

SALARY SURVEY & JOB MARKET OVERVIEW

Q4 2022

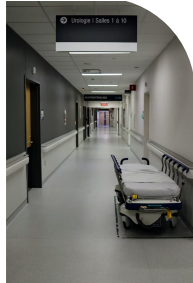
THE
RECRUITMENT C^o

ALWAYS IN GOOD COMPANY

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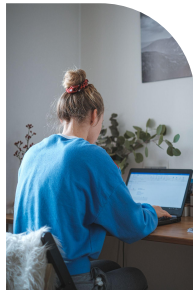
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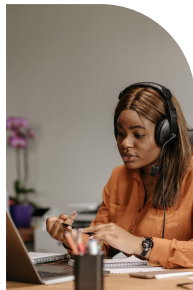
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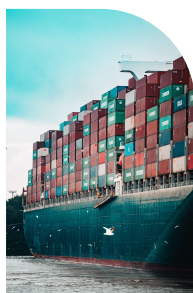
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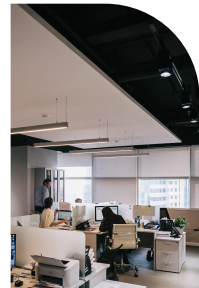
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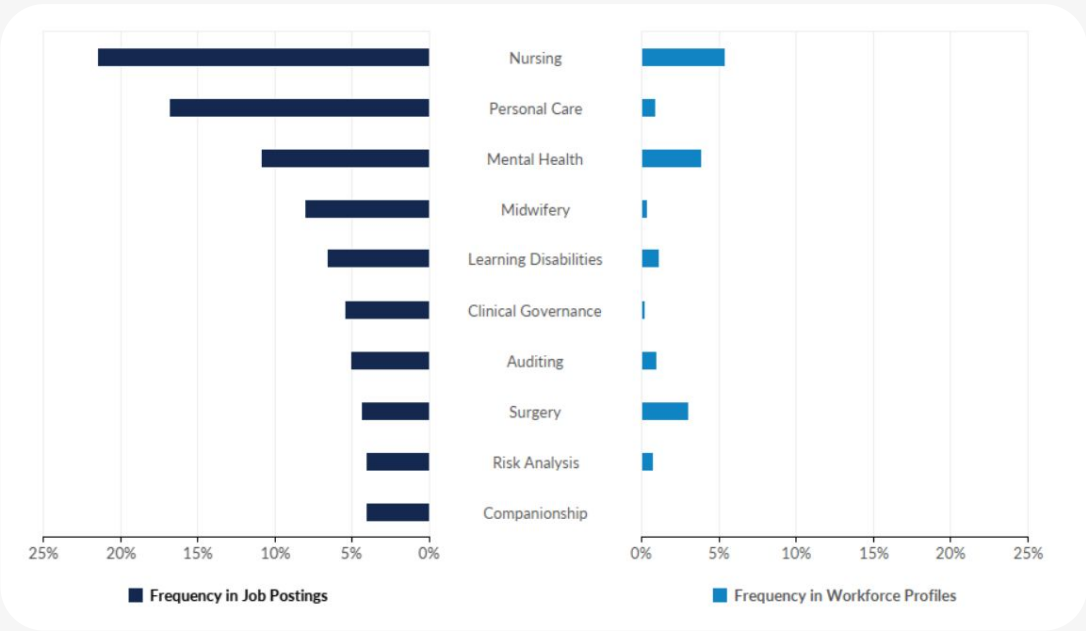
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PUBLIC SECTOR

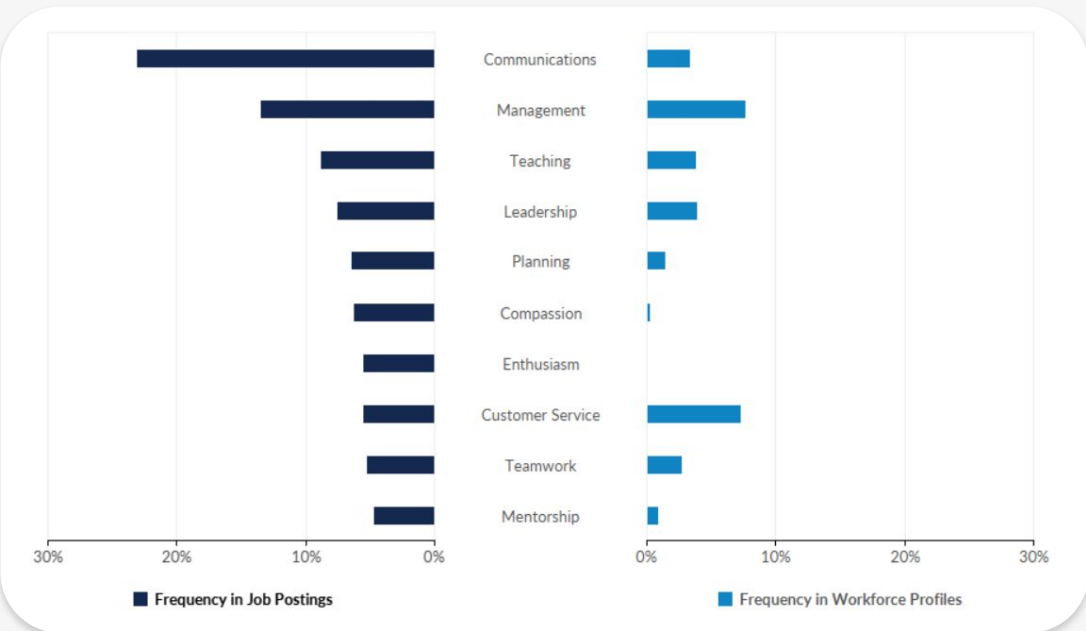
TOP TITLES & SALARIES.

Job Title	£-Minimum	£-Average	£-Maximum
Support Worker	13,300	21,671	39,000
Care Assistant	13,300	21,042	36,800
Nurse	12,000	32,308	62,000
Healthcare Assistant	13,300	20,616	48,200
Staff Nurse	15,000	30,323	48,000
Senior Care Assistant	13,300	21,587	34,300
Optometrist	25,000	54,113	93,000
General Practitioner	18,000	69,991	156,000
Dentist	15,000	76,022	183,000
Occupational Therapist	17,000	35,282	58,000

TOP SPECIALISED SKILLS REQUIRED:



TOP COMMON SKILLS REQUIRED:





TOP JOB TITLES BEING RECRUITED

1. Support Worker
2. Care Assistant
3. Nurse
4. Healthcare Assistant
5. Staff Nurse
6. Senior Care Assistant
7. Optometrist
8. General Practitioner
9. Dentist
10. Occupational Therapist

TOP CITIES RECRUITING

1. London
2. Birmingham
3. Manchester
4. Bristol
5. Leeds
6. Liverpool
7. Nottingham
8. Glasgow
9. Southampton
10. Sheffield



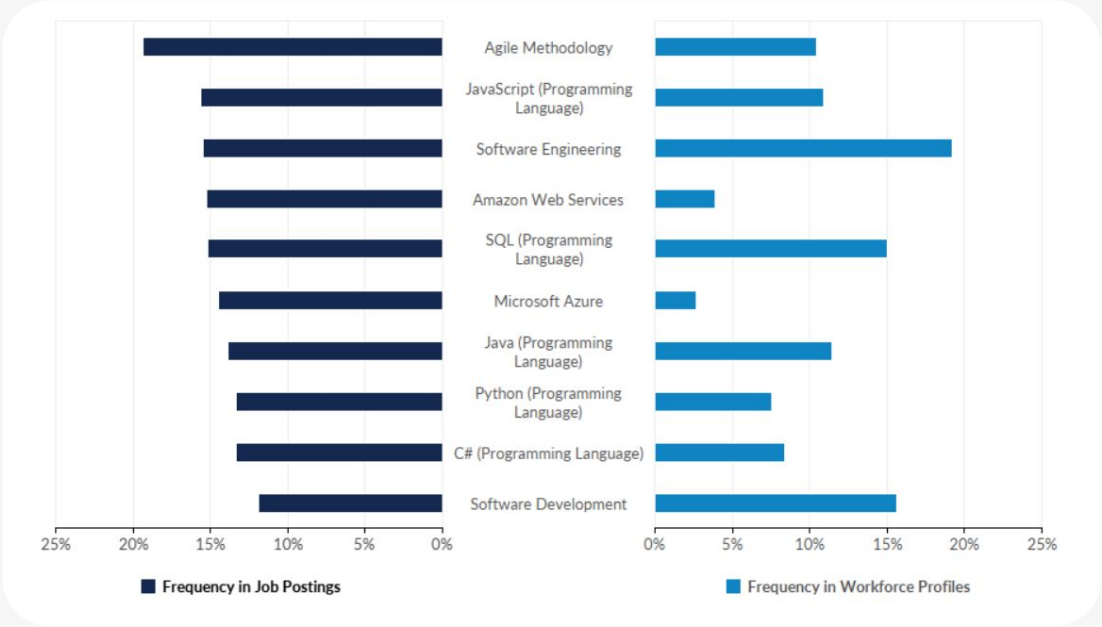
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INFORMATION TECHNOLOGY

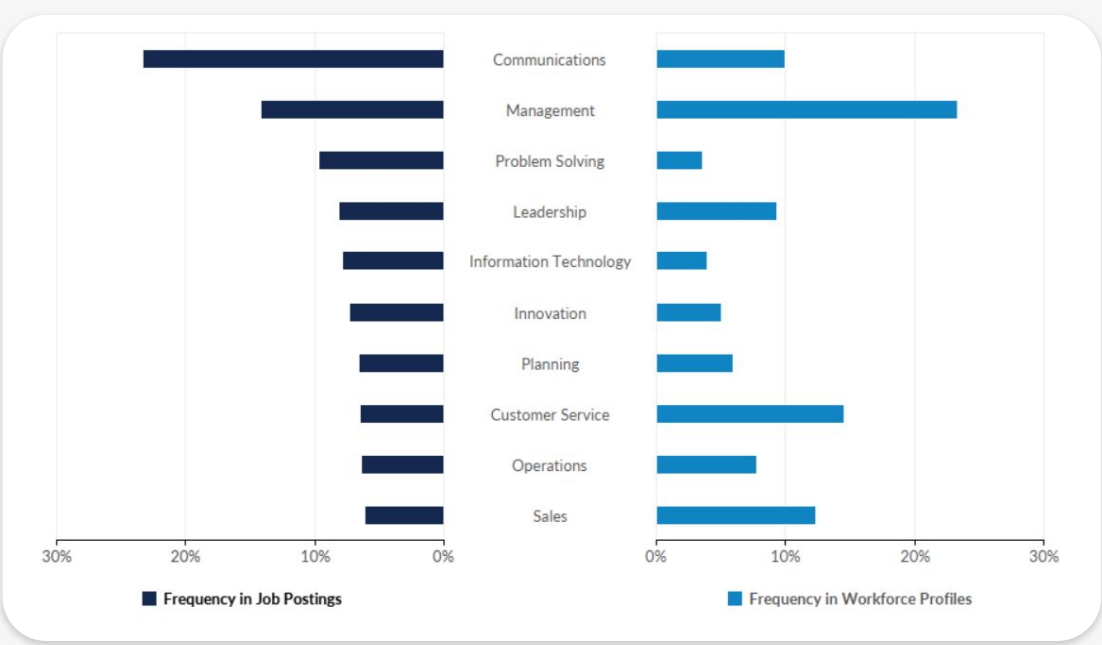
TOP TITLES & SALARIES.

Job Title	£-Minimum	£-Average	£-Maximum
Business Analyst	13,000	44,445	93,000
Software Engineer	11,000	49,072	114,000
.net Developer	13,000	52,042	115,000
Data Engineer	18,000	60,146	128,000
Data Analyst	8,900	34,493	77,000
Software Developer	12,000	52,821	121,000
DevOps Engineer	22,000	69,603	141,000
Java Developer	22,000	68,472	139,000
Senior Software Engineer	21,000	63,730	128,000
IT Support Engineer	10,000	26,747	52,000

TOP SPECIALISED SKILLS REQUIRED:



TOP COMMON SKILLS REQUIRED:





TOP JOB TITLES BEING RECRUITED

1. Business Analyst
2. Software Engineer
3. .net Developer
4. Data Engineer
5. Data Analyst
6. Software Developer
7. DevOps Engineer
8. Java Developer
9. Senior Software Engineer
10. IT Support Engineer

TOP CITIES RECRUITING

1. London
2. Manchester
3. Birmingham
4. Bristol
5. Leeds
6. Glasgow
7. Cardiff
8. Sheffield
9. Liverpool
10. Southampton



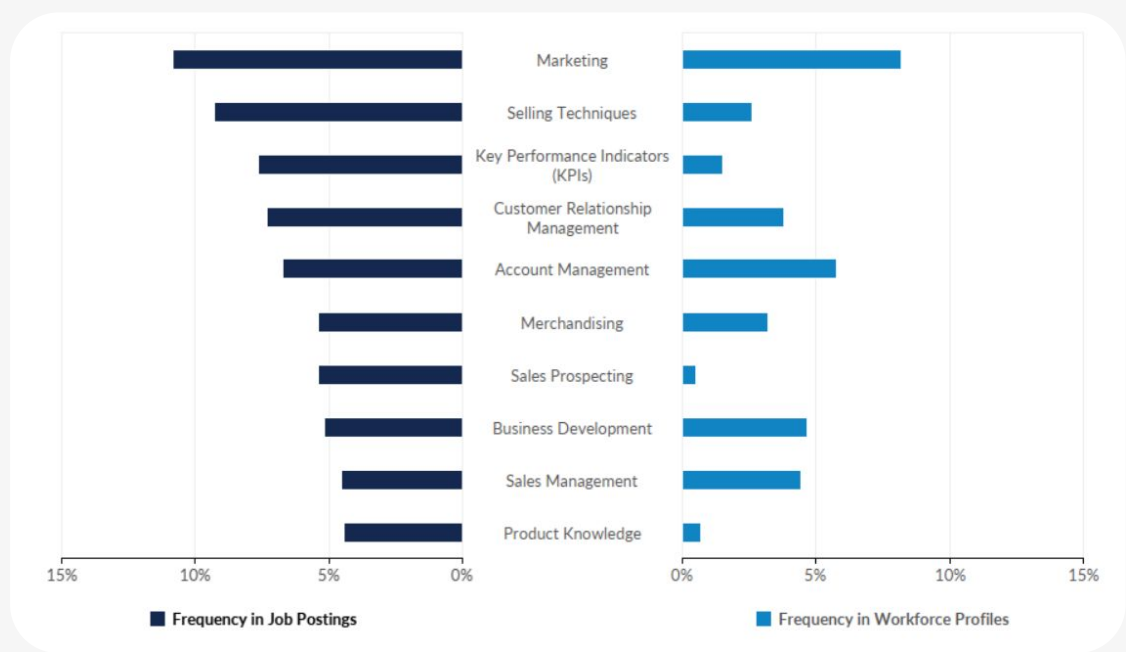
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SALES & CUSTOMER SERVICE

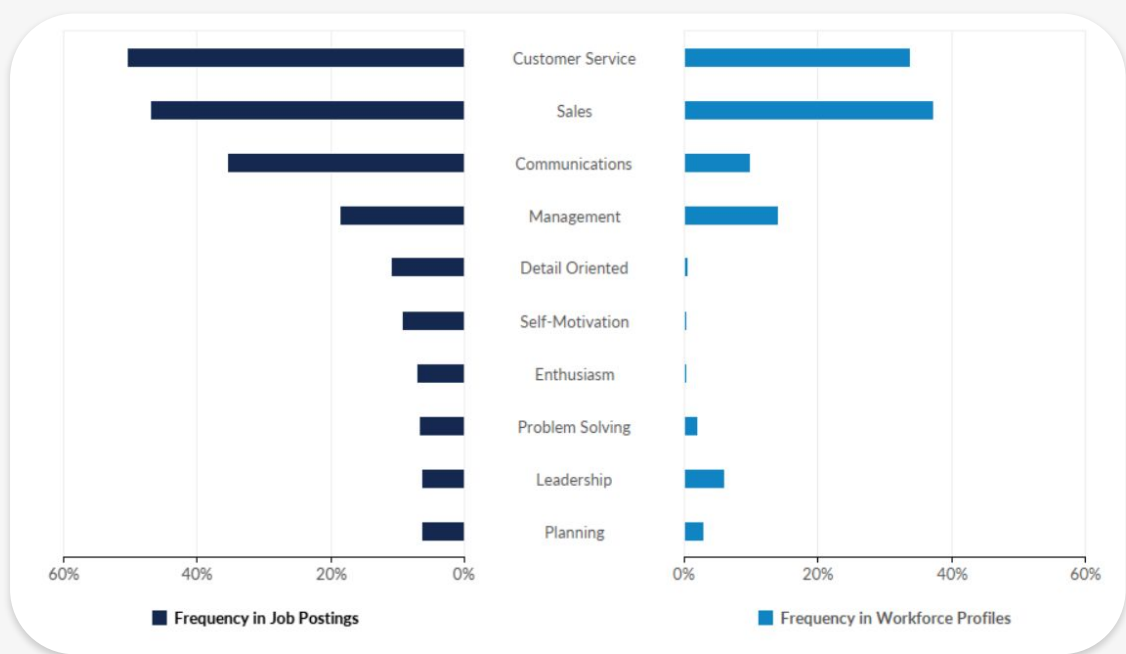
TOP TITLES & SALARIES.

Job Title	£-Minimum	£-Average	£-Maximum
Customer Service Advisor	8,600	21,169	40,000
Sales Executive	7,500	27,181	64,000
Business Development Manager	10,000	38,189	84,000
Receptionist	9,200	20,577	37,000
Sales Assistant	13,300	20,918	28,600
Customer Assistant	13,300	19,973	30,300
Management Accountant	15,000	36,608	67,000
Customer Team Leader	9,500	33,603	73,000
Sales Advisor	7,500	22,578	49,000
Customer Team Member	8,600	21,169	40,000

TOP SPECIALISED SKILLS REQUIRED:



TOP COMMON SKILLS REQUIRED:





TOP JOB TITLES BEING RECRUITED

1. Customer Service Advisor
2. Sales Executive
3. Business Development Manager
4. Receptionist
5. Sales Assistant
6. Customer Assistant
7. Management Accountant
8. Customer Team Leader
9. Sales Advisor
10. Customer Team Member

TOP CITIES RECRUITING

1. London
2. Manchester
3. Birmingham
4. Bristol
5. Leeds
6. Glasgow
7. Liverpool
8. Sheffield
9. Cardiff
10. Edinburgh



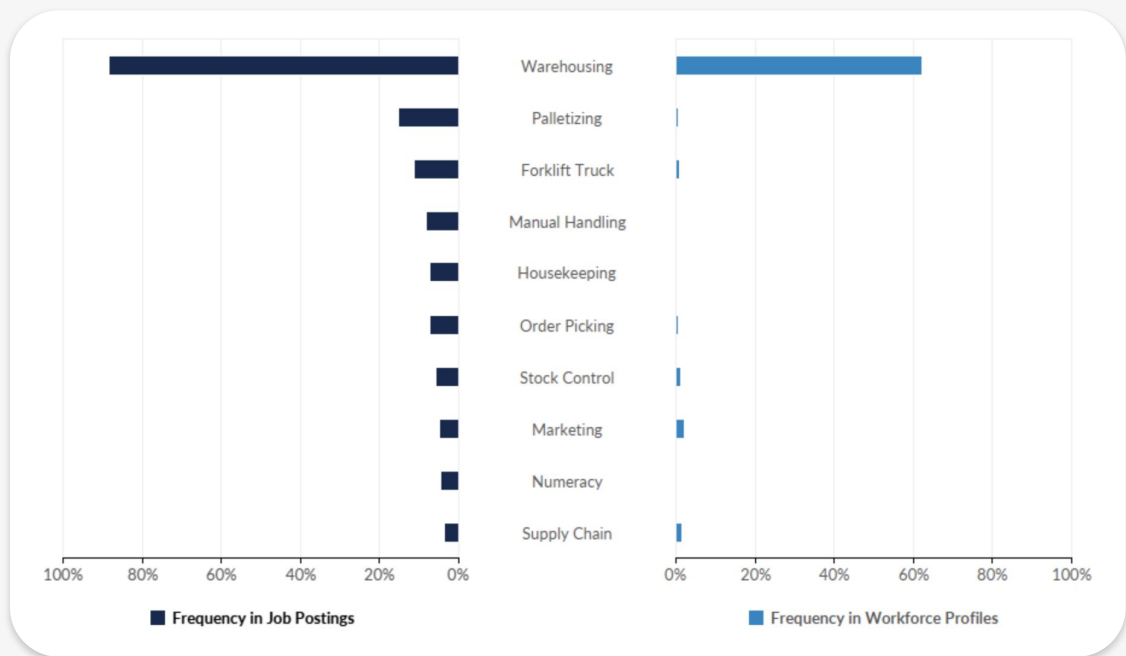
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LOGISTICS & DISTRIBUTION

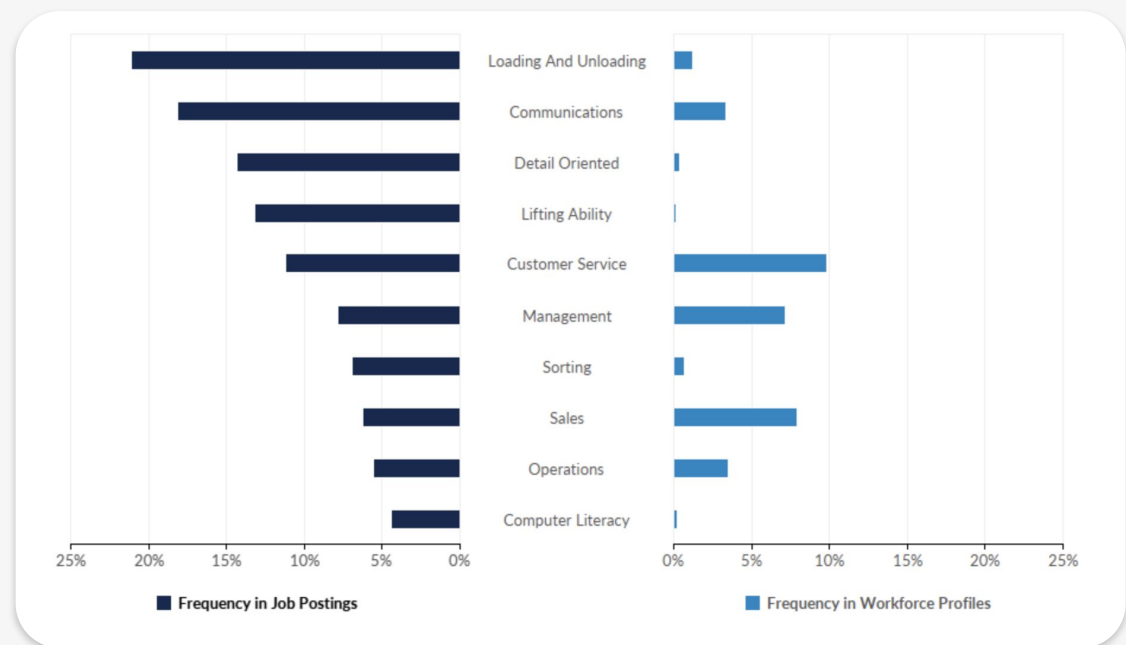
TOP TITLES & SALARIES

Job Title	£-Minimum	£-Average	£-Maximum
Warehouse Operative	13,300	21,361	38,600
Picker Packer	13,300	22,044	37,700
Warehouse Worker	13,300	21,361	38,600
Forklift Driver	13,300	25,969	44,400
Coldstore Picker / Order Picker	13,400	22,207	39,300
Reach Truck Driver	13,300	25,969	44,400
Counterbalance Forklift Driver	13,300	25,969	44,400
Delivery Driver	13,300	24,758	42,500
Despatch Operative	13,300	24,244	42,900
Forklift Truck Driver VNA/Reach	13,300	25,969	44,400

TOP SPECIALISED SKILLS REQUIRED:



TOP COMMON SKILLS REQUIRED:





TOP JOB TITLES BEING RECRUITED

1. Warehouse Operative
2. Picker Packer
3. Warehouse Worker
4. Forklift Driver
5. Coldstore Picker / Order Picker
6. Reach Truck Driver
7. Counterbalance Forklift Driver
8. Delivery Driver
9. Despatch Operative
10. Forklift Truck Driver VNA/Reach

TOP CITIES RECRUITING

1. Northampton
2. Milton Keynes
3. Derby
4. Bedford
5. Bristol
6. Doncaster
7. Wellingborough
8. Rugby
9. Barnsley
10. Lutterworth



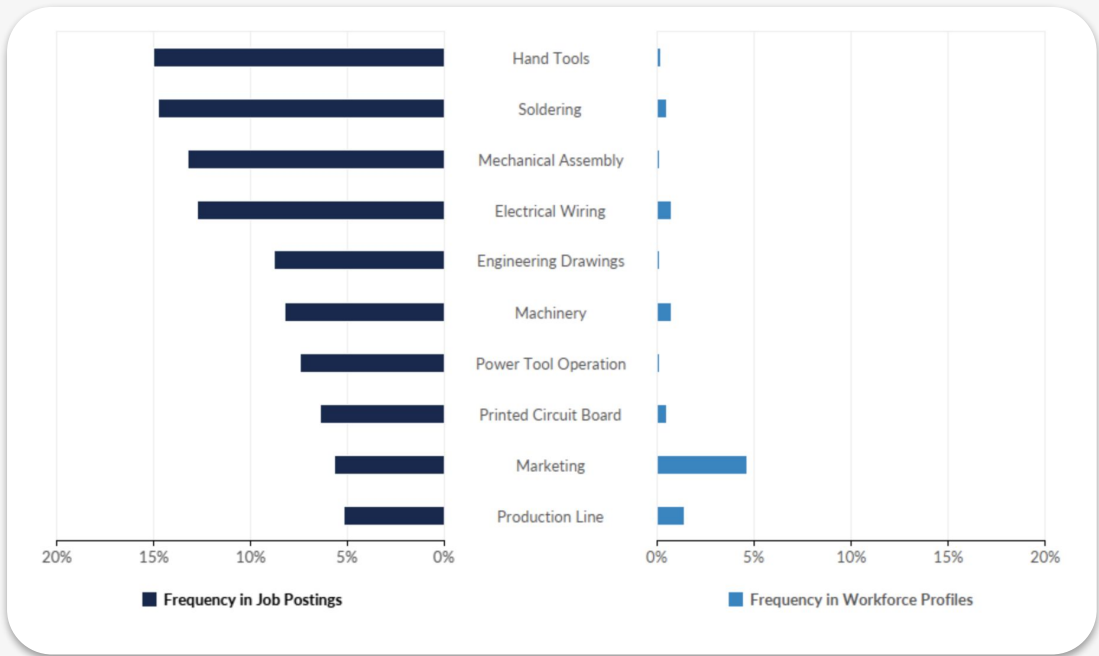
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PRODUCTION & MANUFACTURING

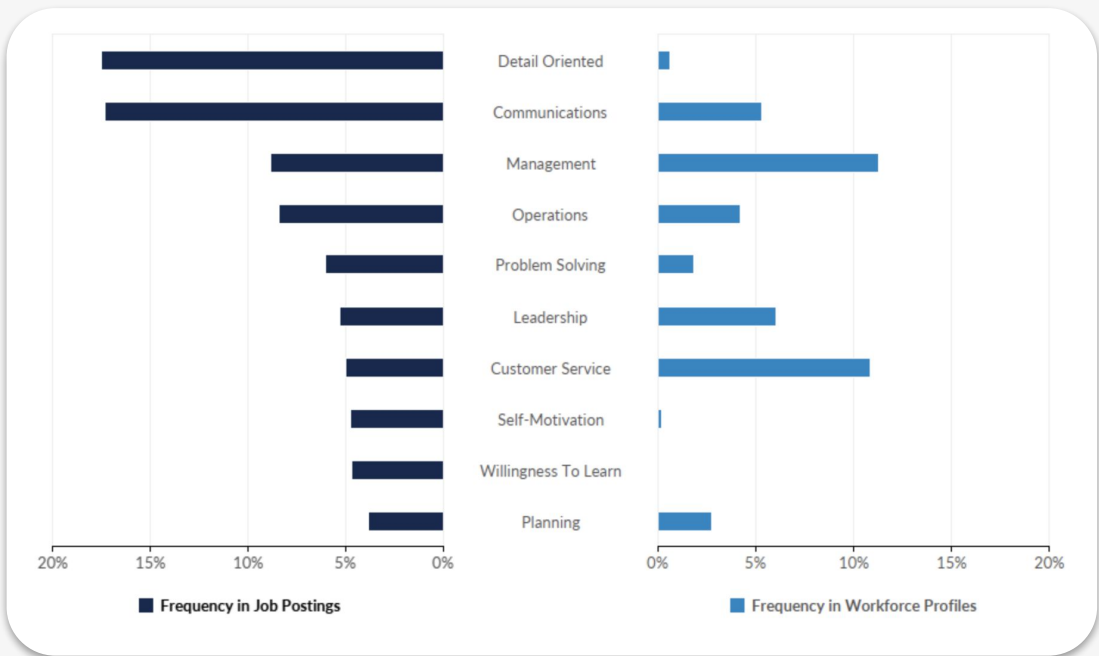
TOP TITLES & SALARIES

Job Title	£-Minimum	£-Average	£-Maximum
Production Operative	13,300	22,633	35,800
Food Production Operative	13,300	22,633	35,800
Hygiene Operative	13,300	24,244	42,900
CNC Setter	13,300	29,415	41,900
FLT/MHE Driver	13,300	25,969	44,400
Factory Production Operative	13,300	22,633	35,800
Quality Controller	13,000	26,279	40,000
Warehouse Operative	13,300	21,361	38,600
Assembly Operator	13,300	21,087	37,700
Line Operative	13,300	21,684	32,500

TOP SPECIALISED SKILLS REQUIRED:



TOP COMMON SKILLS REQUIRED:





TOP JOB TITLES BEING RECRUITED

1. Production Operative
2. Food Production Operative
3. Hygiene Operative
4. CNC Setter
5. FLT/MHE Driver
6. Factory Production Operative
7. Quality Controller
8. Warehouse Operative
9. Assembly Operator
10. Line Operative

TOP CITIES RECRUITING

1. Wisbech
2. Kings Lynn
3. Pontypool
4. Leeds
5. Corby
6. Littleborough
7. Cwmbran
8. Halifax
9. Manchester
10. Kettering



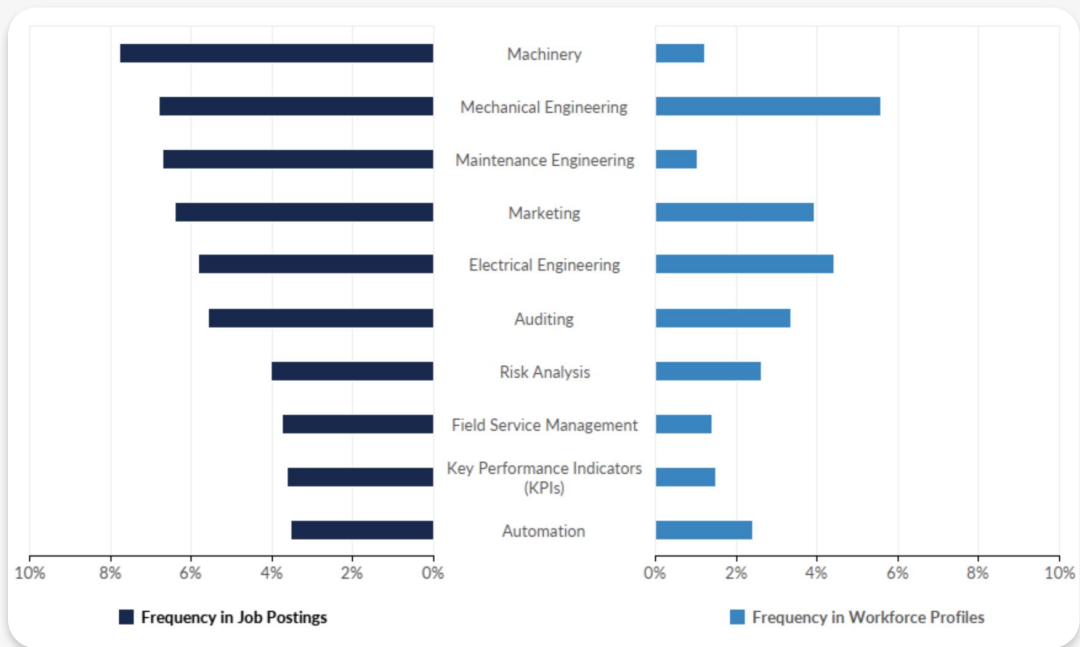
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ENGINEERING

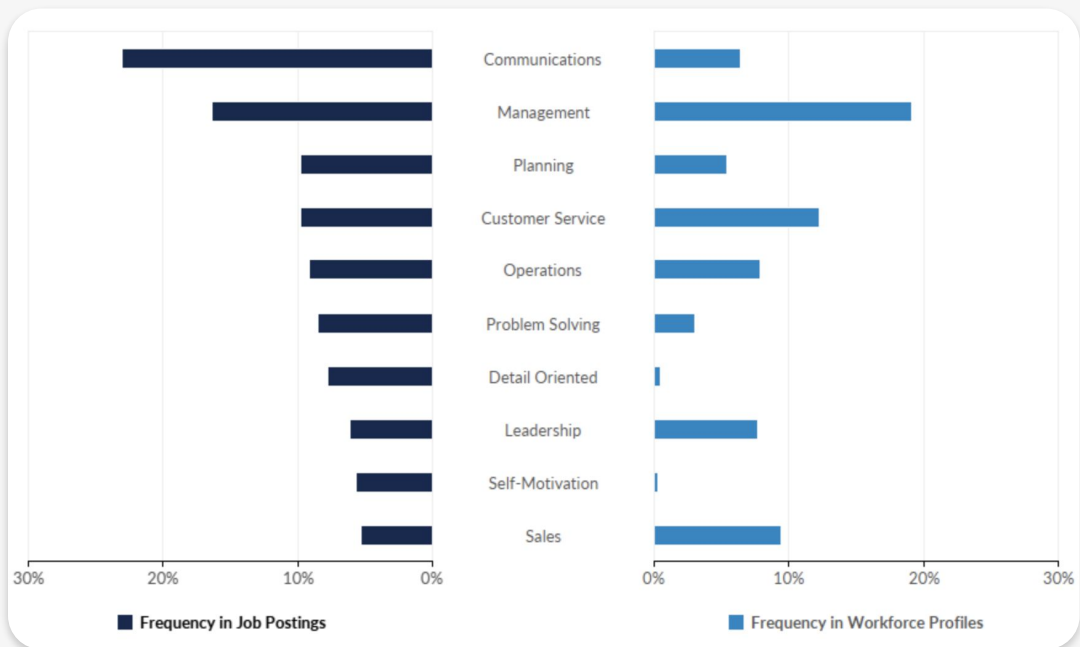
TOP TITLES & SALARIES

Job Title	£-Minimum	£-Average	£-Maximum
Maintenance Engineer	12,000	38,370	78,000
Field Service Engineer	13,000	31,233	56,000
Electrician	13,300	34,461	92,700
Electrical Engineer	17,000	37,699	66,000
Mechanical Design Engineer	15,000	38,597	73,000
Engineer	9,100	35,646	80,000
Project Engineer	15,000	39,294	74,000
Electrical Maintenance Engineer	17,000	37,699	66,000
Welder Fabricator	13,000	28,977	47,000
Mechanical Engineer	11,000	36,180	75,000

TOP SPECIALISED SKILLS REQUIRED:



TOP COMMON SKILLS REQUIRED:



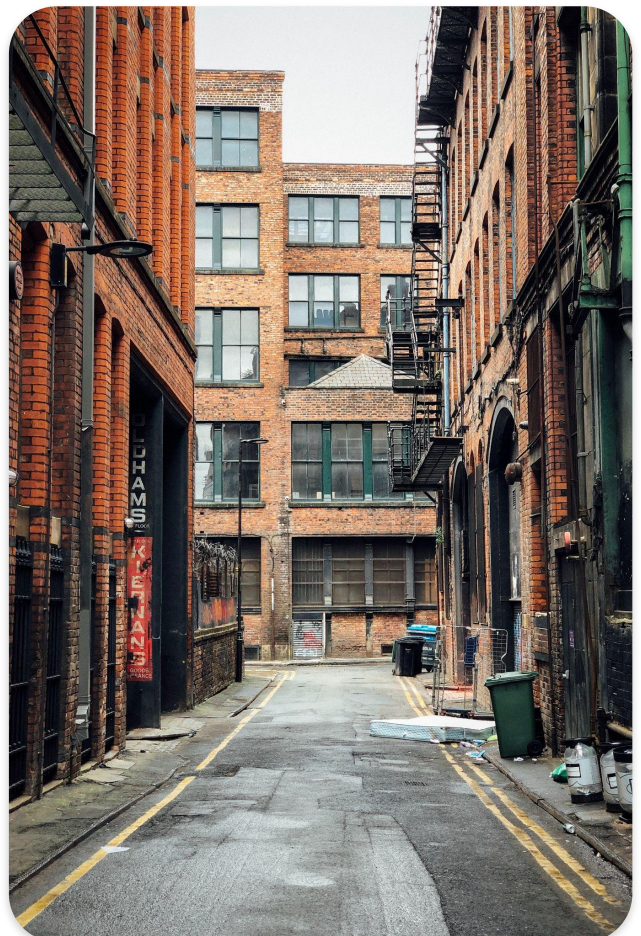


TOP JOB TITLES BEING RECRUITED

1. Maintenance Engineer
2. Field Service Engineer
3. Electrician
4. Electrical Engineer
5. Mechanical Design Engineer
6. Engineer
7. Project Engineer
8. Electrical Maintenance Engineer
9. Welder Fabricator
10. Mechanical Engineer

TOP CITIES RECRUITING

1. London
2. Bristol
3. Birmingham
4. Manchester
5. Glasgow
6. Leeds
7. Cambridge
8. Sheffield
9. Aberdeen
10. Nottingham



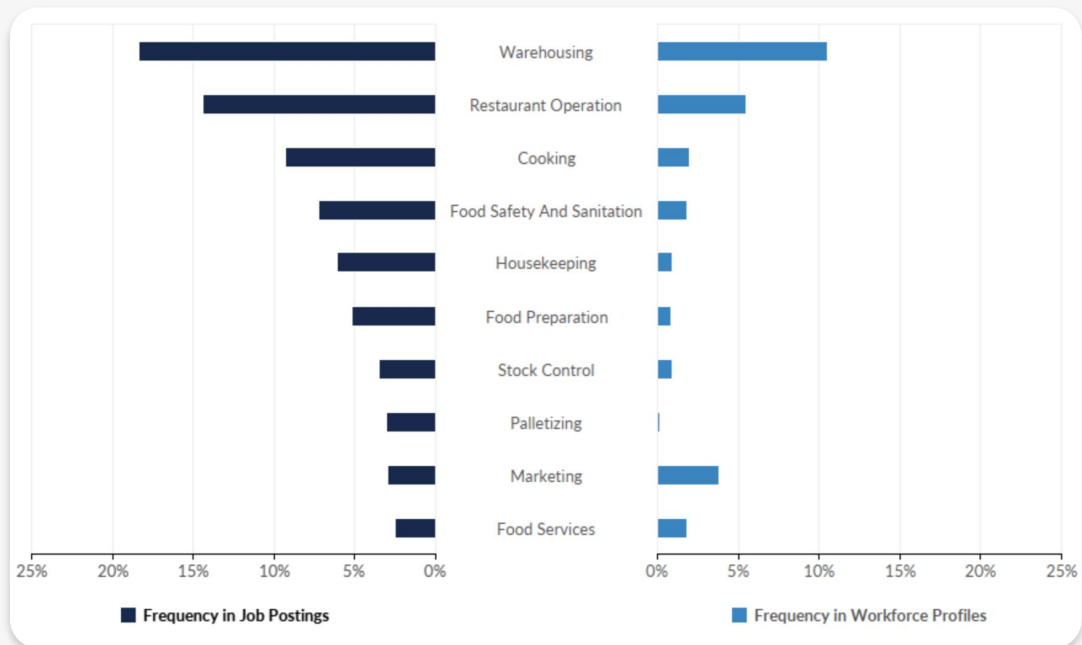
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HOSPITALITY & CATERING

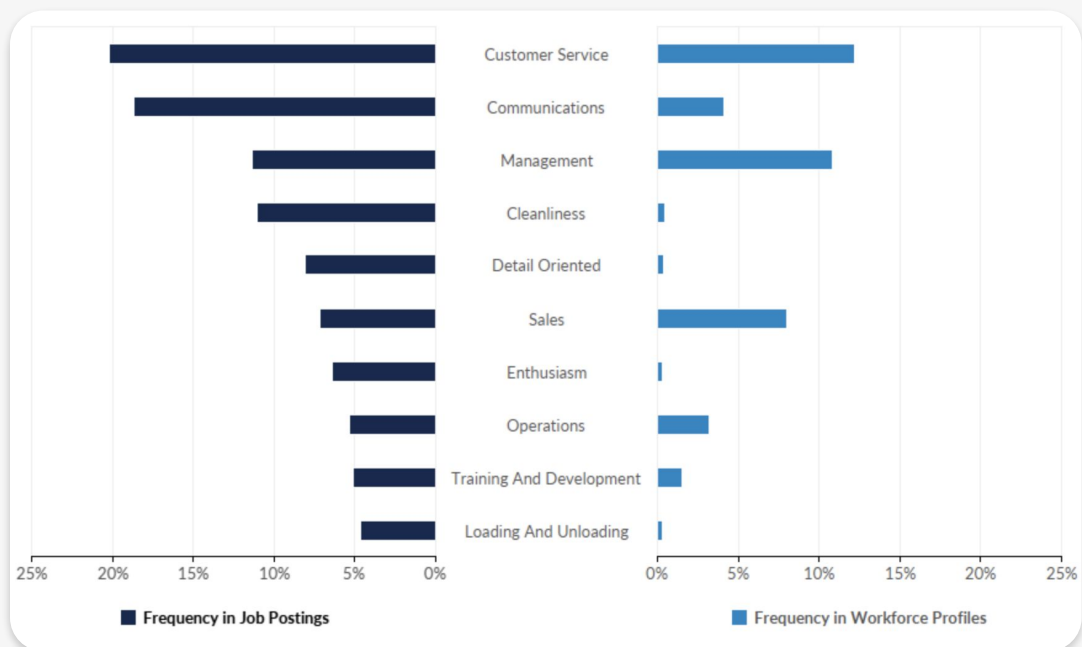
TOP TITLES & SALARIES.

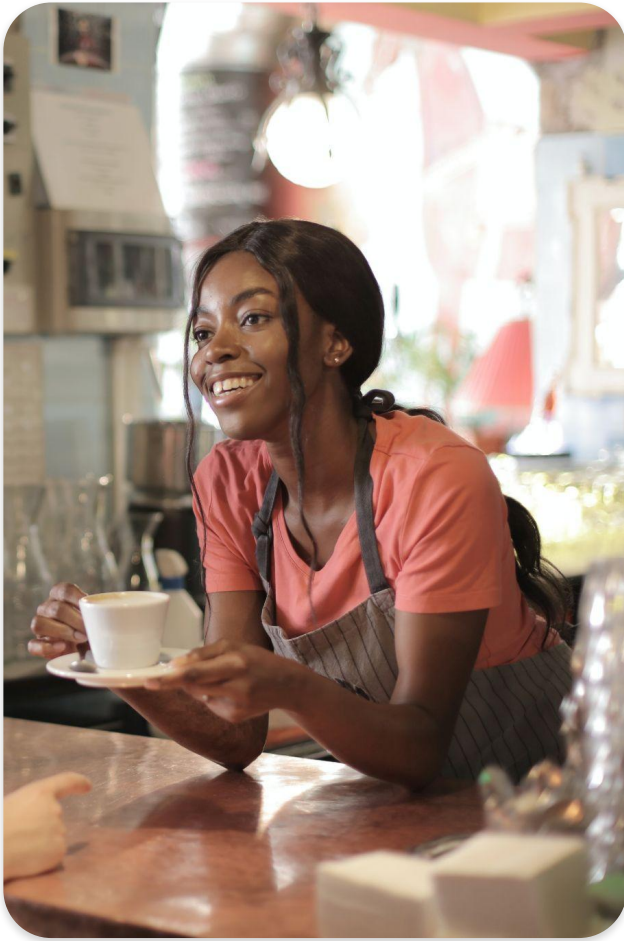
Job Title	£-Minimum	£-Average	£-Maximum
Cleaner	13,300	18,962	30,600
Chef	13,300	24,567	40,900
Kitchen Assistant	13,300	17,533	29,400
Barista	13,300	20,245	30,600
Housekeeper	13,300	20,777	33,400
Kitchen Porter	13,300	20,346	29,900
Chef de Partie	13,300	26,851	39,900
Sous Chef	14,000	30,643	53,000
Head Chef	15,000	35,809	65,000
Front of House	13,300	22,597	31,100

TOP SPECIALISED SKILLS REQUIRED:



TOP COMMON SKILLS REQUIRED:





TOP JOB TITLES BEING RECRUITED

1. Cleaner
2. Chef
3. Kitchen Assistant
4. Barista
5. Housekeeper
6. Kitchen Porter
7. Chef de Partie
8. Sous Chef
9. Head Chef
10. Front of House

TOP CITIES RECRUITING

1. London
2. Edinburgh
3. Bristol
4. Manchester
5. Birmingham
6. Glasgow
7. Leeds
8. Liverpool
9. Oxford
10. Nottingham



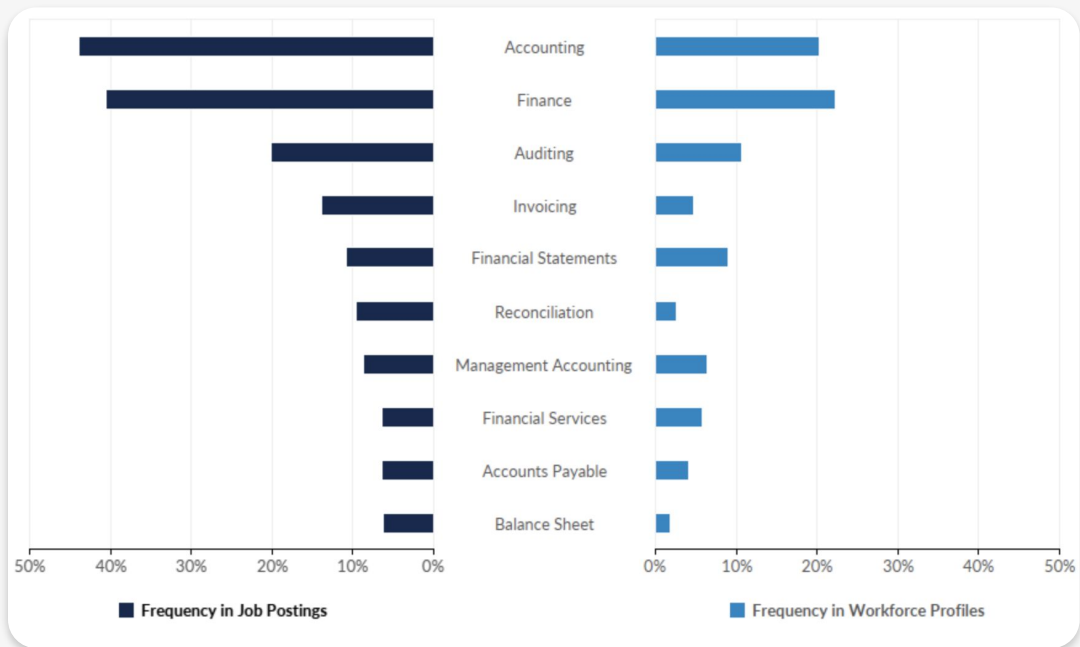
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FINANCE

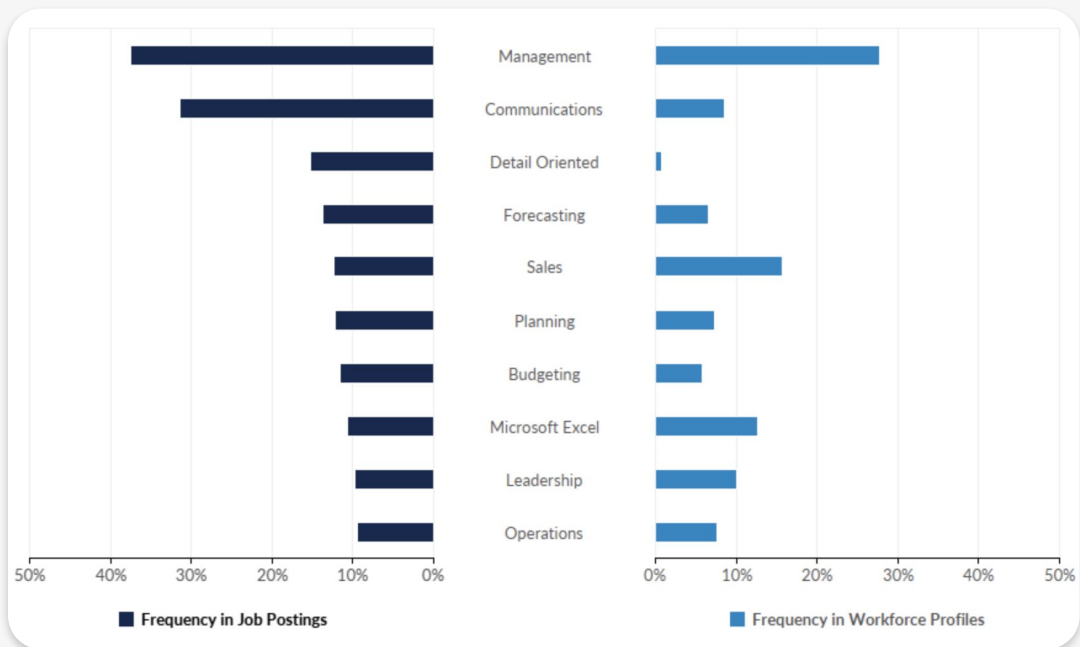
TOP TITLES & SALARIES.

Job Title	£-Minimum	£-Average	£-Maximum
Accounts Assistants	10,000	23,108	41,000
Management Accountant	15,000	36,609	67,000
Finance Manager	16,000	45,256	88,000
Finance Assistant	9,800	22,716	41,000
Credit Controller	9,200	23,825	45,000
Finance Controller	18,000	57,033	116,000
Finance Business Partner	18,000	48,477	93,000
Accountant	10,000	35,227	74,000
Financial Accountant	17,000	42,706	80,000
Finance Analyst	12,000	36,668	74,000

TOP SPECIALISED SKILLS REQUIRED:



TOP COMMON SKILLS REQUIRED:





TOP JOB TITLES BEING RECRUITED

1. Accounts Assistants
2. Management Accountant
3. Finance Manager
4. Finance Assistant
5. Credit Controller
6. Finance Controller
7. Finance Business Partner
8. Accountant
9. Financial Accountant
10. Finance Analyst

TOP CITIES RECRUITING

1. London
2. Manchester
3. Birmingham
4. Leeds
5. Bristol
6. Glasgow
7. Edinburgh
8. Belfast
9. Liverpool
10. Milton Keynes



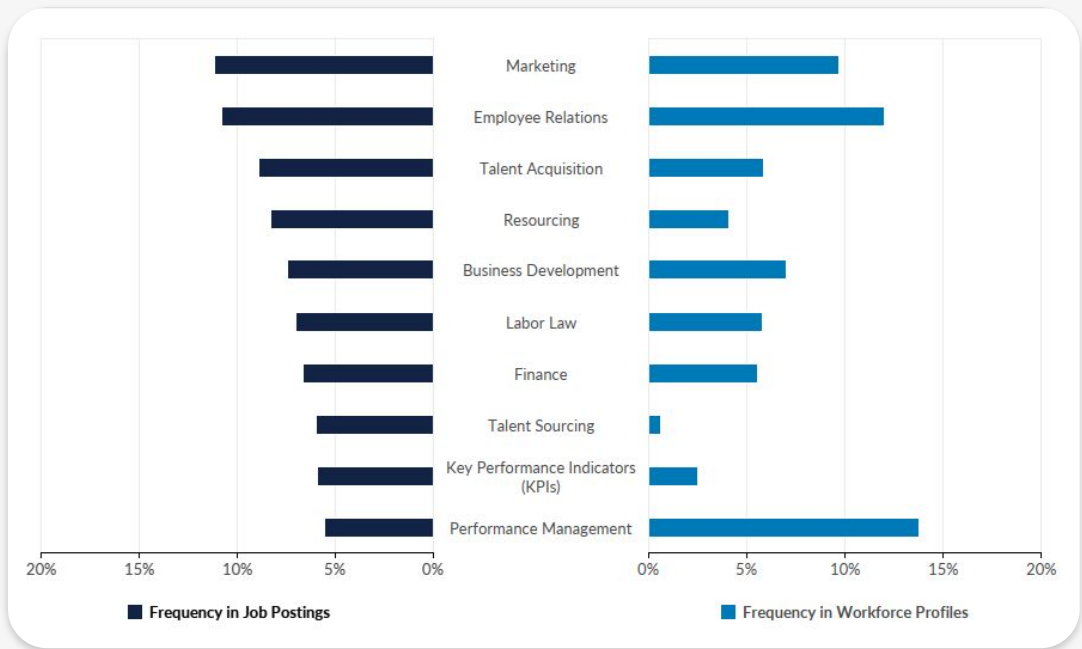
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HUMAN RESOURCES

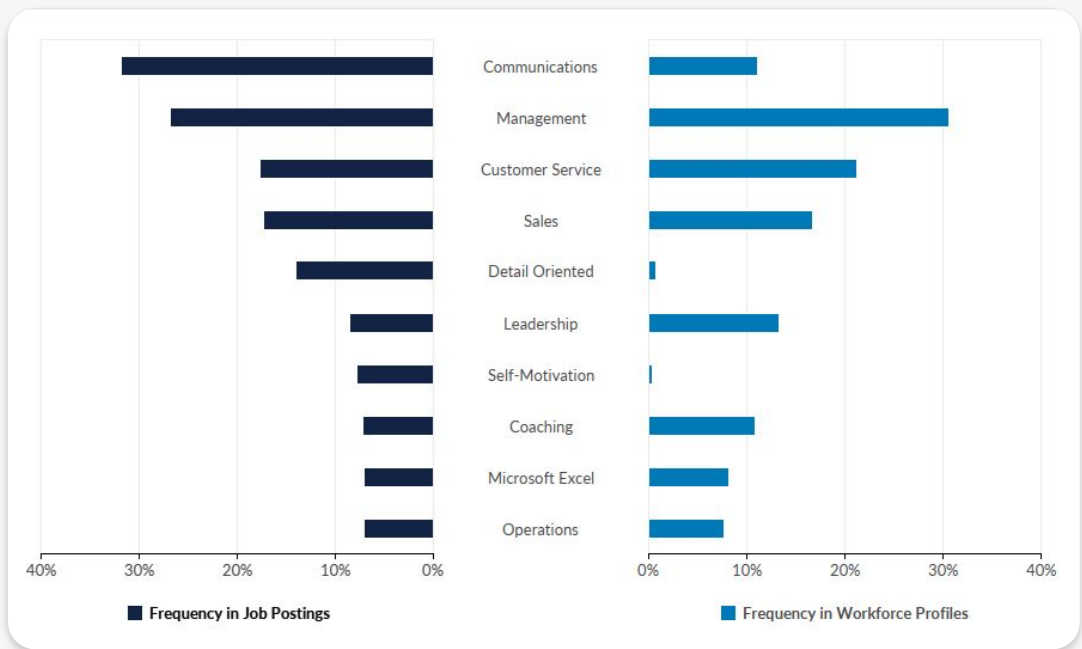
TOP TITLES & SALARIES.

Job Title	£-Minimum	£-Average	£-Maximum
Recruitment Consultant	7,500	25,141	60,000
HR Advisor	15,000	31,186	53,000
Trainee Recruitment Consultant	7,500	25,141	60,000
HR Administrator	11,000	22,750	37,000
HR Business Partner	16,000	46,130	92,000
HR Manager	16,000	42,280	80,000
Payroll Administrator	11,000	23,359	38,000
HR Assistant	10,000	22,735	41,000
Recruitment Coordinator	11,000	25,200	45,000
HR Officer	10,000	26,891	51,000

TOP SPECIALISED SKILLS REQUIRED:



TOP COMMON SKILLS REQUIRED:





TOP JOB TITLES BEING RECRUITED

1. Recruitment Consultant
2. HR Advisor
3. Trainee Recruitment Consultant
4. HR administrator
5. HR business Partner
6. HR manager
7. Payroll Administrator
8. HR assistant
9. Recruitment Coordinator
10. HR officer

TOP CITIES RECRUITING

1. London
2. Manchester
3. Birmingham
4. Bristol
5. Leeds
6. Glasgow
7. Liverpool
8. Cardiff
9. Southampton
10. Sheffield



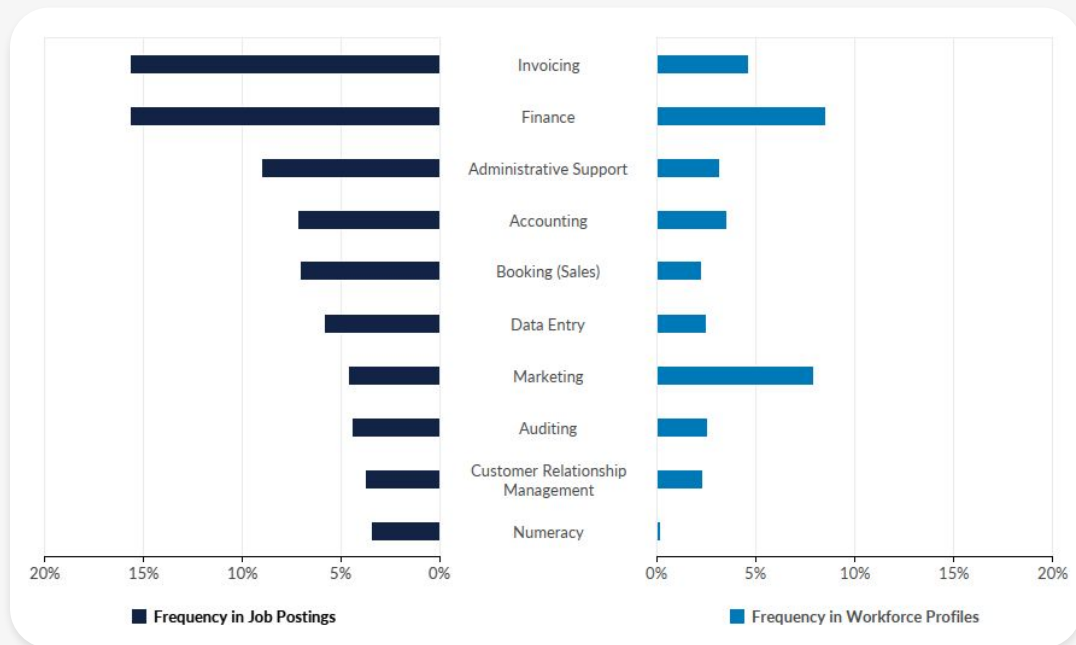
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ADMINISTRATION & SECRETARIAL

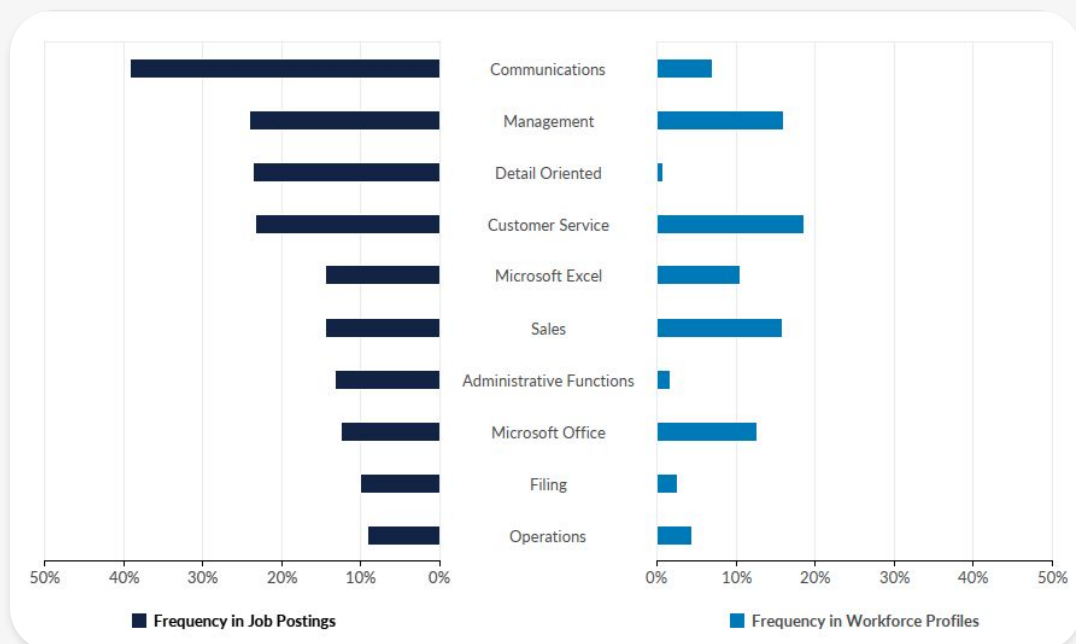
TOP TITLES & SALARIES.

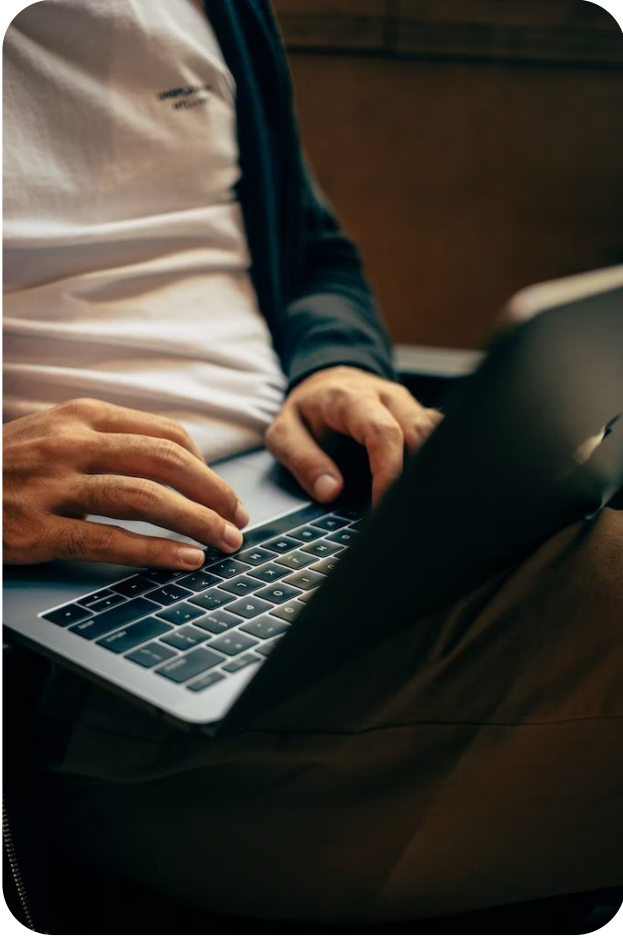
Job Title	£-Minimum	£-Average	£-Maximum
Administrators	10,000	21,493	36,000
Office Administrator	7900	21,239	41,000
Administration Assistant	9,200	20,098	36,000
Personal Assistant	10,000	24,900	40,000
Receptionist	9,200	20,577	37,000
Executive Assistant	10,000	33,709	71,000
Office Manager	10,000	28,755	57,000
Admin Assistant	9,200	20,098	36,000
Document Controller	13,000	29,631	52,000
Senior Administrator	11,000	24,308	41,000

TOP SPECIALISED SKILLS REQUIRED:



TOP COMMON SKILLS REQUIRED:



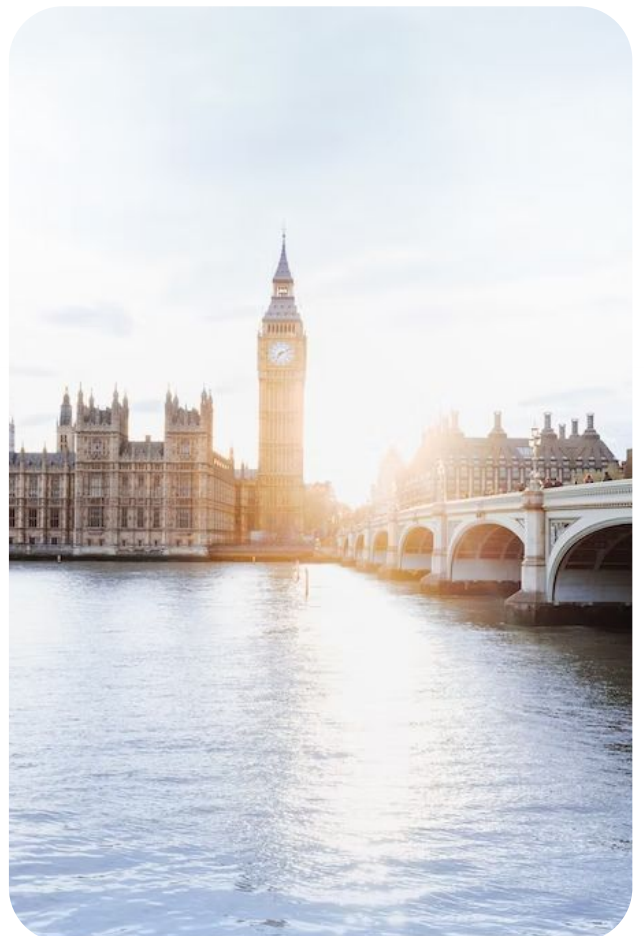


TOP JOB TITLES BEING RECRUITED

1. Administrators
2. Office Administrator
3. Administration Assistant
4. Personal Assistant
5. Receptionist
6. Executive Assistant
7. Office Manager
8. Admin Assistant
9. Document Controller
10. Senior Administrator

TOP CITIES RECRUITING

1. London
2. Manchester
3. Bristol
4. Birmingham
5. Leeds
6. Glasgow
7. Nottingham
8. Edinburgh
9. Liverpool
10. Sheffield





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