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The ONE Group

Scientific

2024 Salary & Market Insights Guide



Introduction

Looking back

Before putting 'pen to paper', I referred back to my commentary on last year's salary guide. What a difference a year makes!

This time last year (mid-January at the time of writing) many in the recruitment sector were starting to feel the inevitable slowdown of the post-COVID surge whilst others were still going strong. By the mid-year point we were all accepting the reality that the bubble had burst. The summer months are always a slower time in the recruitment industry and the September bounce back didn't make its usual impact. We have had to accept that we are now in different times, some would say more normal times, in line with pre-COVID levels, but for the many who have joined the recruitment industry over the last 18 months it will feel like a different job entirely.

In many ways, and particularly for us at The ONE Group, this can be seen as a positive, as the frenetic sourcing of 2022 allowed little time for true consultative work. In a slower more considered marketplace, we are now able to find time to think, to re-evaluate and to re-engage. Face to face meetings and insights led conversations will allow us the ability to align our talent pipelining and networking with our clients' business objectives. As we research and consider the impact of the advancement of AI and Automation on our industry, it has never been more apparent that the true human, emotional and empathetic element of recruiting is now at the forefront for the Recruitment Consultancy/Client Partnership.

Themes for 2024

The themes of 2022/23 are now firmly embedded and set to stay throughout 2024 and beyond;

Hybrid Working: It's highly unlikely that businesses will be able to attract top talent without some form of hybrid working in place. There has been a definite shift, over the last few months, of employers wanting to encourage teams back into the office, some doing it more collaboratively than others. As work and home lives have become interwoven over the past few years, it is a real challenge and danger for employers to try to take back control too quickly, or even at all. The most prevalent working pattern seems to be settling at two days from home, three days in the office.

Leadership: Empathetic and trust-based leadership is very much at the forefront of a healthy and prosperous culture and the talent pool in the post-COVID world are giving this high priority in their career making decisions. Whilst this undoubtedly lends itself to a happy workforce, more challenging economic times can make it feel like walking a tightrope.

Benefits Packages: Generous, ever competitive benefits packages are very much here to stay (I wonder how those brave companies are getting on with their four-day weeks?) Here at The ONE Group, we've successfully navigated a year of unlimited

holiday and 'working from anywhere', and, if you're anything like us, you may now have some additional canine team members as well...

Skills Shortage: The acute skills shortage of 2022/23 has eased, generally, with a much better balance of 'power' between employer and job seeker. Employers aren't held to ransom quite as much, in what last year, seemed to be a constant struggle to both hire and retain. This is certainly a positive for businesses to be able to achieve business goals and objectives which of course are always underpinned by their people.

Technology: Technology in the recruitment sector has moved at pace and those not utilising AI, automation and advanced sourcing platforms are risking being left behind. What at first felt like a threat to the essential relationship elements of recruitment, has now settled into a strong partnership, if used well. Multi-plate spinning recruiters are now able to focus on the relationship side of the job with the more transactional parts of the role being looked after by technology. Those that achieve the balance will thrive.

Fostering Strong Recruitment Partnerships

The recruitment landscape has changed so much over the past five years, not least the role of the recruitment agency. In a crowded recruitment market with skilled talent teams and so much access to online networking, recruitment agencies will need to change their narrative and re-evaluate their proposition to stay relevant. Low value, low engagement contingency recruitment needs to be replaced with broader conversations of partnership and talent solutions. Here at The ONE Group, we will be investing in our consultants across 2024, focussing on L&D and continuing to elevate conversations from vacancies to talent partnerships.

Finally...

As we settle into 2024 you can look forward to seeing a broader portfolio of value added services from The ONE Group, as we look to continue to engage with our clients not only on recruitment but with a variety of additional services from EVP packages (if you haven't seen our client EVP videos, take a look!), benchmarking reports, FD/HRD insight roundtables and more.

The business of 'people' has never been so challenging, multi-faceted and rewarding.

We look forward to sharing our consultancy skills, insights, technology, and networks with you to support your business in achieving its talent goals throughout 2024.

Catherine Wallis
Operations Director



Scientific Recruitment Industry

Cambridge continues to be an ever-growing hive of scientific companies; from startups through to global companies. Our University provides us with a steady flow of new leaders, aiming to bring fascinating concepts to life and commercialise these ideas, offering opportunities galore for the area.

Expensive lab and office spaces have forced many companies to locations out of the city. The downside of this, sometimes posing transport problems to younger employees who, due to rising costs, are not drivers.

In order to gain access to a much wider pool of international candidates, organisations are recognising the need to gain a UK visa sponsorship licence, thus giving them more options to skilled workers. Providing sponsorship can actually be an attractive substitute to the ever-growing demand for higher salaries. Postdocs now, usually expecting salaries starting in the range of £45-50k and graduates, £35-45k.

Glassdoor's survey compiling over 100,000 reviews from 20 cities showed that workers in Cambridge have the highest level of job satisfaction! In this sector, we see benefits such as flexible working remaining high on candidates' agendas, along with access to share options when joining a startup.

Life Sciences and Healthcare have seen the largest economic growth in the Cambridge Cluster with companies focusing on Cleantech also doing very well. Candidates are looking to get into industries where they can "make a difference to lives" and there are many, many options to do so.

High-Tech Manufacturing also goes from strength to strength, providing jobs for skilled Engineers and Technicians in a plethora of industries.

Jen Richardson
Business Manager

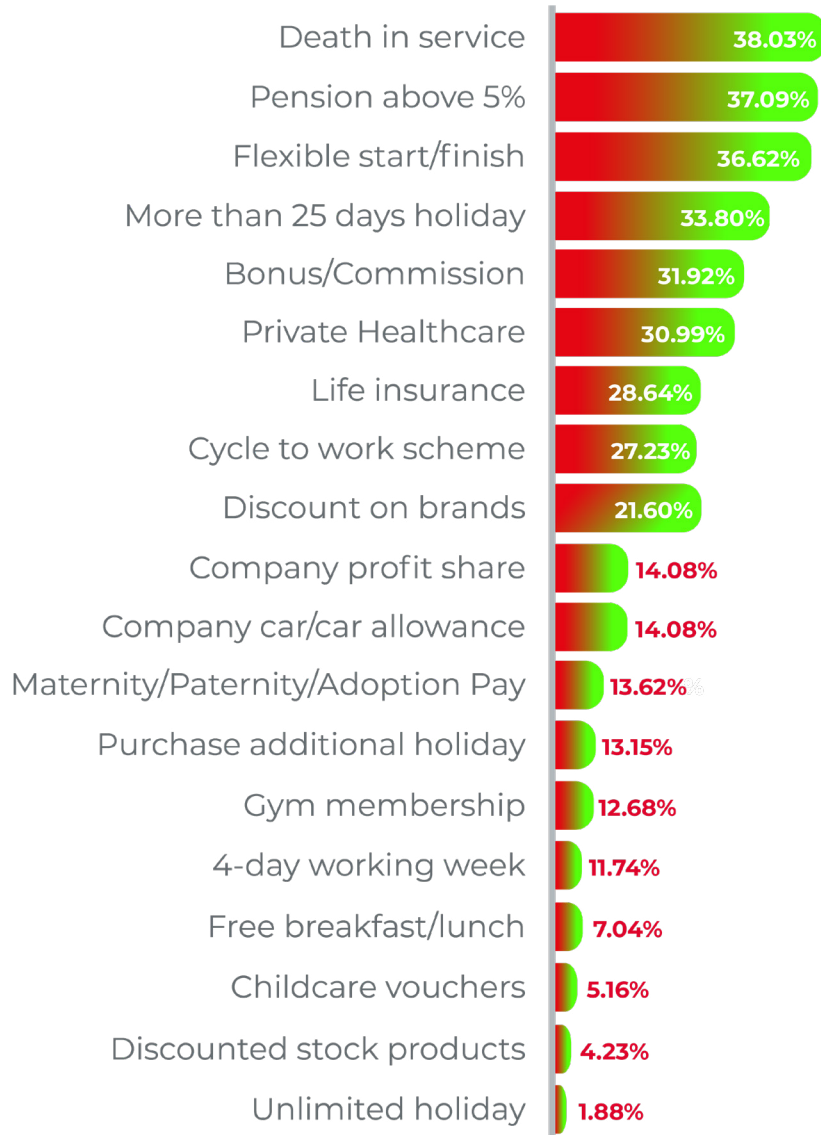


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Salary & Benefits

Which benefits do you currently receive?



If you could choose, what would be your top 5 benefits?

Private Healthcare

Funded private healthcare or dental care.

1

Pension above 5%

More than 5% contributed towards pension.

2

More than 25 Days Holiday

More than 25 days holiday or unlimited holiday.

3

4

Bonus/Commission

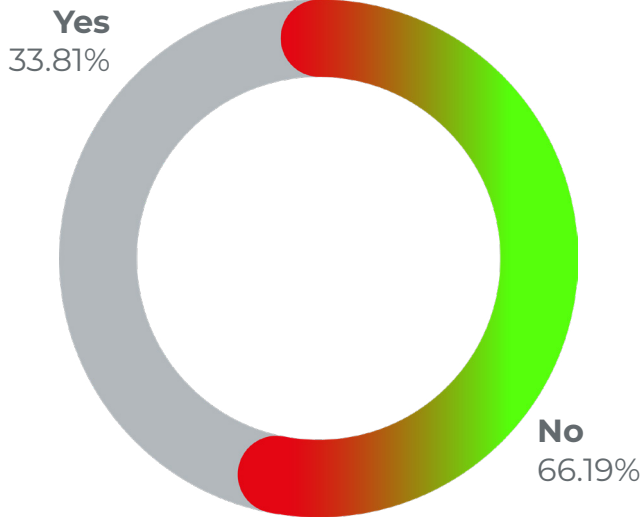
Bonuses or more commission to support cost of living.

5

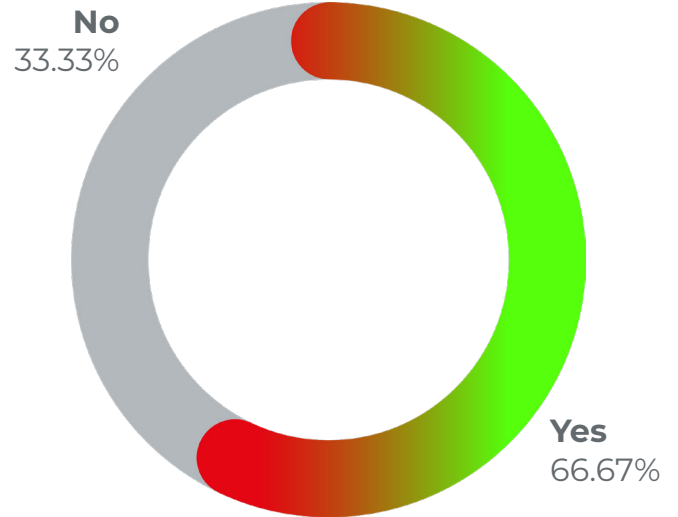
Flexible Start/Finish

Flexible start/finish times or remote/hybrid working options.

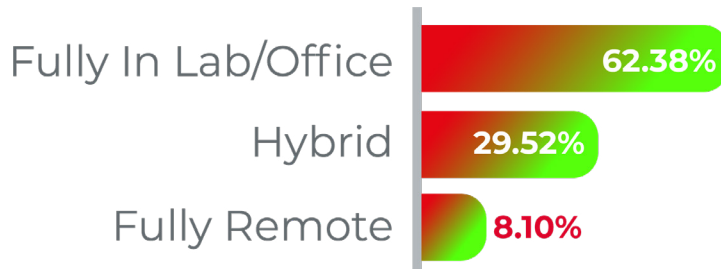
Has your working pattern changed in the last 2 years?



Do you feel fairly remunerated for your position?



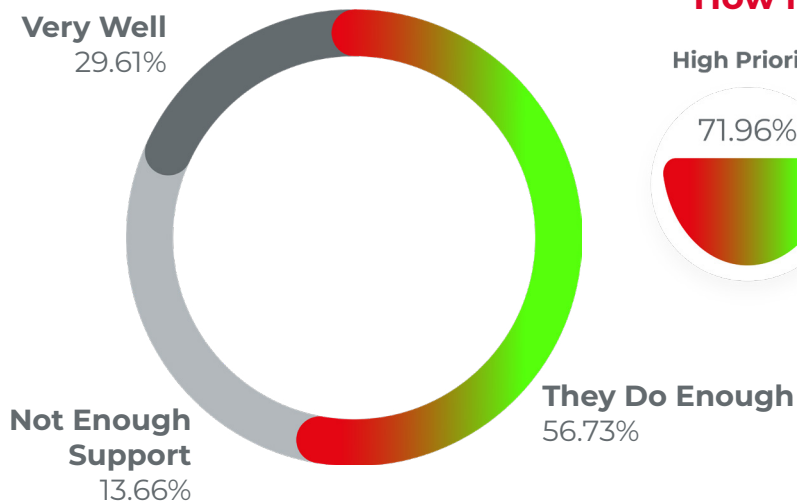
What is your current working pattern?



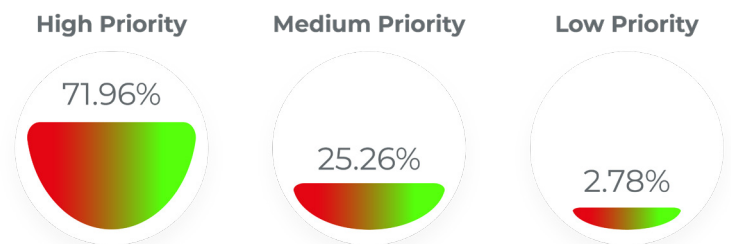
Do you require visa sponsorship, either now or in the future?



How well do you feel your employer supports your wellbeing?



How high a priority is this for you?



Job Security

How secure do you feel in your role?

Very Secure

29.58%

Quite Secure

51.64%

Not Secure

18.78%

Have you moved jobs in the last 12 months?

Yes

34.27%

No

65.73%

Why do you think this?

Individuals who feel secure expressed that there is a shortage of the skills they obtain in the market, work for a financially stable big company with positive feedback on individual performance, have been employed long-term and the industry perceives security.

Conversely, job insecurity has arose due to changes in management and widespread disheartenment and lack of confidence among employees due to poor leadership in the company.

Why?

Lack of career development 40.54%

Uncaring and uninspiring leaders 36.49%

Unsustainable work expectations 22.97%

Inadequate total compensation 20.27%

Lack of meaningful work 20.27%

Lack of support for mental health 16.22%

Geographical ties 14.86%

Lack of workplace flexibility 13.51%

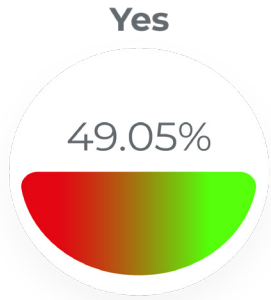
Unreliable and unsupportive people 12.16%

Inadequate resource accessibility 8.11%

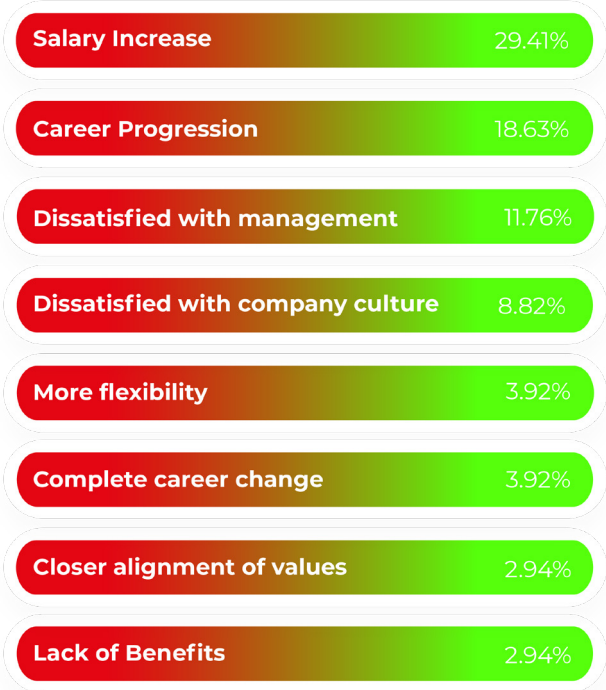
Non-inclusive and unwelcoming 8.11%

Unsafe workplace environment 6.76%

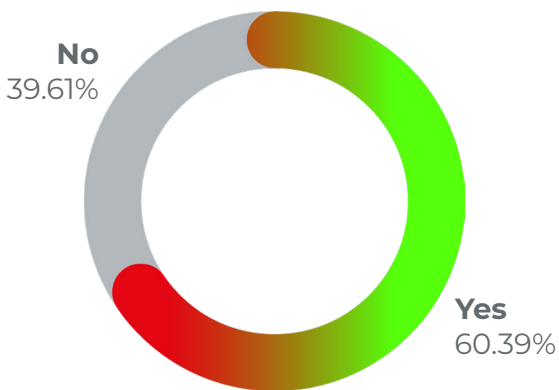
Are you considering a move in the next 6 months?



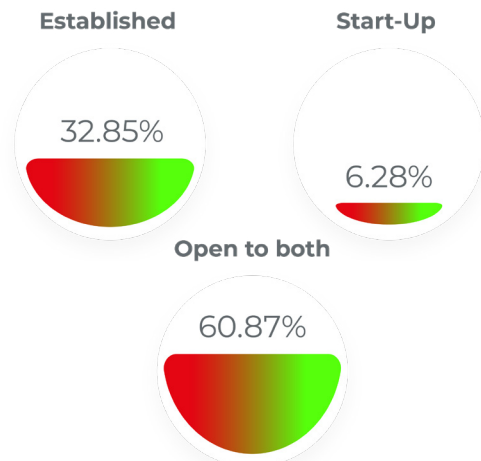
What is your main reason for looking?



If you were to resign from your current role, would you consider a counteroffer?



Would you prefer to work within a start-up or established company?



Have you received a counteroffer this year?



Did you accept it?



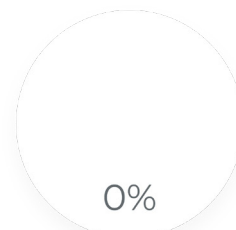
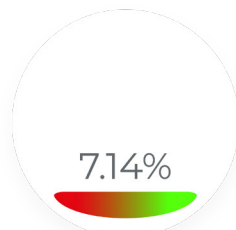
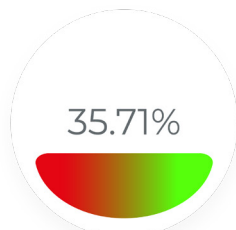
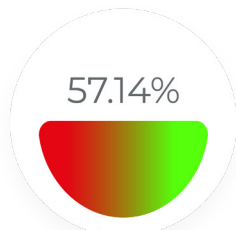
What was the increase?

Up to £5,000 pa

£5,001 - £9,999 pa

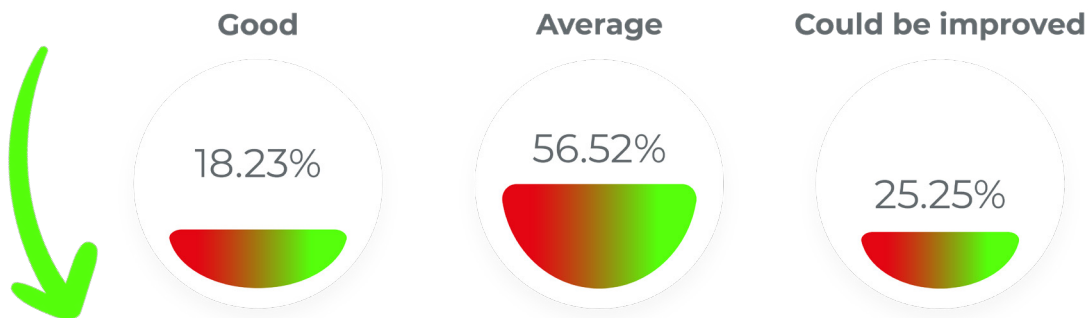
£10,000 - £14,999 pa

£15,000+ pa



The Hiring Process

How would you rank your onboarding & training experience in your current employer?

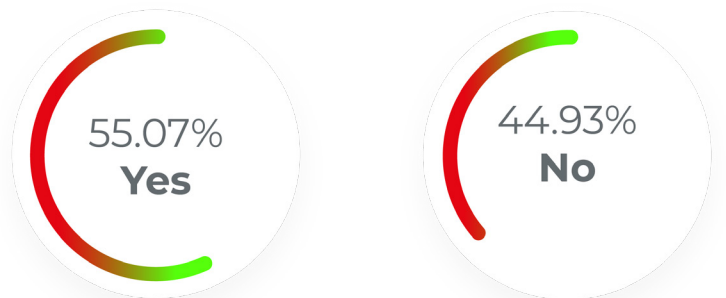


What was good/not so good about it?

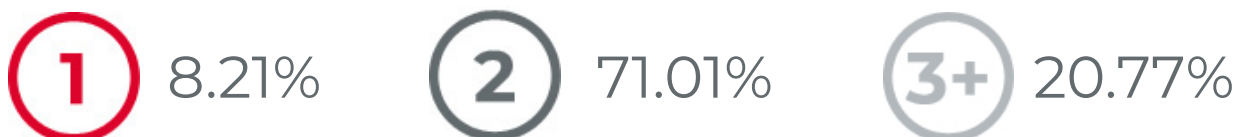
Positive feedback on training included opportunities for continuous and structured learning, financial support for additional training, abundant progression and advancement opportunities, technical depth, and well-organised structure.

On the contrary, negative sentiments arose from limited induction, self-directed learning at personal expense, insufficient training opportunities, impersonal and transactional online training, and a lack of process, structure, and formal documentation.

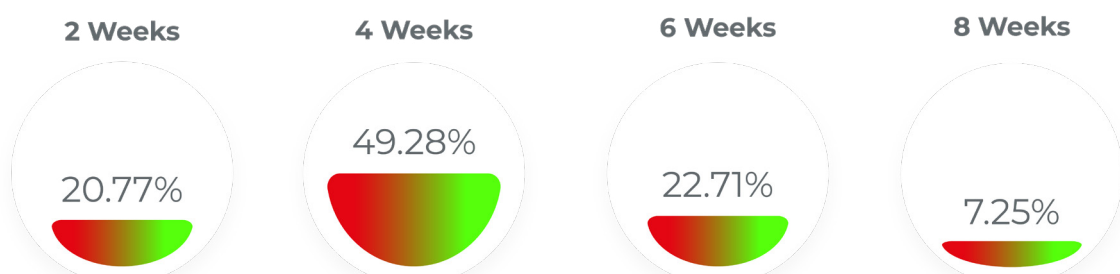
Do you think companies should reimburse interview travel expenses?



How many interview stages would you be happy to attend?



How long would you expect an effective recruitment process to last?



Salaries

Scientific Salaries

National Coverage

Title	Min	Max	Typical
Hi-Tech/Scientific	Min	Max	Typical
Analytical Scientist/Chemist	£35,000	£50,000	£40,000
Application Scientist	£35,000	£45,000	£40,000
Chemical Engineer	£40,000	£60,000	£50,000
Chemist	£45,000	£55,000	£50,000
Cleanroom Technician	£28,000	£35,000	£32,000
Development Scientist	£40,000	£60,000	£50,000
Electrochemist	£45,000	£55,000	£50,000
Electronics Engineer	£50,000	£80,000	£65,000
Electronics Technician/Assembler	£24,000	£35,000	£32,000
Engineering Manager	£70,000	£100,000	£85,000
Equipment Engineer	£45,000	£55,000	£50,000
Equipment Technician	£32,000	£40,000	£35,000
Field Service Engineer	£40,000	£60,000	£50,000
Formulation Scientist	£35,000	£50,000	£40,000
FPGA Engineer	£50,000	£80,000	£65,000
GMP Manufacturing Technician	£28,000	£35,000	£32,000
Head of Engineering	£80,000	£100,000	£90,000
Head of Quality	£75,000	£110,000	£90,000
Head of Regulatory Affairs	£75,000	£110,000	£90,000
Health & Safety Manager	£45,000	£60,000	£50,000
Human Factors Scientist/Engineer	£50,000	£65,000	£60,000
Laboratory Manager	£35,000	£60,000	£50,000
Laboratory Technician/Assistant	£25,000	£32,000	£30,000
Materials Scientist/Engineer	£45,000	£60,000	£50,000
Mechanical Design Engineer	£45,000	£75,000	£55,000
Mechanical Engineer	£40,000	£60,000	£50,000
Mechanical Technician/Assembler	£24,000	£38,000	£32,000
Medical Device Technician	£28,000	£35,000	£32,000
Metallurgist	£35,000	£50,000	£40,000
MOCVD Engineer	£45,000	£60,000	£50,000
Optical Engineer	£35,000	£50,000	£70,000
Optical Technician	£28,000	£35,000	£32,000
Physicist	£45,000	£60,000	£50,000
Polymer Scientist/Chemist	£45,000	£55,000	£50,000
Post-Doctoral Scientist	£40,000	£50,000	£45,000
Principal Scientist	£50,000	£65,000	£55,000
Process Development Engineer/Scientist	£50,000	£70,000	£60,000
Process Engineer	£45,000	£60,000	£50,000
Process Operator/Technician	£28,000	£35,000	£32,000
Production Manager	£50,000	£75,000	£65,000
Production Technician/Assembler	£24,000	£35,000	£32,000
Programme Manager	£60,000	£120,000	£80,000
Quality Analyst	£30,000	£40,000	£35,000
Quality Assurance Assistant/Officer	£30,000	£40,000	£35,000
Quality Assurance Manager	£50,000	£75,000	£60,000
R&D Technician	£28,000	£35,000	£32,000
Research Scientist	£40,000	£60,000	£50,000
Scientific Account Manager	£26,000	£33,000	£30,000
Scientific Business Development Manager EMEA	£45,000	£60,000	£50,000
Scientific Business Development Executive/Manager	£40,000	£50,000	£45,000

Scientific Salaries

National Coverage

Title	Min	Max	Typical
Hi-Tech/Scientific	Min	Max	Typical
Scientific Contracts Manager	£40,000	£60,000	£45,000
Scientific Director	£100,000	£150,000	£125,000
Scientific Inside Sales	£25,000	£30,000	£28,000
Scientific Operations Manager	£50,000	£75,000	£60,000
Scientific Project Manager	£50,000	£100,000	£70,000
Scientific Regional Sales Manager (Northern)	£45,000	£70,000	£60,000
Scientific Regional Sales Manager (Southern)	£55,000	£75,000	£60,000
Scientific Sales	£40,000	£60,000	£50,000
Scientific Sales Director	£90,000	£160,000	£120,000
Scientific Sales Manager (National)	£60,000	£80,000	£70,000
Scientific Writer	£45,000	£65,000	£55,000
Scientist	£35,000	£50,000	£40,000
Senior Quality Assurance Assistant/Officer	£35,000	£45,000	£40,000
Senior Scientist	£40,000	£60,000	£50,000
Supplier Quality Engineer	£45,000	£65,000	£55,000
Technical Buyer	£50,000	£70,000	£60,000
Test Technician	£28,000	£35,000	£32,000

Why you should use our **FREE** Benchmarking service

We offer free, no obligation, professional salary benchmarking services.

For over 20 years we've advised UK businesses of all shapes, sizes and industries on salaries for their teams. We can help you:



Save money when hiring



Increase safeguarding against headhunting



Retain valuable employees



Gain peace of mind



Support pay review meetings



Ensure efficient salary budgeting

Contact us for more information on 01733 234000 or info@theonegroup.co.uk and detail your interest in our salary benchmarking service.

Beyond Recruitment

Our “Beyond Recruitment” approach also means that we’re here whenever you need us - even if that’s not when you’re recruiting or looking for a job.

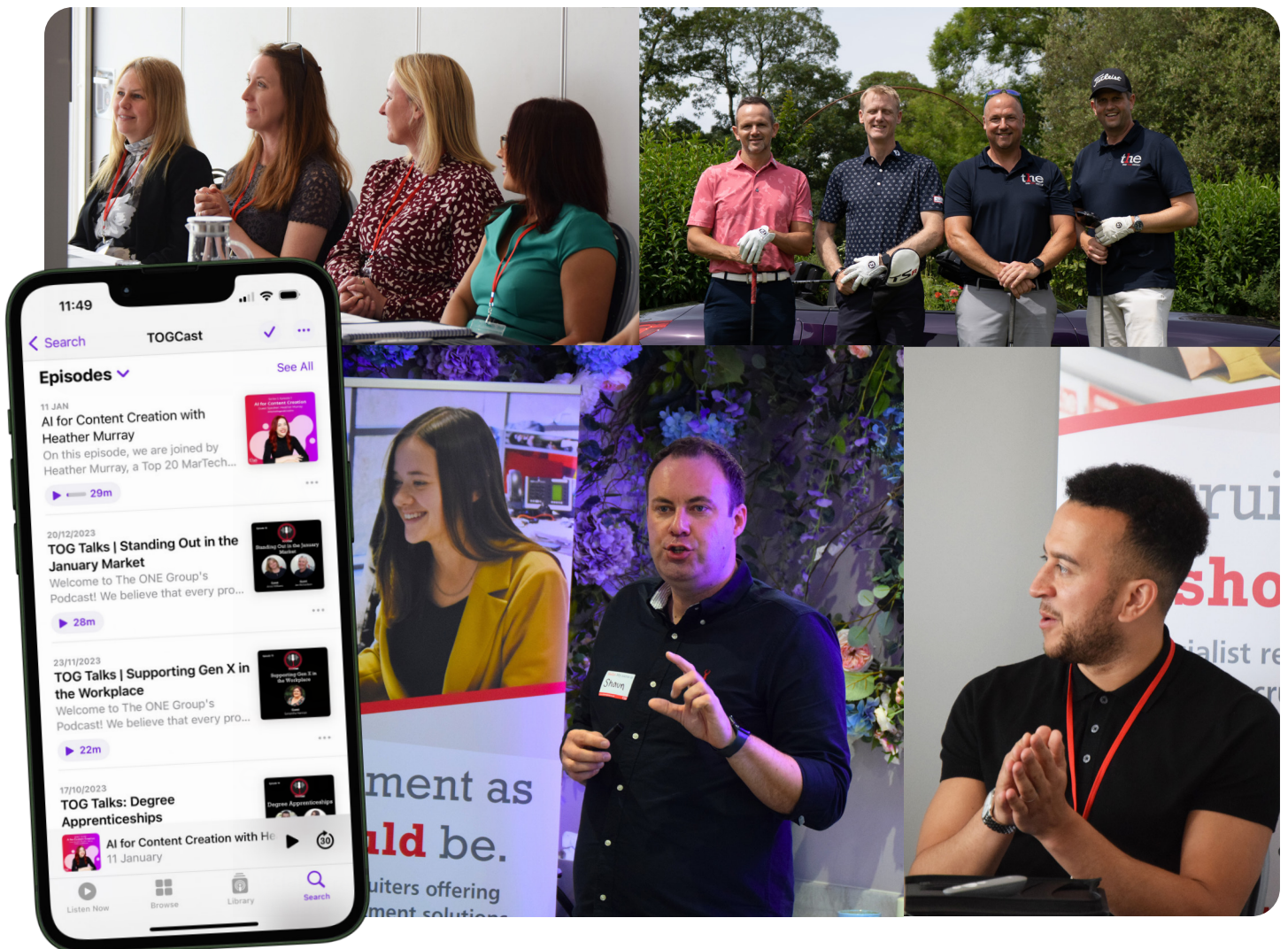
We partner with global businesses and highly skilled professionals to offer informative and interactive **FREE** events around popular topics to ensure that you always have access to useful information during your own professional development journey.

Over the past year, we have helped 1000’s of people addresses issues such as: diversity & inclusion, wellbeing, leadership, creating a more inclusive culture, personal development, employer brand and effective management in a remote working world.

At a time when the world slowed down, its thirst for learning increased, and we are committed to continue developing credible and informative events that offer value to you professionally. A massive thank you to everyone who has partnered with us and shared valuable insight to make these sessions happen.

Our drive to go above and beyond your average recruitment agency sees our Consultants lead the way - not only in recruitment, but also in the service, insights and skillsets you require to be at the top of your game.

Visit www.theonegroup.co.uk/beyond-recruitment to stay in the loop with our events, webinars, podcast, blogs and more.





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