



MANUFACTURING SALARY SURVEY

Insights Report

**EXECUTIVE
NETWORK
GROUP**



As we navigate through the transforming economic landscape with record vacancy numbers, it's never been more challenging to attract and retain talent.

Whilst the events from the last two years have been a catalyst for change, it has been a time of reflection for many businesses within Manufacturing - with the reality being that the demand for talent has had an impact on compensation packages.

The Executive Network Group has created this salary report to enable organisations to benchmark average salaries by region within 12 senior appointment job titles, within four sub-sectors of Manufacturing across the UK.

Our data sample from November 2021 is compiled by collating over 700 confidential salary survey responses, cross referenced with over 6,000 online profiles, vacancy listings and salary comparison tools inclusive of Glassdoor, LinkedIn, Indeed and PayScale.

Within our salary report, we have divided the Manufacturing sector into four subsectors:

- Defence (inclusive of Land Systems, Aviation & Marine)
- FMCG (inclusive of Food & Drink, Chemicals, Paper & Packaging)
- Advanced Manufacturing (inclusive of Plastics, Metals, Machinery, Automation & Robotics)
- Transport (inclusive of Aerospace, Automotive, Highways & Rail)

The aggregate cost of a bad hire, specifically a senior appointment is around

£50,000

Average time to hire a permanent employee

50.7 Days

Average time to hire a permanent employee within manufacturing

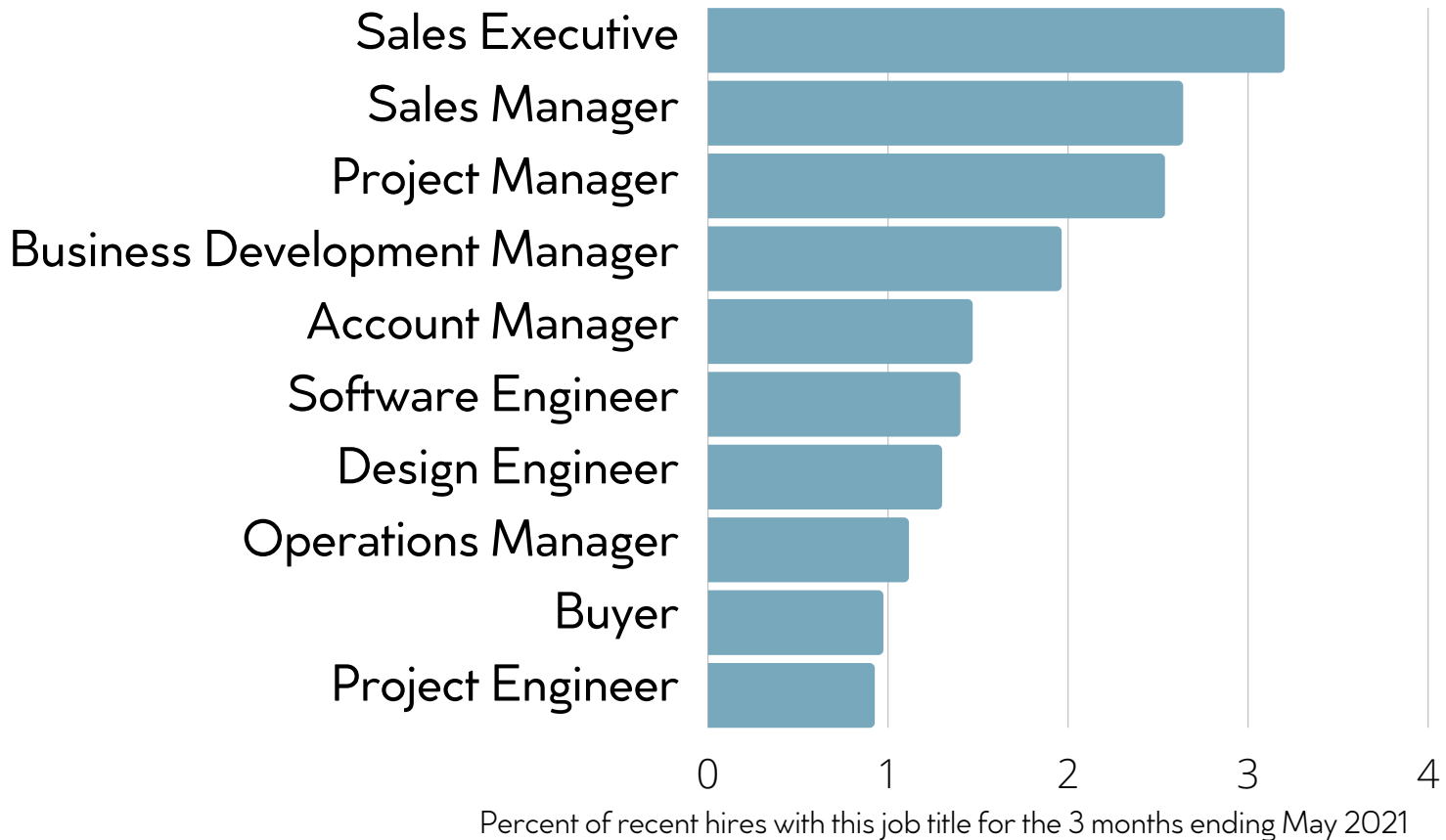
27.9 Days

Research has been carried out by Executive Network Group but does not claim to be 100% accurate as the data is sourced from a limited pool of information.

Gender information showed >1% as 'other' in the entire gender split information.

Top Trending Jobs

Most popular job titles among LinkedIn members hired in the Manufacturing industry in all regions, United Kingdom



Percent of recent hires with this job title for the 3 months ending May 2021

Top Trending Skills

Most important skills for the top trending jobs for the Manufacturing industry in all regions, United Kingdom.

- Account Management
- Sales Management
- JavaScript
- Operations Management
- Stakeholder Management
- Project Delivery
- Marketing Strategy
- Business-to-Business (B2B)
- Financial Accounting
- Change Management
- Digital Marketing
- Email Marketing
- Project Engineering
- Financial Reporting
- Computer-Aided Design (CAD)
- Procurement
- Management Accounting
- Production Management
- Design Engineering
- System Engineering

Top trending skills for the 3 months ending May 2021



“

Despite starting the year in a pandemic, the mass vaccine roll-out and easing of restrictions in 2021 has had a positive effect on our economy, resulting in increased business confidence and with that came the return of hiring key personnel. A shortage of experienced and skilled talent has resulted in a shift of power, with huge demand candidates are able to command competitive pay increases and in turn businesses are seeing their talent budget rise for both attraction and retention.

The candidate shortage will continue into 2022, and it is here where companies will need to work harder to convince professionals to join their team, and then retain them. Employer value propositions will need to be enhanced, and benefits packages revised in line with post-pandemic expectations.

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Robert Wigley

Head of Recruitment —
Engineering & Manufacturing

TRANSPORT



Aerospace



Automotive



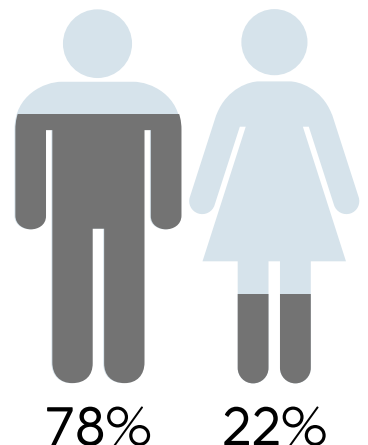
Highways



Rail

The transport industry has the highest level of discrepancy between male and female employees.

With only 22% of women employed within the transport sector, this is significantly less than the industry average.



Senior Leadership

Location	HR Director	Operations Director	Managing Director
UK	£118,040	£97,210	£152,055
South East	£124,810	£99,585	£154,015
South West	£129,940	£98,300	£151,170
London	£134,130	£103,930	£167,790
Midlands	£128,580	£94,135	£157,175
East Anglia	£112,310	£97,850	£149,975
Wales	£106,140	£93,030	£142,615
Scotland	£117,535	£94,565	£147,865
Northern Ireland	£108,925	£100,995	£142,960
North West	£109,700	£96,840	£154,090
North East	£108,335	£92,895	£152,895



HR Director



Operations
Director



Managing Director

Technical Roles

Location	Manufacturing Director	Site Director	Engineering Director
UK	£86,690	£88,990	£89,090
South East	£87,855	£81,375	£90,405
South West	£88,300	£89,730	£85,600
London	£96,450	£105,135	£93,450
Midlands	£90,040	£90,285	£91,515
East Anglia	£79,150	£88,325	£84,300
Wales	£80,310	£86,820	£96,205
Scotland	£80,225	£83,090	£94,940
Northern Ireland	£85,250	£88,275	£88,135
North West	£91,315	£90,485	£82,035
North East	£88,025	£86,365	£84,335



Manufacturing Director



Site Director



Engineering Director

Technical Roles

Location	Technical Director	Health and Safety Director	Project Director
UK	£78,340	£89,670	£76,440
South East	£77,225	£106,780	£76,405
South West	£73,670	£100,715	£72,340
London	£88,985	£116,665	£87,595
Midlands	£80,225	£101,510	£83,275
East Anglia	£71,775	£95,505	£71,460
Wales	£76,025	£92,265	£71,950
Scotland	£79,850	£94,495	£83,735
Northern Ireland	£75,860	£91,260	£68,255
North West	£85,220	£96,055	£78,340
North East	£74,550	£96,485	£71,015



Technical Director



Health and Safety Director



Project Director

Supply Chain/Purchasing Roles

Location	Quality Director	Purchasing Director	Supply Chain Director
UK	£79,495	£91,850	£101,845
South East	£79,840	£90,855	£110,560
South West	£85,600	£94,690	£104,075
London	£99,845	£104,130	£119,935
Midlands	£79,080	£95,269	£100,100
East Anglia	£78,530	£87,280	£95,165
Wales	£75,840	£86,940	£106,185
Scotland	£74,665	£97,200	£98,185
Northern Ireland	£72,540	£86,255	£95,875
North West	£76,130	£86,030	£95,480
North East	£72,895	£89,850	£92,255



Quality Director



Purchasing Director



Supply Chain Director



“

I've noticed in HSE within manufacturing, salaries have increased significantly especially at advisor level which is closing the gap between advisor and manager salaries. Managers are reluctant to pay this new inflated salary as the skill set isn't necessarily improving. On top of that, manager salaries haven't really increased so they aren't wanting to move for the same money. Down the line I think we are going to therefore see manager salaries having to increase when those advisors are ready to make their next career move.

Flexible working hours are a big thing candidates want- in manufacturing home working isn't really an option as they need to be on site but candidates want flexibility over start and finish time.

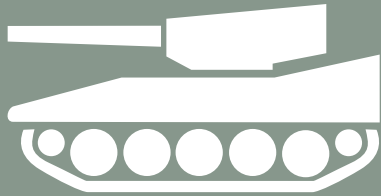
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Aisling Reid

Senior Recruitment Consultant

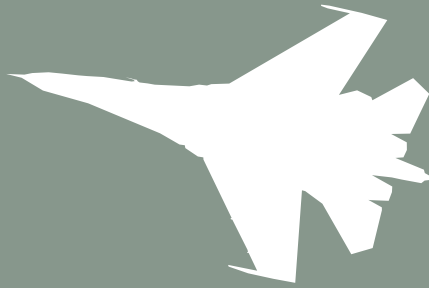
DEFENCE



Land
Systems

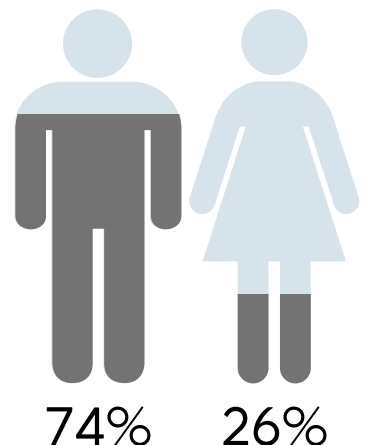


Marine



Aviation

The defence sector also has a high level of discrepancy between men and women, with just over a quarter of the workforce being female.



Senior Leadership

Location	HR Director	Operations Director	Managing Director
UK	£112,140	£91,710	£126,590
South East	£114,810	£97,585	£123,015
South West	£109,940	£92,300	£124,170
London	£124,130	£102,930	£137,145
Midlands	£118,580	£94,135	£127,170
East Anglia	£109,310	£87,845	£126,975
Wales	£105,140	£83,030	£122,615
Scotland	£106,535	£84,565	£125,865
Northern Ireland	£100,925	£85,995	£119,960
North West	£114,700	£91,840	£132,090
North East	£117,335	£96,895	£126,895



HR Director



Operations
Director



Managing Director

Technical Roles

Location	Manufacturing Director	Site Director	Engineering Director
UK	£86,690	£89,990	£93,190
South East	£87,860	£81,370	£95,405
South West	£88,300	£89,730	£94,600
London	£96,450	£105,140	£103,450
Midlands	£90,040	£90,285	£93,515
East Anglia	£79,150	£88,325	£91,300
Wales	£80,310	£86,825	£96,205
Scotland	£80,225	£83,090	£87,940
Northern Ireland	£85,250	£88,275	£88,135
North West	£91,315	£90,485	£91,035
North East	£88,025	£86,365	£90,335



Manufacturing
Director



Site Director



Engineering
Director

Technical Roles

Location	Technical Director	Health and Safety Director	Project Director
UK	£83,735	£88,275	£76,035
South East	£89,780	£89,780	£76,405
South West	£88,715	£88,715	£72,340
London	£106,665	£106,665	£87,595
Midlands	£91,515	£91,515	£83,270
East Anglia	£85,505	£85,505	£71,450
Wales	£82,260	£82,260	£71,940
Scotland	£84,495	£84,495	£73,735
Northern Ireland	£81,265	£81,265	£68,250
North West	£86,050	£86,050	£78,330
North East	£86,485	£86,485	£77,015



HR Director



Operations
Director



Managing Director

Supply Chain/Purchasing Roles

Location	Quality Director	Purchasing Director	Supply Chain Director
UK	£79,990	£91,030	£107,045
South East	£79,840	£90,855	£112,550
South West	£85,590	£88,690	£109,075
London	£99,845	£104,120	£119,935
Midlands	£79,080	£97,260	£107,100
East Anglia	£78,520	£91,280	£105,165
Wales	£75,830	£88,945	£102,815
Scotland	£74,665	£86,040	£105,185
Northern Ireland	£72,530	£82,255	£100,875
North West	£76,130	£89,025	£105,480
North East	£77,895	£91,850	£102,255



Quality Director

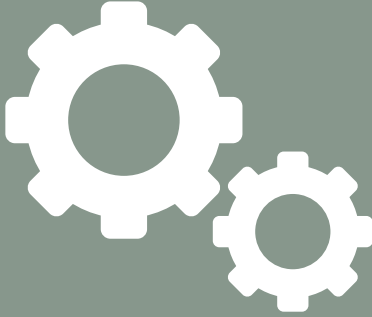


Purchasing Director

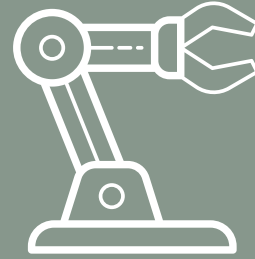


Supply Chain Director

ADVANCED MANUFACTURING



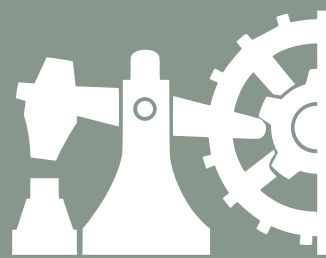
Machinery



Automation
& Robotics



Plastics



Metals

Advanced Manufacturing has a slightly lesser gender pay gap than other sub-sectors, but still sits at around two-thirds being male-dominated.



Senior Leadership

Location	HR Director	Operations Director	Managing Director
UK	£103,705	£102,081	£136,625
South East	£102,550	£119,010	£136,400
South West	£101,125	£116,450	£139,950
London	£124,000	£125,800	£163,450
Midlands	£116,800	£96,950	£161,950
East Anglia	£114,230	£94,250	£143,895
Wales	£89,580	£89,550	£138,560
Scotland	£91,800	£89,150	£138,805
Northern Ireland	£92,755	£102,500	£151,850
North West	£91,980	£97,900	£141,435
North East	£92,250	£89,250	£139,940



HR Director

Operations
Director

Managing Director

Technical Roles

Location	Manufacturing Director	Site Director	Engineering Director
UK	£105,845	£111,405	£93,990
South East	£128,220	£118,945	£99,450
South West	£108,540	£133,300	£95,895
London	£139,125	£145,650	£101,590
Midlands	£101,350	£123,800	£96,240
East Anglia	£97,830	£99,450	£91,125
Wales	£93,200	£102,040	£85,320
Scotland	£92,800	£99,450	£97,120
Northern Ireland	£94,350	£93,250	£88,325
North West	£103,395	£101,050	£94,900
North East	£99,650	£97,125	£89,950



Manufacturing
Director



Site Director



Engineering
Director

Technical Roles

Location	Technical Director	Health and Safety Director	Project Director
UK	£100,525	£95,060	£69,830
South East	£108,125	£98,450	£74,340
South West	£107,450	£93,075	£69,250
London	£115,550	£109,550	£79,540
Midlands	£102,750	£98,300	£71,235
East Anglia	£101,100	£95,455	£69,455
Wales	£91,350	£92,340	£64,890
Scotland	£93,560	£88,950	£66,850
Northern Ireland	£99,340	£94,025	£64,980
North West	£94,590	£91,030	£68,655
North East	£91,430	£89,430	£69,090



Technical Director



Health and Safety Director



Managing Director

Supply Chain/Purchasing Roles

Location	Quality Director	Purchasing Director	Supply Chain Director
UK	£67,095	£95,080	£105,185
South East	£69,320	£97,420	£115,450
South West	£67,560	£93,240	£111,500
London	£79,350	£119,030	£125,870
Midlands	£67,890	£97,950	£112,340
East Anglia	£66,645	£94,540	£108,875
Wales	£61,125	£84,850	£88,800
Scotland	£64,090	£89,300	£91,340
Northern Ireland	£61,350	£92,450	£101,300
North West	£66,550	£90,900	£99,940
North East	£67,100	£91,125	£96,455



Quality Director



Purchasing Director



Supply Chain Director

FMCG



Paper &
Packaging

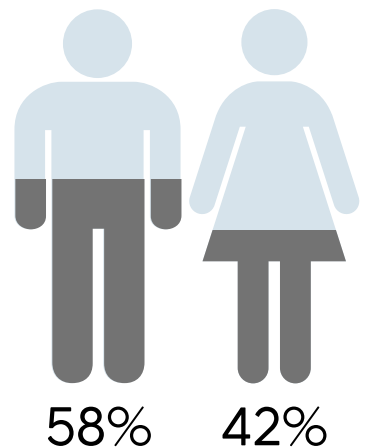


Chemicals



Food &
Drink

The FMCG industry has a smaller gender gap than others in the manufacturing sector, but still has a way to go to reach gender equality.



Senior Leadership

Location	HR Director	Operations Director	Managing Director
UK	£100,445	£122,525	£145,555
South East	£108,125	£129,560	£157,505
South West	£104,200	£124,265	£148,230
London	£115,750	£134,820	£166,420
Midlands	£103,250	£126,830	£155,455
East Anglia	£101,455	£119,050	£131,850
Wales	£99,180	£115,050	£135,125
Scotland	£101,500	£121,950	£139,290
Northern Ireland	£100,050	£117,025	£130,285
North West	£109,760	£120,950	£142,940
North East	£111,175	£114,755	£148,455



HR Director



Operations
Director



Managing Director

Technical Roles

Location	Manufacturing Director	Site Director	Engineering Director
UK	£101,330	£92,160	£72,660
South East	£113,155	£96,800	£70,295
South West	£109,240	£94,905	£71,940
London	£128,020	£114,500	£99,295
Midlands	£105,230	£91,910	£71,285
East Anglia	£98,560	£89,855	£72,505
Wales	£98,500	£86,800	£75,275
Scotland	£89,080	£84,090	£60,285
Northern Ireland	£87,450	£82,450	£66,275
North West	£91,905	£88,855	£70,560
North East	£94,860	£91,450	£68,900



Manufacturing
Director



Site Director



Engineering
Director

Technical Roles

Location	Technical Director	Health and Safety Director	Project Director
UK	£77,865	£113,545	£73,950
South East	£74,540	£128,950	£76,055
South West	£72,950	£121,045	£75,560
London	£101,750	£134,200	£84,825
Midlands	£73,080	£120,940	£72,530
East Anglia	£69,955	£109,900	£71,950
Wales	£63,250	£106,700	£68,300
Scotland	£66,025	£115,430	£73,090
Northern Ireland	£61,255	£97,365	£68,540
North West	£71,240	£100,950	£73,125
North East	£69,905	£99,950	£74,540



Technical Director



Health and Safety Director



Project Director

Supply Chain/Purchasing Roles

Location	Quality Director	Purchasing Director	Supply Chain Director
UK	£66,440	£65,850	£113,105
South East	£67,875	£68,850	£119,940
South West	£69,350	£66,150	£116,905
London	£78,985	£73,455	£135,340
Midlands	£69,750	£64,540	£113,900
East Anglia	£67,235	£64,135	£115,590
Wales	£61,020	£61,190	£105,250
Scotland	£64,205	£64,560	£101,950
Northern Ireland	£59,675	£61,345	£100,125
North West	£62,090	£67,540	£111,850
North East	£64,240	£66,740	£100,205



Quality Director



Purchasing Director



Supply Chain Director



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Within Food Manufacturing and FMCG I have noticed a trend for higher salaries in low candidate markets, i.e. Engineering and Health & Safety. Clients are having to really increase their salaries, and compensation schemes to obtain the right talent.

There is also a real focus on Sustainability, from management all the way through to director roles. These roles are focusing on Sustainability from a Supply Chain/ Procurement piece, all the way through to innovation through the factory. This could mean bringing in Energy or Environmental focused roles, or even within the machinery themselves to be more efficient and green.

This is also leading into the products piece. For example, within Food Manufacturing, Plant based foods has been a hot topic for a while now where that has been a big concentration on texture and appearance, there's now a huge focus on nutrient dense plant based foods. Within packaging for example, there's a focus on recyclable materials as there has always been, but now there is a focus on design and using Recyclable and Plant-able or biodegradable material.

These trends are very welcome as a greener and kinder society is always going to be desirable.

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Charlotte Liddiard-Smith

Head of Food Manufacturing and FMCG
Division

It comes as no surprise that salaries in London are generally higher than the rest of the UK, with the cost of living in the capital city being nearly 60% higher than in other parts of the country.

There is a clear divide between the north and south parts of the UK, with southern regions tipping the scale. That said, there were a few disparities where northern regions of the UK reached very similar salary levels as the south. London consistently demonstrated the top of the average salary listings, with few anomalies, closely followed by the South East and the Midlands.

Gender disparity also plays a role in salary discrepancies, with women making up on average less than a third of the manufacturing industry as a whole. In many organisations, the gender pay gap is still a point of contention and research has shown that it can sometimes be explained by the fact that men often have higher levels of seniority, thus accounting for the generally higher salaries. However, the industry is changing as more and more women take on leading roles.

This salary survey hopefully provides an insight to leadership teams within the wider Manufacturing sector so that they can better understand the competitiveness of the compensation packages they provide.



All information is correct as of 05/10/2021. Research has been carried out by Executive Network Group but does not claim to be 100% accurate as the data is sourced from a limited pool of information.