

# IT'S NOT ABOUT US, IT'S ABOUT YOU!

## Clockwork Recruitment

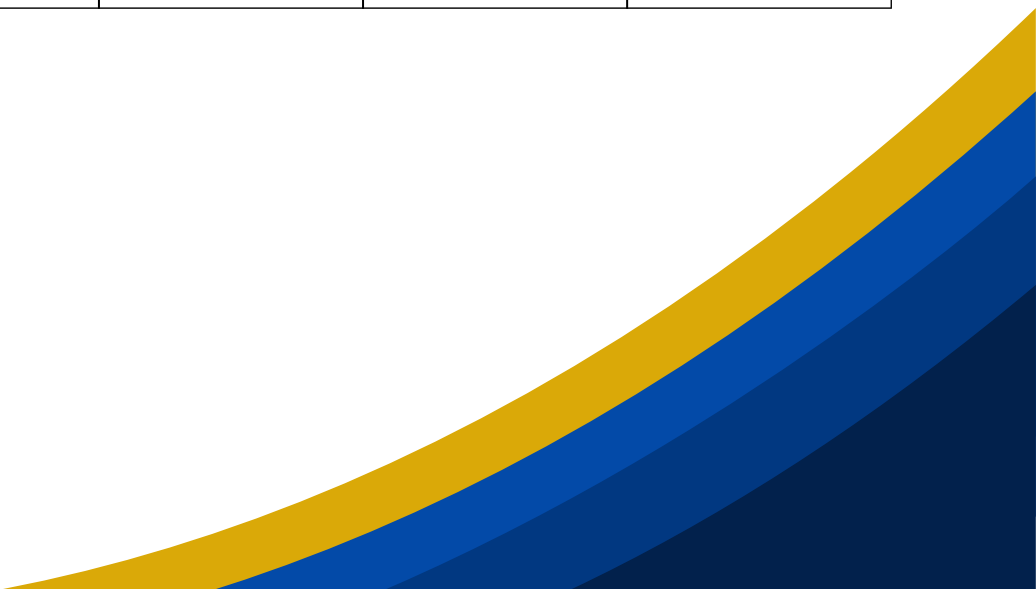
Permanent & Temporary Recruitment

HR	Min	Max	Average
HR Manager	39,000	55,000	47,000
Head of HR	60,000	90,000	75,000
Associate HR Business Partner	38,000	50,000	44,000
HR Business Partner	45,000	60,000	52,500
HR Advisor	35,000	40,000	37,500
HR Administrator	25,000	30,000	27,500
HR and Payroll	25,000	30,000	27,500
HR Consultant	32,000	40,000	36,000
HR Director	75,000	120,000	97,500
HR Assistant	23,000	30,000	26,500
HR Generalist	31,000	45,000	38,000
Senior HR Business Partner	40,000	80,000	60,000
HR Analyst	31,000	50,000	40,500
Talent Acquisition Specialist	31,000	50,000	40,500
Talent Manager/Internal Recruiter	30,000	55,000	42,500
Compensation and Benefits Manager	45,000	60,000	52,500
Recruitment Account Manager	35,000	45,000	40,000
Recruitment Manager	34,000	54,000	44,000
Senior Recruitment Consultant	35,000	45,000	40,000
Recruitment Consultant	25,000	33,000	29,000

<b>ADMINISTRATIVE</b>	<b>Min</b>	<b>Max</b>	<b>Average</b>
Administrative Assistant	20,000	29,000	<b>24,500</b>
Personal Assistant	25,000	38,000	<b>31,500</b>
Executive Assistant	32,000	42,000	<b>37,000</b>
Receptionist	21,000	30,000	<b>25,500</b>
Data Entry	22,000	27,000	<b>24,500</b>
Customer Service Manager	31,000	40,000	<b>35,500</b>
Customer Service Advisor	20,000	29,000	<b>24,500</b>
Call Centre Agent	20,000	28,000	<b>24,000</b>
Complaints Handler	19,000	30,500	<b>24,750</b>
Order Processor	21,000	28,000	<b>24,500</b>
Scheduler/Planner	21,000	29,500	<b>25,250</b>
Office Coordinator	22,000	29,500	<b>25,750</b>
Document Controller	23,000	37,500	<b>30,250</b>
Facilities Administrator	20,000	25,000	<b>22,500</b>



<b>FINANCE</b>	<b>Min</b>	<b>Max</b>	<b>Average</b>
Chief Financial Officer (CFO)	100,000	150,000	<b>125,000</b>
Finance Director	75,000	125,000	<b>100,000</b>
Financial Controller	35,000	76,000	<b>55,500</b>
Management Accountant	33,000	50,000	<b>41,500</b>
Financial Accountant	36,000	62,000	<b>49,000</b>
Accounts Assistant	23,000	30,000	<b>26,500</b>
Payroll Officer	24,000	45,000	<b>34,500</b>
Credit Controller	23,000	32,000	<b>27,500</b>
Purchase Ledger Clerk	22,000	30,000	<b>26,000</b>
Sales Ledger Clerk	22,000	30,000	<b>26,000</b>
Bookkeeper	22,000	32,000	<b>27,000</b>
Internal Auditor	33,000	70,000	<b>51,500</b>
Risk Manager	40,000	75,000	<b>57,500</b>
Tax Advisor	32,000	60,000	<b>46,000</b>
Treasury Analyst	34,000	49,000	<b>41,500</b>
Finance Business Partner	46,000	73,000	<b>59,500</b>



<b>SALES &amp; MARKETING</b>	<b>Min</b>	<b>Max</b>	<b>Average</b>
Sales Director	60,000	125,000	<b>92,500</b>
Business Development Manager	35,000	80,000	<b>57,500</b>
Account Manager	25,000	60,000	<b>42,500</b>
Sales Executive	25,000	55,000	<b>40,000</b>
Telesales Representative	25,000	35,000	<b>30,000</b>
Graduate Sales Executive	28,000	50,000	<b>39,000</b>
Field Sales Representative	25,000	50,000	<b>37,500</b>
Marketing Manager	40,000	70,000	<b>55,000</b>
Digital Marketing Executive	28,000	55,000	<b>41,500</b>
Social Media Manager	30,000	60,000	<b>45,000</b>
Brand/Product Manager	40,000	75,000	<b>57,500</b>
SEO Specialist	35,000	55,000	<b>45,000</b>
Copywriter	30,000	50,000	<b>40,000</b>
Graphic Designer	35,000	50,000	<b>42,500</b>
CRM Manager	40,000	70,000	<b>55,000</b>

<b>PRODUCTION &amp; WAREHOUSE</b>	<b>Min</b>	<b>Max</b>	<b>Average</b>
Operations Manager	35,000	60,000	<b>47,500</b>
Production Supervisor	30,000	55,000	<b>42,500</b>
Production Operative	24,000	29,000	<b>26,500</b>
Warehouse Manager	30,000	40,000	<b>35,000</b>
Warehouse Operative	29,000	37,000	<b>33,000</b>
Goods In/Out Coordinator	23,000	33,000	<b>28,000</b>
Inventory Controller	25,000	26,000	<b>25,500</b>
Supply Chain Manager	42,000	65,000	<b>53,500</b>
Procurement Manager	40,000	65,000	<b>52,500</b>
Buyer / Purchasing Officer	29,000	40,000	<b>34,500</b>
Logistics Coordinator	22,000	35,000	<b>28,500</b>
Transport Manager	33,000	45,000	<b>39,000</b>
Maintenance Technician	26,000	40,000	<b>33,000</b>
Quality Control Inspector	30,000	45,000	<b>37,500</b>

**WE HAVE CREATED THIS SALARY SURVEY AS A BENCHMARK, BASED ON DATA COLLECTED FROM A RANGE OF UK JOB BOARDS.**

**PLEASE NOTE THAT THE FIGURES ARE INTENDED AS A GUIDELINE ONLY AND SHOULD NOT BE CONSIDERED A DEFINITIVE REPRESENTATION OF FINAL SALARIES.**

