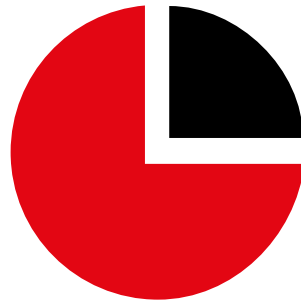




EAST ANGLIA
SALARY SURVEY AND RECRUITMENT TRENDS 2018



cooper lomaz recruitment

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EXECUTIVE SUMMARY



*Simon Brown,
Managing Director*

The last 12 months has witnessed an undoubted change in the recruitment market across the UK and East Anglia. A primary worry aired by many organisations going into 2017 was that uncertainty coming from the political and economic landscape would impact on growth and their ability to recruit good staff.

This year's salary survey results, however, show that East Anglia has not suffered some of the same challenges as the rest of the UK. Half (50%) of the businesses completing this survey expect to grow in 2018, an increase from 2017.

Over the last ten years since we started producing this report, annual salaries have increased throughout the period as demand for highly skilled technical professionals rose. 2017 was no different in this respect with more than half (61%) of respondents reporting they received a pay rise in the last twelve months. An area of concern for

businesses may be, however, that over two thirds (67%) expect to get a further pay rise in 2018.

One of the largest changes we have seen both operationally and across the salary survey trends during 2017 is that salary is no longer the primary factor for workers when looking at job satisfaction. Competence of their manager, recognition of achievements, an interesting and varied role all rate as important if not more important, compared to salary.

Flexible working, whether this is in relation to their work/life balance or working remotely continue to be important factors for job seekers when considering the suitability of roles. This, we believe, will continue during 2018 as candidates are starting to see this as a staple of the working relationship, and businesses continue to improve their infrastructure to support this.

It is clear that businesses across East Anglia will continue to grow during 2018. With unemployment at its lowest level since records began and a variety of opportunities for job seekers to consider, it is more important than ever for organisations to have effective recruitment processes in place. This, however, must be combined with the ability to effectively 'sell' their brand and organisation. During 2018 we expect to see the gender pay gap discussed more as businesses begin to share data on this from April.

INTRODUCING THE SURVEY

Now in its tenth year, the annual Cooper Lomaz Recruitment Trends and Salary Survey Report provides clients and candidates with valuable insights into employment within East Anglia.

This comprehensive report presents the findings from an online survey of 2,740 employees working within six professional and technical sectors. The collected data was then cross referenced and verified against its database of over 20,000 candidates, as well as from placement data from over 1,000 candidates, to ensure accuracy.

Each year the Cooper Lomaz Recruitment Trends and Salary Survey Report is used by thousands of industry professionals and hiring managers in order to help them make key decisions when hiring and reviewing remuneration packages. In 2017, the report was distributed to 1,000 businesses within East Anglia, and downloaded from the Cooper Lomaz website a further 3,268 times.

37%

37% MORE RESPONDENTS THAN IN 2016

20,374

INTERVIEW DATA FROM 20,374 CANDIDATES

1,142

SALARY DATA FROM 1,142 PLACEMENTS IN 2017

207

207 JOB TITLES COVERED

WHAT CANDIDATES THINK OF THE MARKET

HERE ARE SOME OF THE KEY FINDINGS FROM OUR EAST ANGLIA EMPLOYEE SURVEY THAT EXAMINES THEIR ATTITUDES TO, AND EXPECTATIONS OF, THEIR JOBS AND THE COMPANIES THEY WORK FOR.



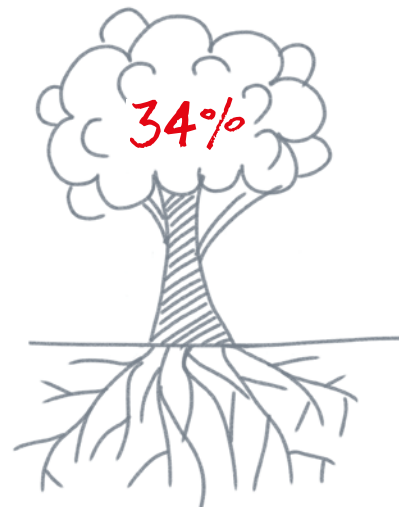
FEET BARELY UNDER THE DESK

Just under a third (32.2%) of employees joined their current company within the last 12 months. 37.8% have got 1-3 years' service under their belts with 30.0% having been with their current company for more than 3 years.



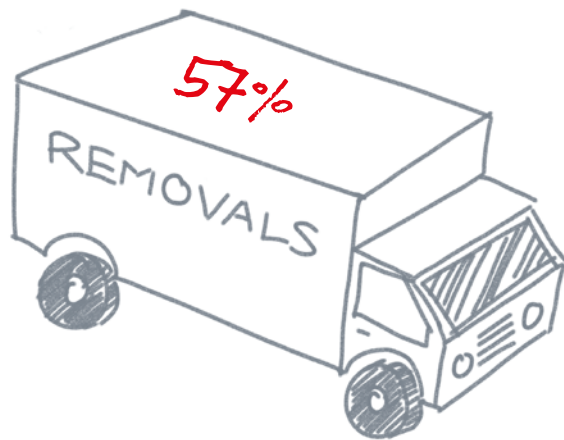
HIRING NOT FIRING

Half (49.7%) of employees expect that staff numbers at their companies will increase in 2018 - up from 47.7% last year.



PUTTING DOWN ROOTS

More than a third (34%) of contractors have more than a year's service in their current role.



ON THE MOVE

Over half (56.7%) of employees say they expect to stay with their current employer for no more than 3 years.



47%



42%

FUTURES IN THE HANDS OF EXPERTS

There has been an increase in the usage of recruitment agencies in finding a new job. Nearly half (47.0%) used an agency this year to get their current job – that's up from 42.1% last year.



WAGES BALLOONING

Just under two-thirds (63.6%) of employees earned themselves a salary increase, which was up on the 60.8% last year. Employees are optimistic about their salary prospects for 2018 with two-thirds (67.2%) saying that they expect a wage rise.



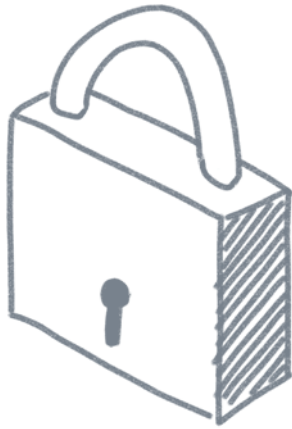
56%



52%

HAPPIER NOW THAN THEY HAVE BEEN FOR YEARS

The number of people who are satisfied in their current role has risen by 3.8 percentage points to 55.6%. Similarly, those that are dissatisfied has reduced noticeably from 23.1% in 2017 to 19.4%.



58%
↑
51%

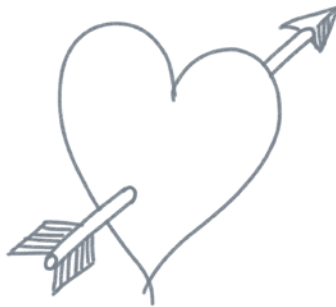
SAFE AND SOUND

There has been a significant increase in the level of security that employees are feeling about their current roles. 58.3% feel secure compared to 51.0% last year.



GONE IN A YEAR

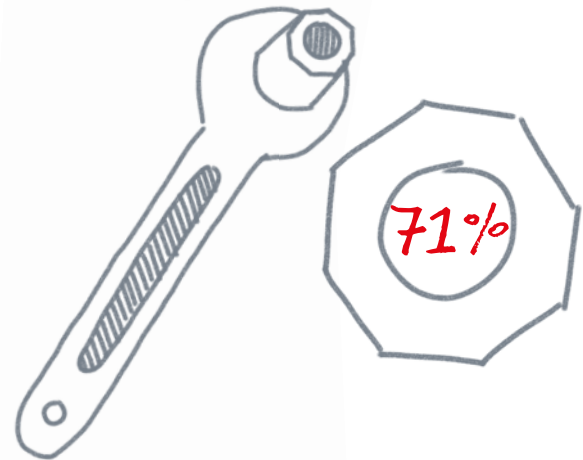
Despite (or because of) the greater job security and satisfaction, 4 in 10 (39.3%) employees still see themselves changing roles in the next 12 months.



- 1) Interesting Role
- 2) Salary
- 3) Competent Manager
- 4) Recognition of Achievements
- 5) Career Progression

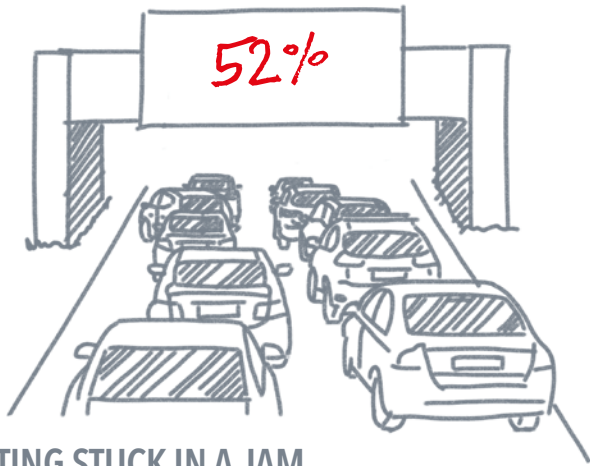
I LOVE MY JOB BECAUSE...

Pushing salary into 2nd place, having an interesting role is the most influential factor in providing job satisfaction. Then after salary, it's having a competent manager, getting recognition for achievements and career progression.



FINE TUNING FOR BETTER PERFORMANCE

Of those that said they weren't getting sufficient training and development, 7 in 10 (71.2%) claim that with more support they would be able to perform better in their roles.



GETTING STUCK IN A JAM

More than half (52.1%) of employees have a daily commute to work that's longer than 30 minutes. It's a massive jump from last year when only 41.2% had to travel for more 30 minutes to get to work.



SURGE IN FLEXI-HOURS

There has been a massive increase in employees using flexible working hours from 43.1% last year to 69.5% in an attempt to improve their work/life balance.



LESS CASH, MORE TIME PLEASE

The most common aspect that employees would choose to improve their work/life balance is the number of hours they work. So strong is this feeling that a third (35.6%) would be prepared to take a wage cut to achieve this.



STAYING PUT FOR NOW

A third (34.9%) of employees would be prepared to move location for a new job which is a slight decrease on last year.

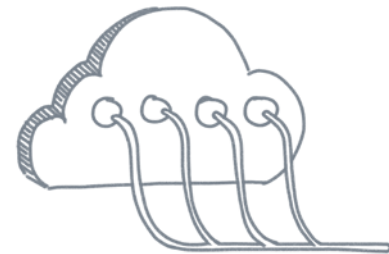
LOOKING BACK, LOOKING FORWARD

JOBS THAT DIDN'T EXIST 10 YEARS AGO

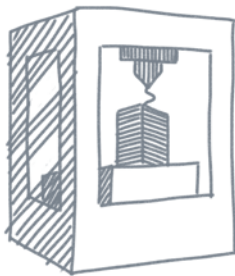
Technology has never before advanced as quickly as it has over the last 10 years, and with new technology comes new jobs. We've taken a look at jobs that we were recruiting for in 2017, that we weren't in 2007.



SOCIAL MEDIA MANAGER



DEVOPS ENGINEER



3D PRINT OPERATIVE



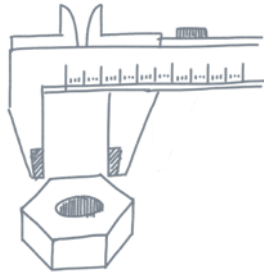
GDPR COMPLIANCE MANAGER

JOBS THAT WILL STILL BE HERE IN 10 YEARS

Even with the advent of robots, people are still needed to do jobs that even artificial intelligence can't do. Here are four jobs that we're optimistic the robots can't do... yet.



**NEW PRODUCT
DEVELOPMENT
MANAGER**



DESIGN ENGINEER



GRAPHIC DESIGNER



**CYBER SECURITY
EXPERT**

JOBS THAT ARE UNLIKELY TO EXIST IN 10 YEARS

Whilst new jobs have been created in the last ten years, there are some that will become obsolete as more processes get automated and we move away from a physical world into a digital one. We've taken a look at four jobs that we don't think will stick around for the next ten years.



PAYROLLER



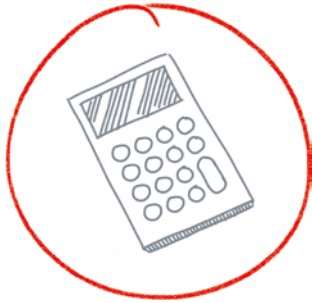
TELEMARKETER



**SERVICE DESK
ANALYST**



DATA ENTRY CLERK



ACCOUNTANCY & FINANCE

HIGH DEMAND FOR NEWLY QUALIFIED ACCOUNTANTS

This was the most competitive part of the market in 2017 as more and more businesses looked at succession planning. Given the competition in this part of the market, candidates are regularly receiving multiple offers which has increased competition between employers.

AUDIT STAFF ARE FEW AND FAR BETWEEN

Over the past 10 years we have seen that many firms are still feeling the effects of a lack of auditors available in the market. This is as a result of reduced graduate intake during 2008-2010 as companies looked to reduced cost due to the economic downturn. The battle for accountancy practices, however, mostly lies with losing newly qualified auditors to the lure of industry.

COUNTER OFFERS REMAIN ON THE TABLE

Employers face a tough decision when weighing up the cost of re-hiring versus offering current employees an incentive to stay via a counter offer. With less candidates actively available in the market a greater number of employers are using a range of remuneration options to entice employees that they cannot afford to lose to competitors.

HEADHUNTING TO TREND IN 2018

Unemployment levels continue to fall which is a positive for the UK economy as a whole, however, this does make it more of a challenge for employers looking to recruit. In 2018 we can expect to see more employers discussing headhunting to explore the passive candidate market, in an attempt to find the skills they need for each vacancy.

Accountancy & Finance

COMMERCE AND INDUSTRY	PERMANENT			DAY RATE		
	MINIMUM	MEDIAN	MAXIMUM	MINIMUM	MEDIAN	MAXIMUM
ACCOUNTS ASSISTANT	£15,000	£22,000	£28,000	£75	£125	£160
ASSISTANT ACCOUNTANT/AMA	£18,000	£28,000	£35,000	£85	£150	£200
ACCOUNTS PAYABLE/RECEIVABLE CLERK	£18,000	£23,000	£26,000	£85	£130	£175
ACCOUNTS PAYABLE/RECEIVABLE MANAGER	£25,000	£35,000	£45,000	£200	£280	£350
CFO/GROUP FD	£80,000	£130,000	£200,000	£500	£700	£1,000
COMMERCIAL/FINANCIAL ANALYST PART QUALIFIED	£25,000	£32,000	£35,000	£150	£225	£250
COMMERCIAL/FINANCIAL ANALYST QUALIFIED	£35,000	£48,000	£65,000	£250	£325	£400
CREDIT CONTROL MANAGER	£25,000	£38,000	£45,000	£150	£300	£400
CREDIT CONTROLLER	£18,000	£24,000	£30,000	£85	£140	£175
FINANCE DIRECTOR	£60,000	£90,000	£150,000	£400	£550	£800
FINANCE MANAGER	£35,000	£50,000	£65,000	£250	£300	£500
FINANCIAL ACCOUNTANT	£30,000	£45,000	£55,000	£200	£325	£450
FINANCIAL CONTROLLER	£50,000	£70,000	£100,000	£300	£500	£750
GROUP ACCOUNTANT	£45,000	£50,000	£65,000	£300	£400	£500
MANAGEMENT ACCOUNTANT	£30,000	£40,000	£50,000	£250	£300	£350
INTERNAL AUDITOR	£30,000	£40,000	£45,000	£200	£300	£350
INTERNAL AUDIT MANAGER	£40,000	£50,000	£65,000	£300	£450	£500
TAX ACCOUNTANT (IN HOUSE)	£30,000	£40,000	£55,000	£250	£325	£400
TAX MANAGER (IN HOUSE)	£45,000	£55,000	£75,000	£300	£400	£750
ACCOUNTANCY - THE PROFESSION						
AAT STUDIER	£16,000	£18,000	£21,000			
AAT QUALIFIED	£18,000	£25,000	£30,000			
ACCA/ACA PART QUALIFIED	£20,000	£28,000	£34,000			
ACCA/ACA NEWLY QUALIFIED	£26,000	£38,000	£45,000			
ACCA/ACA 2 YEARS POE	£30,000	£42,000	£50,000			
ATT PART QUALIFIED	£20,000	£24,000	£28,000			
ATT QUALIFIED	£28,000	£30,000	£35,000			
CTA PART QUALIFIED	£25,000	£30,000	£36,000			
CTA QUALIFIED	£35,000	£45,000	£50,000			
ASSISTANT MANAGER (TOP 50)	£25,000	£30,000	£35,000			
ASSISTANT MANAGER (TOP 20)	£35,000	£40,000	£45,000			
MANAGER (TOP 50)	£30,000	£45,000	£50,000			
MANAGER (TOP 20)	£40,000	£50,000	£60,000			
SENIOR MANAGER (TOP 50)	£50,000	£55,000	£65,000			
SENIOR MANAGER (TOP 20)	£55,000	£70,000	£80,000			
DIRECTOR (TOP 50)	£55,000	£60,000	£80,000			
DIRECTOR (TOP 20)	£70,000	£85,000	£110,000			
PARTNER (TOP 50)	£60,000	£80,000	£100,000			
PARTNER (TOP 20)	£85,000	£120,000	£150,000			



ENGINEERING

LACK OF CANDIDATES CONTINUES TO FRUSTRATE

The Engineering sector across East Anglia has faced a challenge relating to a lack of engineering candidates coming via the apprenticeship route for over a decade now. This has never been more apparent than during 2017.

PRODUCT PASSION HELPS BUILD CAREERS

Over the last year we've seen more and more candidates name-check companies and types of products and projects they want to work on, as product passion has been extremely important for engineers looking to progress their careers.

WHO SAID ROBOTS ARE TAKING OUR JOBS?

Due to technological advancements, specifically in automation and robotics, the demand for highly skilled engineers rather than operatives is higher than ever! The robots are coming, but they need humans.....for now!

SUPPLY, VERSUS DEMAND?

In any market where there is a shortage of supply, the demand for good resources will always create competition. This is increasingly relevant to the Engineering sector where candidates are being courted by multiple potential employers. It is now critical that employers simplify their recruitment process and 'sell' all aspects of their business in order to keep candidates engaged.

Engineering

ENGINEERING & MAINTENANCE	PERMANENT			DAY RATE		
	MINIMUM	MEDIAN	MAXIMUM	MINIMUM	MEDIAN	MAXIMUM
GRADUATE ENGINEER	£22,000	£26,400	£31,000	£180	£218	£240
MAINTENANCE ENGINEER (MECHANICAL OR ELECTRICAL)	£26,000	£32,000	£45,000	£240	£305	£400
MULTI-SKILLED ENGINEER	£26,000	£32,000	£45,000	£240	£330	£450
PLC ENGINEER	£30,000	£45,000	£60,000	£300	£425	£500
ENGINEER MANAGER (CAPITAL PROJECTS/MAINTENANCE)	£24,000	£32,000	£42,000	£300	£465	£600
SERVICE ENGINEER	£25,000	£35,000	£45,000	£240	£330	£450
TEST ENGINEER	£22,000	£30,000	£40,000	£220	£295	£380
HARDWARE ENGINEER	£25,000	£31,800	£51,000	£300	£425	£500
MANUFACTURING & PRODUCTION						
TOOLMAKER	£22,000	£28,000	£38,000	£190	£270	£350
MANUFACTURING ENGINEER	£25,000	£35,000	£45,000	£250	£307	£450
LEAN/CONTINUOUS IMPROVEMENT ENGINEER	£38,100	£42,000	£50,000	£280	£422	£550
MANUFACTURING MANAGER	£37,000	£50,000	£65,000	£350	£465	£650
PRODUCTION SUPERVISOR	£22,000	£30,000	£38,000	£220	£267	£300
PRODUCTION MANAGER	£28,000	£38,000	£52,000	£400	£550	£700
DESIGN						
CAD ENGINEER/DRAUGHTSMAN	£20,000	£30,000	£50,000	£220	£260	£350
MECHANICAL DESIGN ENGINEER	£24,000	£32,500	£42,000	£280	£315	£400
ELECTRONICS DESIGN ENGINEER	£26,000	£35,000	£45,000	£280	£340	£450
DESIGN/PROJECT ENGINEER	£24,000	£32,500	£45,000	£280	£315	£400
ELECTRO-MECHANICAL DESIGN ENGINEER	£30,000	£36,500	£46,000	£300	£410	£500
ELECTRICAL DESIGN ENGINEER	£26,000	£33,000	£44,000	£280	£380	£450
ENGINEERING/DESIGN MANAGER	£30,000	£49,000	£70,000	£325	£455	£550
QUALITY						
QUALITY INSPECTOR	£18,000	£24,500	£30,000	£180	£230	£300
QUALITY ENGINEER	£25,000	£35,000	£42,500	£220	£280	£400
QUALITY MANAGER	£29,000	£40,000	£58,000	£300	£375	£500
QHSE ENGINEER/MANAGER	£30,000	£47,250	£58,000	£300	£375	£500
OPERATIONAL						
OPERATIONS MANAGER	£35,000	£47,500	£65,000	£550	£790	£1,100
OPERATIONS DIRECTOR	£60,000	£76,000	£133,000	£800	£1,050	£1,400
GENERAL MANAGER	£50,000	£75,000	£120,000	£750	£980	£1,300



FOOD MANUFACTURING

A PERFECT STORM

At a time when there is a shortage of engineers, in general, the demand by organisations for food industry experience in this area is creating a perfect storm. Organisations now face the tough decision to consider candidates from other manufacturing sectors as an alternative to increase recruitment options.

THE 'FREE-FROM' MARKET GROWS, AS CONSUMERS ARE MORE HEALTH CONSCIOUS

Nutritional specialists are still highly in demand as food manufacturers continue to feed consumer requirements for products that fit their dietary needs and health-conscious lifestyles. An increasing number of companies are innovating in the gluten-free, meat-free, alcohol-free and sugar-free markets so there is also demand for new product development candidates.

TRAINING AND DEVELOPMENT STILL KEY

Nearly a third of the food manufacturing employees that we surveyed said that the company they currently work for does not provide them with 'on the job' training. Whilst candidates expressed the importance of training to them, of bigger concern for organisations is that 1 in 10 said that they did not know whether or not training was actually available.

SHIFT WORK CONTINUES TO RISE

The weak pound has created a rise in companies exporting goods, meaning factories are having to work around the clock. This has seen companies require candidates who are happy to work unsociable hours including nights.

Food Manufacturing

PRODUCTION	PERMANENT			DAY RATE		
	MINIMUM	MEDIAN	MAXIMUM	MINIMUM	MEDIAN	MAXIMUM
TEAM LEADER	£22,000	£26,000	£28,000	£110	£130	£140
SHIFT MANAGER /PRODUCTION SUPERVISOR	£26,000	£30,000	£34,500	£130	£150	£173
PRODUCTION MANAGER	£28,000	£35,000	£45,000	£140	£175	£225
MANUFACTURING MANAGER	£40,000	£50,000	£65,000	£200	£300	£400
OPERATIONS MANAGER	£45,000	£50,000	£65,000	£350	£450	£550
FACTORY MANAGER	£50,000	£60,000	£70,000	£350	£450	£550
OPERATIONS DIRECTOR	£60,000	£80,000	£129,000	£400	£500	£750
DEVELOPMENT						
DEVELOPMENT CHEF	£25,000	£35,000	£40,000	£125	£175	£200
PROCESS AND NPD TECHNOLOGIST	£30,000	£35,000	£40,000	£150	£200	£250
PACKAGING TECHNOLOGIST	£30,000	£35,000	£40,000	£150	£200	£250
NPD MANAGER	£38,000	£40,000	£45,000	£200	£300	£400
QUALITY AND TECHNICAL						
LAB TECHNICIAN	£17,000	£20,000	£26,000	£85	£100	£130
SPECIFICATIONS TECHNOLOGIST	£30,000	£40,000	£45,000	£150	£200	£225
QA/QC	£21,000	£25,000	£28,000	£105	£125	£140
QA SUPERVISOR	£28,000	£35,000	£40,000	£140	£175	£200
QUALITY MANAGER	£35,000	£45,000	£60,000	£225	£275	£350
HYGIENE MANAGER	£28,000	£35,000	£40,000	£250	£350	£400
TECHNICAL MANAGER	£40,000	£50,000	£70,000	£300	£350	£450
HEALTH AND SAFETY						
HEALTH AND SAFETY OFFICER	£22,000	£28,000	£30,000	£110	£140	£150
HEALTH AND SAFETY MANAGER	£35,000	£45,000	£55,000	£225	£275	£350
ENGINEERING						
CI ENGINEER	£38,000	£45,000	£60,000	£350	£400	£500
MULTI-SKILLED - MECHANICAL BIAS	£35,000	£40,000	£45,000	£200	£250	£300
MULTI-SKILLED - ELECTRICAL BIAS	£38,000	£45,000	£50,000	£250	£300	£350
ENGINEERING SUPERVISOR	£40,000	£45,000	£50,000	£300	£350	£400
ENGINEERING MANAGER	£50,000	£60,000	£80,000	£400	£500	£600
CHIEF ENGINEER	£60,000	£80,000	£100,000	£500	£600	£700



SALES & MARKETING

SALES NO LONGER JUST ABOUT PERSONALITY

In competitive landscapes such as technology and the FMCG sector, we've seen that hiring managers are looking to employ sales people who have in-depth knowledge of the markets that they're selling to. It is no longer enough to just have the 'gift of the gab'.

DIGITAL DINOSAURS BEWARE

More companies in East Anglia are recognising the importance of having a strong digital presence having realised the need to bring this in-house instead of relying on marketing agencies for day-to-day digital needs.

THE DIGITAL DUEL IS ON

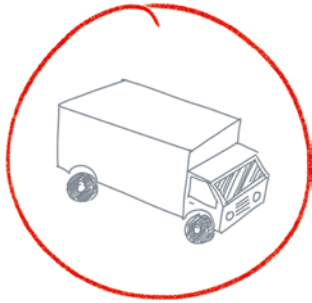
Digital marketing agencies are working even harder to retain digital professionals and curb turnover in response to the increased demand from industry. This has seen increased offerings relating to salary, benefits and incentive packages.

SALES AND MARKETING ARE ALIGNING... FINALLY

In the past, sales and marketing were seen as entirely different functions of a business but with the internet being such a prevalent part of everyday life, the two are finally starting to collaborate in order to better communicate products and bring in sales prospects.

Sales & Marketing

MARKETING	PERMANENT			DAY RATE		
	MINIMUM	MEDIAN	MAXIMUM	MINIMUM	MEDIAN	MAXIMUM
CONTENT EXECUTIVE	£17,000	£27,000	£35,000	£85	£135	£175
MARKETING ASSISTANT/CO-ORDINATOR	£17,000	£20,000	£25,000	£85	£100	£125
MARKETING EXECUTIVE/DIGITAL MARKETING EXECUTIVE	£19,000	£25,000	£35,000	£95	£125	£175
MARKETING MANAGER/DIGITAL MARKETING MANAGER	£30,000	£40,000	£56,000	£150	£200	£320
MARKETING DIRECTOR	£50,000	£80,000	£120,000	£250	£400	£650
PR EXECUTIVE	£20,000	£25,000	£35,000	£150	£175	£200
PR MANAGER	£27,000	£40,000	£50,000	£200	£250	£300
PR DIRECTOR	£42,000	£75,000	£120,000	£280	£375	£600
PRODUCT EXECUTIVE/MANAGER	£30,000	£50,000	£70,000	£200	£350	£500
PPC/SEO/EXECUTIVE/MANAGER	£22,000	£40,000	£65,000	£200	£350	£500
DIGITAL DESIGNER	£18,000	£27,000	£40,000	£150	£200	£300
BRAND ASSISTANT/BRAND MANAGER	£20,000	£25,000	£55,000	£100	£125	£275
EVENTS EXECUTIVE/MANAGER	£21,000	£30,000	£43,000	£150	£250	£320
MARKETING CONTROLLER	£50,000	£80,000	£120,000	£250	£400	£650
SALES						
SALES EXECUTIVE	£18,000	£23,500	£36,000	£90	£118	£250
ACCOUNT MANAGER	£20,000	£30,000	£50,000	£100	£150	£350
NEW BUSINESS DEVELOPMENT	£24,000	£38,000	£63,000	£180	£250	£450
CHANNEL SALES MANAGER	£24,000	£37,800	£61,000	£180	£250	£450
SALES MANAGER	£24,000	£37,800	£61,000	£120	£189	£305
NATIONAL ACCOUNT MANAGER	£32,000	£44,000	£60,000	£200	£350	£500
TECHNICAL SALES ENGINEER	£23,000	£30,000	£42,000	£150	£250	£350
EXPORT SALES EXECUTIVE/MANAGER	£25,000	£35,000	£60,000	£125	£250	£400
BUSINESS DEVELOPMENT MANAGER	£24,000	£37,000	£61,000	£180	£250	£450
INTERNATIONAL SALES MANAGER	£32,000	£46,500	£80,000	£250	£350	£600
SALES DIRECTOR	£42,000	£75,000	£120,000	£300	£450	£700
COMMERCIAL MANAGER	£32,000	£53,000	£80,000	£250	£350	£600
AGENCY POSITIONS						
ACCOUNT MANAGER	£22,000	£29,000	£42,000	£180	£250	£350
ACCOUNT DIRECTOR	£35,000	£45,000	£60,000	£250	£300	£500
GRAPHIC DESIGNER/WEB DESIGNER	£20,000	£30,000	£40,000	£200	£350	£450
COPYWRITER/PROOF READER	£19,000	£26,000	£40,000	£120	£175	£250
PPC/SEO/EXECUTIVE/MANAGER	£18,000	£32,000	£44,000	£150	£300	£400
DIGITAL DESIGNER	£18,000	£27,000	£40,000	£120	£175	£250
E COMMERCE MANAGER	£30,000	£36,000	£60,000	£250	£350	£500
DIGITAL ACCOUNT EXECUTIVE	£20,500	£25,000	£30,000	£150	£200	£275
DIGITAL ACCOUNT MANAGER	£30,000	£45,000	£45,000	£180	£250	£350
DIGITAL ACCOUNT DIRECTOR	£35,000	£45,000	£60,000	£250	£300	£500
SOCIAL MEDIA MANAGER	£20,000	£31,000	£45,000	£120	£200	£300



SUPPLY CHAIN

ROBOTS ARE RISING

Advancements in automation and robotics are making such technology become more reliable and cost efficient, reducing the need for manual staff, for tasks like picking goods from the shelf. This hasn't meant fewer jobs, however, as self-driving vehicles aren't here... yet.

SUSTAINABILITY IS HERE TO STAY

There has been a demand for contractors who specialise in reducing the carbon footprint of supply chain & distribution departments as the world becomes more aware of the environmental impact of packaging and materials. Sustainability is no longer a 'buzzword'; it is becoming a minimum expectation of businesses in the modern age.

FROM EAST ANGLIA TO THE WORLD

Due to fluctuations in the pound, companies who rely on materials and ingredients from overseas need strong negotiation skills to keep costs down. The driver for this is to avoid passing the difference on to the end user and increasing the cost of sale. There is, however, a clear opportunity for those exporting to benefit from the current economic and political landscape.

HEAD IN THE CLOUD

Cloud technology is transforming supply chain and logistics operations. Organisations are looking to utilise the Cloud to increase efficiency and reduce cost. 2018 looks set to see a rise in the Internet of Things and data-driven decision-making as Cloud security increases.

Supply Chain

PLANNING	PERMANENT			DAY RATE		
	MINIMUM	MEDIAN	MAXIMUM	MINIMUM	MEDIAN	MAXIMUM
SUPPLY CHAIN CO-ORDINATOR	£22,000	£23,000	£26,000	£120	£135	£165
SUPPLY CHAIN ANALYST	£21,000	£28,000	£35,000	£120	£150	£185
PRODUCTION PLANNER	£25,000	£30,000	£35,000	£140	£150	£185
PLANNING MANAGER	£37,000	£45,000	£57,000	£200	£250	£300
PLANNER (FOOD)	£25,000	£30,000	£35,000	£150	£185	£225
PLANNING MANAGER (FOOD)	£40,000	£45,000	£57,000	£200	£250	£300
SUPPLY CHAIN MANAGER	£40,000	£52,000	£66,000	£200	£260	£350
SUPPLY CHAIN DIRECTOR	£60,000	£100,000	£130,000	£350	£500	£650
DISTRIBUTION						
SHIPPING (IMPORT/EXPORT)	£20,000	£27,500	£35,000	£130	£150	£200
LOGISTICS/WAREHOUSE CO-ORDINATOR	£20,000	£24,000	£26,000	£125	£150	£175
DISTRIBUTION MANAGER	£35,000	£45,000	£62,000	£200	£250	£325
TRANSPORT MANAGER	£35,000	£45,000	£60,000	£200	£250	£325
ASSISTANT WAREHOUSE MANAGER	£25,000	£28,000	£32,000	£150	£165	£185
WAREHOUSE MANAGER	£35,000	£40,000	£53,000	£200	£250	£325
LOGISTICS MANAGER	£35,000	£40,000	£53,000	£200	£250	£325
OPERATIONS DIRECTOR	£60,000	£100,000	£130,000	£400	£500	£650
PURCHASING/SUPPLY CHAIN						
PURCHASING ASSISTANT/EXPEDITOR	£18,000	£20,000	£25,000	£120	£145	£165
MATERIALS CONTROLLER	£25,000	£28,000	£32,000	£145	£165	£185
MATERIALS MANAGER	£35,000	£45,000	£65,000	£200	£275	£325
STOCK CONTROLLER	£26,500	£28,000	£29,500	£150	£165	£185
BUYER	£25,000	£30,000	£45,000	£185	£200	£250
SENIOR BUYER	£35,000	£45,000	£50,000	£220	£250	£300
STRATEGIC BUYER	£25,000	£30,000	£45,000	£185	£200	£250
CATEGORY MANAGER	£35,000	£45,000	£65,000	£200	£275	£325
PURCHASING MANAGER (CIPS)	£40,000	£45,000	£65,000	£250	£275	£325
GROUP PURCHASING MANAGER	£50,000	£55,000	£70,000	£325	£400	£500
PROCUREMENT DIRECTOR	£60,000	£100,000	£130,000	£400	£500	£650
GLOBAL PROCUREMENT DIRECTOR	£100,000	£150,000	£180,000	£650	£850	£1,100



IT

CYBER SECURITY DEMAND GROWS

2017 saw a growth in the volume and notoriety of online attacks. What started out in the public sector spread with industry being hit just as hard as the year progressed. As a result, there has been a rush by organisations to look for candidates with specific cyber security experience. What was once part of an IT function is now rapidly becoming a standalone business area.

GDPR – NEW LEGISLATION, NEW CHALLENGES

The General Data Protection Regulation which replaces current EU Data Protection laws come into force in May 2018 so more firms have been seeking candidates with analytical and database experience for ongoing projects to ensure they are compliant.

START-UP SUFFOLK

Ipswich has been voted the #1 destination for launching a start-up due to its economical cost of living in comparison to other tech hubs like Cambridge. Ipswich also benefits from improved infrastructure links to London.

DEVELOPMENT DESPAIR

There has been a high demand for developers across East Anglia, particularly in the Microsoft Technologies Stack. 2017 also saw a sharp rise in the need for more technical programming languages such as Python and Ruby, especially in the buoyant Cambridge market. The demand for developers has been a continued challenge across East Anglia for the past decade. Surely it is time for a longer term strategy to fix this?

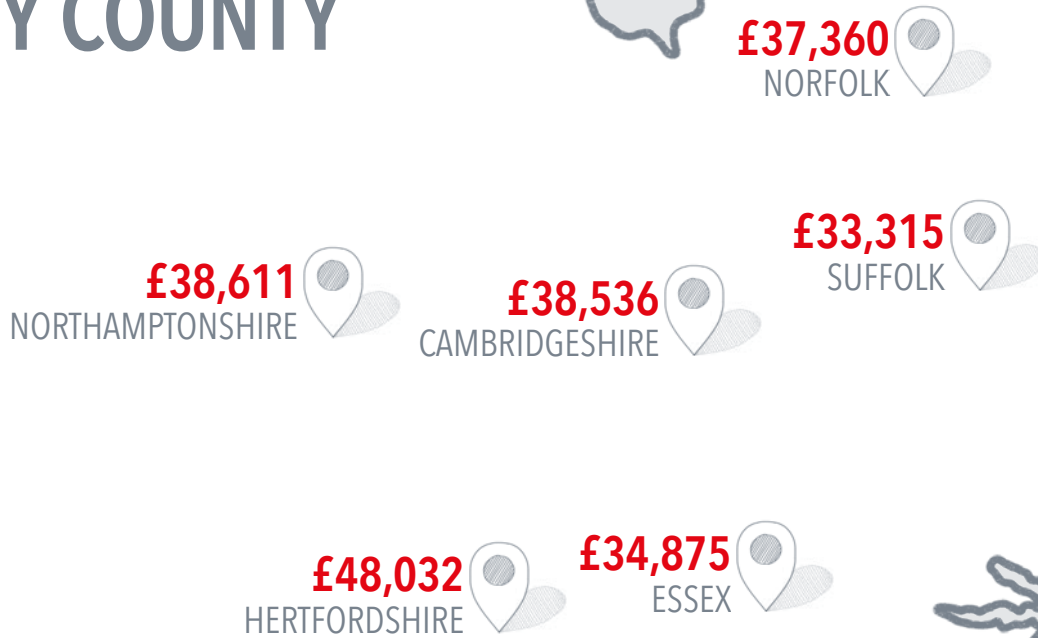
IT

DEVELOPMENT	PERMANENT			DAY RATE		
	MINIMUM	MEDIAN	MAXIMUM	MINIMUM	MEDIAN	MAXIMUM
FRONT END WEB DEVELOPER	£20,000	£29,000	£46,000	£250	£375	£550
WEB DEVELOPER (ASP.NET)	£22,000	£34,000	£60,000	£250	£450	£600
SOFTWARE DEVELOPER (.NET)	£24,000	£38,000	£57,000	£275	£450	£600
JAVA DEVELOPER	£26,750	£45,000	£58,000	£300	£450	£650
C++ DEVELOPER	£24,000	£35,000	£60,000	£330	£475	£650
PHP DEVELOPER	£23,500	£36,000	£55,000	£250	£400	£525
PYTHON DEVELOPER	£25,000	£36,000	£54,000	£350	£520	£700
MOBILE DEVELOPER	£22,000	£42,000	£65,000	£325	£450	£650
BI DEVELOPER	£34,000	£56,000	£73,000	£300	£500	£650
DATABASE DEVELOPER	£27,000	£40,000	£55,000	£300	£475	£650
EMBEDDED SOFTWARE ENGINEER	£28,000	£40,000	£71,000	£350	£475	£750
LEAD DEVELOPER	£45,000	£52,000	£70,000	£400	£525	£700
SOLUTIONS ARCHITECT	£52,000	£65,000	£78,000	£450	£700	£900
UI/UX DEVELOPER	£30,000	£45,000	£50,000	£250	£450	£700
JAVASCRIPT DEVELOPER	£26,000	£43,000	£60,000	£300	£475	£650
QA/TESTING						
QA/TEST ANALYST	£23,600	£35,000	£53,000	£300	£425	£550
QA/TEST LEAD	£34,800	£41,000	£47,000	£375	£450	£600
QA/TEST MANAGER	£45,000	£50,000	£60,000	£400	£500	£675
LEADERSHIP						
SCRUM MASTER	£38,000	£50,000	£76,000	£350	£600	£850
DEVELOPMENT MANAGER	£45,000	£60,000	£73,000	£420	£600	£800
HEAD OF DEVELOPMENT	£60,000	£72,000	£92,000	£600	£800	£1,000
CIO/CTO	£72,000	£88,000	£150,000	£800	£1,000	£1,200

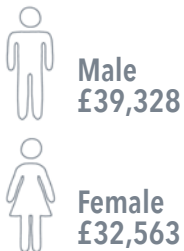
IT (continued)

SUPPORT/INFRASTRUCTURE	PERMANENT			DAY RATE		
	MINIMUM	MEDIAN	MAXIMUM	MINIMUM	MEDIAN	MAXIMUM
SERVICE DESK ANALYST	£17,500	£24,000	£28,000	£150	£200	£350
DESKTOP SUPPORT ENGINEER	£21,000	£30,000	£37,000	£175	£275	£400
INFRASTRUCTURE ENGINEER	£25,000	£36,000	£54,000	£250	£350	£450
NETWORK ENGINEER	£26,880	£35,000	£71,000	£250	£400	£600
APPLICATIONS SUPPORT ANALYST	£20,000	£28,500	£55,000	£200	£325	£400
INFRASTRUCTURE CONSULTANT	£43,000	£60,000	£73,000	£400	£750	£900
SYSTEMS ADMINISTRATOR - WINDOWS	£27,000	£39,000	£54,000	£275	£425	£550
SYSTEMS ADMINISTRATOR - LINUX/UNIX	£28,000	£43,500	£62,000	£300	£450	£600
DEVOPS ENGINEER	£28,000	£42,000	£72,500	£350	£475	£600
IT SECURITY ANALYST	£24,000	£42,000	£70,000	£250	£500	£1,000
DATABASE ADMINISTRATOR	£30,000	£45,000	£60,000	£250	£450	£750
INFRASTRUCTURE ARCHITECT	£45,000	£60,000	£75,000	£450	£750	£1,000
SERVICE DELIVERY						
CHANGE MANAGER	£35,000	£45,000	£60,000	£350	£500	£700
PROBLEM/CONFIGURATION/INCIDENT MANAGER	£30,000	£43,000	£55,000	£350	£500	£650
BUSINESS RELATIONSHIP MANAGER	£30,000	£50,000	£72,000	£300	£500	£800
SERVICE DELIVERY MANAGER	£32,000	£55,000	£85,000	£350	£600	£850
PROJECTS/CHANGE						
PSO/PMO ANALYST	£24,000	£37,000	£45,000	£250	£350	£420
PMO MANAGER	£35,000	£52,500	£80,000	£350	£550	£700
BUSINESS ANALYST	£30,000	£43,500	£75,000	£300	£500	£750
PROJECT MANAGER	£30,000	£45,000	£80,000	£350	£520	£800
PROGRAMME MANAGER	£50,000	£65,000	£100,000	£425	£750	£1,000
PROGRAMME DIRECTOR	£70,000	£90,000	£123,000	£600	£800	£1,000
LEADERSHIP						
IT MANAGER	£29,000	£42,000	£72,000	£300	£500	£800
SERVICE DESK MANAGER	£27,500	£36,000	£50,000	£250	£375	£525
IT SECURITY MANAGER	£35,000	£60,000	£100,000	£300	£600	£1,000
IT DIRECTOR	£54,000	£80,000	£130,000	£500	£750	£1,000
INFRASTRUCTURE MANAGER	£35,000	£55,000	£80,000	£375	£550	£750

COMPARISON OF SALARY AVERAGES PAY BY COUNTY



PAY BY GENDER



PAY BY SECTOR



Data from 2,740 respondents across 6 sectors.

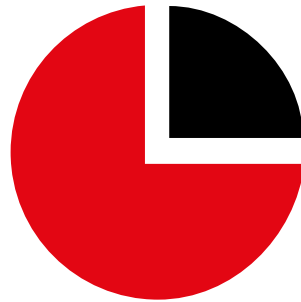
ABOUT COOPER LOMAZ RECRUITMENT

Cooper Lomaz is a specialist technical and professional recruitment consultancy based in East Anglia.

Formed in 1990 by Charlotte Cooper and Jane Lovell, Cooper Lomaz has grown organically from three consultants specialising in Accountancy & Finance recruitment from a small office in Bury St Edmunds, to over 50 Consultants specialising in seven sectors from offices in Norfolk, Suffolk and a brand new office in Essex for 2018. They are strategically positioned to partner employers and candidates across East Anglia.

Now in its 29th year, Cooper Lomaz still prides itself on its impeccably strong personal values and its extensive knowledge of the East Anglia recruitment market. Its excellent reputation for delivering results, built over nearly three decades of trading, makes it the go-to consultancy for permanent, contract and managed service recruitment for thousands of employers and candidates across East Anglia.

 @CooperLomaz  /company/cooper-lomaz



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