



# Technical & Engineering 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



# Technical, Engineering & Sales Recruitment Industry

Our Technical and Engineering offering recruits across numerous industries, which are typically Manufacturing, Industrial or Supply Chain. The typical client base spans across the Automotive, Motorsport, Food, FMCG, Defence, Aerospace, Renewable Energy sectors and other associated specialist organisations.

Specifically, the FMCG market has been driven by, and will continue to be driven by, the need for automation, sustainability, supply chain optimisation, and health and safety expertise. Companies will continue to seek professionals in 2024 who can drive efficiency, reduce environmental impact, and ensure the smooth operation of manufacturing processes.

The focus is continuing around sustainability and renewable energy sources. Alternate fuels has really taken hold over the last few years and specific skills around testing, electrification and development are much in demand. Generally there is a lack of specific electrical skills at all levels and candidates with this knowledge are hugely sought after.

Getting salaries and benefits right has become more and more important to attract the right talent. This is a real candidate short marketplace and to adapt to this, we have seen companies adapt shift patterns, switch from a temp workforce to perm, increase basics and offer more hybrid working solutions where possible.

What is clear from our survey questions and anecdotally from the market, is that companies have been working hard to ensure they retain top talent and are in good shape to attract the best. Salaries have shifted in the right direction across the board and I do think there will be less people with these 'push' factors this year.

We are located amongst some of the biggest household brands and organisations in the market. A diverse blend of incredibly interesting companies, UK manufacturing has something truly interesting to offer and it will be those with a considered EVP in 2024, that are much more likely to grow their workforce and achieve their goals.

**Marc Kent**  
Commercial Director

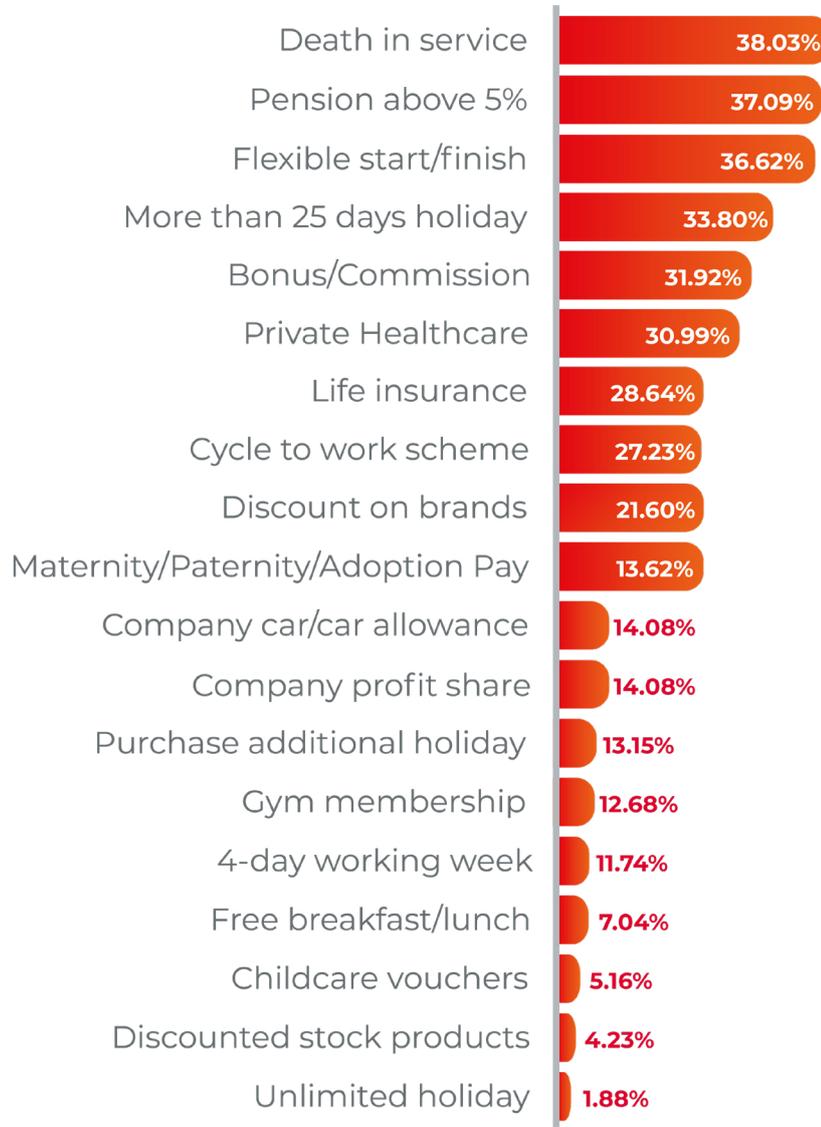


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# Salary & Benefits

## 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

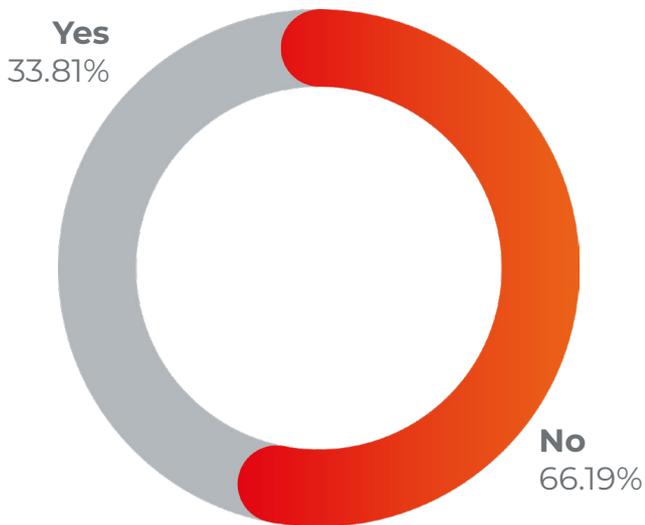
### Flexible Start/Finish

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

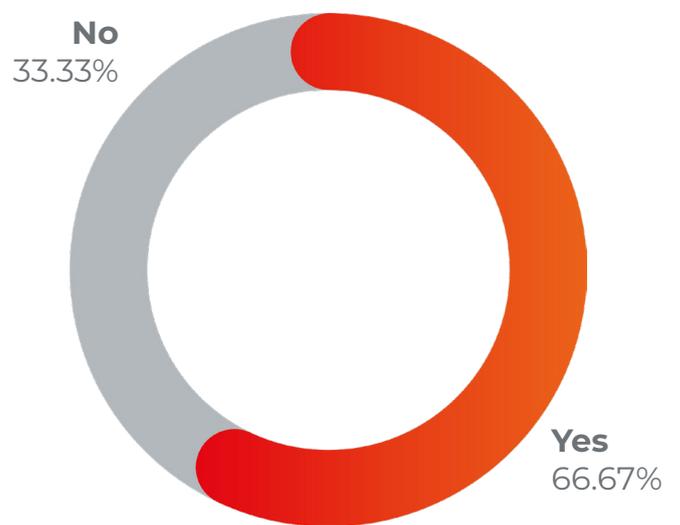
## What is your current working pattern?



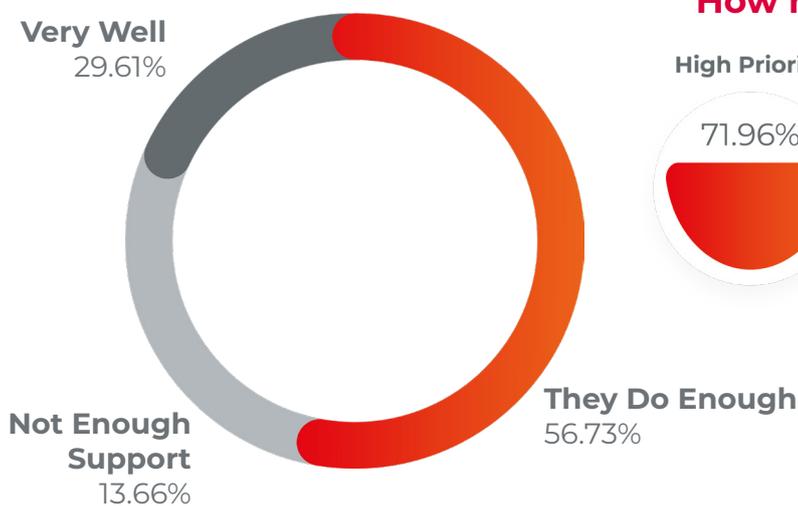
## Has your working pattern changed in the last 2 years?



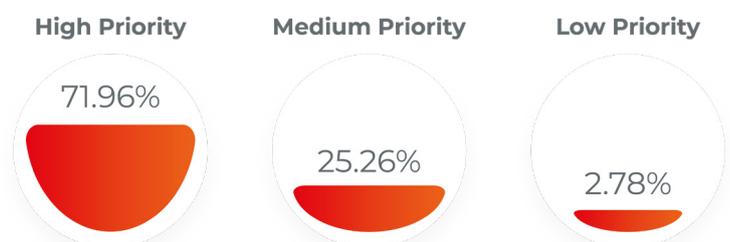
## Do you feel fairly remunerated for your position?



## 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%

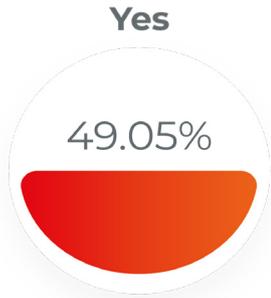
Unreliable and unsupportive people 12.16%

Inadequate resource accessibility 8.11%

Non-inclusive and unwelcoming 8.11%

Unsafe workplace environment 6.76%

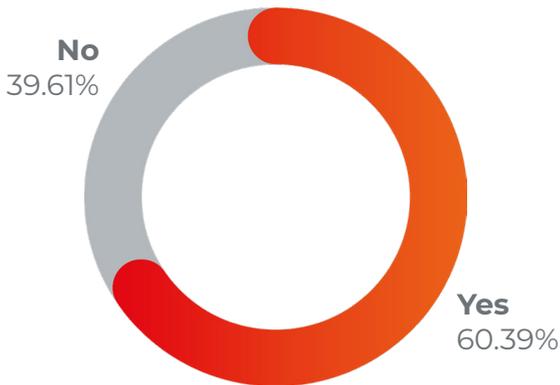
**Are you considering a move in the next 6 months?**



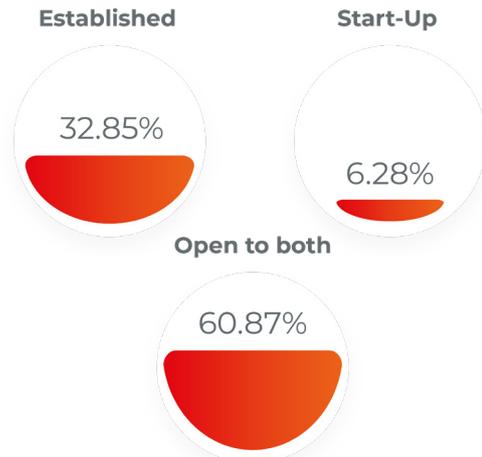
**What is your main reason for looking?**



**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

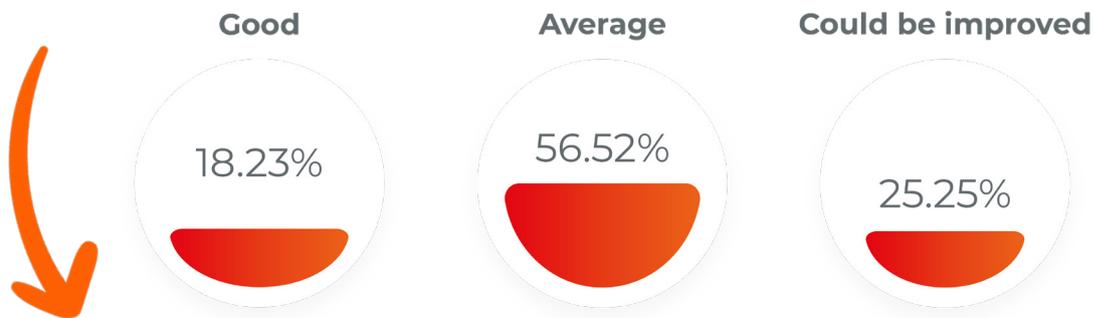
£10,000 - £14,999 pa

£15,000+ pa



# The Hiring Process

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

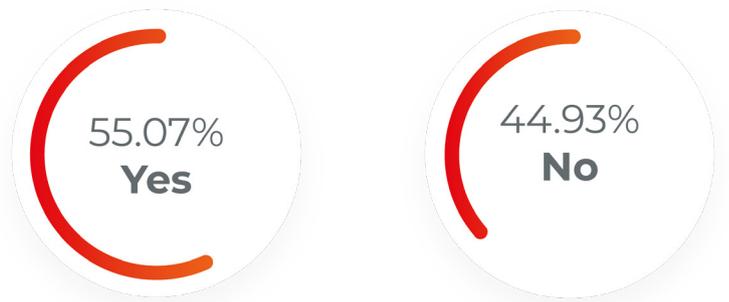


### What was good/not so good about it?

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

# Technical & Engineering Salaries

## National Coverage

Title	Min	Max	Typical
<b>Health and Safety - All Manufacturing &amp; Consultancy</b>			
Environmental Manager	£40,000	£55,000	£45,000
Health and Safety Director	£70,000	£110,000	£90,000
Health and Safety Manager	£45,000	£60,000	£50,000
Health and Safety Advisor	£25,000	£37,000	£32,000
<b>Procurement, Logistics &amp; Supply Chain</b>			
Logistics Director	£80,000	£120,000	£95,000
Logistics Manager	£40,000	£60,000	£50,000
Logistics Coordinator	£25,000	£30,000	£27,000
Materials Manager	£35,000	£45,000	£40,000
Materials Controller	£25,000	£35,000	£30,000
Materials Planner	£26,000	£32,000	£30,000
Purchasing Director	£70,000	£110,000	£85,000
Purchasing Manager	£35,000	£60,000	£47,000
Stores Person	£24,000	£32,000	£28,000
Supply Chain Manager	£35,000	£70,000	£60,000
Technical Buyer	£50,000	£70,000	£60,000
Warehouse Operative	£22,000	£26,000	£24,000
<b>Aerospace, Defence &amp; Space</b>			
Assembly Operative	£24,000	£33,000	£28,000
CNC Machinist	£30,000	£40,000	£36,000
CNC Programmer	£45,000	£55,000	£50,000
Electronic Design Engineer	£40,000	£60,000	£55,000
Electronics Engineer	£40,000	£65,000	£55,000
Engineering Manager	£60,000	£80,000	£70,000
ILS Engineer	£45,000	£65,000	£55,000
Maintenance Engineer	£38,000	£50,000	£44,000
Manufacturing Engineer	£40,000	£55,000	£48,000
Mechanical Design Engineer	£40,000	£60,000	£50,000
PCB Designer	£45,000	£60,000	£52,000
Programme Manager	£60,000	£75,000	£67,000
Project Coordinator	£35,000	£50,000	£40,000
Project Engineer	£35,000	£65,000	£50,000
Project Manager	£50,000	£65,000	£60,000
Proving Engineer	£35,000	£65,000	£50,000
RF Engineer	£35,000	£65,000	£55,000
Simulation Engineer	£40,000	£65,000	£50,000
Systems Architect	£35,000	£65,000	£55,000
Systems Engineer	£35,000	£65,000	£50,000
Technical Author	£30,000	£55,000	£45,000
Test Development Engineer	£40,000	£60,000	£55,000
Test Engineer	£30,000	£60,000	£48,000

# Technical & Engineering Salaries

## National Coverage

Title	Min	Max	Typical
<b>Hi-Tech Engineering</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Chemical Engineer	£40,000	£60,000	£50,000
Cleanroom Technician	£28,000	£35,000	£32,000
Electrical Design Engineer	£50,000	£60,000	£55,000
Electrical Technician/Wirer	£30,000	£40,000	£35,000
Electronics Engineer	£50,000	£80,000	£65,000
Electronics Technician/Assembler	£24,000	£35,000	£32,000
Embedded Systems Engineer	£50,000	£70,000	£60,000
Engineering Director	£100,000	£150,000	£125,000
Engineering Manager	£70,000	£100,000	£85,000
Engineering Stores	£25,000	£35,000	£30,000
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
FPGA Engineer	£50,000	£80,000	£65,000
Head of Engineering	£80,000	£100,000	£90,000
Human Factors Engineer	£50,000	£65,000	£60,000
Manufacturing/Production Engineer	£45,000	£60,000	£50,000
Materials Engineer/Scientist	£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
MOCVD Engineer	£45,000	£60,000	£50,000
NPD Manager	£50,000	£65,000	£60,000
NPI Engineer	£45,000	£55,000	£50,000
Operations Manager	£50,000	£75,000	£60,000
Optical Engineer	£35,000	£50,000	£70,000
Optical Technician	£28,000	£35,000	£32,000
Physicist	£45,000	£60,000	£50,000
Process Development Engineer	£50,000	£70,000	£60,000
Process Engineer	£45,000	£60,000	£50,000
Process Operative/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
Project Manager	£50,000	£100,000	£70,000
Project Engineer	£45,000	£60,000	£50,000
Repair Technician	£25,000	£35,000	£30,000
Quality Manager	£50,000	£75,000	£60,000
Quality Engineer	£40,000	£60,000	£50,000
Quality Inspector	£28,000	£35,000	£32,000
Service Manager	£55,000	£70,000	£60,000
Supplier Quality Engineer	£45,000	£65,000	£55,000
Technical Buyer	£50,000	£70,000	£60,000
Technical Author	£45,000	£65,000	£55,000
Technical Support	£32,000	£60,000	£45,000
Test Technician	£28,000	£35,000	£32,000

# Technical & Engineering Salaries

## National Coverage

Title	Min	Max	Typical
<b>Automotive/Motorsport/Manufacturing</b>			
Assembly/Production Technician	£20,000	£30,000	£26,000
Battery Test Engineer	£40,000	£55,000	£50,000
Battery Test Technician	£35,000	£45,000	£42,000
BOM Coordinator	£28,000	£34,000	£31,000
CAE Engineer (FEA, NVH, CAE)	£40,000	£60,000	£50,000
Calibration Engineer	£42,000	£65,000	£55,000
CI Manager	£60,000	£80,000	£70,000
CMM Programmer	£45,000	£55,000	£50,000
CMM Operator	£24,000	£32,000	£27,000
CNC Operator	£22,000	£30,000	£28,000
CNC Turner /Miller	£30,000	£40,000	£36,000
Cost Engineer/Estimator	£35,000	£45,000	£42,000
Design Engineer	£30,000	£60,000	£50,000
Development Engineer	£40,000	£60,000	£50,000
Electrical Design Engineer	£40,000	£60,000	£55,000
Electronics Engineer	£30,000	£60,000	£43,750
Engine Test Engineer	£32,000	£48,000	£43,800
Harness Technician	£29,000	£35,000	£32,000
Head of Engineering	£75,000	£120,000	£100,000
Manufacturing Manager	£50,000	£70,000	£60,000
Manufacturing Engineer	£40,000	£55,000	£50,000
Operations Manager	£50,000	£70,000	£60,000
Production Planner	£30,000	£40,000	£35,000
Programme Manager	£58,000	£90,000	£70,000
Project Manager	£50,000	£70,000	£60,000
Project Engineer	£32,000	£45,000	£40,000
Quality Manager	£50,000	£75,000	£65,000
Quality Engineer	£35,000	£50,000	£45,000
Quality Inspector	£24,000	£35,000	£32,000
Technical Buyer	£40,000	£60,000	£50,000
Validation Engineer	£35,000	£55,000	£42,000
Welder – TIG/MIG/ARC	£25,000	£37,000	£32,000

# Technical & Engineering Salaries

## National Coverage

Title	Min	Max	Typical
<b>FMCG (Fast-Moving Consumer Goods)</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Chief Engineer	£65,000	£120,000	£85,000
CI Engineer/Manager	£45,000	£75,000	£60,000
General Manager	£50,000	£110,000	£90,000
Head of Operations	£60,000	£90,000	£75,000
Head of Development	£55,000	£70,000	£65,000
Facilities Engineer/Electrician/Technician	£32,000	£42,000	£40,000
Hygiene Manager	£35,000	£50,000	£45,000
Hygiene Supervisor	£25,000	£35,000	£30,000
Maintenance Manager	£45,000	£65,000	£55,000
Maintenance Team Leader	£48,000	£55,000	£52,000
Multi-skilled Maintenance Engineer	£40,000	£55,000	£46,500
Maintenance Engineer - Electrical	£40,000	£50,000	£45,000
Maintenance Engineer - Mechanical	£38,000	£47,500	£42,500
NPD Manager	£40,000	£55,000	£55,000
NPD Technologist	£25,000	£35,000	£27,000
Operations Director	£80,000	£120,000	£100,000
Operations Manager	£55,000	£80,000	£65,000
Process Manager	£40,000	£50,000	£50,000
Process Technologist	£27,000	£34,000	£32,000
Product Manager	£35,000	£45,000	£40,000
Senior Production Manager	£55,000	£65,000	£60,000
Production Manager	£40,000	£55,000	£50,000
Production Shift Manager	£32,000	£40,000	£36,000
Production Planner	£28,000	£32,000	£30,000
Production Team Leader	£28,000	£32,000	£30,000
Production Operative	£22,000	£25,000	£23,000
Project Engineer	£40,000	£60,000	£50,000
Quality Assurance Manager	£35,000	£50,000	£42,500
Quality Auditor	£24,000	£28,000	£25,000
Quality Controller	£22,000	£23,000	£21,000
Section Manager	£32,000	£40,000	£38,000
Section Leader	£22,000	£30,000	£28,000
Senior Technologist	£32,000	£40,000	£35,000
Specification Technologist	£28,000	£35,000	£32,000
Site Manager/Director	£90,000	£120,000	£110,000
Head of Technical	£65,000	£90,000	£80,000
Technical Manager	£40,000	£70,000	£55,000
Technical Systems Manager	£35,000	£45,000	£40,000
Technical Coordinator	£28,000	£35,000	£32,000
Quality Systems Manager	£35,000	£45,000	£40,000

# Technical Sales Salaries

## National Coverage

Title	Min	Max	Typical
<b>Management</b>			
Sales Director (Technical)	£90,000	£160,000	£120,000
Commercial Manager	£60,000	£90,000	£75,000
National Sales Manager	£60,000	£80,000	£70,000
Southern Regional Sales Manager	£55,000	£75,000	£60,000
Northern Regional Sales Manager	£45,000	£70,000	£60,000
Technical Sales	£40,000	£60,000	£50,000
Sales Engineer	£40,000	£50,000	£45,000
Specifications Manager/Sales	£50,000	£60,000	£55,000
Account Executive (Technical)	£25,000	£30,000	£28,000
Account Manager (Technical)	£26,000	£33,000	£30,000
Contracts Manager	£40,000	£60,000	£45,000
Business Development Executive/Manager (Technical)	£40,000	£50,000	£45,000
Business Development Manager EMEA (Technical)	£45,000	£60,000	£50,000
<b>Field Sales &amp; Business Development Managers (by location)</b>			
East Anglia	£38,000	£45,000	£40,000
East Midlands	£35,000	£40,000	£35,000
London (within M25)	£40,000	£60,000	£50,000
North East	£35,000	£42,000	£38,000
South East (excluding London)	£40,000	£50,000	£45,000
South West UK	£30,000	£40,000	£35,000
Scotland	£30,000	£40,000	£35,000
Scotland/Central Belt	£37,000	£45,000	£40,000
West Midlands	£30,000	£40,000	£35,000

### Working in Sales, do you prefer a company car or car allowance?

Car Allowance

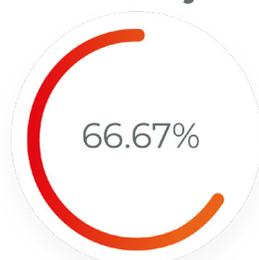


Company Car



### Do you have a preference on monthly or annual bonuses?

Monthly



Annual



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

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

For over 18 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](mailto: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.

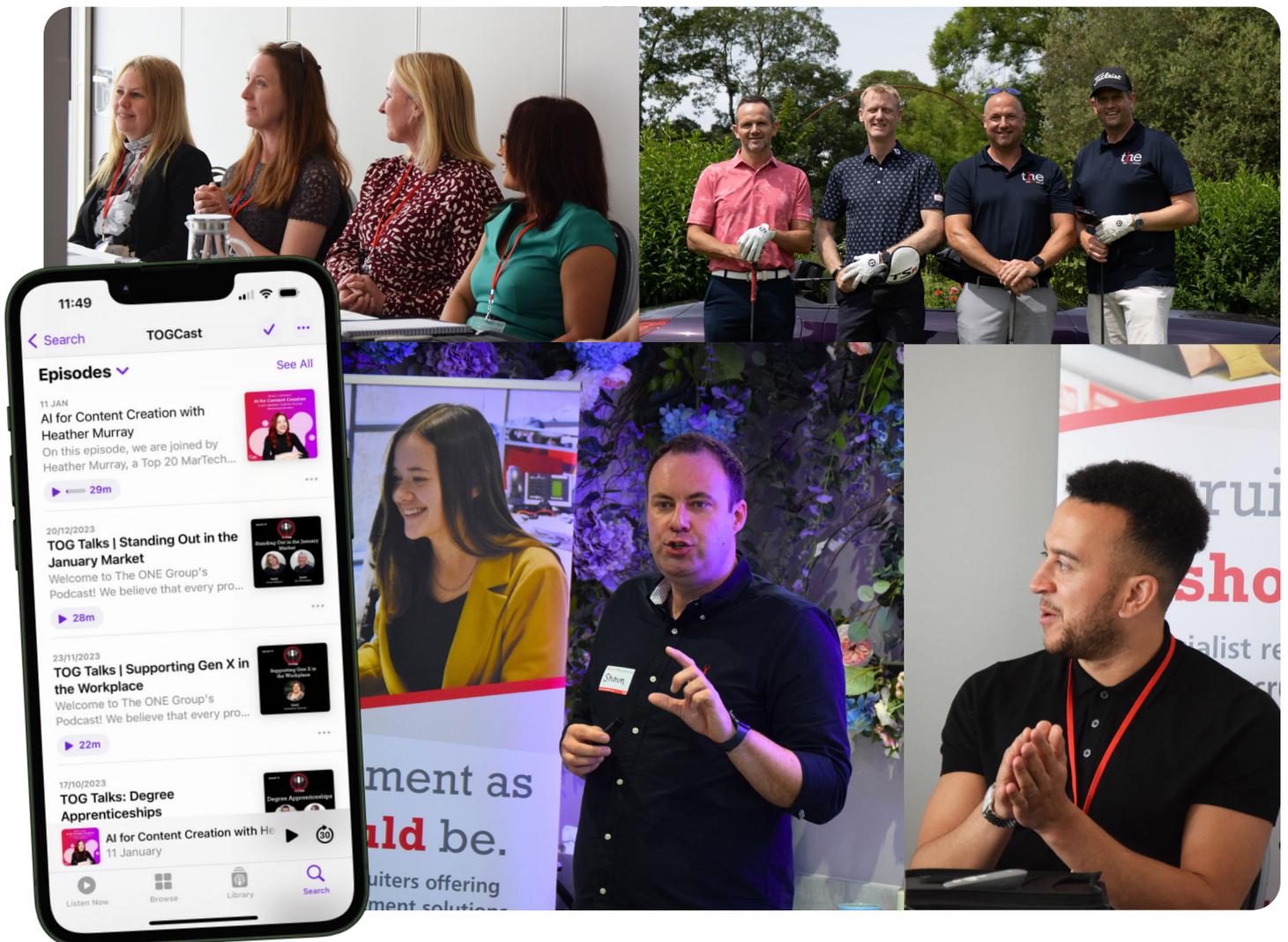
We partner with global businesses and highly skilled professionals to offer informative and interactive **FREE** events around popular topics to ensure that you always have access to useful information during your own professional development journey.

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](http://www.theonegroup.co.uk/beyond-recruitment) to stay in the loop with our events, webinars, podcast, blogs and more.





the  
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