

Corporate Functions

SALARY INSIGHTS

2024



Key insights into
recruitment trends
and salary
benchmarking for
professionals across
Corporate Functions.

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Introduction.



LYNN CAMPBELL

Manager,
Corporate Functions

Companies that don't offer remote work options may need to adjust their salary offerings to remain competitive in attracting top talent. Enhanced pension and private medical are also seen as attractive benefits by professionals working in corporate functions roles.

Diversity and inclusion initiatives also play a role in salary negotiations, as companies seek to create fair and equitable compensation structures that reflect their commitment to diversity. Ensuring pay parity and transparency can help organisations build trust with employees and foster a culture of inclusivity.

Overall, salaries remain an important factor in recruitment and retention efforts across corporate functions. Companies that offer competitive compensation packages, along with opportunities for professional growth and a supportive work environment, are likely to attract and retain top talent in today's competitive job market.

The recruitment landscape in the UK for corporate functions roles like finance, HR, supply chain, and commercial roles has seen notable shifts, influenced by various factors including digital transformation, remote work, skills shortages, diversity initiatives, and regulatory compliance.

There has been an increased demand for professionals skilled in digital finance tools, data analytics, and supply chain optimisation with companies prepared to offer competitive salaries to secure candidates with these skills.

Candidates in finance and commercial functions, particularly those requiring specialised expertise or senior-level experience are the most in-demand and are able to command the highest salaries.

Remote work and flexible arrangements have also impacted salary expectations, with some professionals prioritising work-life balance over higher pay.

30,000

candidates placed.

24M

turnover in 2023.

24 years

Over 2 decades of talent consultancy.



Market overview.

Gender split within Corporate Functions

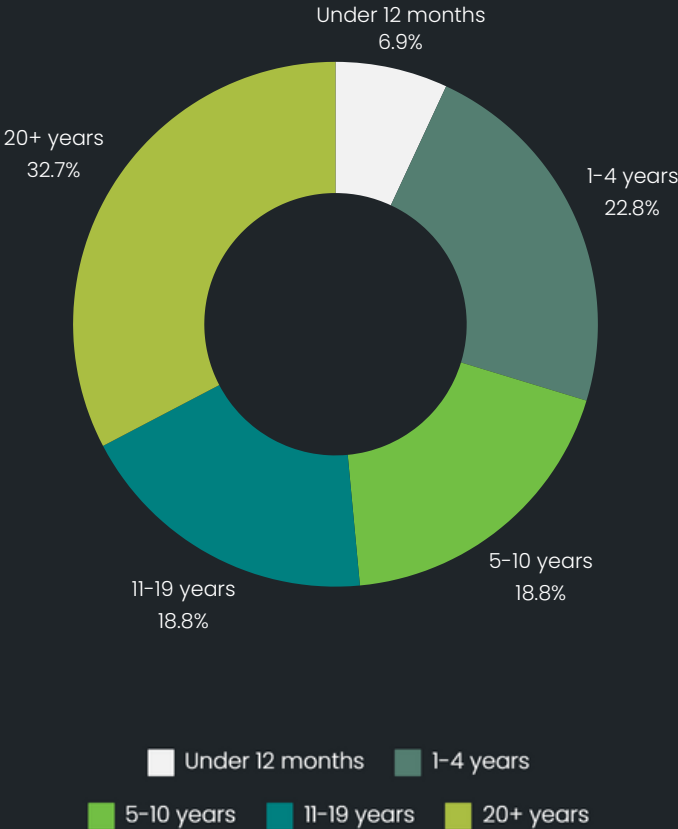


44%
female

56%
male



The gender split for people working in Corporate Functions roles is fairly even.



Over half of respondents working within Corporate Functions roles have more than 10 years experience.

MARKET OVERVIEW

Larger businesses account for a significant proportion of hirers; however, the SME market appears to be growing with those with 51-200 employees making up just over a quarter.

1-50
employees

21%

51 - 500
employees

30%

500+
employees

38%

Most popular roles include:

Procurement Manager, HR Manager, Supply Chain Manager, Accountant & Commercial Manager.



AREAS COVERED WITHIN CORPORATE FUNCTIONS:

- Procurement
- Human Resources
- Supply Chain
- Finance
- Commercial

Salary Detail

Corporate Functions professionals are less satisfied with their salary than the UK average. This dissatisfaction is likely to be a result of a high proportion of them not receiving a pay increase in the past 12 months.



Are you satisfied with your current salary?



Salary satisfaction.

7%

were very satisfied with their current salary.

37%

were satisfied with their current salary.

37%

of Corporate Functions professionals were dissatisfied with their current salary.

Salary changes

The percentage of Corporate Functions professionals that had received a pay rise in the past 12 months was lower than the UK average.

57%

of the Corporate Functions professionals have received a salary increase in the past 12 months.

43%

of Corporate Functions professionals said they expected to receive a salary increase in the next 12 months.

Bonus & Overtime

33% of Corporate Functions professionals received less than £1,000 in bonus and overtime.

57% received between £1,000 and £6,000 in bonus and overtime.

10% received over £10,000 in overtime and bonus.

Corporate Functions professionals that had not received a salary increase in the past 12 months were less likely to be satisfied with their current role and more likely to be intending to move jobs in the next 12 months.

Salary expectations

How do you expect your salary to change in the next year?



Corporate Functions professionals were a lot more optimistic of a salary increase in the next 12 months than the UK average.



Employee Profile

Corporate Functions professionals are more satisfied in their roles than the average respondent. Not surprisingly, Corporate Functions professionals that are dissatisfied with their current role are more likely to say they're moving job in the next 12 months.



Do you feel there is scope for progression in your current role?

53%

Yes

Levels of job satisfaction were much higher amongst those that felt their role had career progression.

Skills & Training

Although most Corporate Functions employees feel they have the skills to complete their role, there are a high percentage of that have received no training in the past 12 months.

Corporate Functions professionals that hadn't received any training were more likely to say there was no progression in their current role.

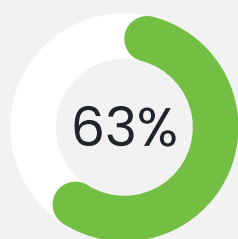
This highlights that training should be considered as much for employee motivation as training people to perform their roles.



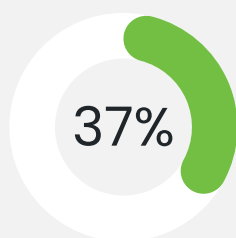
64%

of candidates that had received training said were satisfied in their role.

Have you had any training in the last 12 months?



Yes



No

91% of people that hadn't received training still felt that they had the skills to perform their job.

82% of people that hadn't received any training in the are intending to move jobs in the next 12 months.

Moving jobs

77% of Corporate Functions professionals said they are intending to move jobs.

Almost two-thirds of Corporate Functions respondents are looking to move jobs in the next year.

When do you think you'll move jobs?

40%

within 6 months.

23%

6 - 12 months.

13%

1 - 3 years.

23%

not looking to move.

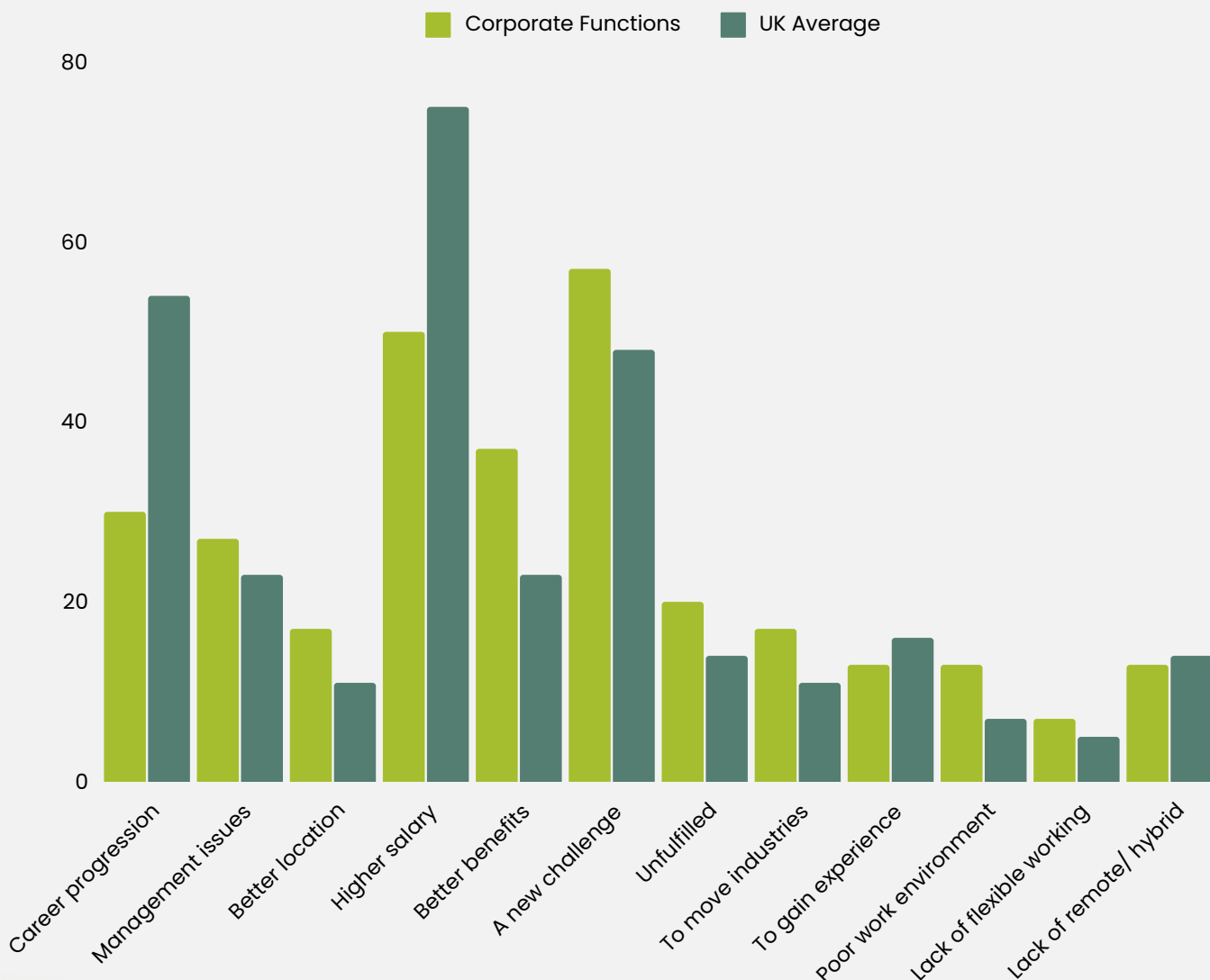


Important factors

Moving jobs

What are the main drivers behind Corporate Functions professionals looking to move jobs?

As to be expected, gaining a higher salary is the most significant factor, especially with those that hadn't had a salary increase in the past 12 months. However, career progression, a new challenge and better benefits were also important factors.



When compared to the UK average, Corporate Functions professionals are **less likely** to move because of career progression, higher salary, or to gain more experience.

When compared to the UK average, Corporate Functions professionals are **more likely** to move in order to gain better benefits, seek a new challenge and because of feeling unfulfilled.

What benefits are important when considering a new role?

Corporate Functions professionals offered a range of benefits that they consider important when choosing a new permanent role. Enhanced pension, flexible hours and private medical were considered the most important benefits.



An enhanced pension was seen as a key benefit to Corporate Functions professionals, and they were more likely to state it as important than the average respondent.

They were likely to say that sabbaticals, on-site childcare and fundraising days were important compared to the average respondent.

Salary benchmarking

Procurement

Top advertised job titles	Low	High	Average
Buyer	£40,000	£50,000	£45,000
Senior Buyer	£45,000	£75,000	£55,000
Category Manager	£50,000	£65,000	£60,000
Contract Manager	£40,000	£45,000	£42,500
Procurement Specialist	£50,000	£55,000	£50,000
Procurement Manager	£40,000	£65,000	£58,000
Head of Procurement	£90,000	£99,000	£95,000

Salary benchmarking

Human Resources

Job Title	Low	High	Average
HR Assistant	£25,000	£29,000	£27,000
HR Manager	£45,000	£60,000	£51,000
HR Business Partner	£55,000	£65,000	£60,000
HR Director	£75,000	£90,000	£75,000
Talent Acquisition	£30,000	£35,000	£32,500

Salary benchmarking

Supply Chain

Job Title	Low	High	Average
Forecast Analyst	£32,000	£40,000	£36,000
Logistics Manager	£30,000	£35,000	£32,500
Materials Analyst	£25,000	£30,000	£27,500
Supply Chain Coordinator	£23,000	£26,000	£25,000
Supply Chain Manager	£40,000	£60,000	£50,000
Supply Chain Director	£70,000	£90,000	£75,000

Salary benchmarking

Finance

Job Title	Low	High	Average
Purchase Ledger Clerk	£25,000	£30,000	£26,000
Assistant Accountant	£29,000	£35,000	£32,000
Accountant	£45,000	£50,000	£47,000
Credit Controller	£25,000	£25,000	£30,000
Credit Manager	£45,000	£55,000	£50,000
Finance Controller	£65,000	£70,000	£68,000
Finance Manager	£40,000	£60,000	£50,000
Financial Accountant	£45,000	£50,000	£47,000
Financial Data Specialist	£40,000	£55,000	£44,000
Finance Director	£90,000	£130,000	£115,000
Management Accountant	£45,000	£55,000	£50,000
Finance Business Partner	£50,000	£65,000	£55,000

Salary benchmarking

Commercial

Job Title	Low	High	Average
Bid Manager	£45,000	£65,000	£55,000
Commercial Manager	£48,000	£60,000	£57,000
Commercial Director	£90,000	£150,000	£110,000
Contracts Manager	£28,000	£32,000	£30,000
Head of Contracts	£50,000	£60,000	£55,000
Pricing Analyst	£35,000	£45,000	£40,000

Additional resources

Unlock more industry insights using the links below.

INDUSTRY NEWS & TRENDS

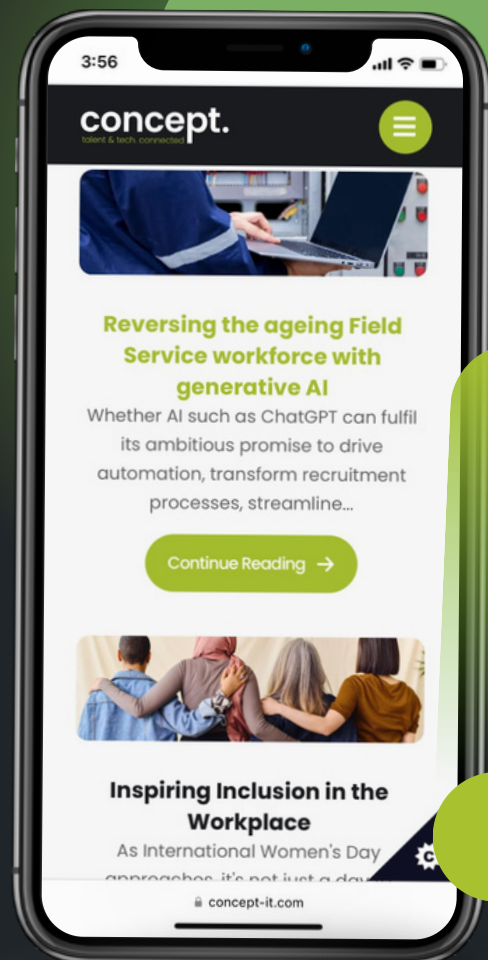
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