

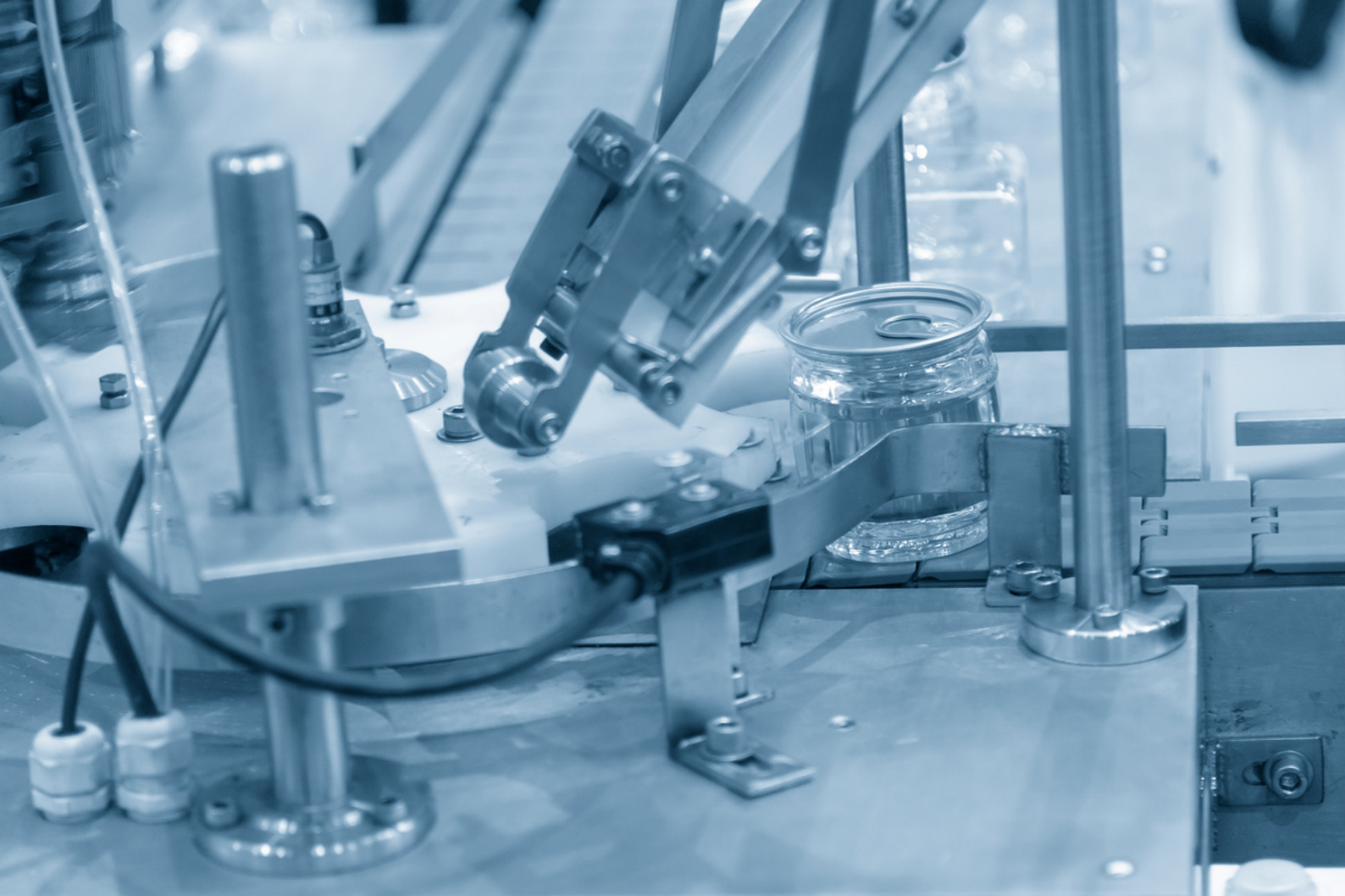


MANUFACTURING SALARY SURVEY

Food, Drink, Paper & Packaging

Insights Report

**EXECUTIVE
NETWORK
GROUP**



The Executive Network Group's Network Team has recently conducted an executive-level salary review of over 1,700 profiles, across the central functions of the UK's manufacturing sector, including food, drink, paper, and packaging.

Utilising data gathered from Indeed (October 2021), Glassdoor (October 2021), in addition to our own survey respondents data via email and LinkedIn, we compiled data from more than 2,400 candidate profiles across the UK.

The purpose of this salary survey is to understand the evolving economic landscape and how this may impact average salaries within the manufacturing industry.

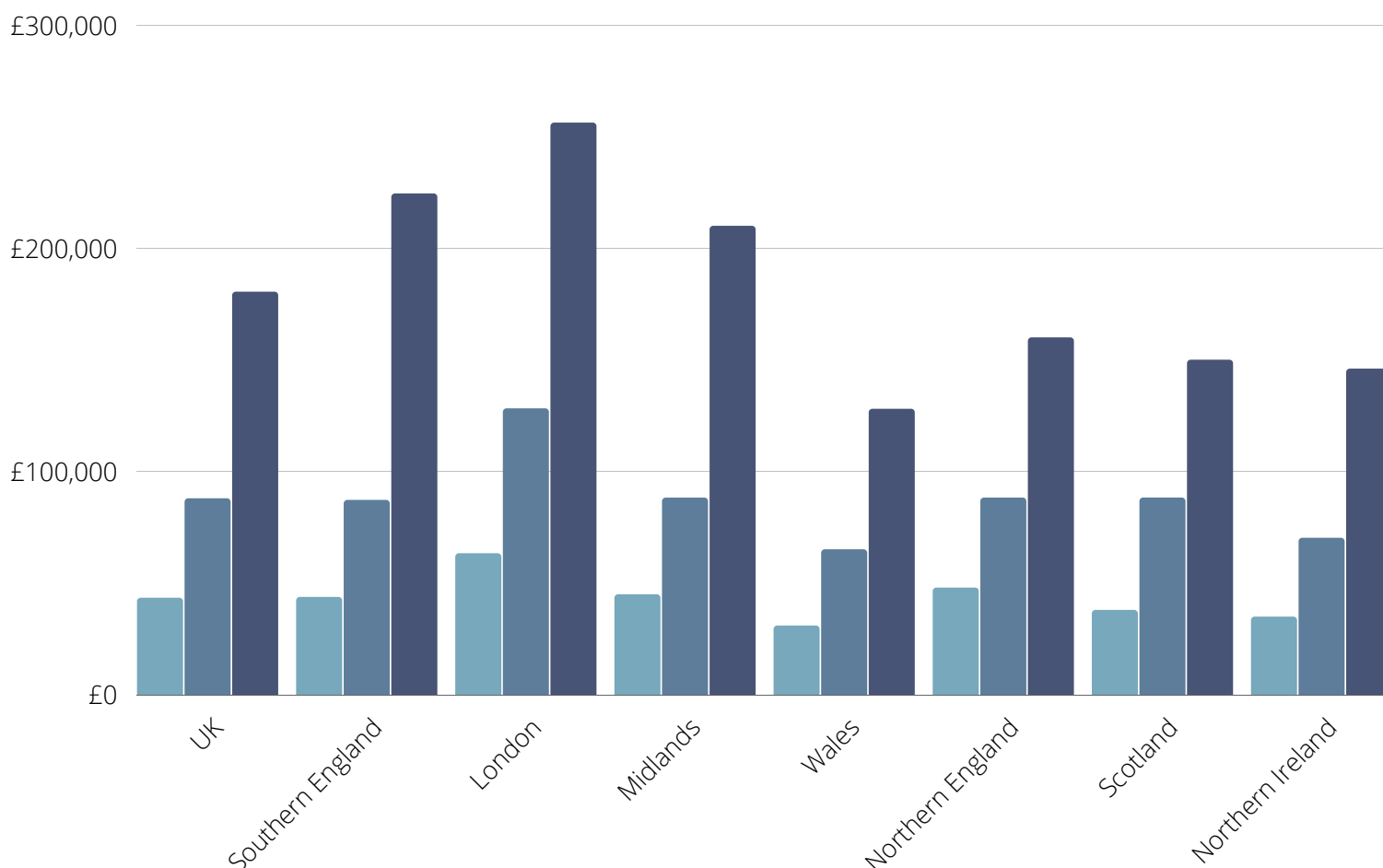
Over the last 18 months, the financial climate has been turbulent in conjunction with the challenge of attracting talent, we wanted to discover how this has impacted overall compensation – a key factor of not just hiring, but retaining talent.

The positions we gathered data on were: Managing Director, Operations Director, General/Site Director, Operations Manager, Head of Operations, Continuous Improvement Manager, Engineering Manager, Packaging Manager, Quality Assurance Manager, Technical Manager, Sales Director, National Account Manager, Health and Safety Manager. We were also able to define the overall gender split for each position, in addition to a regional salary comparison.



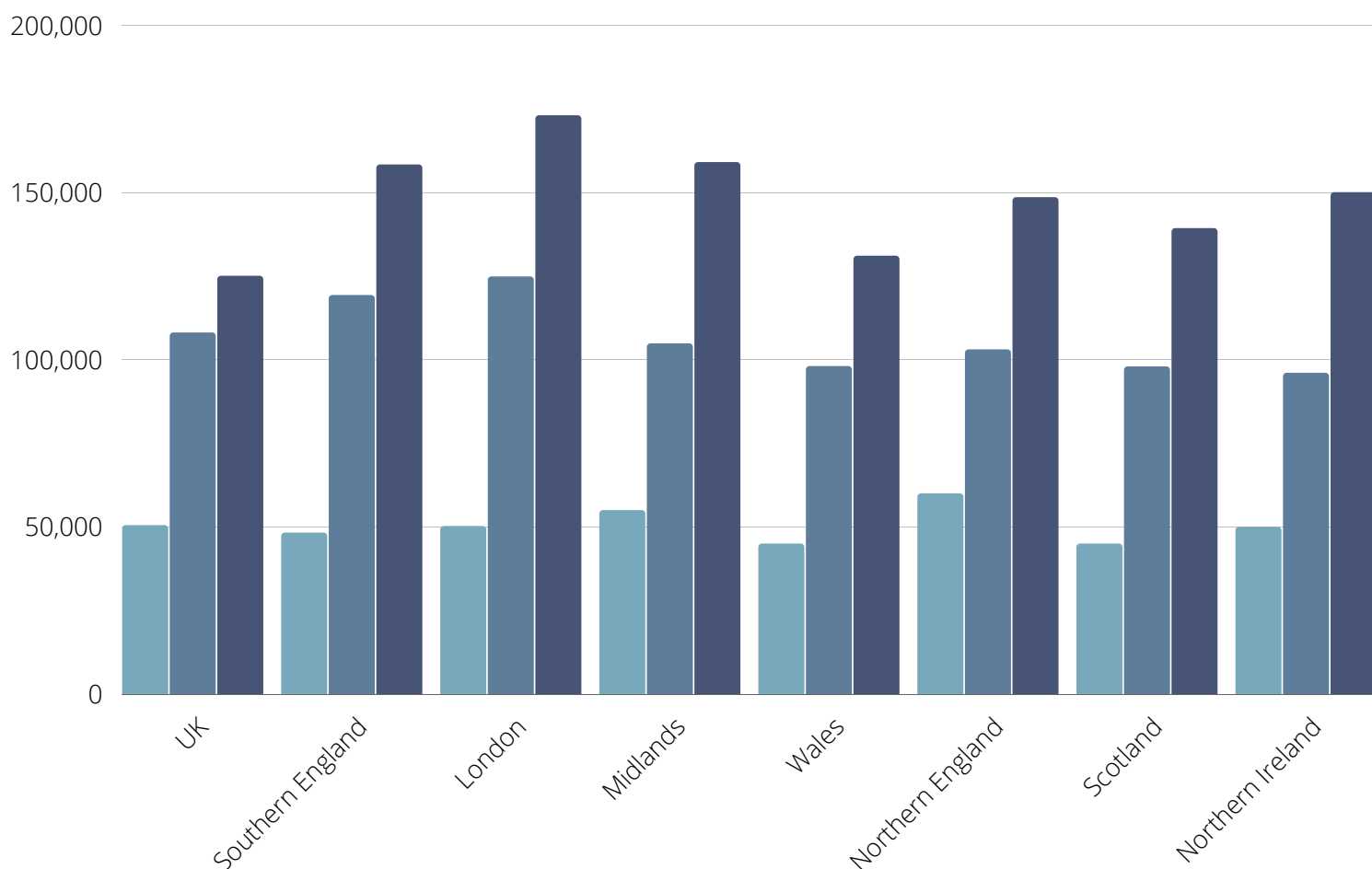
Managing Director

Location	Min Salary (GBP)	Avg Salary (GBP)	Max Salary (GBP)
UK	£54,280	£87,977	£180,482
Southern England	£62,900	£93,034	£178,284
London	£63,400	£125,284	£193,250
Midlands	£59,250	£88,299	£173,050
Wales	£43,500	£75,129	£128,000
Northern England	£54,650	£88,284	£160,000
Scotland	£49,750	£88,292	£150,000
Northern Ireland	£41,400	£70,284	£146,000



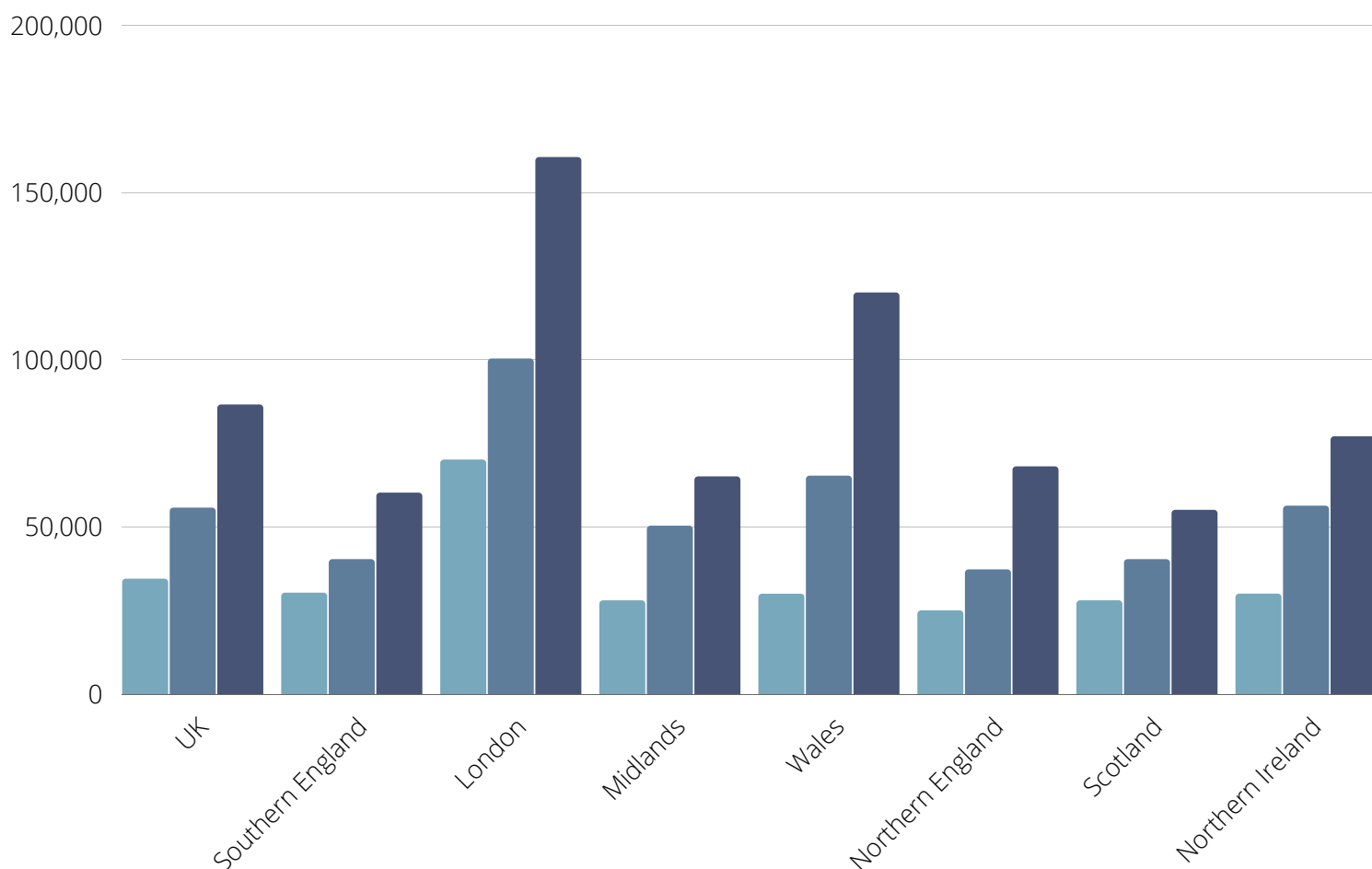
Operations Director

Location	Min Salary (GBP)	Avg Salary (GBP)	Max Salary (GBP)
UK	£50,500	£108,048	£125,000
Southern England	£48,275	£119,268	£158,285
London	£50,250	£124,829	£173,000
Midlands	£55,000	£104,820	£159,000
Wales	£45,000	£98,028	£131,000
Northern England	£60,000	£103,024	£148,500
Scotland	£45,000	£97,927	£139,250
Northern Ireland	£50,000	£96,027	£150,000



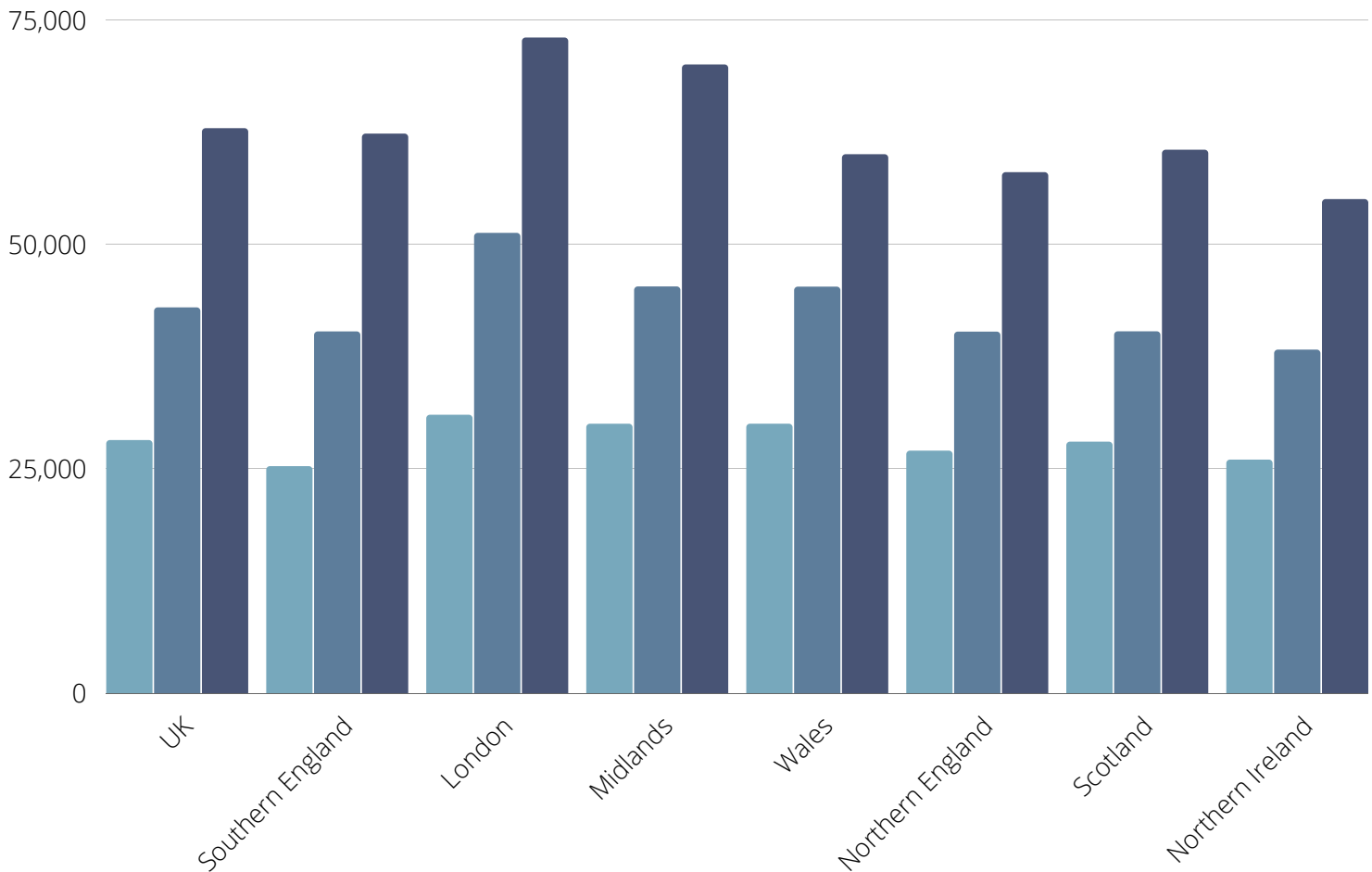
General/Site Director

Location	Min Salary (GBP)	Avg Salary (GBP)	Max Salary (GBP)
UK	£34,480	£55,700	£86,500
Southern England	£30,285	£40,293	£60,145
London	£70,100	£100,294	£160,500
Midlands	£28,000	£50,284	£65,000
Wales	£30,000	£65,274	£120,000
Northern England	£25,000	£37,247	£68,000
Scotland	£28,000	£40,284	£55,000
Northern Ireland	£30,000	£56,274	£77,000



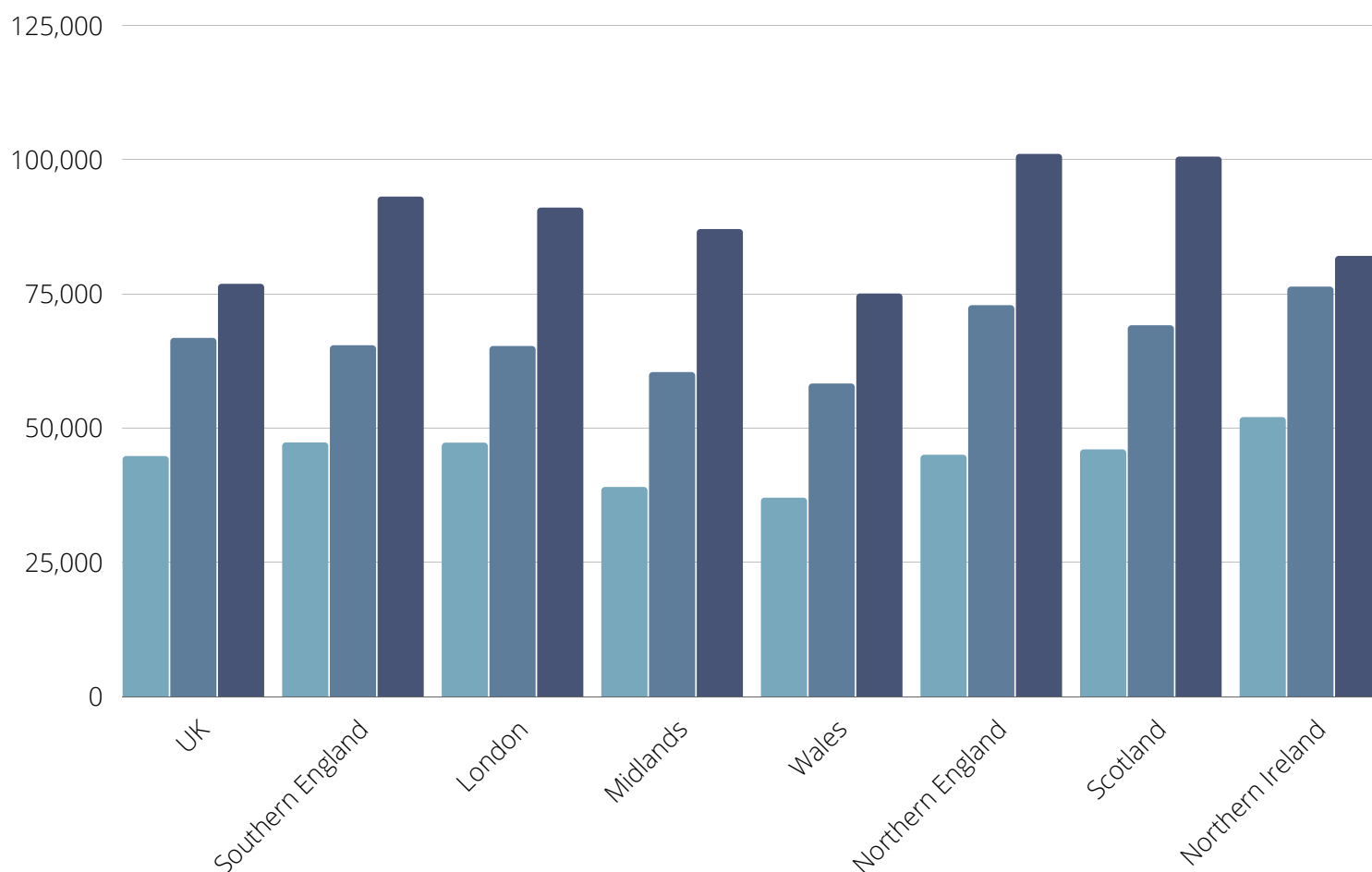
Operations Manager

Location	Min Salary (GBP)	Avg Salary (GBP)	Max Salary (GBP)
UK	£28,180	£42,950	£62,900
Southern England	£25,275	£40,274	£62,295
London	£31,000	£51,250	£73,000
Midlands	£30,000	£45,285	£70,000
Wales	£30,000	£45,258	£60,000
Northern England	£27,000	£40,249	£58,000
Scotland	£28,000	£40,284	£60,500
Northern Ireland	£26,000	£38,245	£55,000



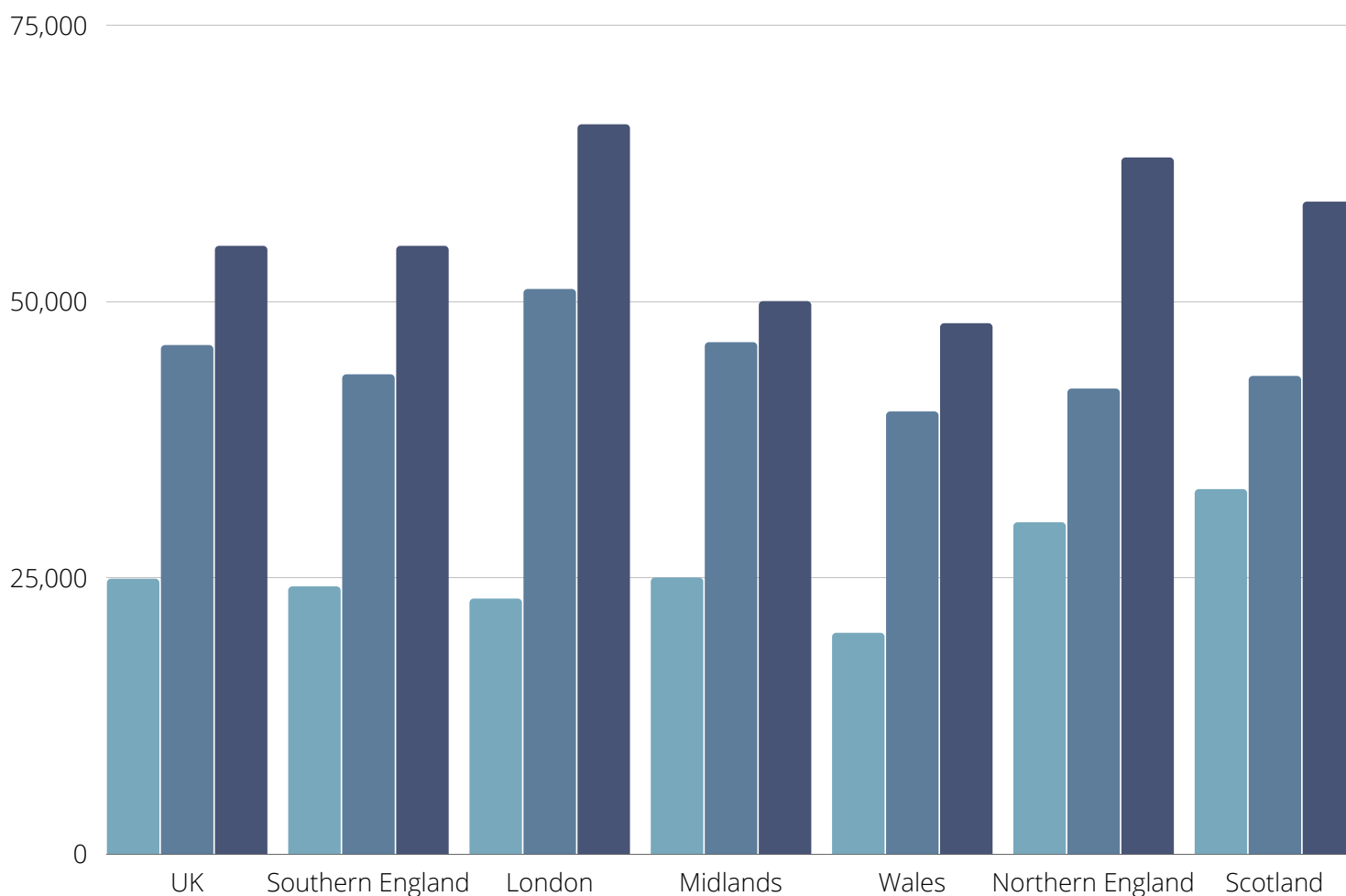
Head of Operations

Location	Min Salary (GBP)	Avg Salary (GBP)	Max Salary (GBP)
UK	£44,750	£66,736	£76,800
Southern England	£47,294	£65,382	£93,050
London	£47,250	£65,239	£91,000
Midlands	£39,000	£60,384	£87,000
Wales	£37,000	£58,248	£75,000
Northern England	£45,000	£72,842	£101,000
Scotland	£46,000	£69,104	£100,500
Northern Ireland	£52,000	£76,285	£82,000



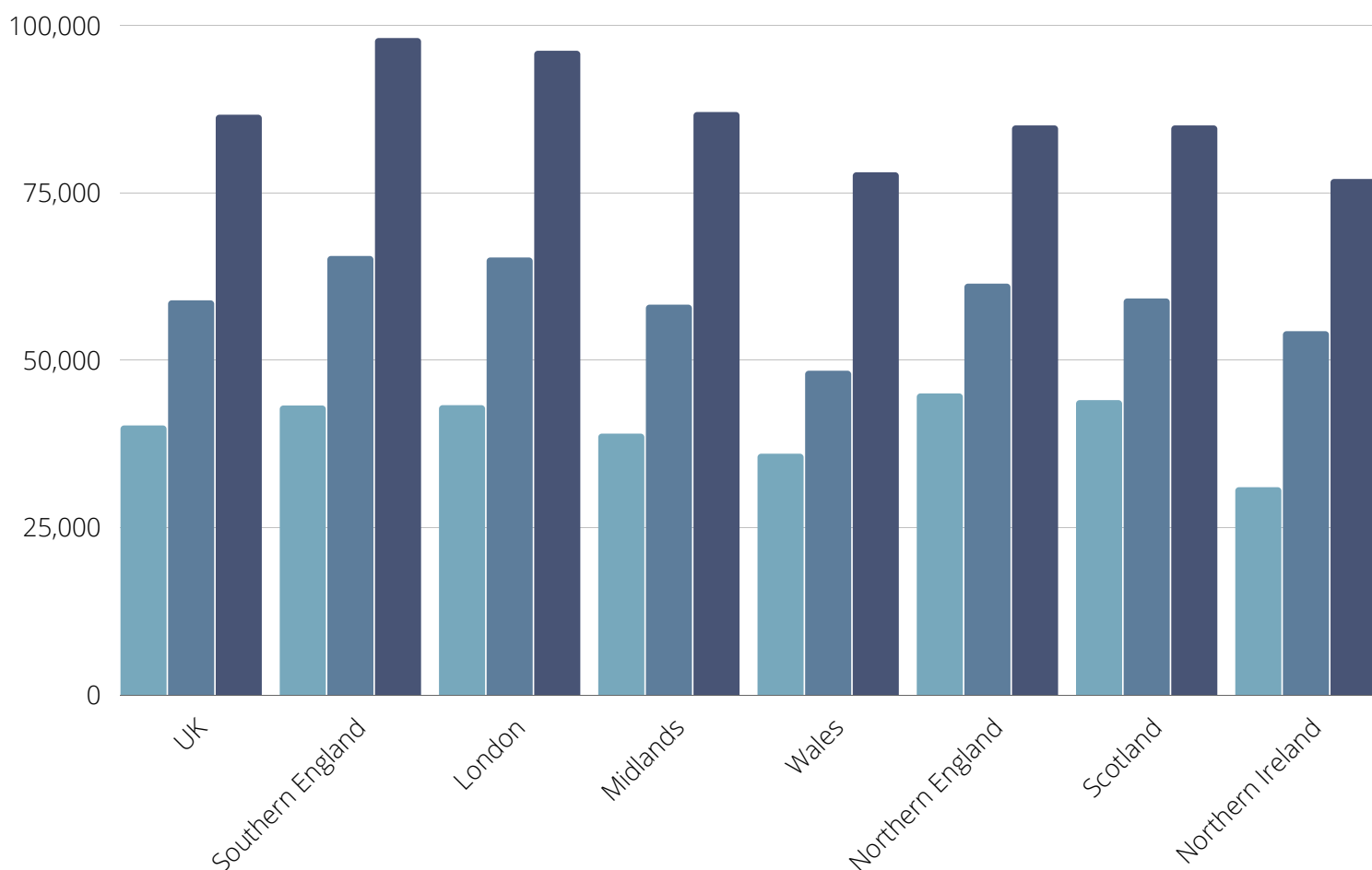
Continuous Improvement Manager

Location	Min Salary (GBP)	Avg Salary (GBP)	Max Salary (GBP)
UK	£24,895	£46,028	£55,000
Southern England	£24,200	£43,382	£55,000
London	£23,100	£51,104	£66,000
Midlands	£25,000	£46,284	£50,000
Wales	£20,000	£40,019	£48,000
Northern England	£30,000	£42,094	£63,000
Scotland	£33,000	£43,238	£59,000



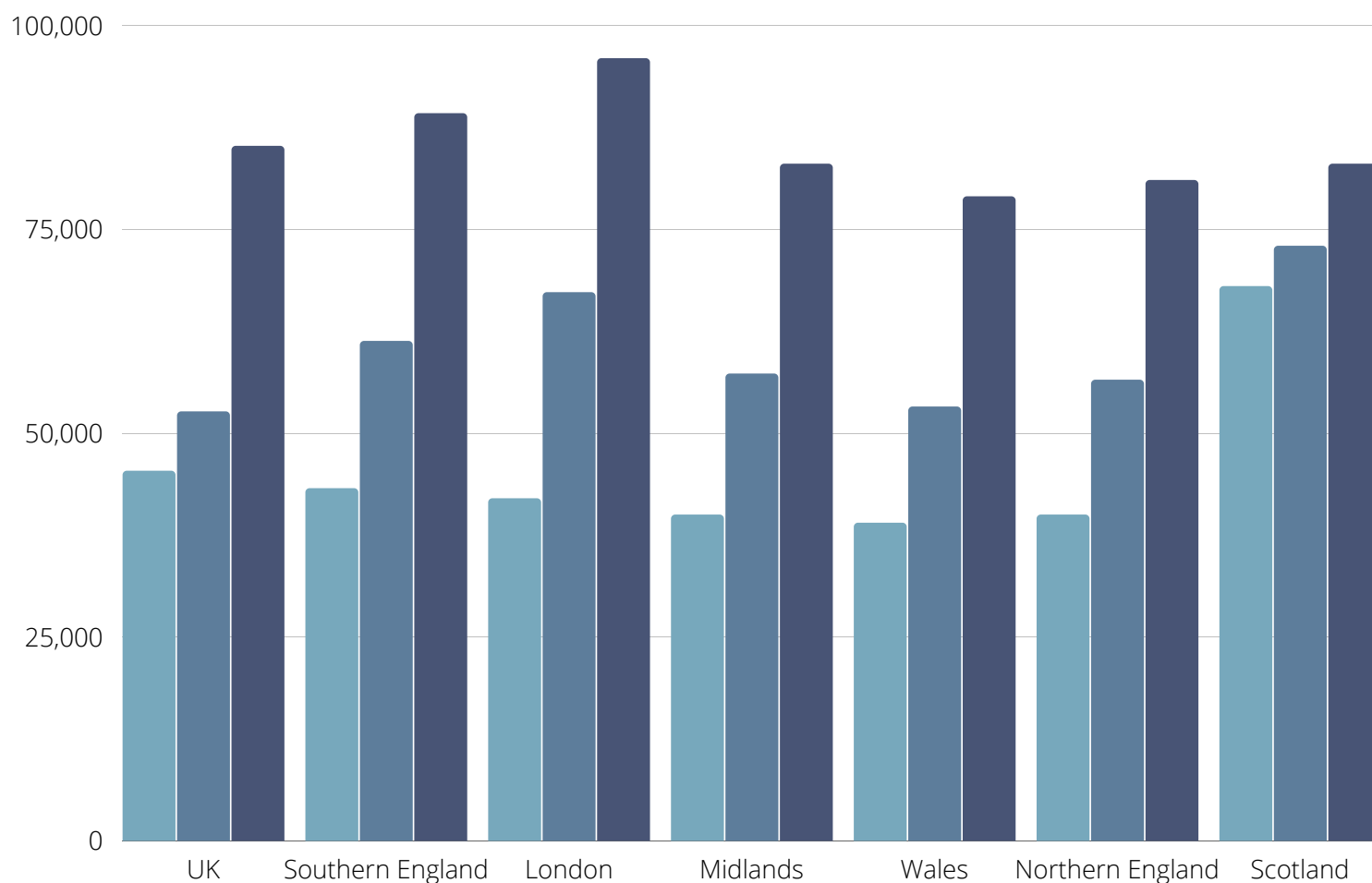
Engineering Manager

Location	Min Salary (GBP)	Avg Salary (GBP)	Max Salary (GBP)
UK	£40,220	£58,895	£86,599
Southern England	£43,200	£65,520	£98,049
London	£43,250	£65,295	£96,150
Midlands	£39,000	£58,249	£87,000
Wales	£36,000	£48,384	£78,000
Northern England	£45,000	£61,384	£85,000
Scotland	£44,000	£59,174	£85,000
Northern Ireland	£31,000	£54,284	£77,000



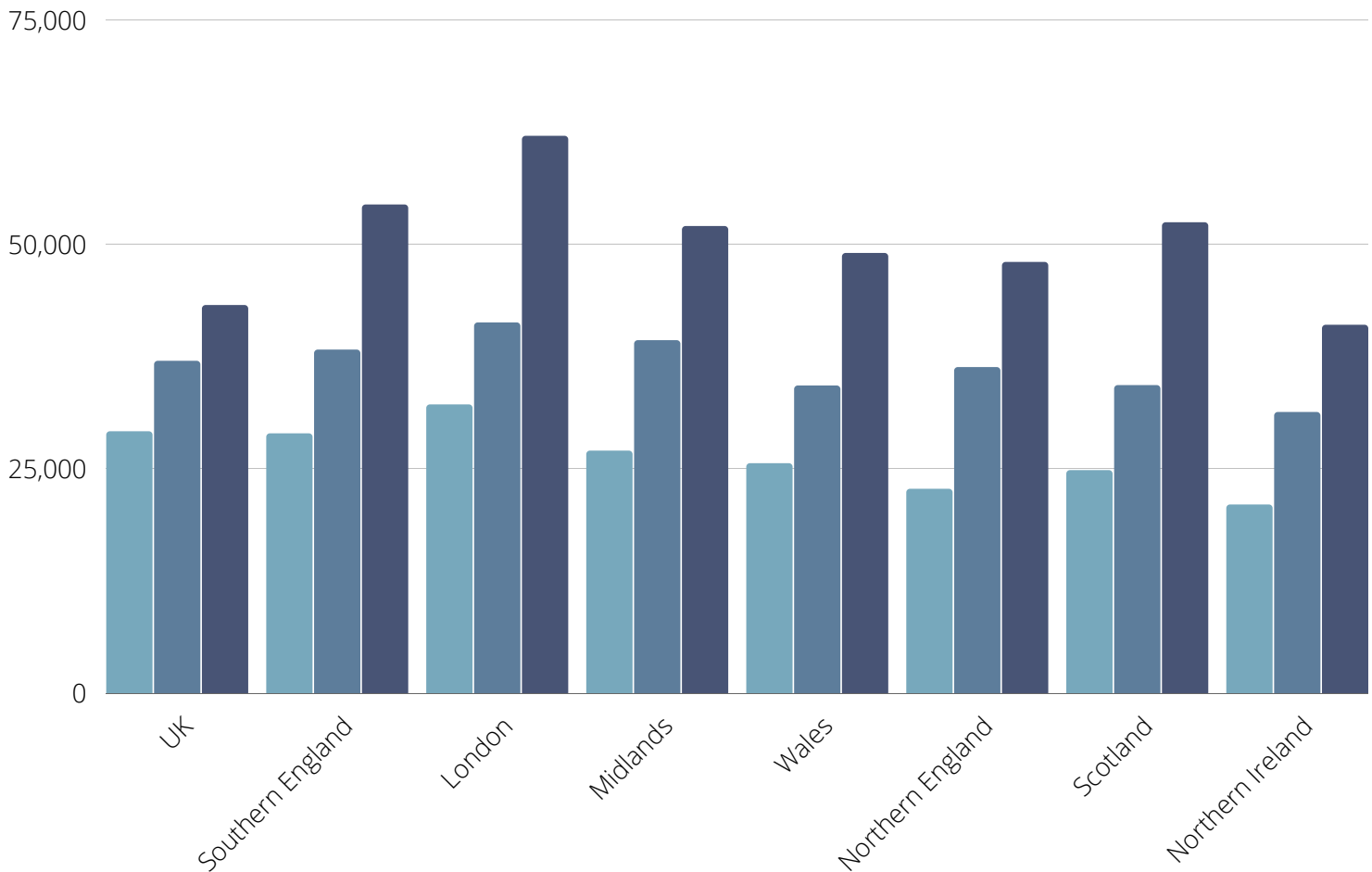
Packaging Manager

Location	Min Salary (GBP)	Avg Salary (GBP)	Max Salary (GBP)
UK	£45,372	£52,647	£85,188
Southern England	£43,235	£61,284	£89,192
London	£42,000	£67,259	£95,936
Midlands	£40,000	£57,284	£83,000
Wales	£39,000	£53,240	£79,000
Northern England	£40,000	£56,526	£81,000
Scotland	£68,000	£72,942	£83,000



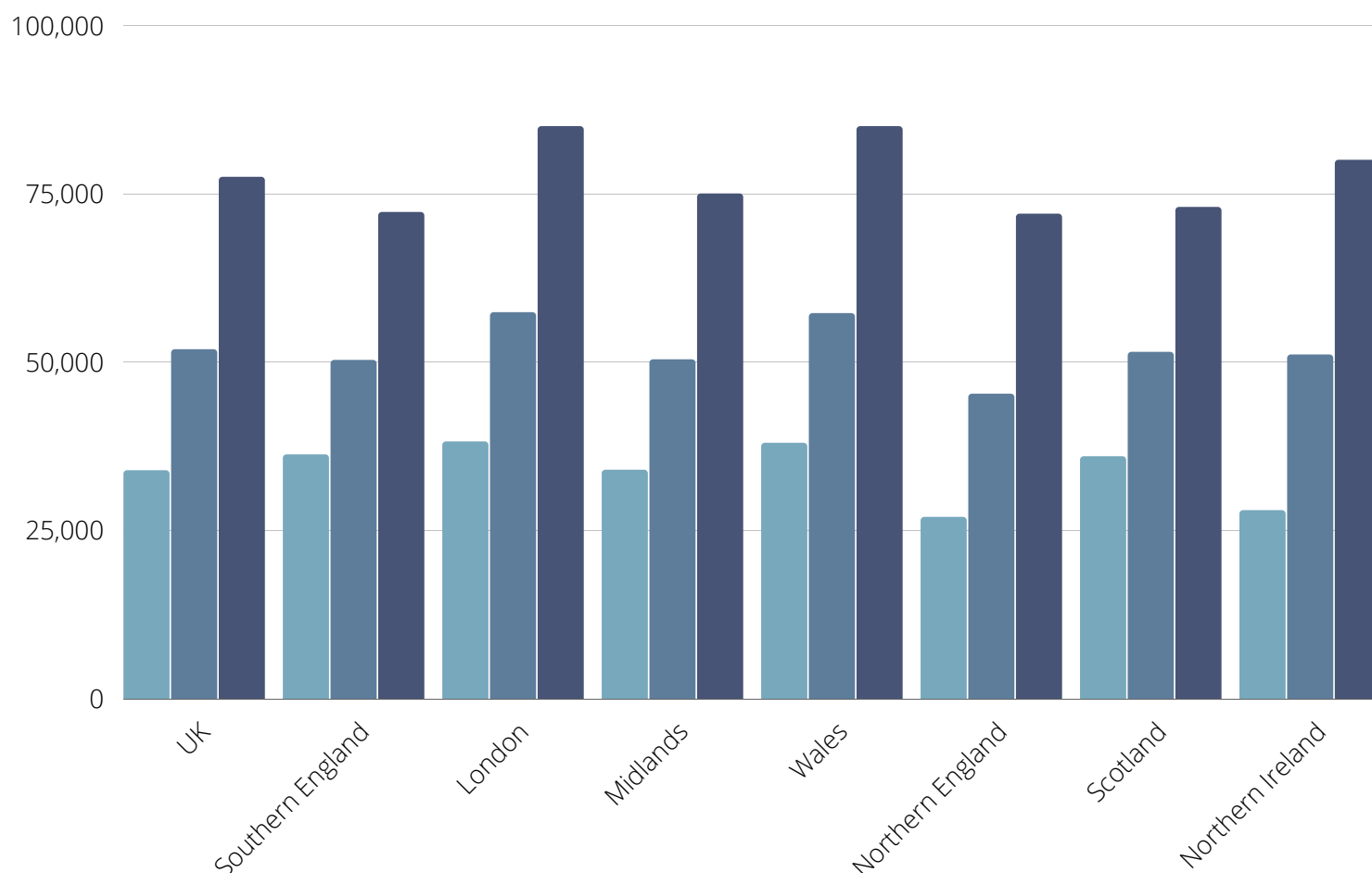
Quality Assurance Manager

Location	Min Salary (GBP)	Avg Salary (GBP)	Max Salary (GBP)
UK	£29,150	£36,992	£43,200
Southern England	£28,925	£38,248	£54,400
London	£32,150	£41,274	£62,050
Midlands	£27,000	£39,294	£52,000
Wales	£25,600	£34,247	£49,000
Northern England	£22,750	£36,298	£48,000
Scotland	£24,830	£34,294	£52,420
Northern Ireland	£21,000	£31,294	£41,000



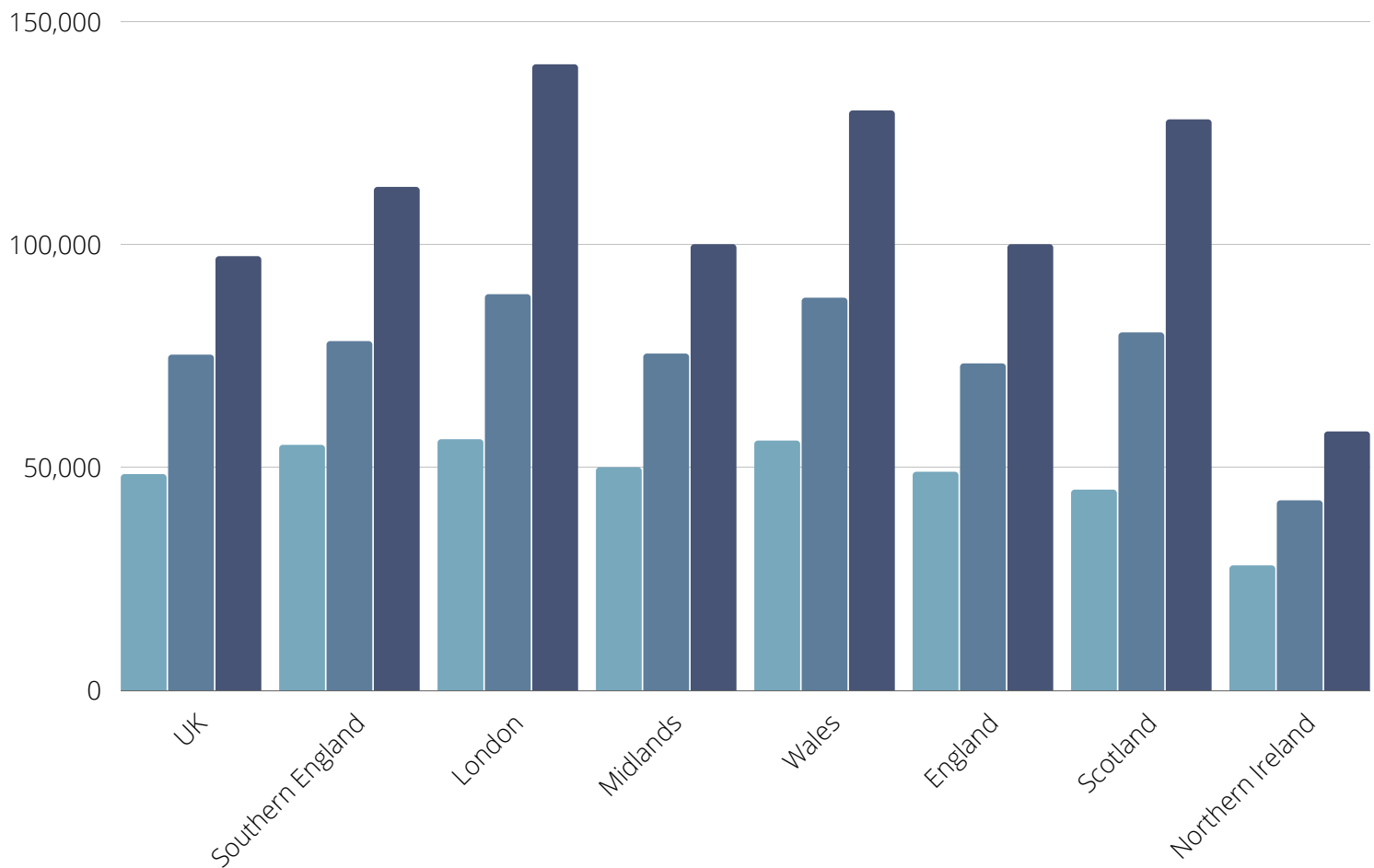
Technical Manager

Location	Min Salary (GBP)	Avg Salary (GBP)	Max Salary (GBP)
UK	£33,925	£51,884	£77,471
Southern England	£36,274	£50,294	£72,250
London	£38,200	£57,385	£85,000
Midlands	£34,000	£50,385	£75,000
Wales	£38,000	£57,248	£85,000
Northern England	£27,000	£45,284	£72,000
Scotland	£36,000	£51,492	£73,000
Northern Ireland	£28,000	£51,104	£80,000



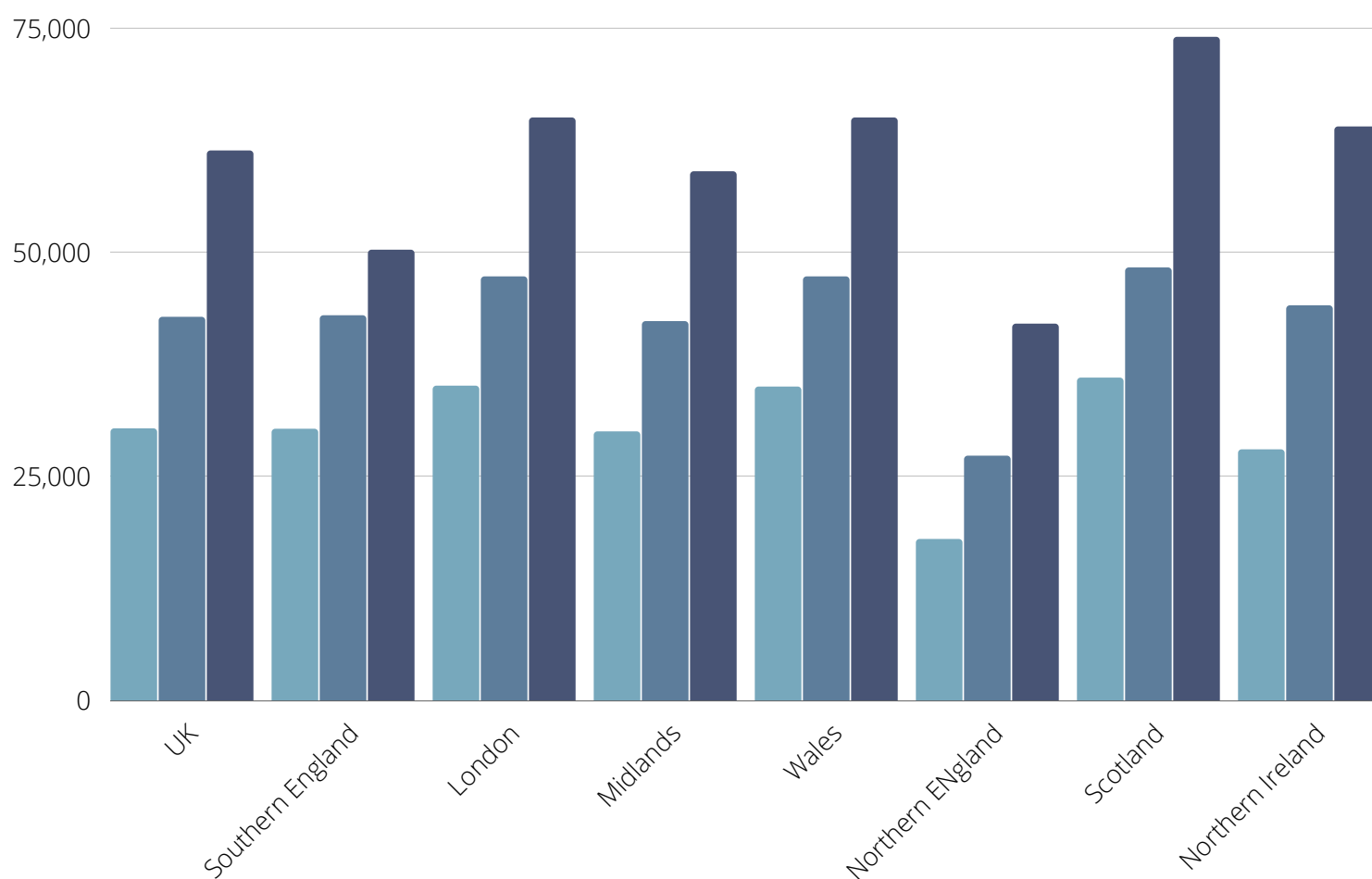
Sales Director

Location	Min Salary (GBP)	Avg Salary (GBP)	Max Salary (GBP)
UK	£48,476	£75,244	£97,314
Southern England	£55,030	£78,288	£112,850
London	£56,300	£88,816	£140,350
Midlands	£50,000	£75,486	£100,000
Wales	£56,000	£88,024	£130,000
Northern England	£49,000	£73,284	£100,000
Scotland	£45,000	£80,240	£128,000
Northern Ireland	£28,000	£42,572	£58,000



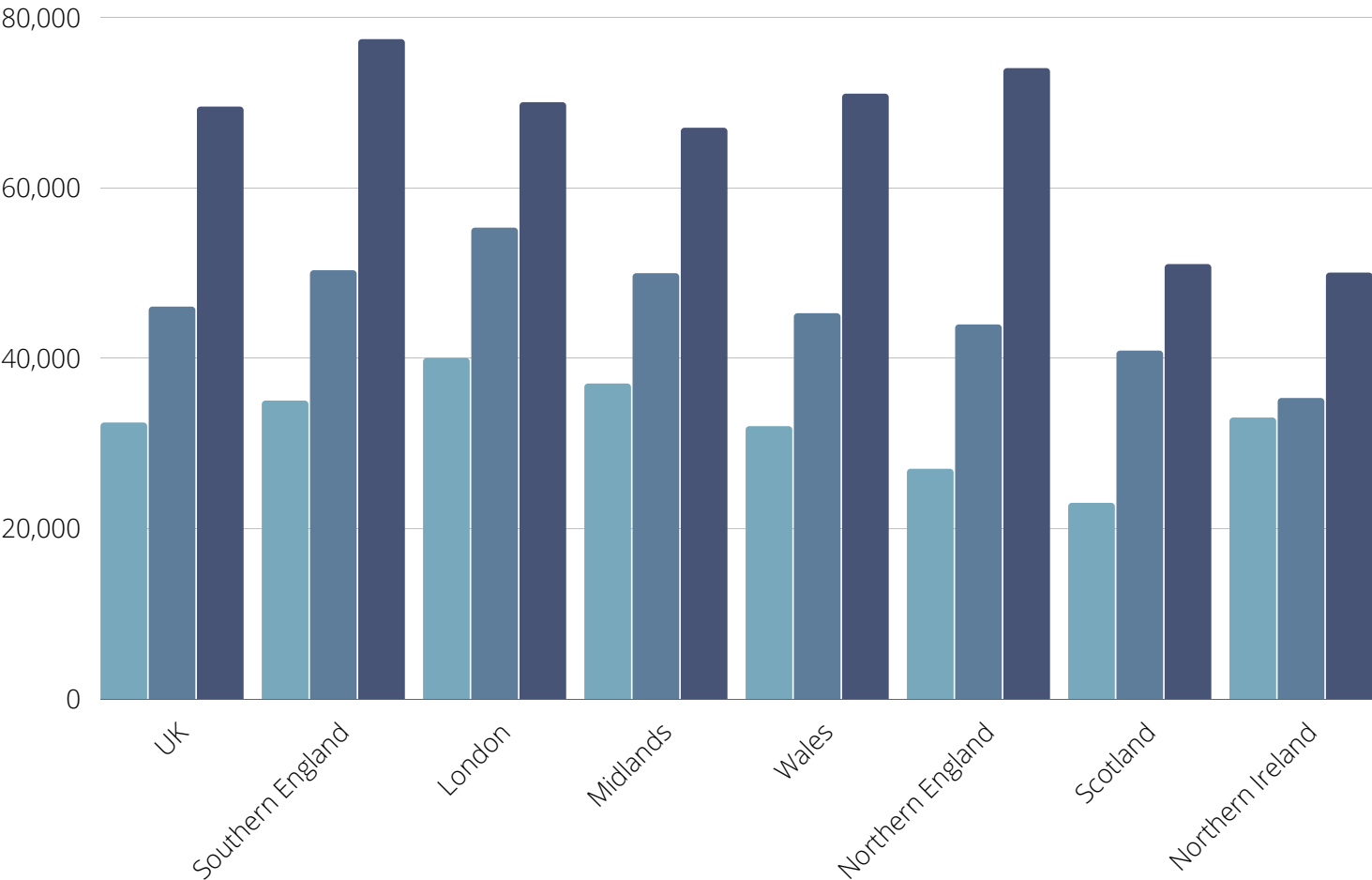
National Account Manager

Location	Min Salary (GBP)	Avg Salary (GBP)	Max Salary (GBP)
UK	£30,341	£42,774	£61,321
Southern England	£30,290	£42,942	£60,250
London	£35,100	£47,284	£65,000
Midlands	£30,000	£42,294	£59,000
Wales	£35,000	£47,284	£65,000
Northern England	£18,000	£27,284	£42,000
Scotland	£36,000	£48,284	£74,000
Northern Ireland	£28,000	£44,059	£64,000



Health and Safety Manager

Location	Min Salary (GBP)	Avg Salary (GBP)	Max Salary (GBP)
UK	£32,428	£46,023	£69,485
Southern England	£35,000	£50,294	£77,400
London	£40,000	£55,284	£70,000
Midlands	£37,000	£49,942	£67,000
Wales	£32,000	£45,248	£71,000
Northern England	£27,000	£43,932	£74,000
Scotland	£23,000	£40,852	£51,000
Northern Ireland	£33,000	£35,294	£50,000





As to be expected, there was a salary disparity between the different regions of the UK.

There is a clear divide between the north and south, with London consistently showing the highest salaries in each position.

The North, Wales, and Northern Ireland all have consistently lower salaries which is to be expected somewhat, as the cost of living is likely to be lower in these regions.

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

To discuss further, please contact
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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.