NIGEL WRIGHT
GROUP
RECRUITMENT

THE NORTH EAST OF ENGLAND
ENGINEERING & MANUFACTURING
SALARIES, SKILLS AND BENEFITS REPORT
2020

CONTENTS

INTRODUCTION

Welcome to Nigel Wright Recruitment's 2020 North East of England Engineering & Manufacturing Salaries, Skills and Benefits Report.

Contrary to widespread perceptions, UK manufacturing is thriving, with the UK currently the world's ninth largest industrial nation. The North East of England, celebrated for its industrial heritage, currently has a 126,000-strong manufacturing workforce and 64,000 specialist workers in the advanced manufacturing sector. In addition, the regional universities produce an average of 51,000 science, technology, engineering and mathematics students every year.

Today, manufacturing makes up approximately 15% of the North East economy. And the North East is in the top five UK regions for advanced manufacturing thanks to a strong presence in sectors such as car manufacturing, rail, electronics, chemicals, petrochemicals and pharmaceuticals, as well as growing strengths in science, digital, energy and healthcare.

From food and drink, to chemicals production, the North East has some of the UK's highest grossing manufacturing industries. Businesses require a highly skilled labour force to operate and grow. International companies such as Nissan, Hitachi Rail, Caterpillar, Nestle, GSK and Siemens have all invested in the region and expanded their operations, and with that expansion comes the need for an experienced and skilled workforce.

Salaries are dependent upon the company and the job role, together with the specific skills and experience of the employee. Market conditions and dominant employers will affect local and regional market rates, as will supply and demand. Recruitment companies are in an ideal position to understand market rates, since their customer base covers both employers and employees. The goal for the employer is to attract good talent and pay them fairly.

Market rates set candidates' expectations and employers' salary offers. Market rates are more established in some disciplines and levels than others. Certain disciplines will command a strong market rate especially when markets are buoyant and skilled workers are essential but in short supply.

ABOUT NIGEL WRIGHT RECRUITMENT

Nigel Wright Recruitment is the leading and largest, multi-discipline regional recruitment business specialising in the North of England, with deep expertise across every discipline.

Our clients trust us to quickly attract the highest calibre and most suitable candidates first time.

1. We access candidates that others can't.
2. Our customers believe we enhance their employer brand.
3. We control the process and manage risk, allowing you to focus on your day job.
4. We deliver sustainable results that produce long term value.

SAMPLE BASE

Nigel Wright's annual survey is sent to over 30,000 professionals at all levels across the North East of England.

This Report has been compiled from the answers of people identifying themselves as having an Engineering & Manufacturing discipline. As such it is the most comprehensive Report about what Engineering & Manufacturing professionals in the North East are earning and what benefits they are enjoying, their opinions on what attracts and motivates them to stay with or leave their employers, and their remuneration structures.

The sample base is representative of the North East Engineering & Manufacturing marketplace.

The majority are male (**91%**) and over half are working in the industrial sector. A third (**30%**) are employed in either the built environment or energy utilities industries, while **22%** work for consumer products companies, especially related to food & drinks.

92% of our Engineering & Manufacturing sample are in full-time employment, and **84%** described themselves as permanent, **10%** as contract, **3%** as interim and **2%** as temporary. The results shown in this survey are based on permanent full-time workers.

FIGURE 1: RESPONDENTS' SECTOR

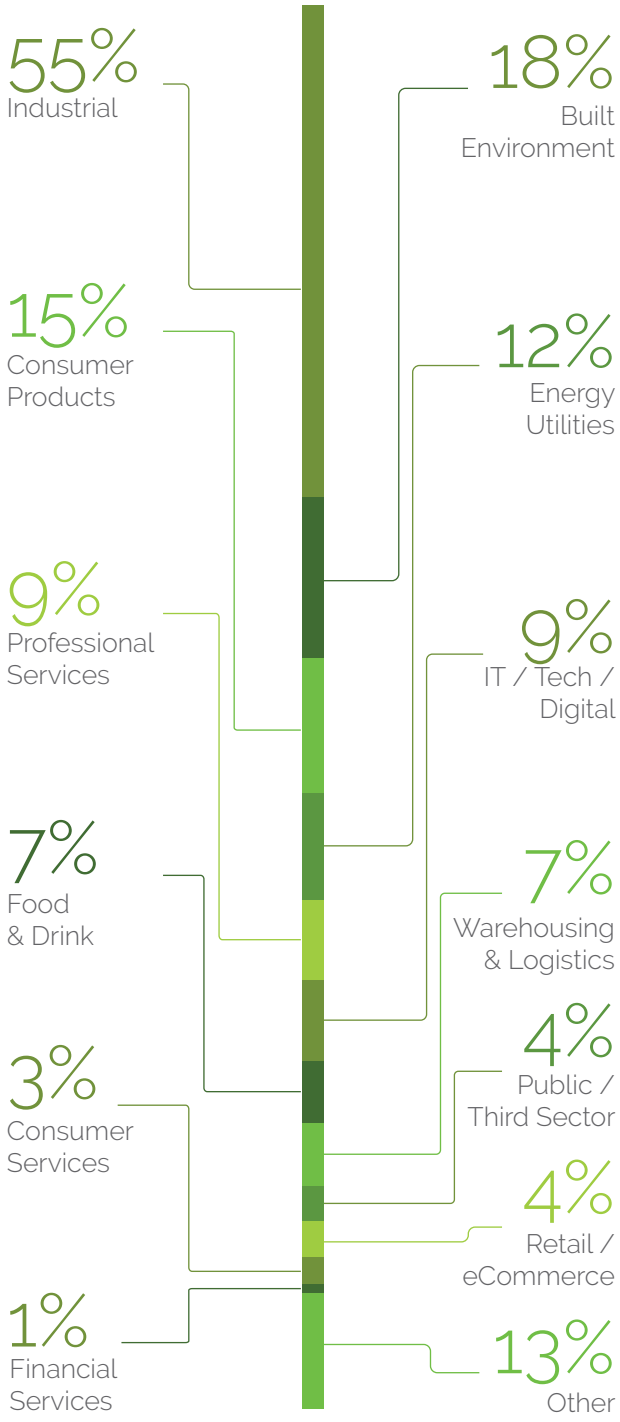
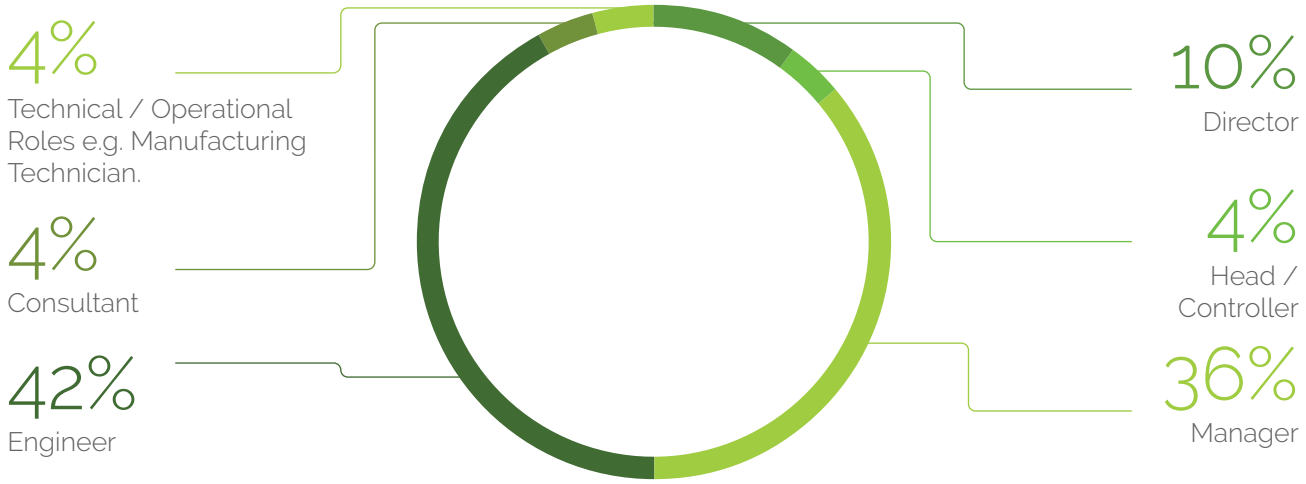
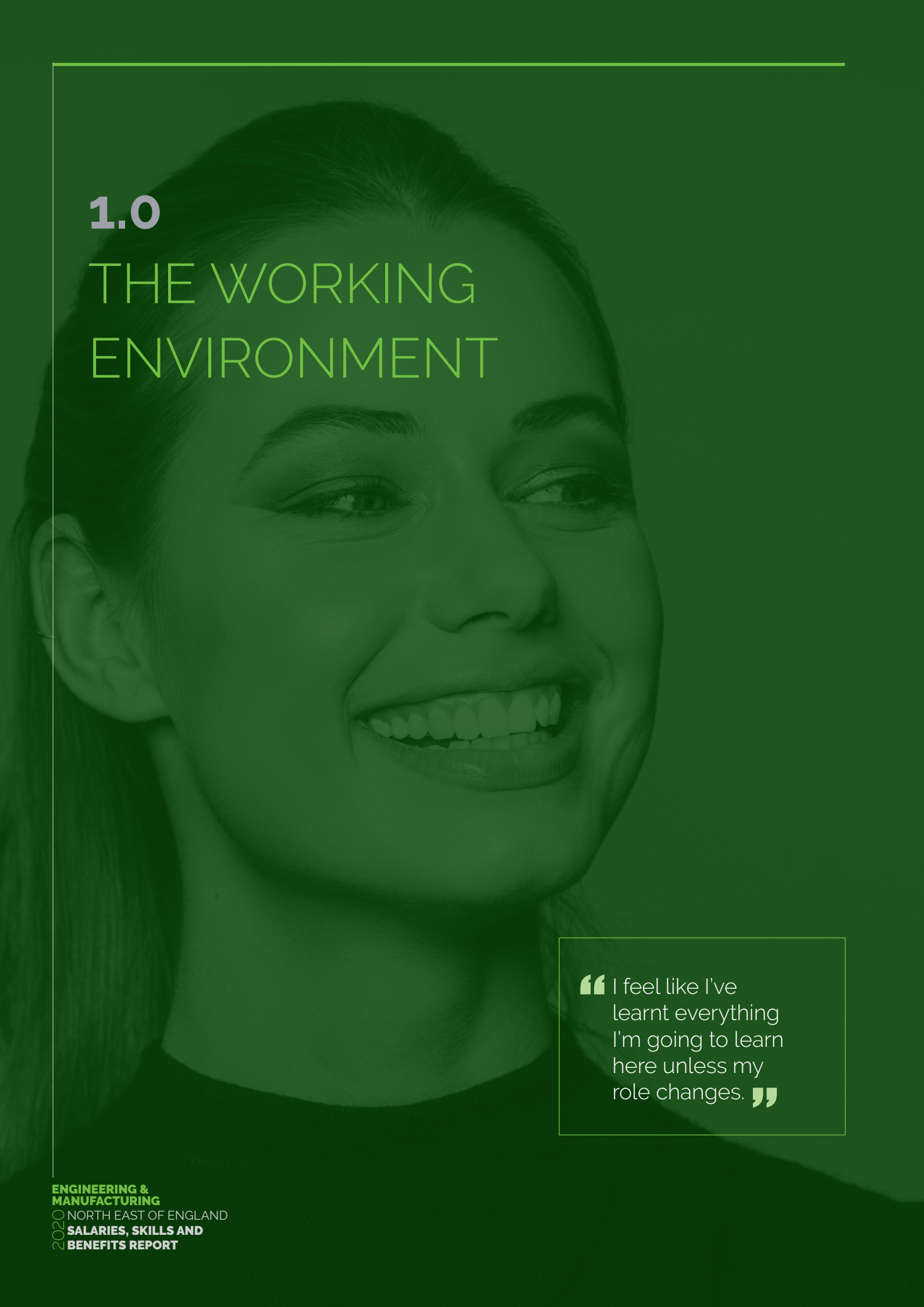


FIGURE 2: RESPONDENTS' JOB TITLE



In terms of position, **42%** of our sample work as Engineers. Half are employed in a management capacity, including **10%** who identify themselves as Directors. **4%** work as Consultants and the remainder are employed in Technical / Operational Roles e.g. Manufacturing Technician.

1.0
THE WORKING ENVIRONMENT



> "I feel like I've learnt everything I'm going to learn here unless my role changes."

1.1 SATISFACTION LEVELS & CHANGING JOBS

TABLE 1: JOB AND SALARY SATISFACTION

	Current job		Current salary	
	Engineering & Manufacturing	All disciplines	Engineering & Manufacturing	All disciplines
Very satisfied	12%	13%	16%	17%
Moderately satisfied	39%	46%	39%	45%
Neither satisfied nor dissatisfied	23%	16%	21%	15%
Moderately dissatisfied	17%	17%	16%	17%
Very dissatisfied	9%	7%	8%	7%

The survey found that half of permanent Engineering & Manufacturing professionals in the North East are satisfied with their current job (**12%** are very satisfied, **39%** moderately satisfied).

Not surprisingly, this tends to mirror how they feel about their current remuneration, but when the two statements are analysed in conjunction with each other, there is a hard core of **15%** of workers who are dissatisfied with both their job and their salary.

This is eclipsed by the **43%** who say they are satisfied with their job and their remuneration, and the remaining **42%** fall somewhere in between these two poles.

> "I'm not using my skill-set to its potential and this is reflected in my pay."

> "I have to work one weekend in every four. There's no job security and wages here are not competitive with other employers in the area."

FIGURE 3: SATISFACTION MATRIX

Job satisfaction \ Salary satisfaction	Satisfied	Neither satisfied nor dissatisfied	Unsatisfied
Satisfied	43%	5%	3%
Neither satisfied nor dissatisfied	6%	11%	6%
Unsatisfied	6%	5%	15%

43% are satisfied with both their job and their remuneration.

TABLE 2: CHANGING JOBS

	Engineering & Manufacturing	All disciplines
Changing job now (within a month or so)	13%	11%
Within the next year	34%	30%
In the next 1 - 2 years	10%	17%
In the next 2 - 3 years	6%	8%
In 3+ years	5%	3%
Not planning to change job	32%	31%

When we asked permanent Engineering & Manufacturing professionals if they were planning to change jobs, **68%** told us they were planning to do so. **57%** of our sample base said they are planning to change jobs within the next two years. **13%** told us they were currently in process, and **34%** said they were looking to move within the next year.

These findings are also borne out by the fact that only **34%** of our sample have worked for their current employer for more than five years, with **22%** having been in their current position for more than five years. Our research finds that only when people reach the age of 50+ does the urge to change jobs start diminishing.

57% say they will be looking to change jobs in the next two years (47% within the year ahead).

13% told us they were currently in process to change jobs.

Why Engineering & Manufacturing professionals change jobs

TABLE 3: FACTORS INFLUENCING A CHANGE OF ROLES

	Engineering & Manufacturing	All disciplines
Feel valued / have influence / make an impact	70%	75%
Higher salary	67%	70%
Company's values & culture	61%	61%
Career progression	61%	59%
New challenges	60%	57%
Location	56%	65%
Generous employer contributory pension	51%	44%
Generous holiday entitlement	48%	50%
Agile / flexible working	45%	61%
Health insurance	34%	25%
Profit share / bonus / commission levels	30%	25%
Latest technologies	27%	18%
Environmental & sustainability credentials	23%	15%
Car allowance / loan	16%	18%
Corporate social responsibility initiatives	12%	14%

We asked permanent Engineering & Manufacturing professionals to select from a series of factors that were important to them when looking for a new role, and also asked them to tell us their main reason for changing jobs. Overall, the top four reasons selected were to feel valued and make a difference (**70%**), earn a higher salary (**67%**), a company's values & culture (**61%**) and career progression (**61%**).

Least likely to influence a permanent Engineering & Manufacturing professionals' decision to change roles are a company's corporate social responsibility initiatives and a car allowance or loan.

The main reasons that Engineering & Manufacturing professionals change jobs is to feel valued, have influence or make an impact, as well as earn a higher salary.

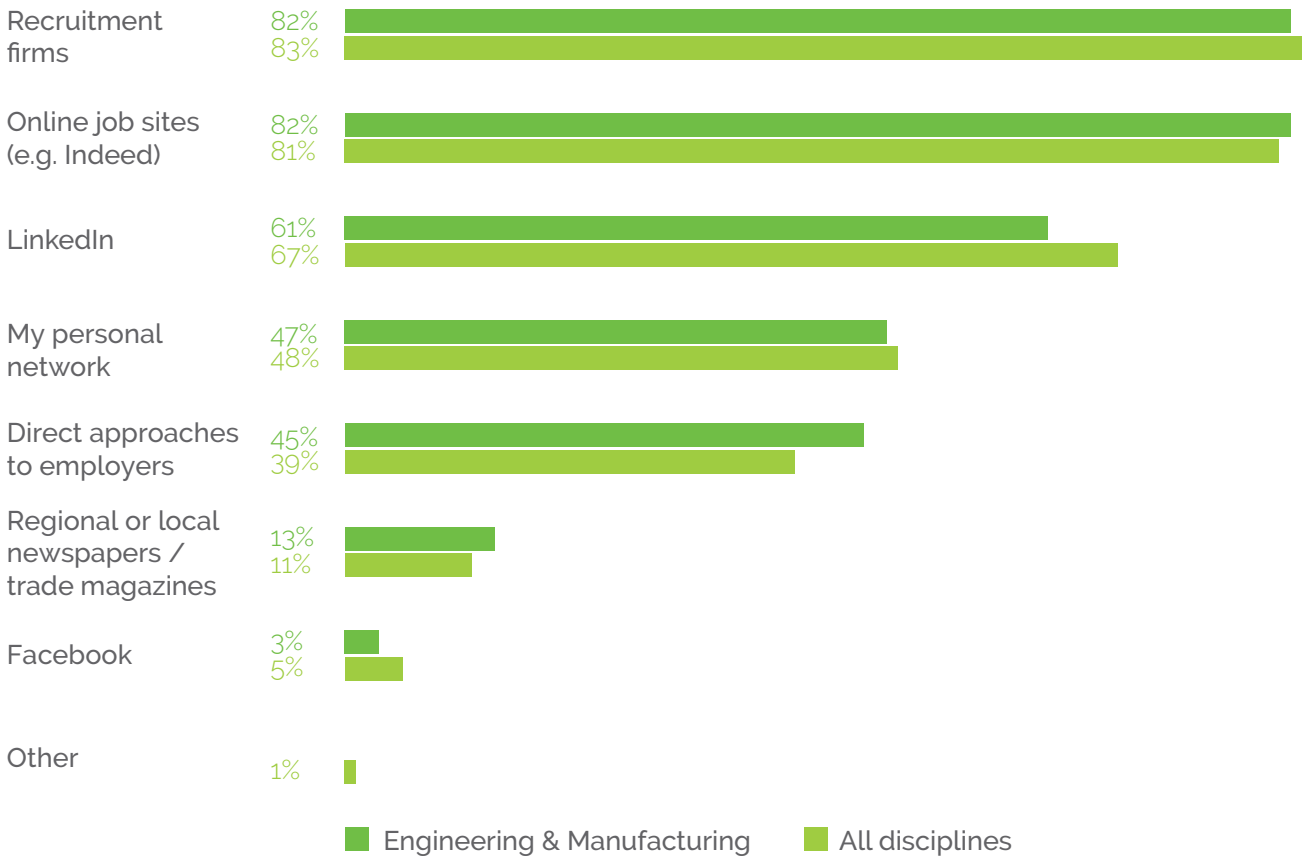
> "Professional development is important to me; I want to move into a senior role."

> "I find my daily commute very tiring and would prefer to work closer to home. I would even consider working further afield with single commutes at the beginning and end of the working week."

> "I'm seeking a role where I can improve my skills and build on my professional knowledge."

How Engineering & Manufacturing professionals look for jobs

FIGURE 4: METHODS USED TO SEARCH FOR A NEW ROLE



Once seeking new employment, the first ports of call are recruitment firms (**82%**) and online job sites (**82%**), followed by LinkedIn (**61%**). Permanent Engineering & Manufacturing professionals are as likely to approach their personal network (**47%**) as they are to make direct approaches to employers (**45%**).

> "There's a lack of progression here and an atmosphere of doom and gloom within the company."

1.2 SALARY INCREASES, BONUSES & BENEFITS

Basic salaries

TABLE 4: AVERAGE SALARY INCREASE RECEIVED AND EXPECTED

	Last salary review		Next salary review	
	Engineering & Manufacturing	All disciplines	Engineering & Manufacturing	All disciplines
Zero	24%	24%	22%	16%
Up to 1%	5%	8%	3%	8%
Between 1 - 2%	27%	24%	19%	21%
Between 2 - 3%	23%	21%	29%	24%
Between 3 - 4%	9%	6%	8%	7%
Between 4 - 5%	6%	5%	2%	4%
Between 5 - 10%	3%	6%	3%	6%
Between 10 - 15%	2%	3%	0%	1%
Between 15 - 20%	0%	1%	0%	1%
20%+	0%	2%	0%	0%
Don't know	-	-	14%	11%

A quarter (**24%**) of permanent Engineering and Manufacturing professionals told us they received no increase at their last pay review and a further third (**32%**) received an increase of 2% or less. With the UK annual inflation rate averaging 1.81% in 2019, this means that **56%** had an effective decrease in the value of their basic salary. Our sample were hopeful that they would receive a more generous pay increase at their next salary review, but still **44%** are anticipating less than 2%.

32% received a pay increase of up to 2%.

24% received no increase to their basic salary at their last pay review.

TABLE 5: BONUS AND COMMISSION PAYMENTS

	Guaranteed	Personal performance	Company performance
Payment type received	7%	23%	29%
0 - 1 %	25%	12%	14%
1 - 5%	50%	33%	46%
5 - 10%	13%	44%	34%
10 - 15%	12%	11%	0%
15 - 20%	0%	0%	3%
20 - 40%	0%	0%	3%
40%+	0%	0%	0%

Base: All permanent employees receiving some form of bonus / commission

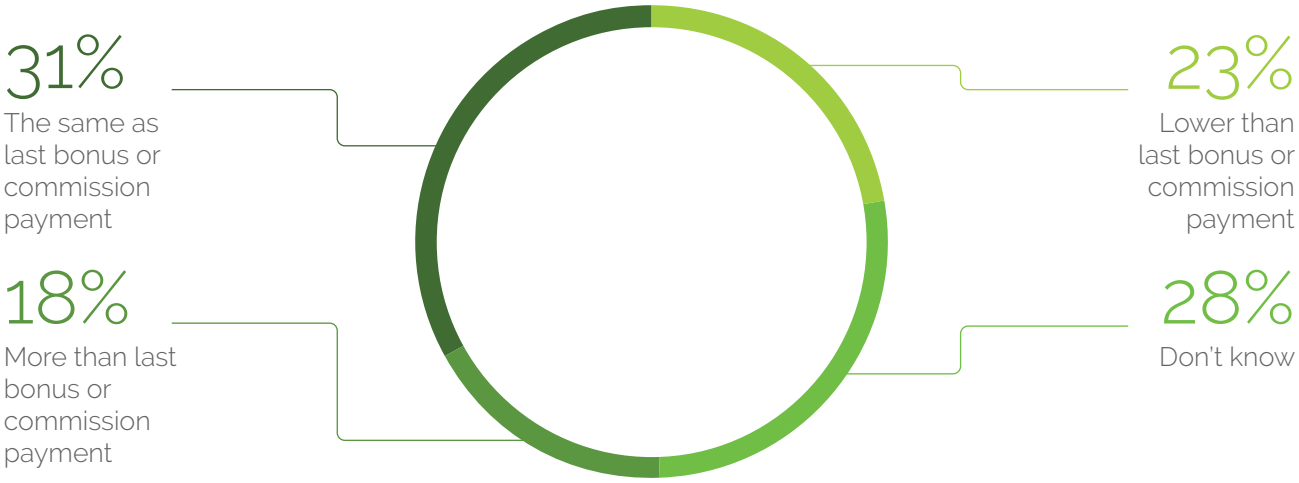
43% of permanent Engineering & Manufacturing professionals told us they get some form of financial bonus or commission payment on top of their basic salary.

43% receive a bonus or commission.

We looked specifically at company performance, personal bonus and guaranteed bonus payments, and the one that was most commonly received was company performance bonus payments which was received by **29%** of our sample.

For most permanent Engineering & Manufacturing professionals who receive a company performance bonus (**94%**) it will represent less than 10% of their salary. For those receiving a personal bonus payment, **11%** are receiving over 10%.

FIGURE 5: NEXT EXPECTED BONUS / COMMISSION



Base: All permanent employees receiving some form of bonus / commission

In order to get an understanding of what overall level bonus / commission payments represent, we asked what the overall level received would be compared to basic salary (Table 6). **65%** said it would represent less than 10%, and only **4%** said it would be over 20%. Only **18%** said they expected to achieve more bonus / commission next year (Figure 5).

85% who receive a bonus find it's worth up to 20% of their salary.

TABLE 6: MAXIMUM LEVEL OF TOTAL BONUS OR COMMISSION PAID

	Engineering & Manufacturing	All disciplines
Under 10% of basic salary	65%	42%
Between 10 - 20% of basic salary	20%	27%
Between 20 - 30% of basic salary	4%	9%
Between 30 - 50% of basic salary	0%	5%
Between 50 - 75% of basic salary	0%	2%
Between 75 - 100% of basic salary	0%	1%
Over 100% of basic salary	0%	3%
Not certain / don't know	12%	12%

Base: All receiving some form of bonus / commission payment

Benefits received

TABLE 7: BENEFITS CURRENTLY RECEIVED

	Engineering & Manufacturing	All disciplines
Death / injury in service benefits	61%	61%
Car parking (free parking / reimbursement of daily parking)	39%	44%
Buy / sell holidays	23%	30%
Company car / car allowance	22%	19%
Private healthcare insurance (self only)	21%	22%
Help with career development costs (e.g. professional qualifications)	19%	28%
Private healthcare (self & family)	12%	17%
Travel insurance	8%	5%
Help with commuting costs	6%	6%
Mutual pay (profit share scheme)	5%	5%
Interest free loans	3%	3%
Other	13%	17%

61% receive death / injury in service benefits.

We asked permanent Engineering & Manufacturing professionals to tell us which benefits they received. Death / injury in service benefit is the most frequent one received. Healthcare (either for themselves or family) is received by **33%** of our sample and help with the costs of career development is received by **19%**. **23%** told us they were able to buy or sell holidays.

21% get healthcare just for themselves and 12% have healthcare for themselves and family.

Pension

FIGURE 6: YEARS IN PENSION POT

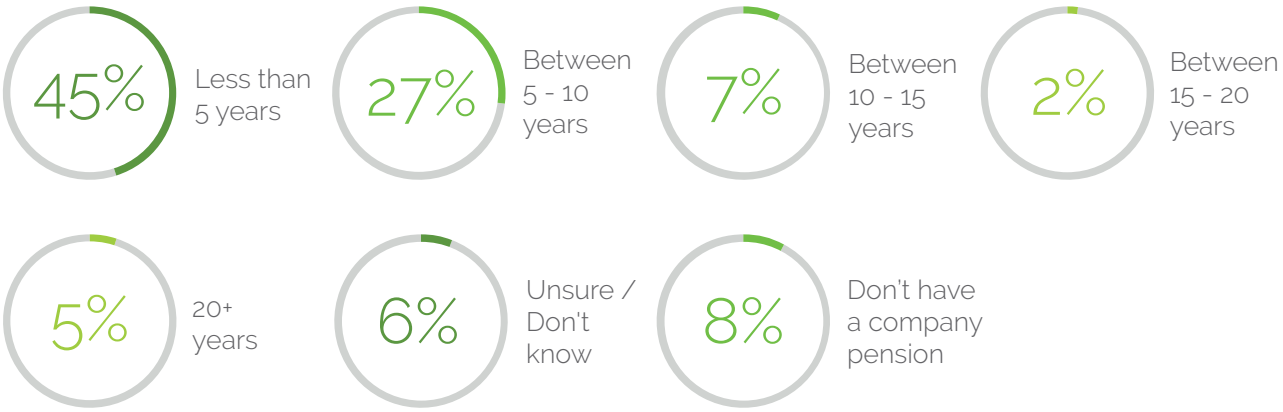
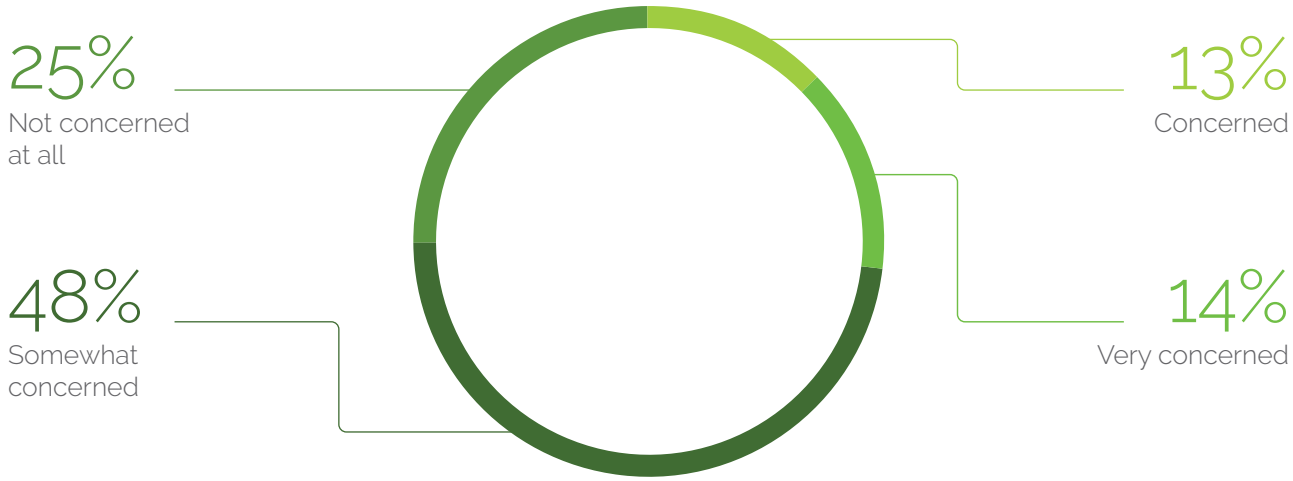


FIGURE 7: PENSION CONCERNS



75% are concerned about the size of their final pension pot.

TABLE 8: PERCENTAGE CONTRIBUTION TO PENSION

	Employers' contribution		Personal contribution	
	Engineering & Manufacturing	All disciplines	Engineering & Manufacturing	All disciplines
Up to 3%	16%	17%	11%	13%
Between 3 - 5%	33%	31%	39%	38%
Between 5 - 7%	23%	18%	23%	21%
Between 7 - 10%	12%	14%	14%	14%
Between 10 - 15%	7%	7%	5%	4%
Between 15 - 20%	2%	3%	3%	2%
Over 20%	-	2%	-	1%
N/A / don't know	7%	8%	5%	7%

Base: All permanent employees

Only **25%** of our sample say they have no concerns about their pension, although almost half of respondents (**48%**) say they are "somewhat concerned." **14%** are "very concerned" about their final pension pot. Only **9%** are working for companies who contribute 10% or more into a pension, and **50%** say their personal contribution is less than 5%.

Holidays

TABLE 9: STANDARD HOLIDAY ENTITLEMENT

	Engineering & Manufacturing
20 days or less	8%
21 - 24 days	19%
25 days	45%
26 - 30 days	20%
31+ days	8%

In terms of holidays, **73%** of permanent Engineering & Manufacturing professionals were getting at least 25 days. Unsurprisingly, the larger the company, the more generous the holiday entitlement.

28% have 26+ days holiday per year.

1.3 FLEXIBLE WORKING

FIGURE 8: FLEXIBLE WORKING OPTIONS

	On offer		Ideal scenario	
	Engineering & Manufacturing	All disciplines	Engineering & Manufacturing	All disciplines
Flexi-time that includes a 'core' period of the day during which you are required to be at work	16%	27%	43%	47%
Agile working (work where, when and how you choose)	5%	18%	37%	47%
Working from home occasionally	25%	42%	34%	37%
Informal permission to start late / leave work early	45%	47%	28%	33%
Compressed hours (same hours over fewer days)	5%	8%	21%	26%
Working from home regularly	8%	18%	15%	33%
Part-time working	6%	10%	6%	7%
Annual hours	2%	2%	3%	4%
Term-time working	2%	3%	3%	5%
Job sharing	2%	5%	2%	2%
Other	2%	1%	6%	1%
None	29%	19%	4%	1%
Not possible with my role	11%	6%	0%	3%

In this year's survey, we asked permanent Engineering & Manufacturing professionals to tell us what flexible working options they are offered through their employer and which would represent an ideal working scenario. We already know through earlier questioning that **45%** say that flexible working is important to them when seeking a new role (reference Table 3).

Not everyone can work flexibly: **29%** said their company offered no options to do so and **11%** said that it wasn't possible with their job role. **25%** said their company lets them work from home occasionally, **8%** said they can work this way regularly, and **45%** say their employer provides informal permission to start late / leave work early.

However, these do not represent permanent Engineering & Manufacturing professionals' ideal working scenario. Flexi-time and agile working are the most popular options – and **69%** of the sample chose at least one of these as representing their ideal working options.

71% work for a company that offers some form of flexible working.

69% consider agile working or flexi-time to be an ideal form of working.

40% are unable to enjoy any form of flexible working options.

1.4 THE DAILY COMMUTE

TABLE 10: LENGTH OF COMMUTE TO WORK

	Current journey	Maximum acceptable
Up to 30 minutes	65%	21%
Up to 45 minutes	19%	40%
Up to 1 hour	9%	30%
Up to 1 hour 15 minutes	4%	5%
Up to 1 hour 30 minutes	1%	2%
Up to 2 hours	2%	2%
Over 2 hours	-	-

This year we asked about the length and cost of people's daily journey to work, and we also asked about the maximum time they would consider commuting.

Two thirds of our sample (**65%**) told us that door to door, their journey is less than 30 minutes, and **43%** said their weekly travel costs were less than £20. Only **7%** travel for more than an hour each way and **13%** say they spend over £40 per week.

39% of our sample said they would consider a commute of over 45 minutes, but not many (**9%**) are prepared to have a journey time of over an hour, and only **7%** would consider travel costs in excess of £60 a week. **94%** of our sample told us that they drive to work each day, with only **4%** using public transport.

> "It's factors like better location, travel time and costs that would persuade me to change employers."

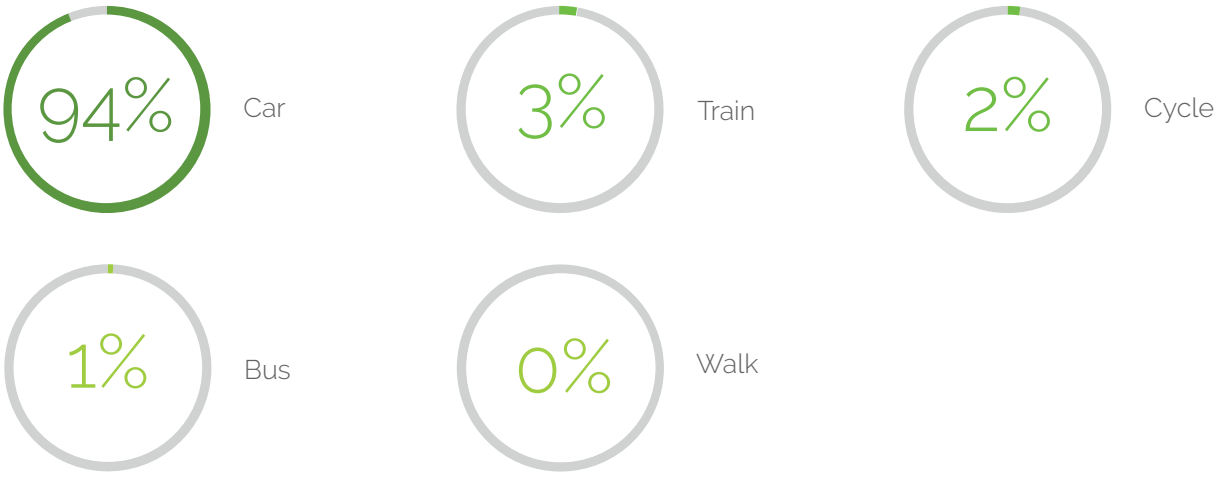
TABLE 11: WEEKLY COMMUTING COSTS

	Current journey	Maximum acceptable
Less than £10	13%	3%
Between £10 - £20 per week	30%	20%
Between £20 - £30 per week	25%	22%
Between £30 - £40 per week	17%	27%
Between £40 - £60 per week	9%	20%
Between £60 - £80 per week	4%	4%
Between £80 - £100 per week	0%	3%
Over £100 per week	2%	1%

84% of Engineering & Manufacturing professional commute for up to 45 minutes to work.

68% of Engineering & Manufacturing professionals incur weekly commuting costs of up to £30.

FIGURE 9: MAIN TYPE OF TRANSPORT TO WORK



94% of Engineering & Manufacturing professionals drive to work.

1.5 LEARNING & DEVELOPMENT OPPORTUNITIES

TABLE 12: LEARNING & DEVELOPMENT OPPORTUNITIES

	Engineering & Manufacturing	All disciplines
Those working at companies offering L&D opportunities	57%	64%
Online learning platform	59%	63%
Professional development programmes	40%	44%
Leadership programme	35%	44%
Personal development programmes	35%	37%
Professional memberships	34%	48%
Leadership training for those who don't want to manage people	19%	15%
Ability to retrain	10%	7%
Enable employees to pursue their passions (e.g. learn a new language)	7%	8%

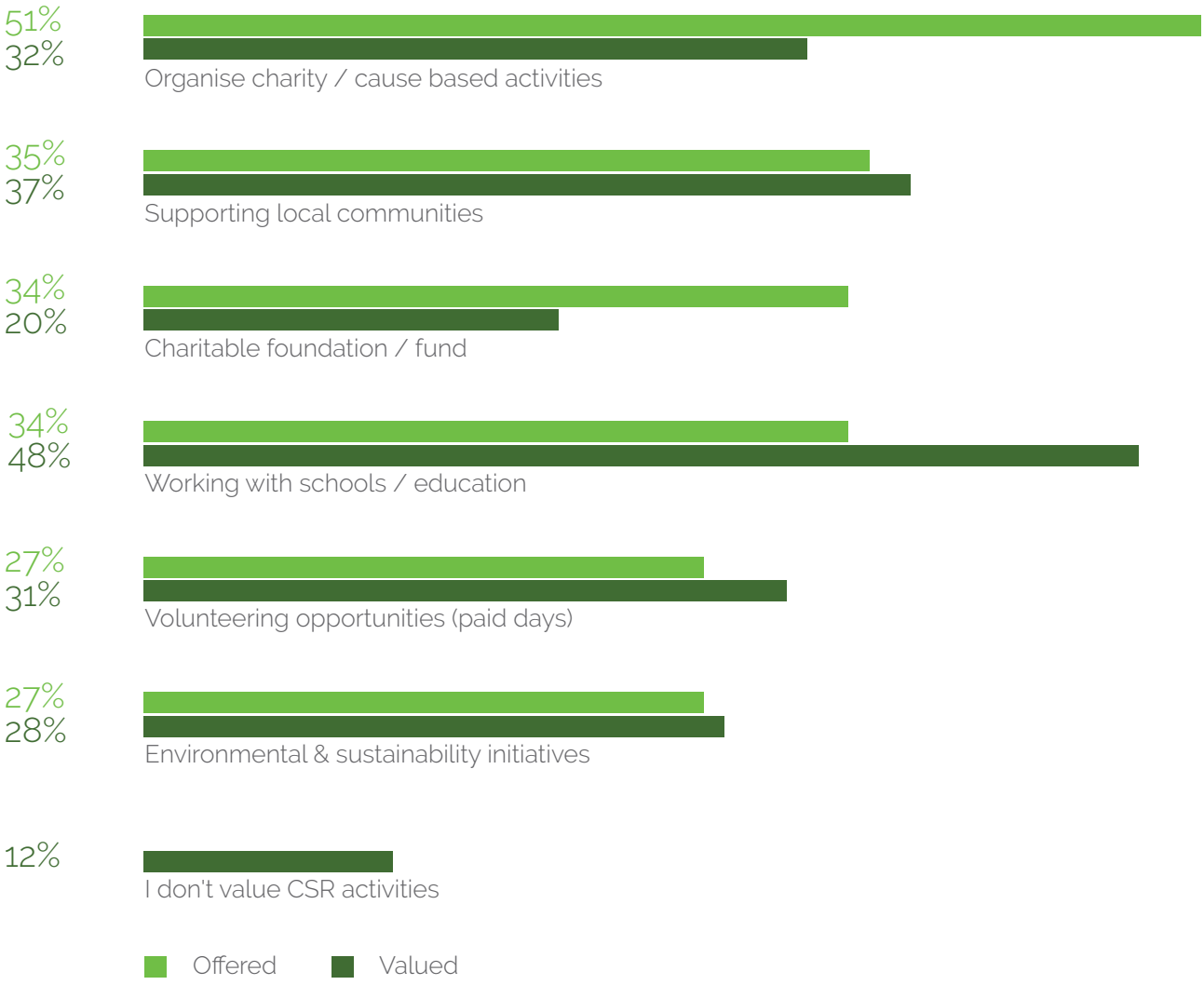
Base: All permanent employees at companies providing L&D

Within companies offering L&D, the most common opportunity offered to Engineering & Manufacturing professionals an online learning platform (**59%**), and the least likely was enabling employees to pursue their passions (e.g. learn a new language).

57% of our sample told us their employer offered them L&D opportunities.

1.6 CORPORATE SOCIAL RESPONSIBILITY

FIGURE 10: CORPORATE SOCIAL RESPONSIBILITY ACTIVITIES (OFFERED & PERSONALLY VALUED)



The most common CSR activities encouraged are charity-based activities but, according to our survey, Engineering & Manufacturing professionals prefer working with education as well as supporting their local communities.

It is assumed that one of the benefits of CSR is increased employee engagement and satisfaction. It is also assumed that employees want to work for a company involved in positive initiatives and with a strong public image, and that CSR initiatives will attract valuable and engaged employees.

However, our earlier questions about what is important to Engineering & Manufacturing professionals when they are looking for a new role does imply that CSR is the least likely factor to influence a change of job (reference Table 3). Nevertheless, it is positive to note that only **12%** say they don't value CSR activities.

66% say their company offers CSR activities.

12% say they don't value CSR activities.

Working with schools/education and supporting local communities are highly valued by Engineering & Manufacturing professionals.

1.7 SKILL SHORTAGES

TABLE 13: ACTIONS TAKEN BY EMPLOYERS TO ADDRESS SKILL SHORTAGES.

	Engineering & Manufacturing	All disciplines
Those working for companies with skill shortages	33%	26%
Recruited apprentices / graduates	46%	39%
Increased external hiring	41%	50%
Reskilled our current workforce	39%	34%
Recruited from other industries or professions	23%	22%
Recruited workers from other countries	21%	15%
Recruited from further afield in the UK	18%	15%
Utilising AI / automation	10%	14%
Other	23%	19%

Base: All working for companies with skill shortages

A third (**33%**) of Engineering & Manufacturing professionals reported that the companies they work for are experiencing skill shortages. To counter this, those companies were seen to have taken various actions to address those skill shortages – the most common being recruiting apprentices or graduates (**46%**), followed by increased external hiring (**41%**).

When we asked for more details about skill shortages, there were several skills areas which respondents indicated needed addressing. They included mechanical, electrical and maintenance skills, as well as an urgency to hire experienced Draughtsmen, Estimators, Technicians and Production Operators – the latter due to high staff turnover.

33% say their company is experiencing skill shortages.

> "There are shortages in specific engineering skills right across the North East."

> "Almost 40% of the workforce is over 55 years old. Senior management knows this yet does minimal hiring to maintain our knowledge base."

> "It's difficult to recruit suitable candidates as there is a shortage of applicants with relevant qualifications and skills."

1.8 RECRUITMENT

TABLE 14: HOW WILL THE NUMBER OF PEOPLE RECRUITED BY YOUR COMPANY CHANGE COMPARED TO LAST YEAR?

	Engineering & Manufacturing	All disciplines
Recruit more	31%	41%
No change	26%	24%
Recruit less	18%	11%
Don't know	25%	24%

We asked respondents whether they thought their organisation would be recruiting more people in the next 12 months and whilst a quarter admitted they didn't know, **31%** said they expected to see an increase on current recruitment levels, and only **18%** said there would be less recruitment.

57% say their companies will recruit at least the same or more people during 2020.

> "There's a lack of skilled operators and a high turnover of production staff."

> "Managers leave and are not replaced. Under skilled people are hired and workloads are just moved around."

TABLE 15: WHAT CHALLENGES DO YOU THINK YOUR COMPANY EXPECTS TO ENCOUNTER WHEN RECRUITING STAFF?

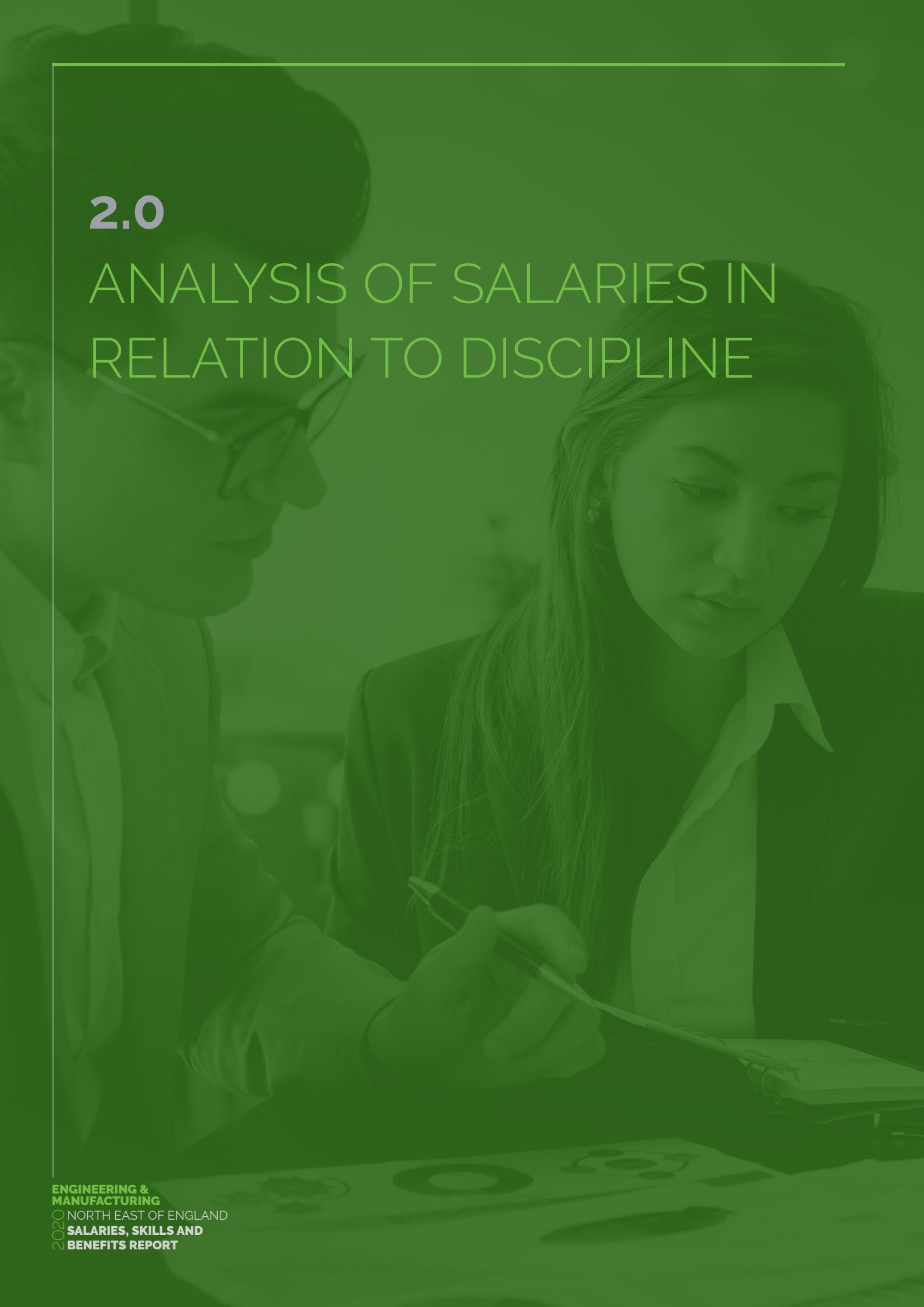
	Engineering & Manufacturing	All disciplines
Shortage of suitable candidates	52%	54%
Competition from other employers	31%	37%
Issues relating to Brexit	19%	17%
Applicants with unrealistic salary requirements	18%	22%
Immigration restrictions	5%	5%
Don't know	18%	19%
Not planning to recruit	21%	11%

52% think the companies they work for will have problems finding suitable candidates.

Whilst Engineering & Manufacturing professionals believe that most of their organisations will recruit staff during the year ahead, the majority expect a shortage of suitable candidates. This is compounded by competition from other employers and issues relating to Brexit.

2.0

ANALYSIS OF SALARIES IN RELATION TO DISCIPLINE



2.8 MANUFACTURING & ENGINEERING

JOB TITLE	AVERAGE	MINIMUM	MAXIMUM
SENIOR LEADERSHIP TEAM			
Plant / Site Director	£116,000	£82,000	£133,000
Operations Director	£77,000	£60,000	£135,000
R&D Director	£77,000	£62,000	£95,000
Quality Director	£75,000	£62,000	£90,000
Quality Manager	£55,000	£40,000	£85,000
Site / Plant Manager	£75,000	£60,000	£90,000
Operations Manager	£65,000	£50,000	£100,000
Head of Manufacturing	£90,000	£80,000	£140,000
Manufacturing Manager	£62,000	£50,000	£100,000
QUALITY AND CONTINUOUS IMPROVEMENT			
Quality Engineer	£39,000	£30,000	£50,000
Quality Inspector	£29,000	£21,000	£30,000
Quality Technician	£28,000	£21,000	£32,000
Continuous Improvement Manager	£60,000	£50,000	£70,000
Continuous Improvement Engineer	£45,000	£35,000	£50,000
PRODUCTION AND HSE			
Production Manager	£50,000	£35,000	£70,000
Production Shift Manager*	£43,000	£38,000	£50,000
Production Team Leader / Supervisor*	£36,000	£30,000	£45,000
Production Controller / Coordinator	£31,000	£26,000	£38,000
Group / Senior Health & Safety Manager	£70,000	£56,000	£100,000
Health & Safety Manager	£46,000	£34,000	£70,000
Health & Safety Officer / Advisor	£35,000	£26,000	£45,000

2.8 MANUFACTURING & ENGINEERING

JOB TITLE	AVERAGE	MINIMUM	MAXIMUM
ENGINEERING & MAINTENANCE			
Engineering Manager	£57,000	£37,000	£125,000
Maintenance Manager	£50,000	£33,000	£80,000
Manufacturing / Production / Process Engineer**	£41,000	£35,000	£53,000
Manufacturing Technician	£31,000	£26,000	£36,000
Maintenance Engineer **	£41,000	£35,000	£53,000
Maintenance Technician*	£38,000	£32,000	£42,000
Maintenance Technician (days)	£34,000	£26,000	£38,000

* including shift allowance

** includes senior

MANUFACTURING & ENGINEERING CAREER PYRAMID

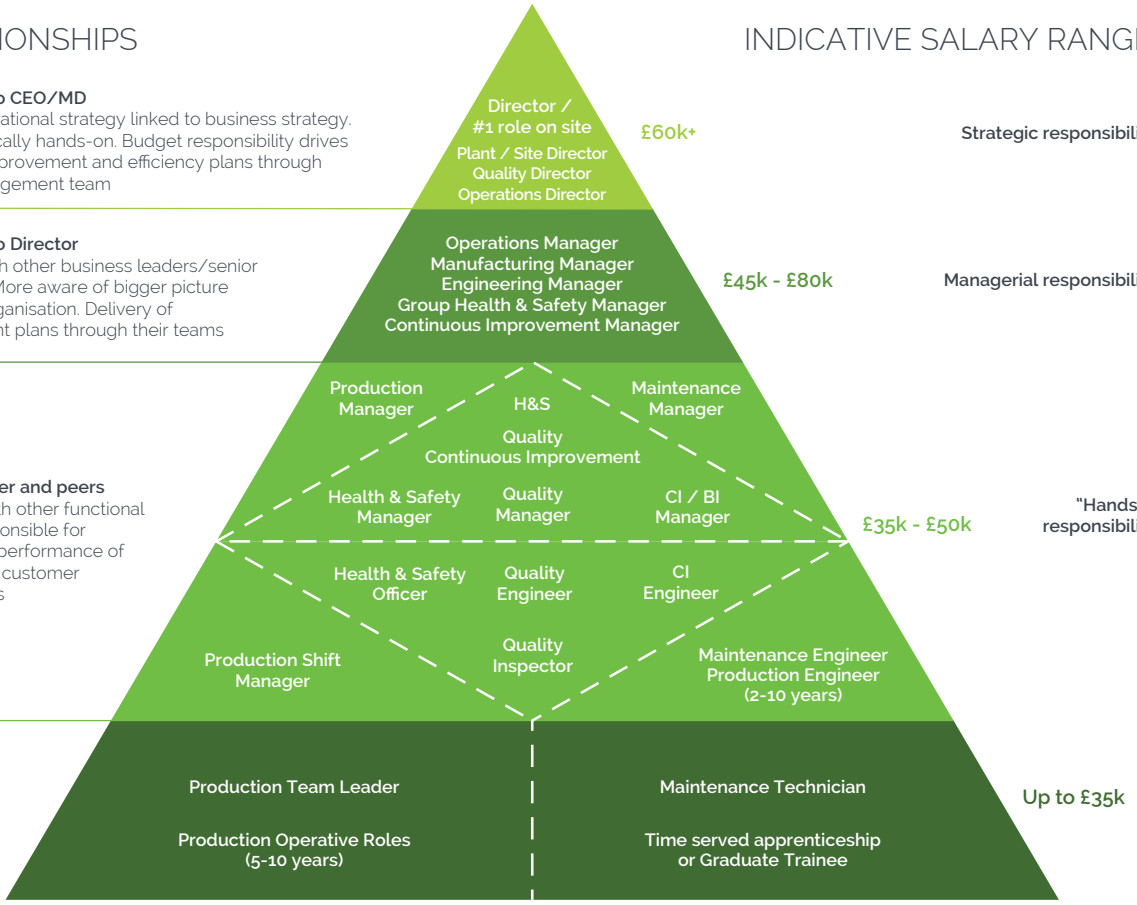
RELATIONSHIPS

Reporting to CEO/MD
Setting operational strategy linked to business strategy. Less technically hands-on. Budget responsibility drives site wide improvement and efficiency plans through senior management team

Reporting to Director
Working with other business leaders/senior managers. More aware of bigger picture within an organisation. Delivery of improvement plans through their teams

Line Manager and peers
Interface with other functional heads. Responsible for maximising performance of site to meet customer expectations

INDICATIVE SALARY RANGES



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

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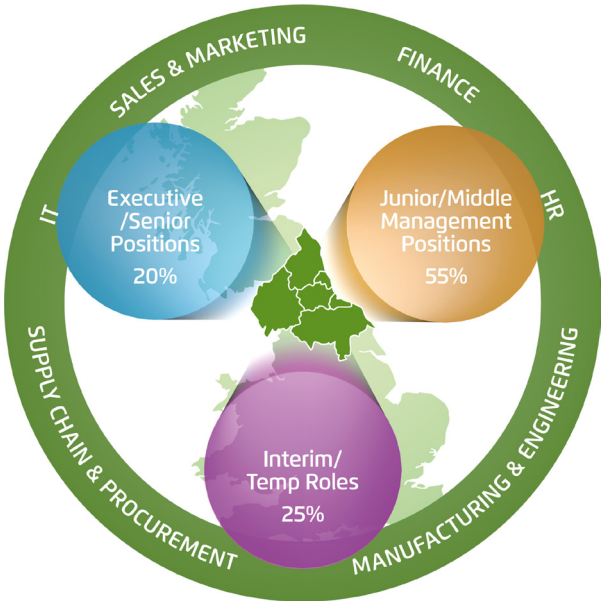
NIGEL WRIGHT: OUR PROPOSITION

Nigel Wright Group has 2 specialist recruitment divisions:

1. The leading and largest, multi-discipline recruitment business specialising in the North of England, with deep expertise across every discipline.
2. We are Europe's number one consumer sector recruitment specialist.

OUR REGIONAL PROPOSITION



Nigel Wright has been the preferred talent partner for the last 30 years.

1. We have significant experience in bringing together high-calibre candidates and local/global organisations for individual assignments and as part of a long-term account.
2. Our depth and breadth of experience for handling large scale, transformational recruitment projects is extensive and we have the capacity and capabilities required to provide clients with excellent service levels whilst helping achieve their objectives.

Our clients trust us to quickly attract the highest calibre and most suitable candidates first time.

1. We access candidates that others can't
2. Our customers believe we enhance their employer brand
3. We control the process and manage risk, allowing you to focus on your day job
4. We deliver sustainable results that produce long term value

OUR OFFICES

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