



nigel wright recruitment
salary survey 2011

NIGEL WRIGHT 
RECRUITMENT





nigel wright recruitment salary survey 2011



Welcome to the 2011 edition of the Nigel Wright Recruitment UK Salary Survey. As a company that is at the core of recruitment across the UK, it is essential that we acknowledge market movements and understand the effects these changes have on employment and the overall business environment. Due to the effect that these fluctuations will ultimately have on any company's recruitment strategy, we see it as essential to provide our clients with the most up-to-date information available.

The information in this survey has been gathered from over 1000 respondents who completed our online survey in the last quarter of 2010, as well as data from our own 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 UK. 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 information 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 Recruitment has become a leading name in the recruitment industry across Europe.

Nigel Wright Recruitment specialise in a range of industry sectors and professionally qualified disciplines and can provide search, selection and database solutions to meet your recruitment needs, nationally and internationally. The teams are able to handle executive and senior management roles, through to junior and entry level for permanent, temporary, interim and contract roles. Nigel Wright Recruitment are structured around four key industry sectors; consumer, industrial and manufacturing, business support and professional services, public and third sector and cover the following disciplines; sales, marketing, operations, finance and accountancy, information technology human resources and executive search.

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.

CONTACT INFORMATION

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nigel wright recruitment executive summary



RESPONDENT'S PROFILE

- Male: 69%
- Female: 31%
- Average age: 39
- 95% work in full time employment
- 75% are educated to degree level or above
- 24% hold a professional qualification such as CIM, IPD, and ACA etc.

COMPANY AND EMPLOYEE PROFILE

- The majority of respondents (53%) are employed by companies and/or organisations with less than 1000 employees. 26% work for companies and/or organisations with more than 5000 employees.
- Most respondents (55%) are employed by companies and/or organisations with a turnover greater than £50 million. 28% work for companies and/or organisations with a turnover in excess of £500 million.
- In the main, respondents work in the industrial and manufacturing (37%) and consumer (28%) sectors. Followed by the business support and professional services (23%) and public (12%) sectors.

BUDGETS

- In the last six months (prior to January 2011) respondent's budgets, in the main, had increased (31%) or stayed the same (29%). Only 23% had seen their budgets cut.
- In the next six months, again, most respondents were expecting their budgets to remain unchanged (37%) although 26% are expecting an increase with 18% anticipating cuts.
- The majority of respondents in Operations and Sales were expecting their budgets to increase in the next six months.
- Marketing and Finance, in the main, were not anticipating any change to their budgets in the first half of 2011.
- HR is the only discipline where the majority of respondents were expecting budget cuts in the next six months.

WORK HISTORY AND JOB SATISFACTION

- 50% of respondents have worked for their current employer between 1 and 5 years. Only 10% have been with the same company for more than 10 years with 13% less than six months.
- The majority (57%) of respondents have been in their current role for less than two years. 12% have been fulfilling the same role for more than five years while 32% have been in their role for less than 12 months.
- On average, respondents work 47 hours per week.
- The majority of respondents were either satisfied (31%) or moderately satisfied (29%) with their current job. Only 14.5% described themselves as very satisfied with 4% feeling very dissatisfied.

BASIC SALARY, EXCLUDING BENEFITS AND BONUSES

- The average salary, excluding benefits and bonuses, received by respondents is £54,896.
- Consumer sector salaries were generally higher with an average of £72,977 followed by salaries in the industrial and manufacturing sector at £56,357.
- The average public sector salary was £43,441 while in the business support and professional services sector the average salary was £41,977.
- There was a significant difference between male and female salaries with men receiving, on average, £62,314 with women receiving £44,627.
- The majority of respondents were either satisfied (29%) or moderately satisfied (33%) with their current remuneration. Only 12% claimed to be very satisfied while 5% indicated they are very dissatisfied.

SALARY INCREASE RECEIVED AND EXPECTED

- As part of their last salary review respondents received, on average, a 3.9% increase.
- Overall, respondents were expecting less in their next salary review, with the average increase expected, falling to 3.3%.



nigel wright recruitment

executive summary continued



JOB SEEKING AND JOB CHANGING

- 65% of respondents in permanent employment would use Nigel Wright Recruitment's website to search for a new job.
- This was followed by other recruitment consultancies (62%) and direct approaches from employers (43%).
- 49% use other online tools such as job boards (28%) and social networking sites (21%).
- Respondents in non permanent employment rely more on online job boards (58%) as well as social media sites (25%).
- Nigel Wright Recruitment's website (57%) as well as other recruitment consultancies (59%) and direct approaches (44%), were also important.
- Increased remuneration, promotion and new challenges are the most important factors for respondents, when looking to change career.

BENEFITS

82% of respondents receive some form of company benefit or bonus as part of their remuneration package.

Pension

30% have held their company pension fund for up to three years, with employers contributing on average, 7%, and respondents personally contributing 5%.

Car allowance or loan

74% of respondents are entitled to a car allowance or loan, with an average value of £8,654

Childcare allowance

39% of respondents are entitled to a childcare allowance receiving, on average, £939 per year.

Annual leave

The majority of respondents (45%) are entitled to between 21 and 25 days of leave per year. 23% take more than 25 days leave every year.

Healthcare

76% of respondents are entitled to healthcare with 65% receiving cover for both themselves and family members.

Importance of benefits

Respondents felt that the three most important employer benefits as part of a remuneration package were an employer contributory pension (53%), a personal bonus (53%) and holiday entitlement (39%). Flexible working (37%) was also rated highly.

BONUS

61% of respondents receive both a company and personal bonus, with 48% of those also receiving a guaranteed bonus.

Guaranteed bonus

12% of respondents receive a guaranteed bonus as part of their remuneration package. 27% of those received between six and ten percent, however 33% are expecting to receive between 11-20% in their next guaranteed bonus.

Company performance related bonus

72% of respondents receive a company performance related bonus as part of their remuneration package. 34% of those received between one and five percent in their last company bonus and the majority of respondents (35%) are expecting to receive the same again in their next company bonus.

Personal performance related bonus

52% of respondents receive a performance related bonus as part of their remuneration package. 32% of those received between one and five percent in their last personal bonus and the majority of respondents (31%) are expecting to receive the same again in their next personal bonus.



2. salary, benefits and bonuses

2.1 basic salary (£), excluding benefits and bonuses by type of employment



The average salary, excluding benefits and bonuses, received by respondents, is £54,896.

For respondents in permanent employment, the average salary was £56,827, while those in non permanent employment (temporary, interim or contact) receive £52,529.

Base – all respondents / Nigel Wright Recruitment database

2.1 AVERAGE BASIC SALARY, EXCLUDING BENEFITS AND BONUSES





2.2 basic daily rate (£) – non permanent employment



The average basic daily rate for respondents working in non permanent employment is £316.

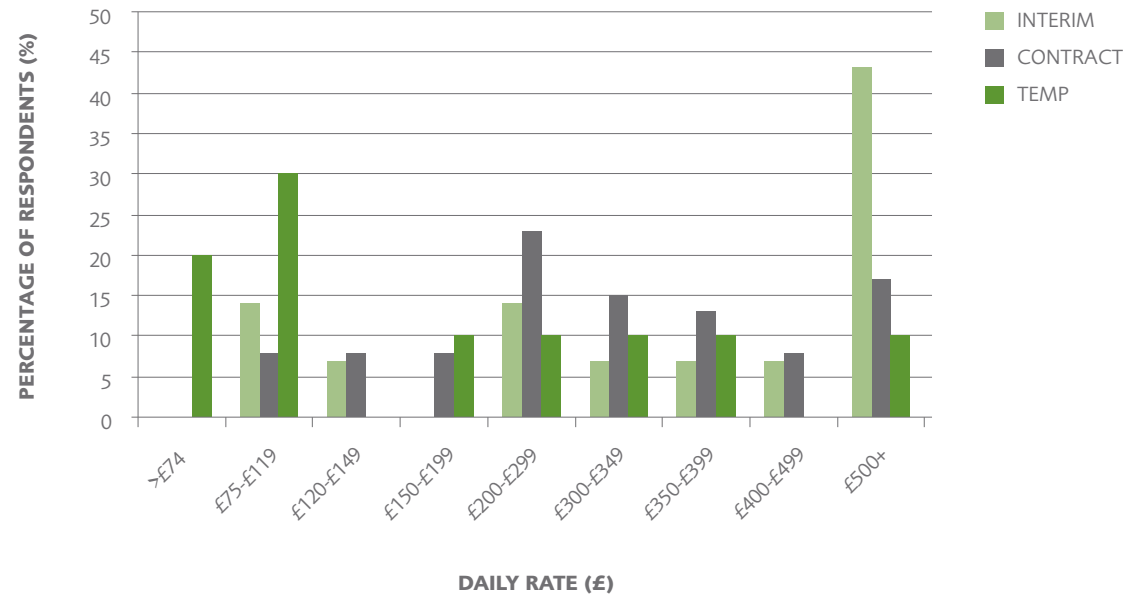
Interim candidates (£388) on average tend to earn more followed by contractors (£318) and temps (£206).

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.

Base – all respondents

2.2 - AVERAGE DAILY RATE (£)





2.3 basic salary, excluding benefits or bonus, by generic job title (£)



These results 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 at page 19.

The average CEO salary was £141,667 followed by COO/Managing Directors at £109,444.

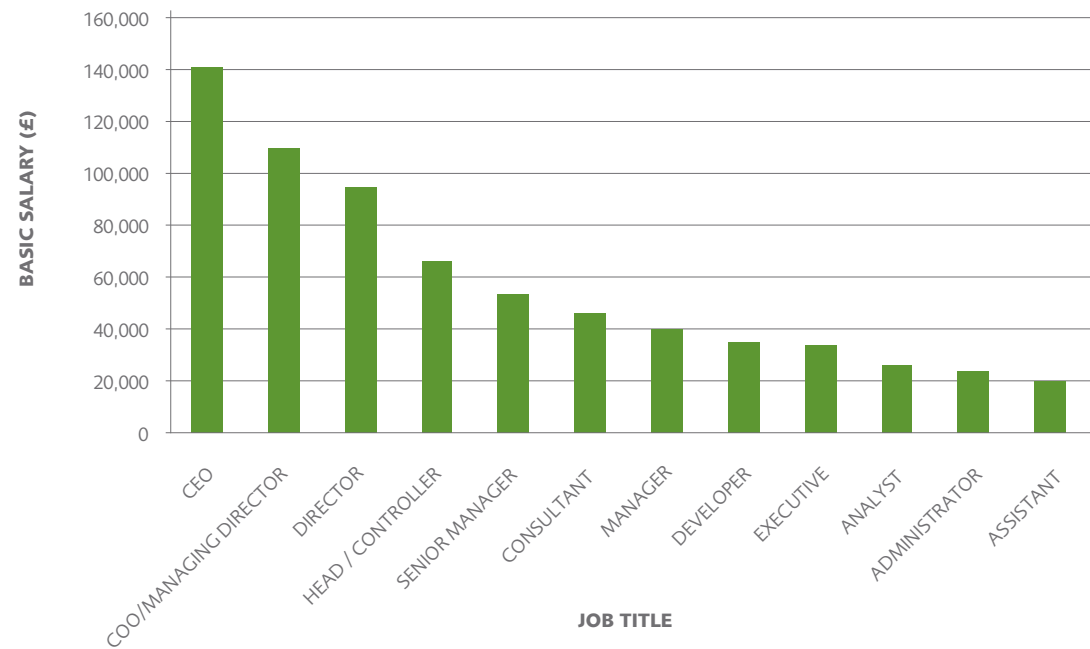
On average, Directors are earning £95,325 whereas functional Heads or Controllers earn £66,153.

Senior Managers earn on average, £54,351 compared to Managers who earn £40,559.

As part of the survey, each respondent was asked to select the job title closest to their own. These results, therefore, should only be used as a guide.

Base – all respondents / Nigel Wright Recruitment database

2.3 - AVERAGE BASIC SALARY (£) BY JOB TITLE





2.4 basic salary excluding benefits or bonuses by generic job title and gender (£)



The majority (69%) of respondents are male and this should be taken into consideration when assessing these results. The results do highlight, however, an enduring pay gap between men and woman.

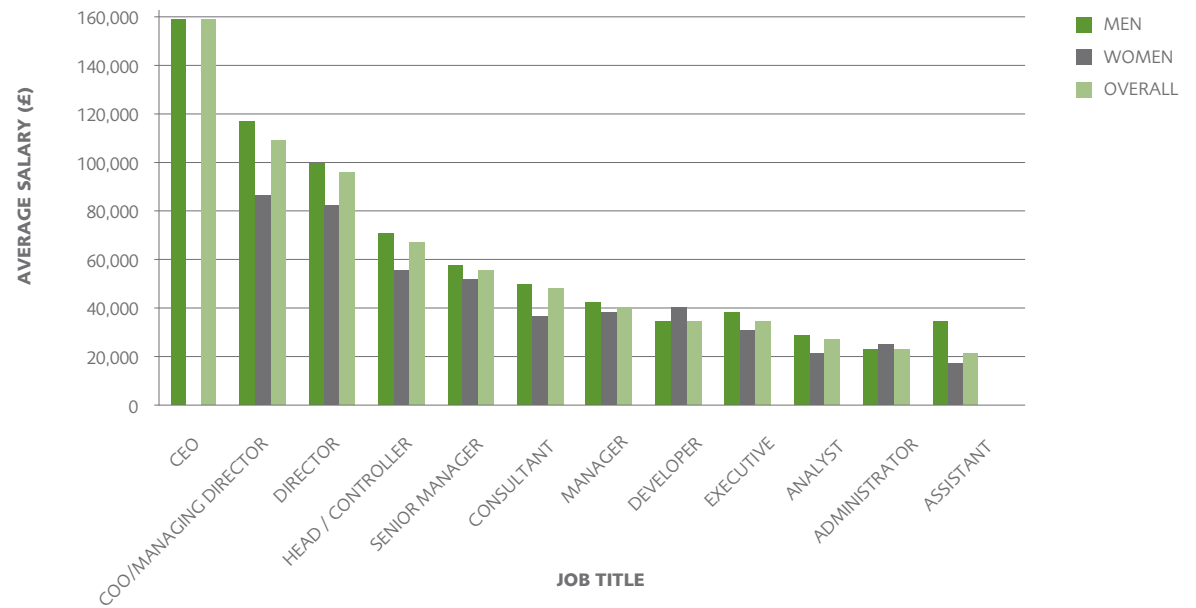
There was a significant difference between male and female salaries with men receiving, on average, £62,314 with women receiving £44,627.

In every function bar Developer and Administrator, men earn more than women, for fulfilling a similar role.

This is particularly apparent at the executive level, where the pay gap between men and woman is significantly different.

Base – all respondents / Nigel Wright Recruitment database

2.4 - BASIC SALARY, EXCLUDING BENEFITS AND BONUSES BY JOB TITLE BY GENDER





2.5 average percentage of salary increase received and expected by job title



As part of their last salary review respondents received, on average, a 3.9% increase.

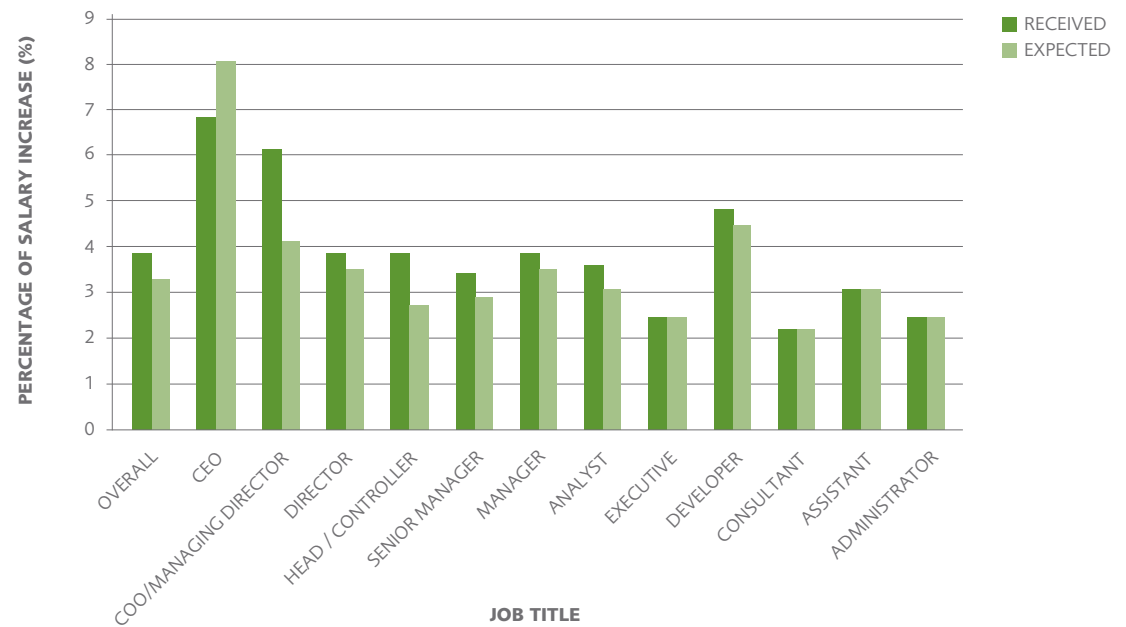
Overall, respondents were expecting less in their next salary review, with the average increase expected being much lower at 3.3%.

Only CEOs are expecting a larger salary increase in their next review, from 6.8% on average, to 8.1%.

The majority (83%) of respondents received between 1% and 5% in their last review and 88% expect to receive between 1% and 5% in their next review.

Base – all respondents

2.5 - AVERAGE PERCENTAGE OF SALARY INCREASE RECEIVED AND EXPECTED BY JOB TITLE





2.6 job and remuneration satisfaction

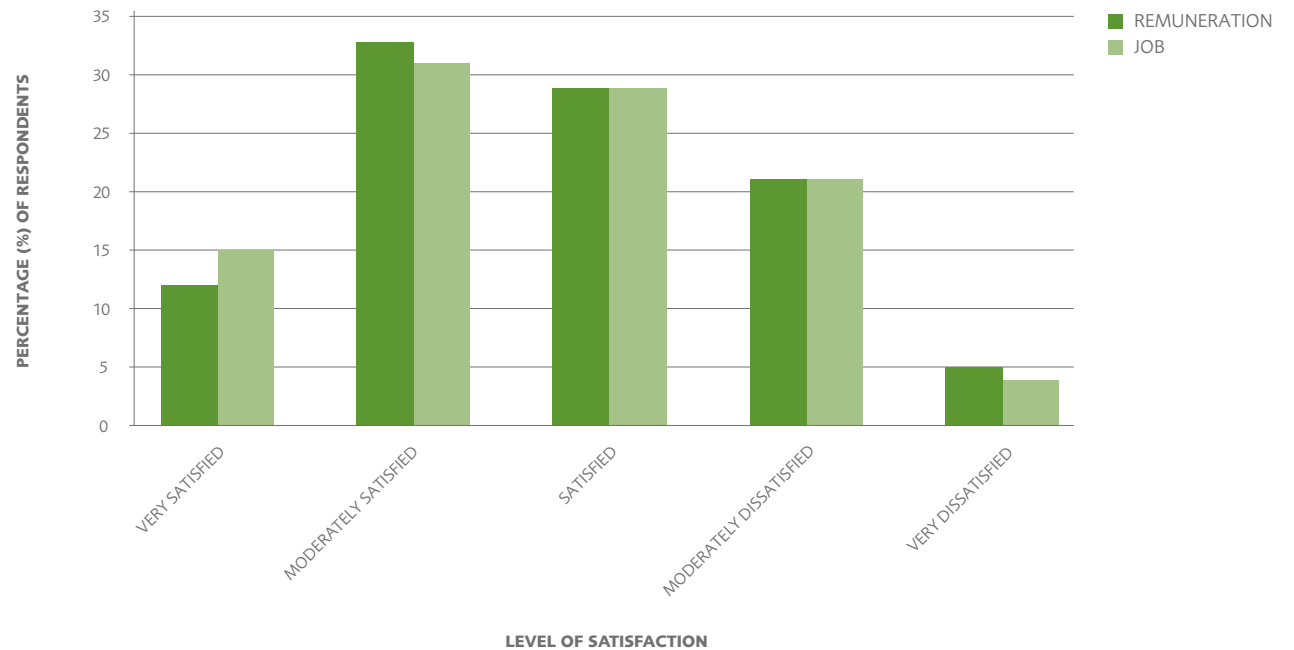


In every measure, an almost equal number of respondents selected the same level of satisfaction for both job and remuneration.

Although the respondents won't necessarily be the same person in each case, the results highlight that there is a close link between job satisfaction and remuneration.

Base – all respondents

2.6 - JOB SATISFACTION COMPARED TO REMUNERATION SATISFACTION





2.7 importance of benefits as part of a remuneration package



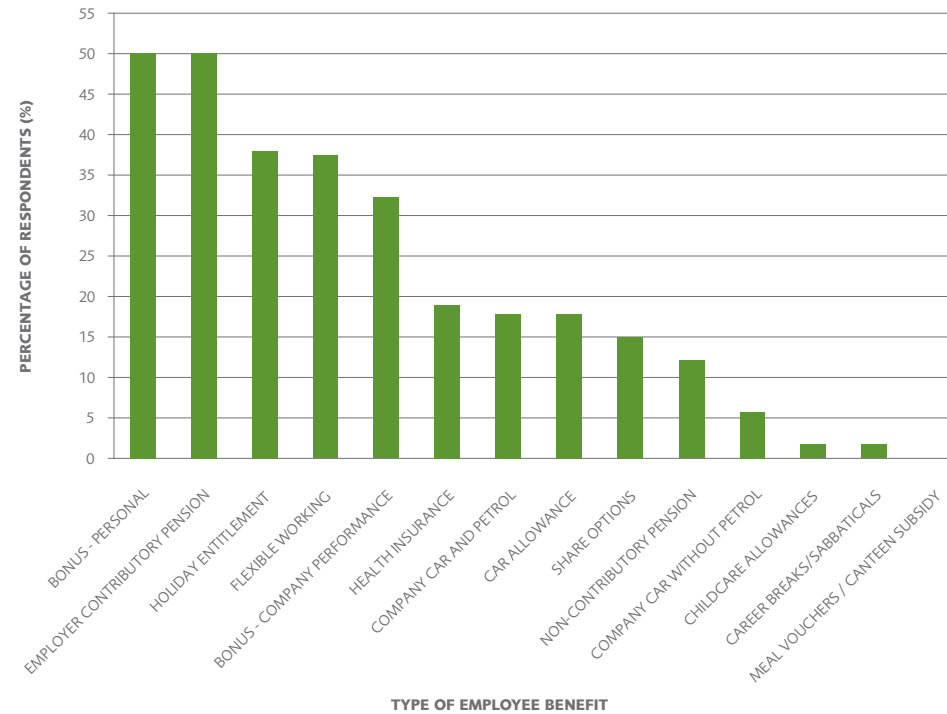
82% of respondents receive some form of company benefit or bonus as part of their remuneration package.

Respondents felt that the three most important employer benefits as part of a remuneration package were an employer contributory pension (53%), a personal bonus (53%) and holiday entitlement (39%). Flexible working (37%) was also rated highly.

Child care (2.2%) and career breaks (1.7%) were considered the least important benefits.

Base – all respondents

2.7 - MOST IMPORTANT BENEFITS BY PERCENTAGE OF RESPONDENTS (%)





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

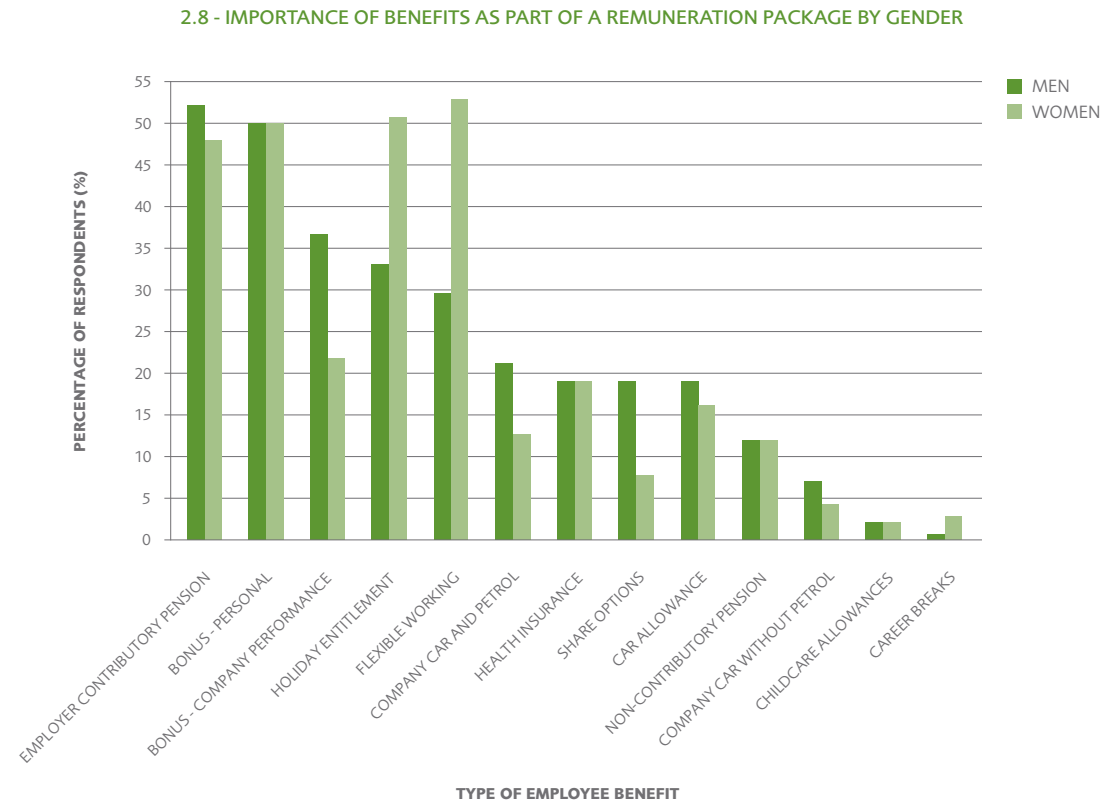


For men and woman a personal performance related bonus and an employer contributory pension are considered almost equally important to an overall remuneration package.

Men tend value company performance related bonuses, share options and company car allowances as important factors in their overall benefits package.

Women tend to value flexible working and holidays as important factors in their overall benefits package.

Base – all respondents





3. job seeking and job changing

3.1 methods used when looking for new opportunities by job type



65% of respondents in permanent employment would use Nigel Wright Recruitment's website to search for a new job.

This was followed by other recruitment consultancies (62%) and direct approaches from employers (43%).

49% use other online tools such as job boards (28%) and social networking sites (21%).

Respondents in non permanent employment rely more on online job boards (58%) as well as social media sites (25%).

Nigel Wright Recruitment's website (57%) as well as other recruitment consultancies (59%) and direct approaches (44%), were also important to non permanent respondents.

Base – all respondents

Respondents were asked to list their preferred job boards, trade magazines, newspapers and social networking sites. The following were the most popular responses in each category:

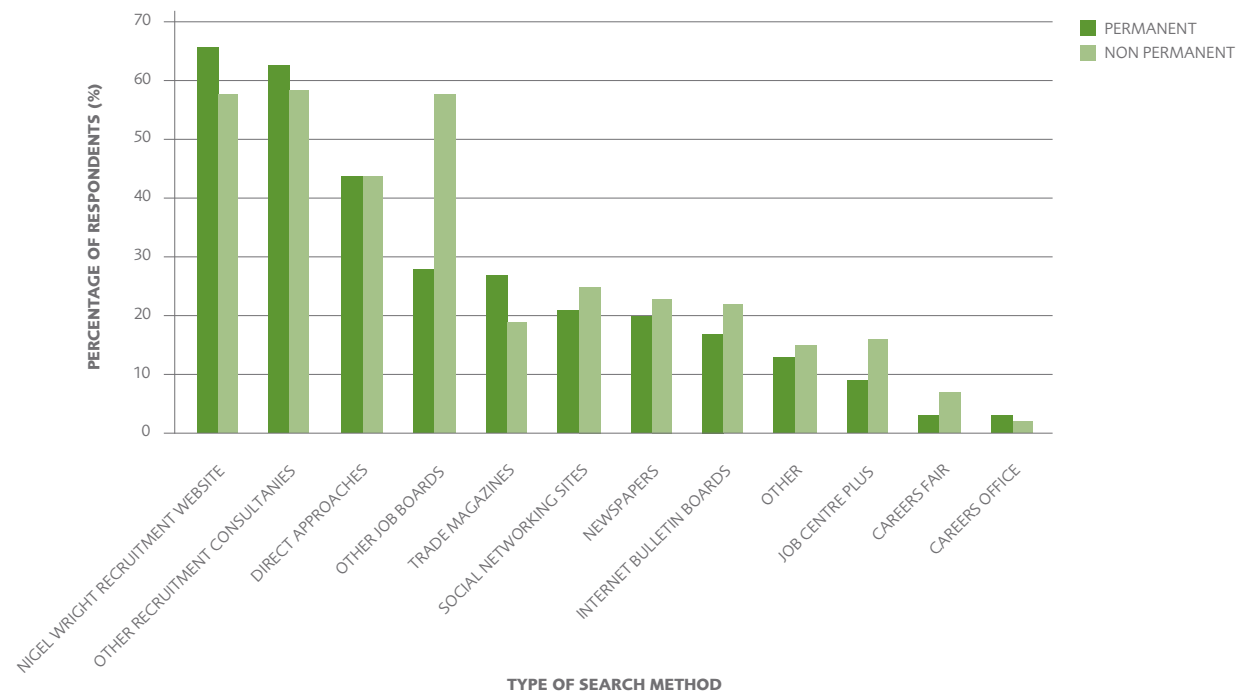
Online Job Boards: Reed, Total Jobs, Jobsite, CW Jobs, Jobs North East, Monster, fish4jobs, The Ladders

Trade Magazines: The Grocer, People Management, Marketing Week, Food Manufacturer

Newspapers: The Telegraph, The Journal, The Chronicle, The Times, The Guardian, The Northern Echo

Social Networking Sites: LinkedIn, Twitter

3.1 - METHODS USED TO ACTIVELY SEARCH FOR A NEW JOB





3.2 factors motivating employees to change career



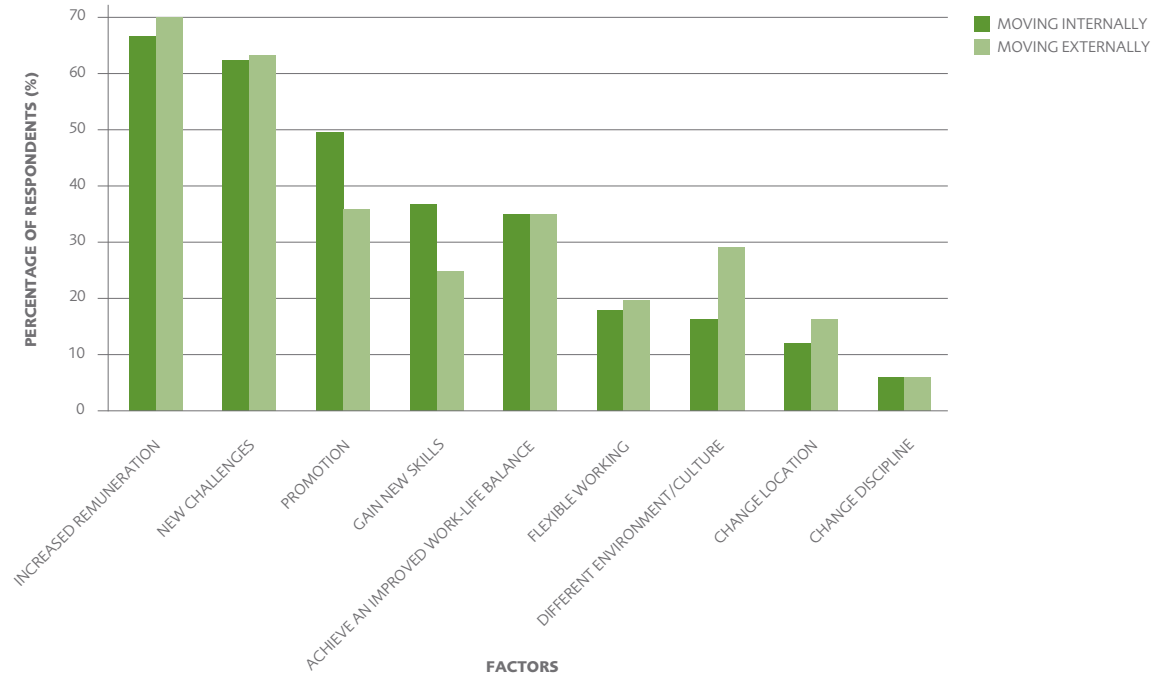
Increased remuneration, promotion and new challenges are the most important factors for respondents, when looking to change career.

When moving internally within an organisation and/or company, respondents considered the opportunity to gain new skills and promotion more significant than when moving to a new organisation and/or company.

The chance to work within a new operating culture would be more important when moving companies than it would be when moving internally.

Base – all respondents

3.2 - FACTORS MOTIVATING EMPLOYEES TO CHANGE CAREER





4. budgets

4.1 budgets in the last six months and the next six months

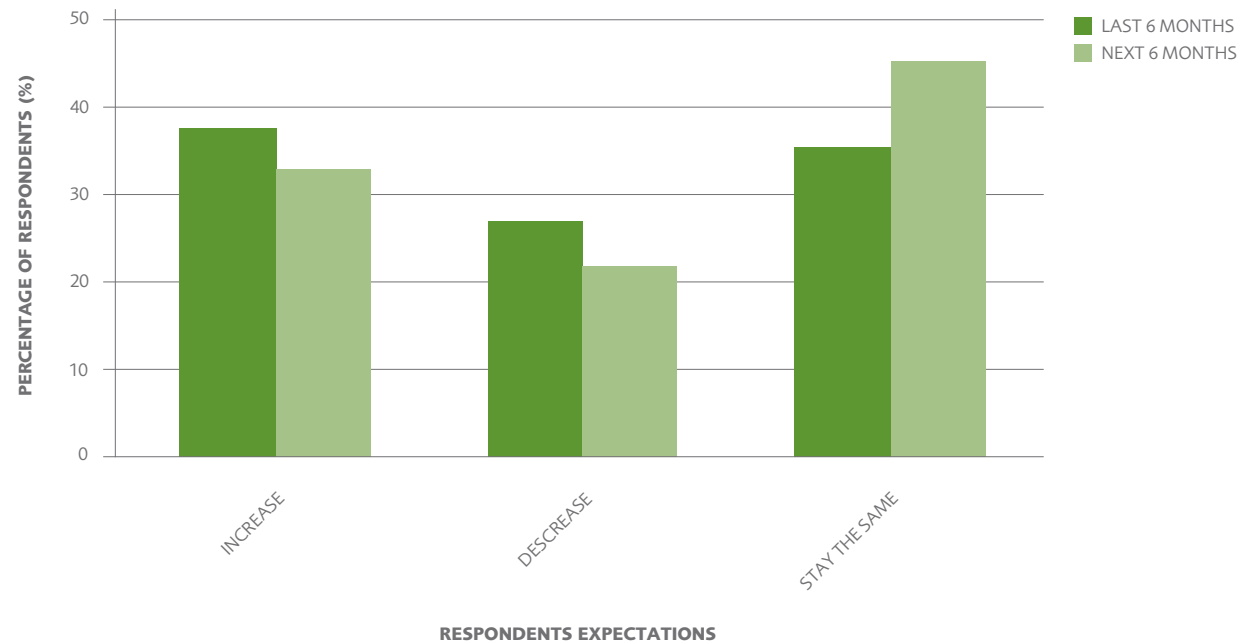


In the last six months (prior to January 2011) respondent's budgets, in the main, had increased (38%) or stayed the same (35%). Only 27% had seen their budgets cut.

In the next six months, again, most respondents were expecting their budgets to remain unchanged (45%), although 33% are expecting an increase with 22% anticipating cuts.

Base – all respondents

4.1 - BUDGETS IN THE LAST SIX MONTHS AND THE NEXT SIX MONTHS





4.2 analysis of budgets in the next six months by discipline



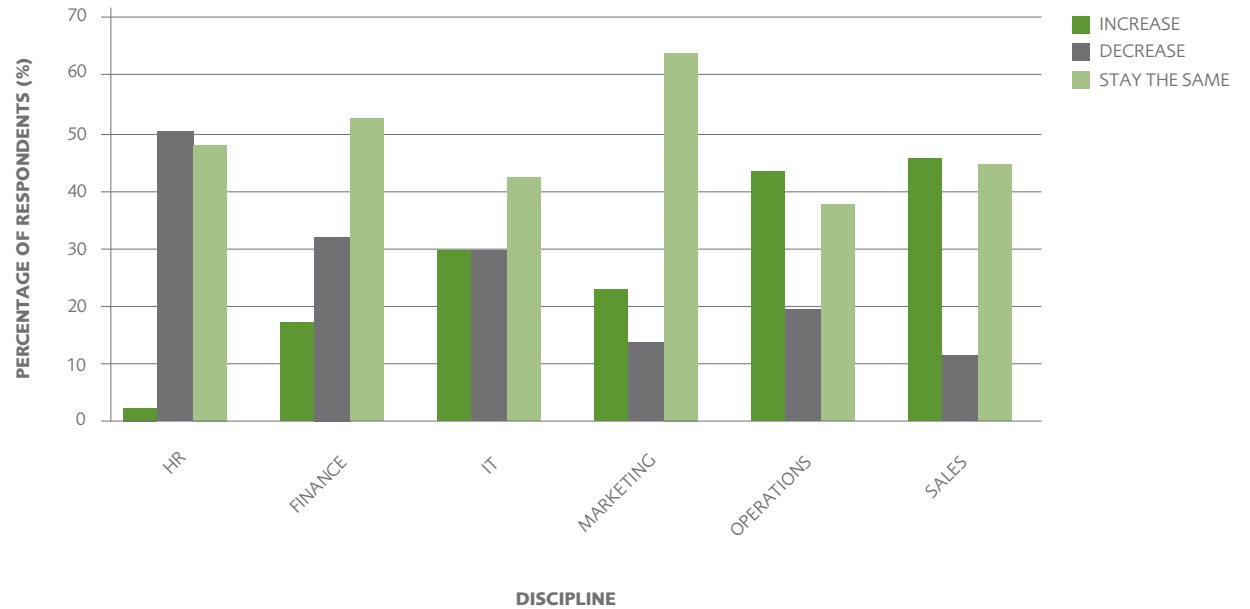
The majority of respondents in Operations and Sales are expecting their budgets to increase in the next six months.

Marketing and Finance, in the main, were not anticipating any change to their budgets in the first half of 2011.

HR was the only discipline where the majority of respondents were expecting budget cuts in the next six months.

Base – all respondents

4.2 - ANALYSIS OF BUDGETS IN THE NEXT SIX MONTHS BY DISCIPLINE





5. discipline

5.1 executive and board level

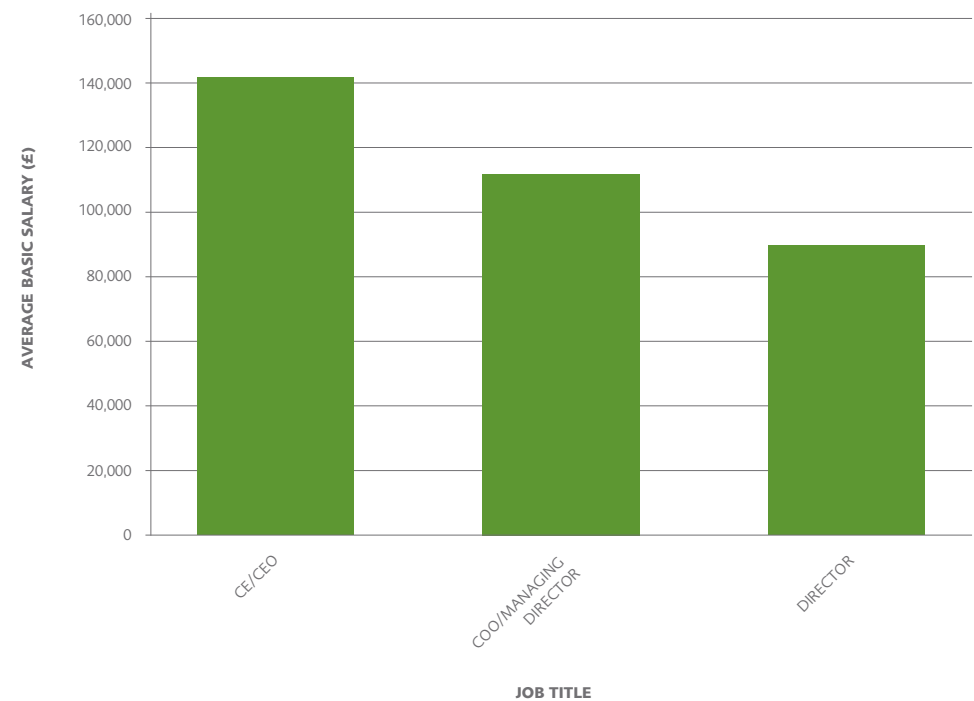


JOB TITLE	RANGE (£)	AVERAGE BASIC SALARY (£)
CEO	60,000-150,000+	141,315
COO/MANAGING DIRECTOR	50,000-150,000+	111,501
DIRECTOR	30,000-150,000+	89,641

Base – all respondents / Nigel Wright Recruitment database

Salary ranges are broad and reflect the wide range of companies within the UK. These results should therefore only be used as a guide. For further information on your recruitment needs or on a particular role within this discipline, please contact one of our consultants on 0191 222 0770.

5.1 - AVERAGE BASIC SALARY, EXCLUDING BENEFITS OR BONUSES, BY JOB TITLE





5.1 executive and board level (continued)



Basic salary, excluding benefits

The average basic salary, excluding benefits, at executive/board level is £114,152 with the average daily rate for a non permanent executive, £487.

61% of respondents are either satisfied or moderately satisfied with their current remuneration. 23% are very satisfied and less than 1% of respondents are very dissatisfied.

Salary increase received and expected

80% of respondents at executive and board level received between a 1% and 5% increase in their last salary review. 84% were expecting to receive the same percentage value as part of their next review.

BENEFITS

At executive and board level, 90% of respondents receive some form of company benefit or bonus as part of their remuneration package.

Car allowance

86% of respondents at executive and board level are entitled to a car allowance or loan. The majority (54%) receive between £4,000 and £9,999 with only 5% receiving more than £25,000.

Childcare allowance

13% of executive and board level respondents are entitled to a childcare allowance of which 10% receive less than £99.

Annual leave

62% of executive and board level respondents take between 21 and 25 days leave per year. 33% take more than 25 days.

Healthcare

87% of executive and board level respondents are entitled to a healthcare allowance of which 85% have cover that includes themselves and family members.

Pension

87% of executive and board level respondents are entitled to join a company pension scheme. 35% have been members of the scheme for more than five years, with 14% for less than a year. The majority (55%) receive between a 4% and 8% contribution from their employer. 24% receive in excess of an 11% contribution for their employer.

Typically, executive and board level respondents will contribute between 4% and 8% into their company pension fund; with 24% contributing over 9%.

Importance of benefits

Respondents at executive and board level considered an employer contributory pension (52%), a company performance related bonus (46%) and a personal performance related bonus (42%) to be the three most important benefits.

BONUSES

Guaranteed bonus

11% of respondents at executive and board level receive a guaranteed bonus. The majority (46%) of those received between 11% and 40% in their last bonus. 62% of respondents are expecting to receive between 11% and 20% in their next guaranteed bonus.

Company performance related bonus

81% of respondents at executive and board level receive a company performance related bonus. The majority (47%) received between 11% and 40% in their last bonus and 49% are expecting to receive between 11% and 40% in their next bonus.

Personal performance related bonus

54% of respondents at executive and board level receive a personal performance related bonus. The majority (60%) received between 6% and 20% in their last bonus and 62% are expecting to receive between 6% and 20% in their next bonus.



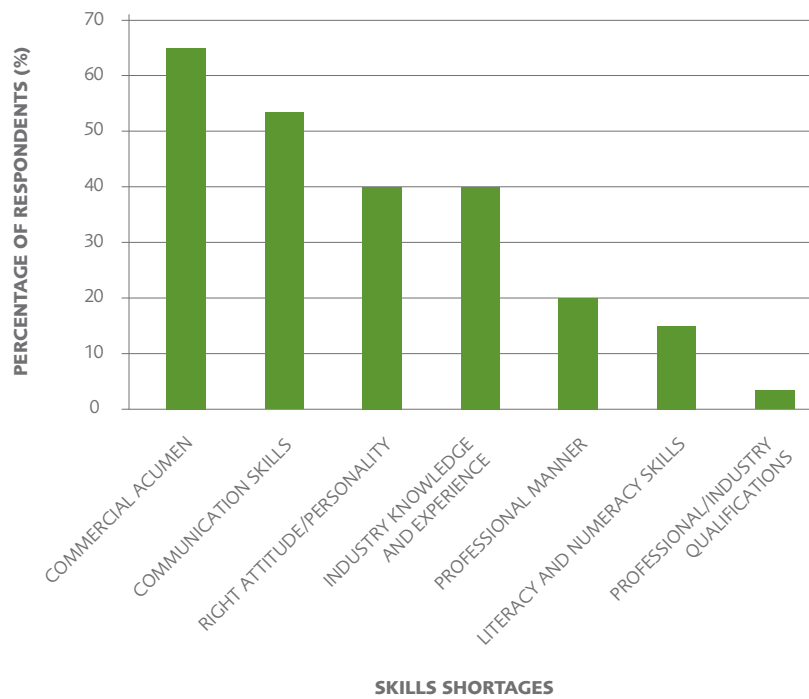
Skills shortages

At executive and board level, respondents highlighted that commercial acumen (65%); communications skills (52%) and having the right personality were the three key skills that people often lack at the top.

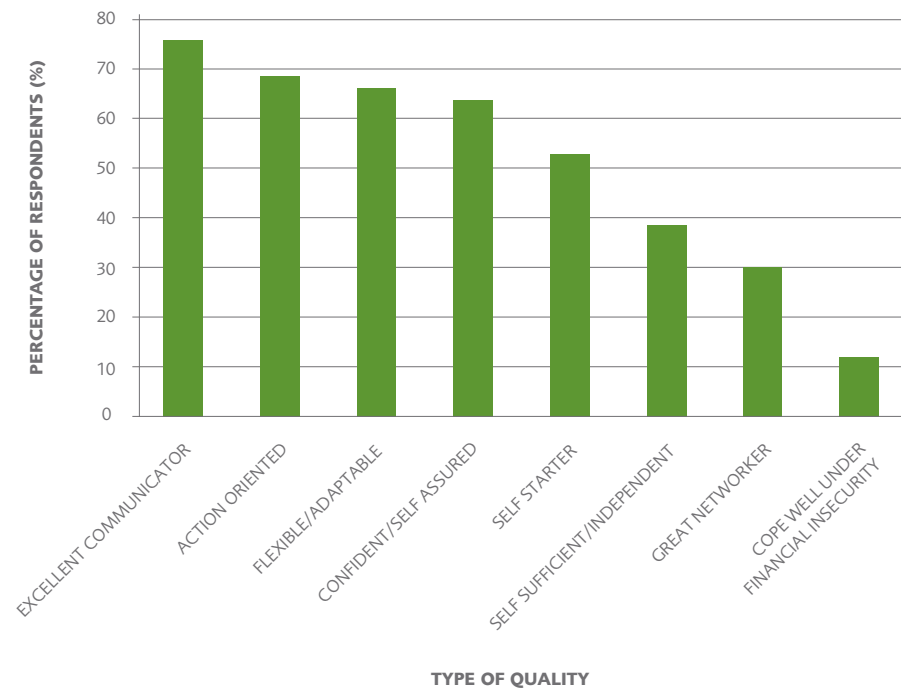
Qualities required to be successful

To be successful at executive and board level, in the main, respondents indicated that a mix of communication skills (76%), being action oriented (70%) and flexible (66%) were essential.

5.12 - SKILLS SHORTAGES AT EXECUTIVE/BOARD LEVEL



5.13 - QUALITIES REQUIRED TO BE SUCCESSFUL AT EXECUTIVE/BOARD LEVEL





5.2 finance and accountancy

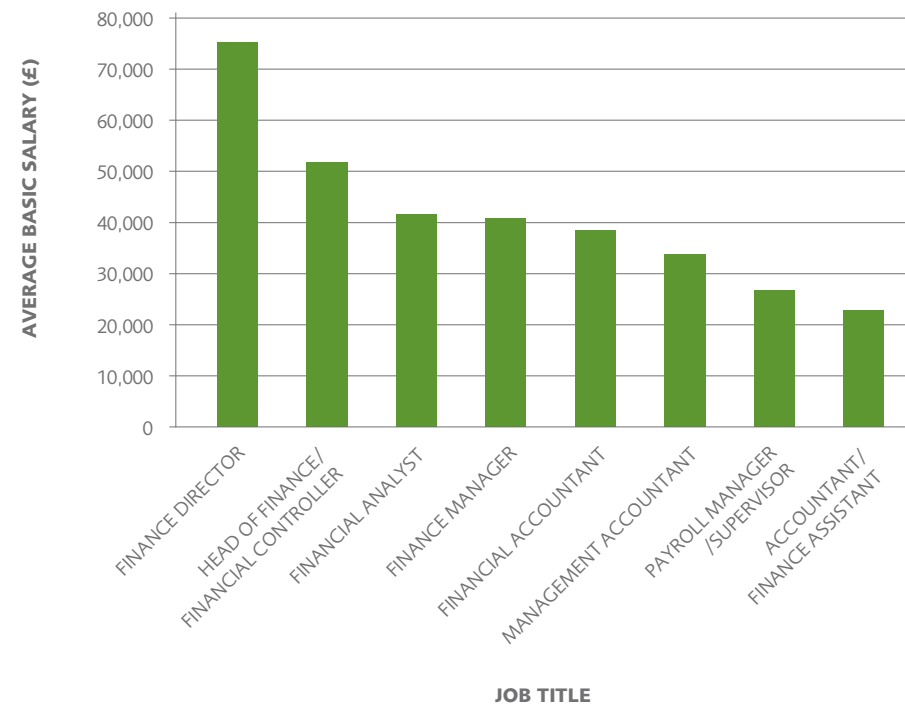


JOB TITLE	RANGE (£)	AVERAGE BASIC SALARY (£)
FINANCE DIRECTOR	40,000-150,000+	75,192
HEAD OF FINANCE / CONTROLLER	30,000-99,999	51,822
FINANCE MANAGER	30,000-79,999	40,497
FINANCIAL ANALYST	30,000-49,999	41,263
FINANCIAL ACCOUNTANT	20,000-49,999	38,758
MANAGEMENT ACCOUNTANT	20,000-39,999	33,667
PAYROLL MANAGER / SUPERVISOR	20,000-29,999	26,286
ACCOUNTANT / FINANCE ASSISTANT	15,000-29,999	22,949

Base – all respondents / Nigel Wright Recruitment database

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5.2 - AVERAGE BASIC SALARY, EXCLUDING BENEFITS OR BONUSES, BY JOB TITLE





5.3 human resources

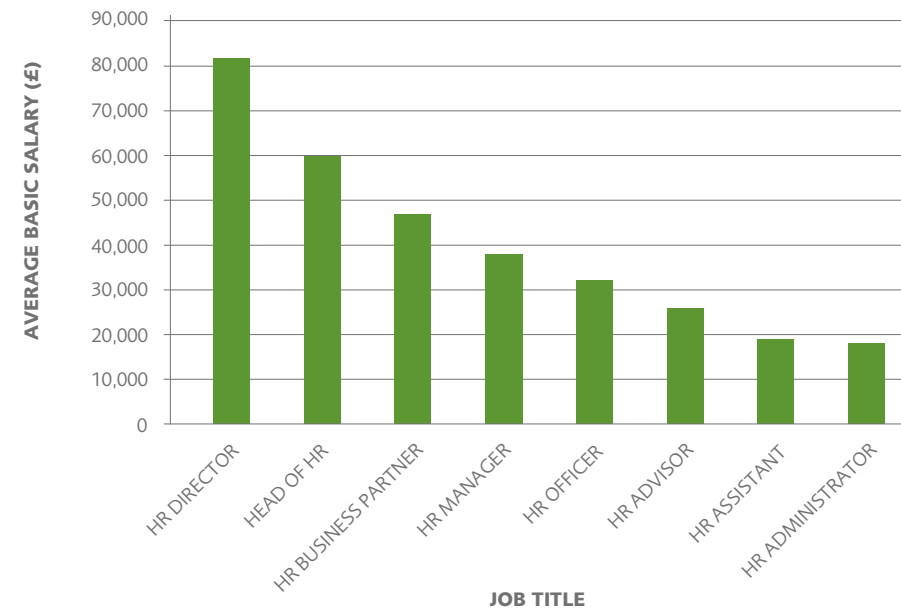


JOB TITLE	RANGE (£)	AVERAGE BASIC SALARY (£)
HR DIRECTOR	50,000-100,000+	81,363
HEAD OF HR	45,000-79,999	59,583
HR BUSINESS PARTNER	30,000-62,000	46,414
HR MANAGER	20,000-59,999	37,464
HR OFFICER	25,000-45,000	32,000
HR ADVISOR	20,000-39,999	26,369
HR ASSISTANT	15,000-25,999	19,194
HR ADMINISTRATOR	15,000-19,999	18,035

Base – all respondents / Nigel Wright Recruitment database

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5.3 - AVERAGE BASIC SALARY, EXCLUDING BENEFITS OR BONUSES, BY JOB TITLE





5.4 information technology

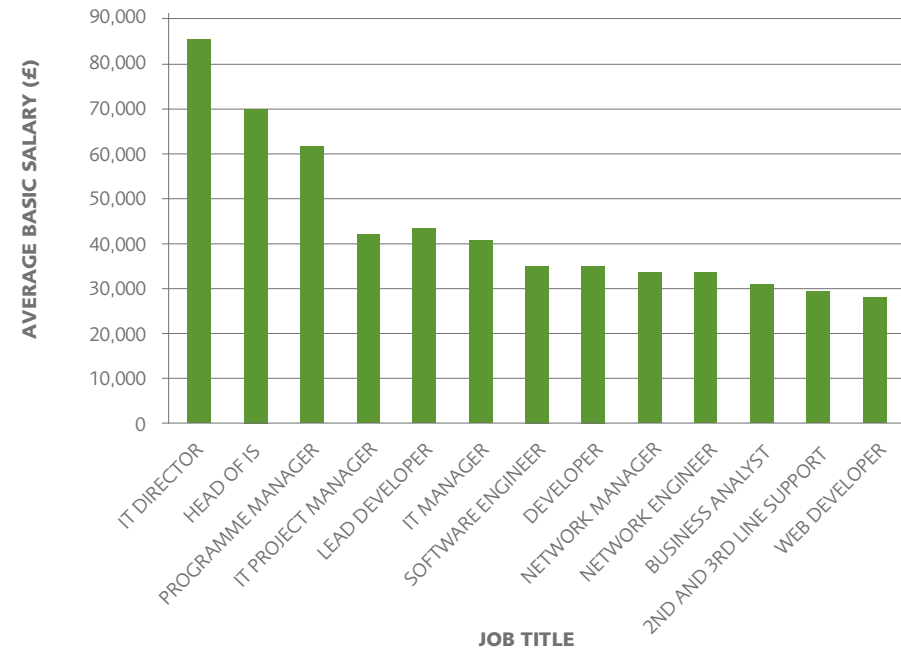


JOB TITLE	RANGE (£)	AVERAGE BASIC SALARY (£)
IT DIRECTOR	55,000-100,000+	85,000
HEAD OF IS	50,000-85,000	70,000
PROGRAMME MANAGER	50,000-68,000	60,564
IT PROJECT MANAGER	30,000-49,999	42,000
LEAD DEVELOPER	30,000-49,000	42,564
IT MANAGER	30,000-52,000	40,616
SOFTWARE ENGINEER	20,000-48,000	34,852
DEVELOPER	25,000-40,000	34,578
NETWORK MANAGER	30,000-49,999	33,600
NETWORK ENGINEER	25,000-39,000	33,107
BUSINESS ANALYST	25,000-39,999	31,000
2ND AND 3RD LINE SUPPORT	20,000-35,000	28,485
WEB DEVELOPER	20,000-35,000	28,000

Base – all respondents / Nigel Wright Recruitment database

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5.4 - AVERAGE BASIC SALARY, EXCLUDING BENEFITS OR BONUSES, BY JOB TITLE





5.5 operations

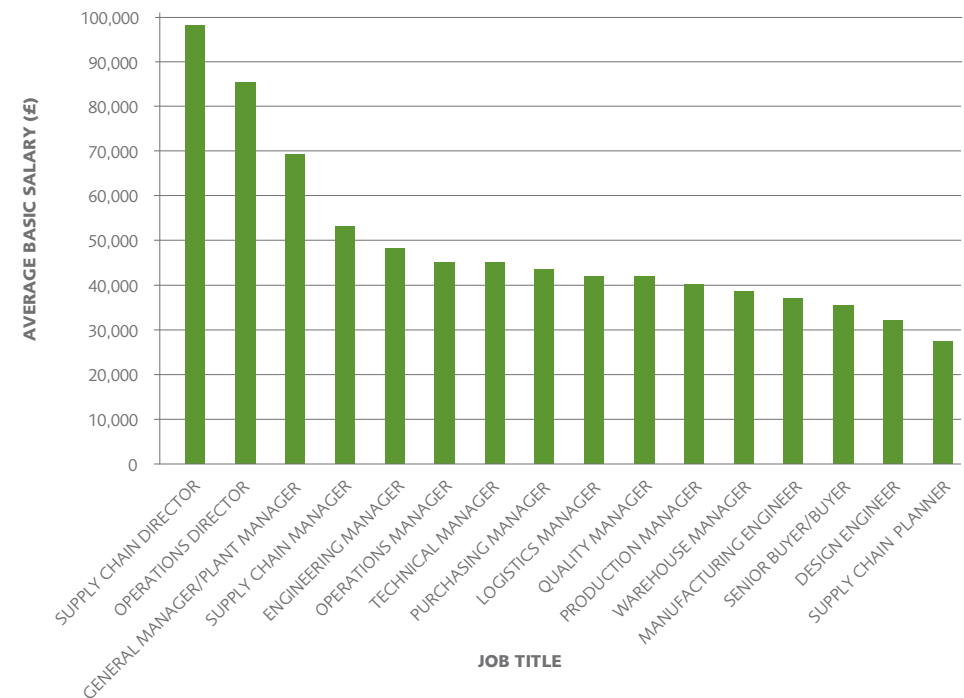


JOB TITLE	RANGE (£)	AVERAGE BASIC SALARY (£)
SUPPLY CHAIN DIRECTOR	70,000-100,000+	97,850
OPERATIONS DIRECTOR	40,000-100,000+	84,734
GENERAL / PLANT MANAGER	40,000-89,999	68,316
SUPPLY CHAIN MANAGER	40,000-59,999	53,535
ENGINEERING MANAGER	30,000-59,999	47,454
OPERATIONS MANAGER	30,000-69,999	44,801
TECHNICAL MANAGER	30,000-79,999	44,058
PURCHASING MANAGER	20,000-59,999	43,644
LOGISTICS MANAGER	30,000-69,999	41,383
QUALITY MANAGER	30,000-69,999	41,213
PRODUCTION MANAGER	30,000-49,999	40,272
WAREHOUSE MANAGER	20,000-39,999	38,714
MANUFACTURING ENGINEER	20,000-39,999	36,615
SENIOR BUYER / BUYER	20,000-49,999	35,120
DESIGN ENGINEER	20,000-59,999	31,223
SUPPLY CHAIN PLANNER	20,000-29,999	27,993

Base – all respondents / Nigel Wright Recruitment database

Salary ranges are broad and reflect the wide range of companies within the UK. These results should therefore only be used as a guide. For further information on your recruitment needs or on a particular role within this discipline, please contact one of our consultants on 0191 222 0770.

5.5 - AVERAGE BASIC SALARY, EXCLUDING BENEFITS OR BONUSES, BY JOB TITLE





5.6 marketing

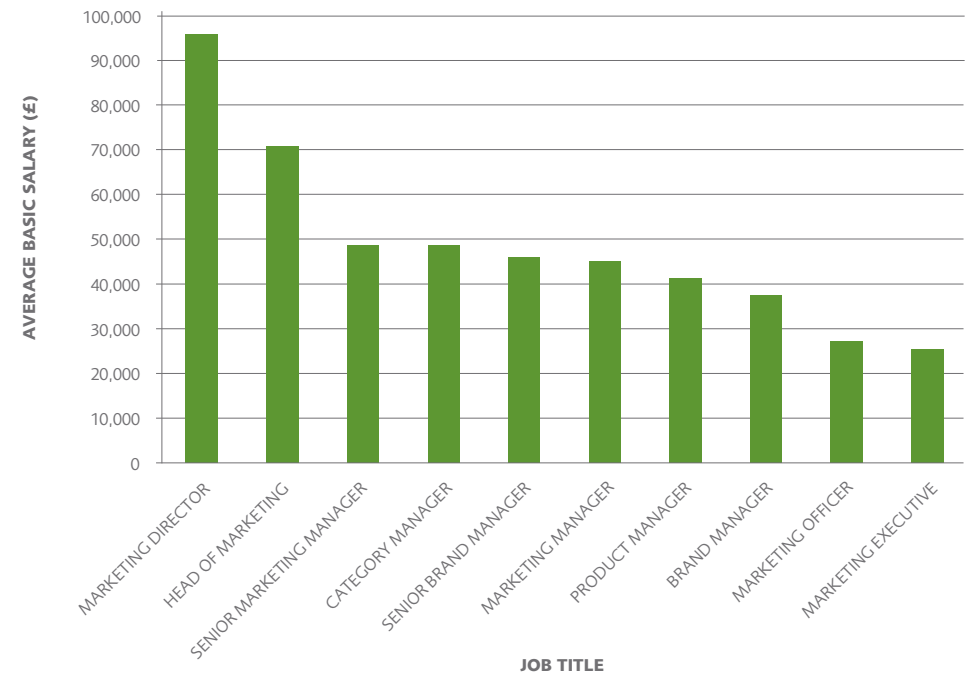


JOB TITLE	RANGE (£)	AVERAGE BASIC SALARY (£)
MARKETING DIRECTOR	50,000-150,000+	95,938
HEAD OF MARKETING	50,000-99,999	70,252
SENIOR MARKETING MANAGER	29,999-89,999	47,784
CATEGORY MANAGER	20,000-50,999	47,718
SENIOR BRAND MANAGER	30,000-49,999	45,229
MARKETING MANAGER	30,000-79,999	44,738
PRODUCT MANAGER	30,000-49,999	40,363
BRAND MANAGER	20,000-49,999	36,837
MARKETING OFFICER	20,000-29,999	27,298
MARKETING EXECUTIVE	16,000-39,999	25,466

Base – all respondents / Nigel Wright Recruitment database

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5.6 - AVERAGE BASIC SALARY, EXCLUDING BENEFITS OR BONUSES, BY JOB TITLE





5.7 sales

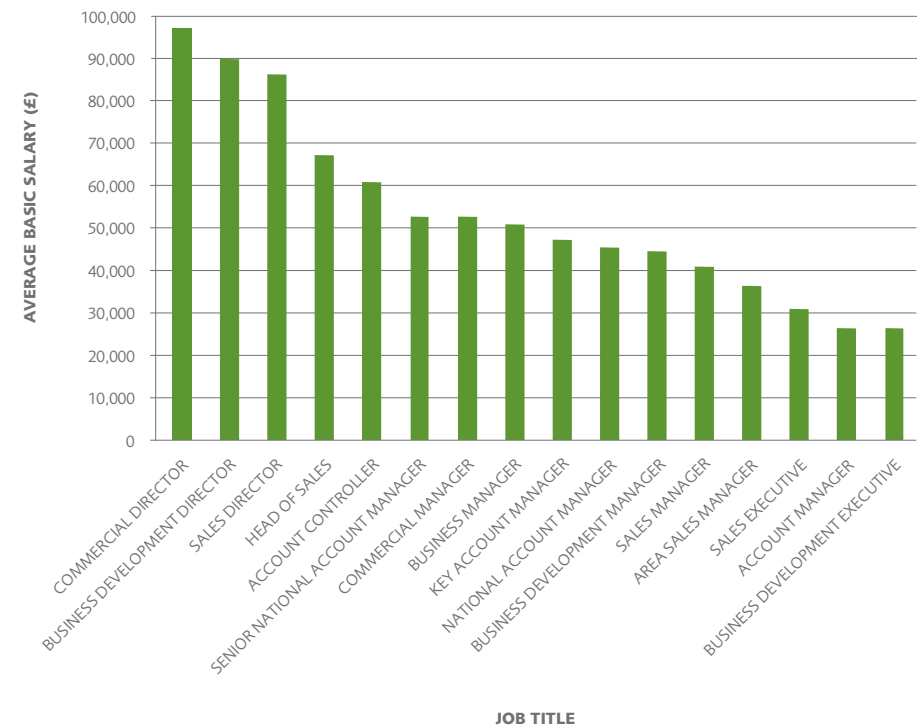


JOB TITLE	RANGE (£)	AVERAGE BASIC SALARY (£)
COMMERCIAL DIRECTOR	50,000-150,000+	97,367
BUSINESS DEVELOPMENT DIRECTOR	40,000-100,000+	89,999
SALES DIRECTOR	50,000-150,000+	87,195
HEAD OF SALES	29,999-79,999	67,223
ACCOUNT CONTROLLER	29,999-69,999	61,223
SENIOR NATIONAL ACCOUNT MANAGER	29,999-69,999	53,285
COMMERCIAL MANAGER	29,999-59,999	53,123
BUSINESS MANAGER	29,999-59,999	51,417
KEY ACCOUNT MANAGER	20,000-59,999	47,314
NATIONAL ACCOUNT MANAGER	29,999-49,999	45,343
BUSINESS DEVELOPMENT MANAGER	20,000-49,999	45,127
SALES MANAGER	20,000-49,999	41,077
AREA SALES MANAGER	20,000-49,999	36,549
SALES EXECUTIVE	20,000-39,999	31,064
ACCOUNT MANAGER	20,000-29,999	26,788
BUSINESS DEVELOPMENT EXECUTIVE	20,000-29,999	26,214

Base – all respondents / Nigel Wright Recruitment database

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5.7 - AVERAGE BASIC SALARY, EXCLUDING BENEFITS OR BONUSES, BY JOB TITLE



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