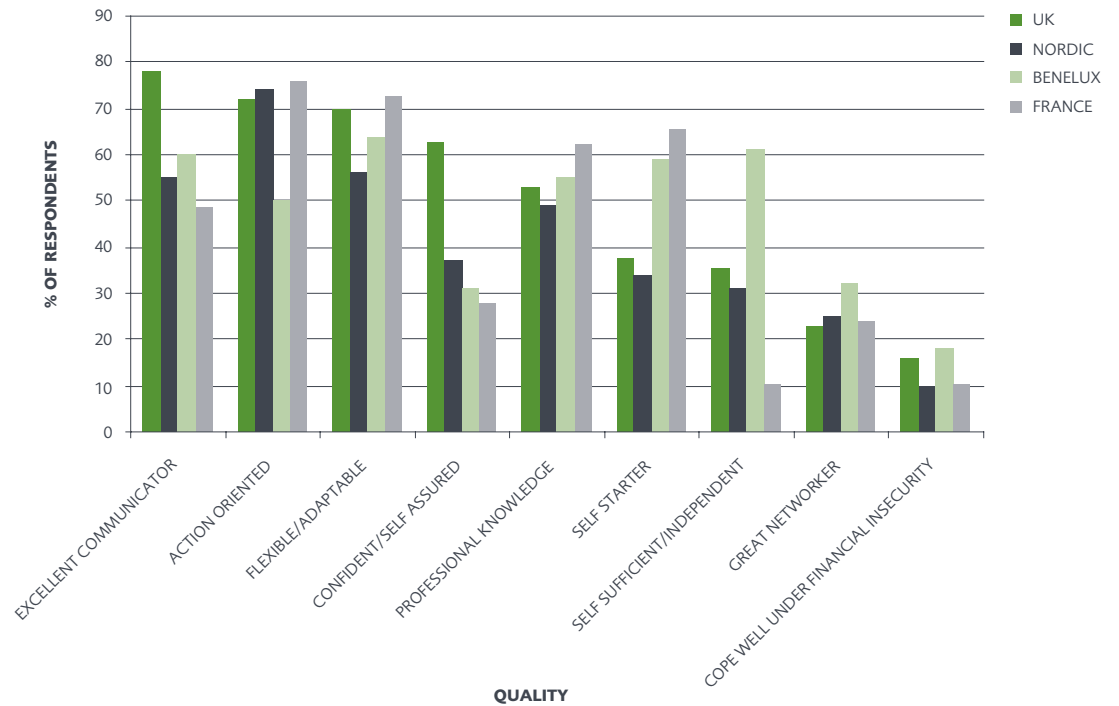


3.3 executive qualities needed to be successful by country/territory



Again, respondents were asked to select what qualities they felt were the most important for those working at the executive level in the consumer sectors. Being action oriented (67%) and flexible (62%) were considered the most significant, followed by being an excellent communicator (59%).

3.3 – EXECUTIVE QUALITIES NEEDED TO BE SUCCESSFUL BY COUNTRY/TERRITORY





4. analysis of salaries in relation to discipline

4.1 executive



The Nigel Wright European salary review is based on the details we hold on our database and is supplemented with the information we have collected as part of this survey. Whilst we make every possible attempt to ensure the data we provide is 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.

JOB TITLE	UNITED KINGDOM (£)			FRANCE (€)			NORWAY (NOK)			DENMARK (DKK)			SWEDEN (SEK)		
	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.
CEO	150,000	500,000	200,000	200,000	450,000	300,000	-	-	-	-	-	-	-	-	-
Managing Director	90,000	300,000	160,000	150,000	300,000	200,000	-	-	-	-	-	-	-	-	-
Commercial Director	90,000	220,000	120,000	100,000	250,000	150,000	750,000	1,300,000	1,020,000	800,000	1,200,000	1,000,000	700,000	1,200,000	900,000
Marketing Director	80,000	180,000	110,000	100,000	250,000	165,000	720,000	1,200,000	900,000	500,000	1,200,000	1,000,000	660,000	1,500,000	950,000
Sales Director	80,000	180,000	110,000	80,000	150,000	110,000	750,000	1,300,000	1,000,000	650,000	1,200,000	1,000,000	600,000	1,500,000	900,000
Operations Director	80,000	180,000	110,000	110,000	250,000	160,000	800,000	1,100,000	950,000	800,000	1,200,000	1,000,000	-	-	-
Supply Chain Director	80,000	180,000	100,000	120,000	250,000	180,000	840,000	1,400,000	980,000	900,000	1,200,000	1,000,000	800,000	2,000,000	1,200,000
Procurement Director	70,000	150,000	100,000	100,000	200,000	150,000	720,000	1,200,000	950,000	750,000	1,100,000	850,000	600,000	800,000	700,000
National Account Director	70,000	120,000	100,000	80,000	120,000	100,000	-	-	-	750,000	1,000,000	850,000	-	-	-
Engineering Director	70,000	120,000	95,000	120,000	250,000	180,000	-	-	-	600,000	1,000,000	800,000	-	-	-
Technical Director	70,000	120,000	90,000	80,000	150,000	100,000	900,000	1,200,000	1,100,000	600,000	1,000,000	750,000	900,000	1,000,000	950,000

JOB TITLE	BENELUX (€)			IBERIA (€)			GERMANY (€)			SWITZERLAND (CHF)			ITALY (€)		
	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.
CEO	225,000	325,000	275,000	225,000	325,000	275,000	-	-	-	180,000	300,000	250,000	-	-	-
Managing Director	175,000	220,000	197,500	160,000	220,000	190,000	100,000	300,000	210,000	150,000	250,000	200,000	125,000	200,000	150,000
Commercial Director	125,000	175,000	150,000	110,000	160,000	135,000	90,000	170,000	145,000	150,000	200,000	180,000	100,000	170,000	135,000
Marketing Director	110,000	150,000	130,000	100,000	160,000	130,000	80,000	150,000	120,000	150,000	200,000	180,000	80,000	100,000	90,000
Sales Director	100,000	130,000	115,000	100,000	155,000	127,500	70,000	180,000	140,000	150,000	200,000	170,000	75,000	90,000	85,000
Operations Director	100,000	160,000	130,000	80,000	140,000	110,000	70,000	180,000	130,000	180,000	250,000	200,000	60,000	130,000	90,000
Supply Chain Director	98,000	150,000	124,000	75,000	125,000	100,000	90,000	160,000	135,000	150,000	250,000	200,000	75,000	90,000	85,000
Procurement Director	95,000	150,000	122,500	75,000	130,000	102,500	80,000	140,000	120,000	150,000	200,000	180,000	60,000	90,000	80,000
National Account Director	100,000	145,000	122,500	50,000	85,000	70,000	80,000	160,000	130,000	120,000	180,000	150,000	65,000	85,000	75,000
Engineering Director	90,000	120,000	105,000	80,000	120,000	100,000	-	-	-	150,000	200,000	170,000	60,000	90,000	75,000
Technical Director	100,000	180,000	140,000	100,000	160,000	130,000	80,000	120,000	110,000	150,000	200,000	180,000	60,000	80,000	70,000



4.2 marketing



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JOB TITLE	UNITED KINGDOM (£)			FRANCE (€)			NORWAY (NOK)			DENMARK (DKK)			SWEDEN (SEK)		
	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.
Senior Marketing Manager	40,000	90,000	55,000	75,000	110,000	90,000	-	-	-	-	-	-	-	-	-
Marketing Manager	30,000	70,000	50,000	60,000	90,000	75,000	500,000	800,000	650,000	400,000	800,000	650,000	528,000	900,000	660,000
Trade Marketing Manager	30,000	70,000	45,000	60,000	80,000	70,000	460,000	780,000	620,000	500,000	700,000	600,000	312,000	696,000	492,000
Senior Brand Manager	30,000	60,000	45,000	80,000	130,000	100,000	450,000	660,000	550,000	500,000	800,000	650,000	400,000	732,000	624,000
Senior Product Manager	30,000	50,000	45,000	65,000	90,000	80,000	450,000	660,000	550,000	500,000	700,000	600,000	500,000	700,000	612,000
Brand Manager	30,000	50,000	40,000	55,000	85,000	75,000	400,000	550,000	480,000	400,000	700,000	550,000	372,000	720,000	540,000
Product Manager	30,000	50,000	40,000	45,000	65,000	55,000	400,000	580,000	490,000	500,000	650,000	550,000	324,000	660,000	492,000
Digital Marketing Manager	30,000	50,000	40,000	50,000	70,000	60,000	400,000	660,000	540,000	500,000	700,000	600,000	480,000	780,000	600,000
Assistant Brand Manager	30,000	40,000	35,000	35,000	50,000	45,000	336,000	408,000	384,000	400,000	550,000	500,000	-	-	-
Assistant Product Manager	25,000	35,000	30,000	35,000	50,000	45,000	336,000	408,000	384,000	400,000	550,000	500,000	-	-	-

JOB TITLE	BENELUX (€)			IBERIA (€)			GERMANY (€)			SWITZERLAND (CHF)			ITALY (€)		
	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.
Senior Marketing Manager	80,000	120,000	100,000	80,000	120,000	100,000	70,000	130,000	105,000	-	-	-	65,000	90,000	75,000
Marketing Manager	60,000	90,000	75,000	60,000	90,000	75,000	55,000	100,000	85,000	110,000	150,000	130,000	60,000	80,000	70,000
Trade Marketing Manager	50,000	92,000	71,000	50,000	92,000	71,000	55,000	80,000	60,000	100,000	140,000	130,000	50,000	70,000	60,000
Senior Brand Manager	50,000	90,000	70,000	50,000	90,000	70,000	60,000	110,000	80,000	80,000	140,000	125,000	50,000	80,000	65,000
Senior Product Manager	50,000	70,000	60,000	50,000	70,000	60,000	40,000	80,000	70,000	95,000	150,000	140,000	45,000	65,000	60,000
Brand Manager	40,000	70,000	55,000	45,000	70,000	57,500	60,000	80,000	70,000	75,000	120,000	100,000	45,000	65,000	55,000
Product Manager	40,000	65,000	52,500	40,000	65,000	52,500	45,000	80,000	65,000	80,000	120,000	105,000	40,000	60,000	50,000
Digital Marketing Manager	55,000	100,000	77,500	55,000	100,000	77,500	47,000	75,000	65,000	-	-	-	-	-	-
Assistant Brand Manager	30,000	40,000	35,000	20,000	50,000	40,000	25,000	40,000	35,000	70,000	90,000	80,000	20,000	30,000	25,000
Assistant Product Manager	30,000	40,000	35,000	20,000	50,000	40,000	25,000	40,000	35,000	70,000	90,000	80,000	20,000	30,000	25,000



4.3 sales



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	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.
Senior Sales Manager	40,000	90,000	55,000	70,000	90,000	75,000	-	-	-	-	-	-	-	-	-
Sales Manager	30,000	80,000	50,000	45,000	70,000	55,000	450,000	900,000	630,000	300,000	1,000,000	650,000	480,000	1,080,000	744,000
Business Development Manager	40,000	70,000	50,000	40,000	70,000	65,000	480,000	900,000	600,000	500,000	800,000	600,000	500,000	900,000	600,000
Regional Sales Manager	30,000	70,000	45,000	50,000	70,000	60,000	400,000	550,000	500,000	500,000	700,000	600,000	400,000	780,000	600,000
National Account Manager	30,000	60,000	45,000	60,000	90,000	75,000	450,000	700,000	600,000	600,000	800,000	700,000	500,000	700,000	650,000
Category Manager	30,000	60,000	45,000	40,000	60,000	55,000	540,000	780,000	600,000	400,000	900,000	650,000	300,000	780,000	540,000
Key Account Manager	30,000	50,000	40,000	40,000	60,000	55,000	400,000	760,000	600,000	450,000	900,000	700,000	420,000	768,000	576,000
Field Sales Manager	30,000	50,000	40,000	30,000	50,000	40,000	480,000	700,000	600,000	400,000	700,000	550,000	396,000	780,000	504,000
Area Sales Manager	30,000	40,000	35,000	40,000	70,000	60,000	400,000	700,000	450,000	450,000	600,000	500,000	500,000	804,000	672,000
Ecommerce Manager	30,000	40,000	35,000	45,000	65,000	55,000	430,000	840,000	500,000	500,000	700,000	600,000	420,000	840,000	600,000
Account Manager	30,000	40,000	35,000	40,000	60,000	55,000	348,000	660,000	480,000	300,000	600,000	500,000	300,000	500,000	400,000
Junior Account Manager	20,000	35,000	30,000	30,000	40,000	35,000	380,000	456,000	432,000	300,000	500,000	400,000	-	-	-

JOB TITLE	BENELUX (€)			IBERIA (€)			GERMANY (€)			SWITZERLAND (CHF)			ITALY (€)		
	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.
Senior Sales Manager	80,000	117,000	98,500	80,000	117,000	98,500	-	-	-	-	-	-	-	-	-
Sales Manager	70,000	100,000	85,000	70,000	100,000	85,000	-	-	-	100,000	150,000	125,000	40,000	100,000	70,000
Business Development Manager	65,000	100,000	82,500	65,000	100,000	82,500	50,000	80,000	60,000	95,000	150,000	125,000	40,000	90,000	60,000
Regional Sales Manager	40,000	70,000	55,000	40,000	70,000	55,000	-	-	-	100,000	150,000	120,000	30,000	50,000	40,000
National Account Manager	70,000	90,000	80,000	70,000	90,000	80,000	80,000	130,000	95,000	90,000	120,000	100,000	60,000	90,000	75,000
Category Manager	60,000	80,000	70,000	60,000	80,000	70,000	40,000	70,000	55,000	85,000	135,000	110,000	40,000	70,000	60,000
Key Account Manager	50,000	80,000	65,000	50,000	80,000	65,000	40,000	90,000	75,000	90,000	140,000	120,000	35,000	80,000	55,000
Field Sales Manager	60,000	90,000	75,000	50,000	75,000	62,000	60,000	90,000	72,000	100,000	150,000	125,000	30,000	50,000	40,000
Area Sales Manager	50,000	70,000	55,000	40,000	100,000	60,000	40,000	60,000	50,000	85,000	120,000	95,000	35,000	50,000	45,000
Ecommerce Manager	50,000	80,000	65,000	50,000	80,000	65,000	35,000	70,000	58,000	-	-	-	-	-	-
Account Manager	45,000	70,000	42,500	45,000	70,000	42,500	50,000	70,000	60,000	75,000	100,000	95,000	40,000	60,000	50,000
Junior Account Manager	25,000	35,000	30,000	30,000	50,000	40,000	-	-	-	75,000	100,000	95,000	25,000	35,000	30,000



4.4 operations



The Nigel Wright European salary review is based on the details we hold on our database and is supplemented with the information we have collected as part of this survey. Whilst we make every possible attempt to ensure the data we provide is 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.

JOB TITLE	UNITED KINGDOM (£)			FRANCE (€)			NORWAY (NOK)			DENMARK (DKK)			SWEDEN (SEK)		
	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.
Operations Manager	60,000	80,000	70,000	50,000	80,000	65,000	600,000	900,000	760,000	400,000	1,000,000	800,000	450,000	850,000	650,000
Engineering Manager	50,000	70,000	55,000	60,000	90,000	75,000	-	-	-	-	-	-	-	-	-
Production Manager	40,000	70,000	50,000	50,000	70,000	65,000	600,000	840,000	680,000	600,000	800,000	700,000	600,000	1,200,000	900,000
Supply Chain Manager	40,000	60,000	45,000	60,000	90,000	70,000	450,000	870,000	684,000	500,000	700,000	600,000	500,000	1,000,000	750,000
Quality Manager	40,000	60,000	45,000	50,000	75,000	60,000	480,000	630,000	516,000	500,000	750,000	600,000	300,000	700,000	500,000
Maintenance Manager	40,000	60,000	45,000	45,000	60,000	50,000	-	-	-	400,000	600,000	500,000	420,000	720,000	516,000
Logistics Manager	30,000	50,000	40,000	50,000	75,000	60,000	500,000	840,000	660,000	400,000	600,000	500,000	400,000	900,000	625,000
Shift Manager	30,000	50,000	45,000	40,000	60,000	50,000	-	-	-	350,000	550,000	450,000	324,000	629,000	498,000
Senior Buyer	30,000	50,000	40,000	60,000	100,000	75,000	510,000	680,000	540,000	550,000	800,000	600,000	468,000	732,000	624,000
Buyer	30,000	50,000	35,000	40,000	60,000	50,000	420,000	520,000	504,000	550,000	650,000	550,000	344,000	600,000	456,000

JOB TITLE	BENELUX (€)			IBERIA (€)			GERMANY (€)			SWITZERLAND (CHF)			ITALY (€)		
	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.	MIN.	MAX.	AVG.
Operations Manager	80,000	110,000	80,000	80,000	110,000	95,000	50,000	90,000	65,000	100,000	150,000	135,000	40,000	130,000	80,000
Engineering Manager	70,000	100,000	60,000	70,000	100,000	85,000	50,000	80,000	60,000	100,000	135,000	120,000	40,000	130,000	80,000
Production Manager	70,000	90,000	65,000	70,000	90,000	80,000	50,000	90,000	65,000	90,000	110,000	100,000	-	-	-
Supply Chain Manager	75,000	100,000	80,000	75,000	100,000	87,500	60,000	110,000	80,000	100,000	150,000	130,000	-	-	-
Quality Manager	65,000	90,000	77,500	65,000	90,000	77,500	50,000	80,000	65,000	90,000	140,000	120,000	-	-	-
Maintenance Manager	50,000	80,000	65,000	50,000	80,000	65,000	-	-	-	90,000	140,000	120,000	-	-	-
Logistics Manager	50,000	80,000	65,000	50,000	80,000	65,000	60,000	90,000	75,000	90,000	140,000	120,000	-	-	-
Shift Manager	45,000	70,000	57,500	45,000	70,000	57,500	-	-	-	90,000	120,000	100,000	-	-	-
Senior Buyer	50,000	80,000	65,000	50,000	80,000	65,000	-	-	-	85,000	150,000	120,000	-	-	-
Buyer	50,000	70,000	60,000	50,000	70,000	60,000	40,000	90,000	70,000	70,000	130,000	100,000	-	-	-



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