



# Human Resources

## 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



# Human Resources Recruitment Industry

In the past year, the market for recruiting human resource professionals has witnessed notable trends and shifts.

With the global workforce adapting to remote and hybrid work environments, demand for HR professionals skilled in talent management, employee engagement and digital HR technologies has surged.

We have found a push for hybrid and flexible working being a huge emphasis for many human resources professionals, with a big portion of candidates wanting some element of flexibility. However, fully remote roles are not as sought after, as we are finding the majority of HR Professionals wanting to keep employee engagement face-to-face as well as remote.

Companies are placing increased emphasis on diversity, equity, and inclusion to create more inclusive workplaces and integrate wellbeing programs, meaning there has been a drive on the need for HR specialists in these areas.

Additionally, the ongoing impact of the COVID-19 pandemic has underscored the importance of HR professionals in navigating organisational changes, crisis management and employee wellbeing.

As the job market continues to evolve, staying attuned to these trends is crucial for both employers seeking HR talent and professionals aiming to align their skills with market demands.

**Sarah Warburton**  
Business Manager

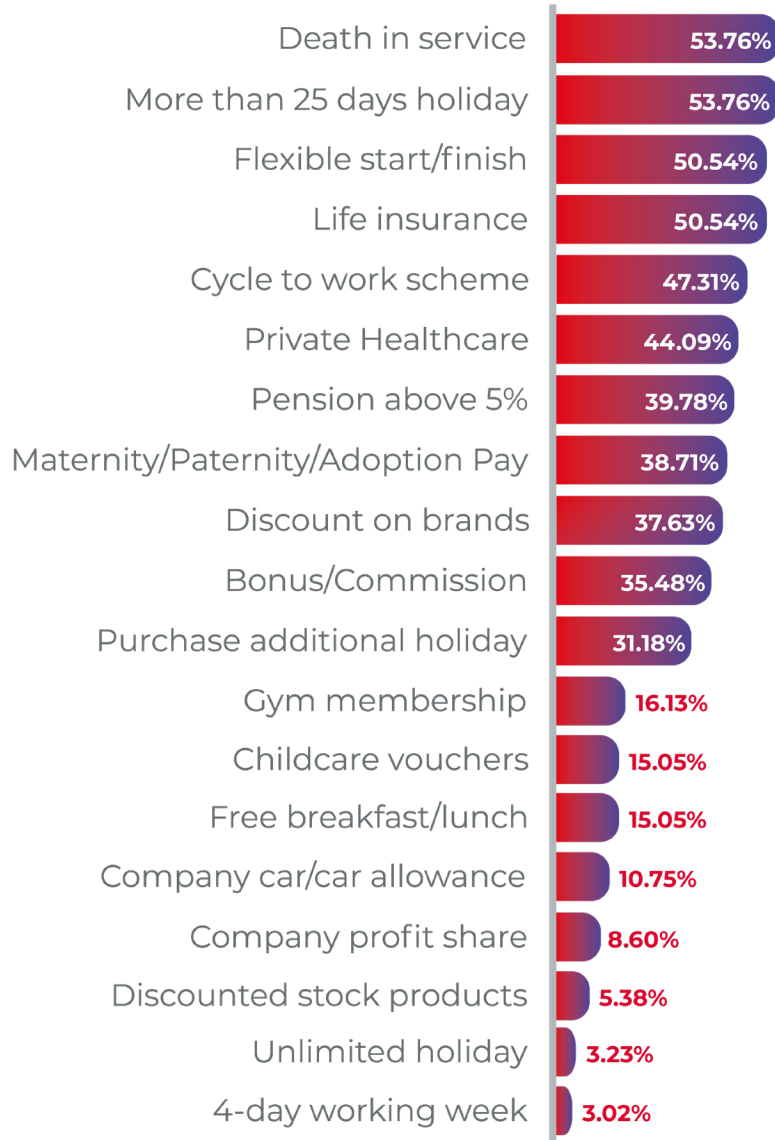


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# Salary & Benefits

## 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

### 4-Day Working Week

Flexible start/finish times or a 4-day working week.

2

### More than 25 Days Holiday

More than 25 days holiday or unlimited holiday.

3

4

### Pension above 5%

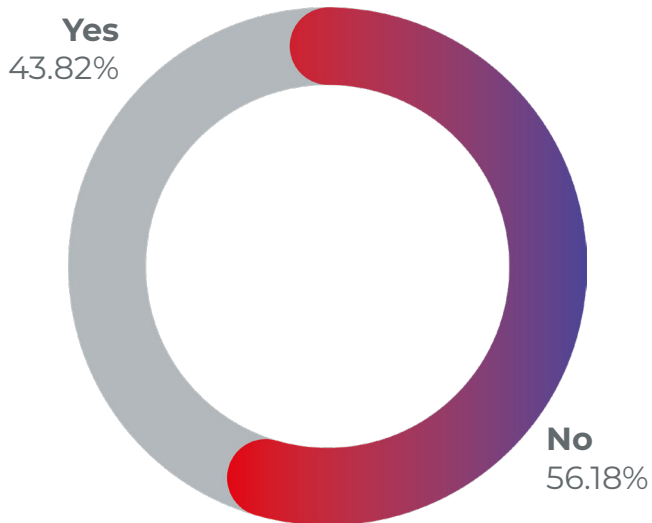
More than 5% contributed towards pensions.

5

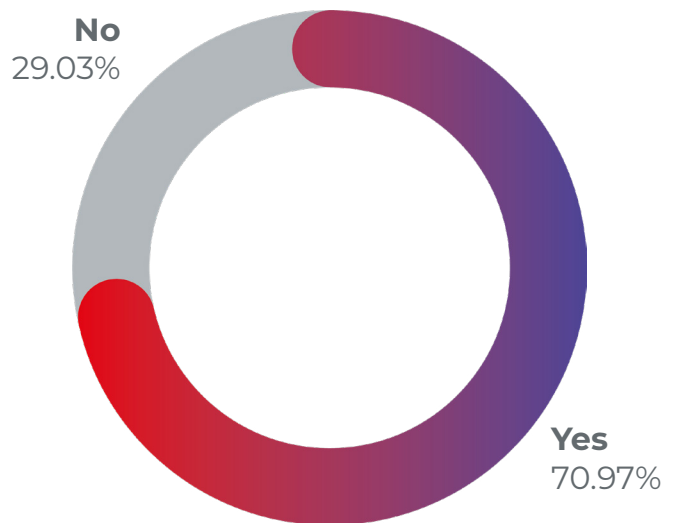
### Bonus/Commission

Bonuses or more commission to support cost of living.

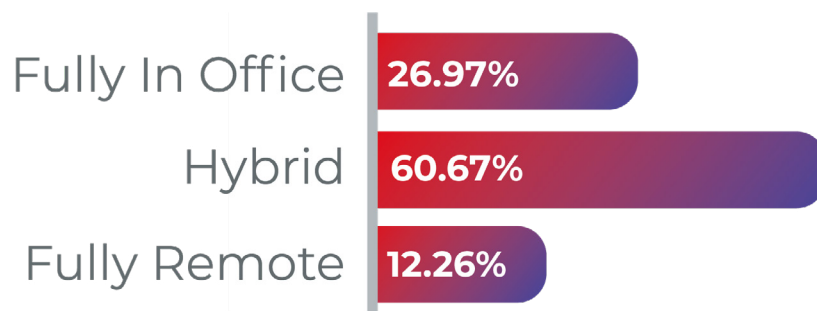
### Has your working pattern changed in the last 2 years?



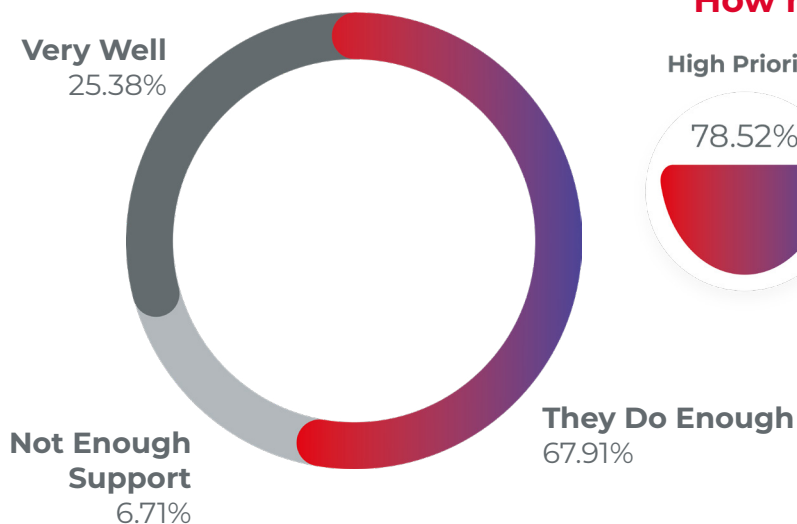
### Do you feel fairly remunerated for your position?



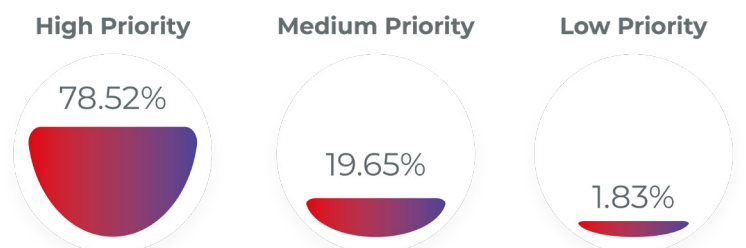
### What is your current working pattern?



### How well do you feel your employer supports your wellbeing?

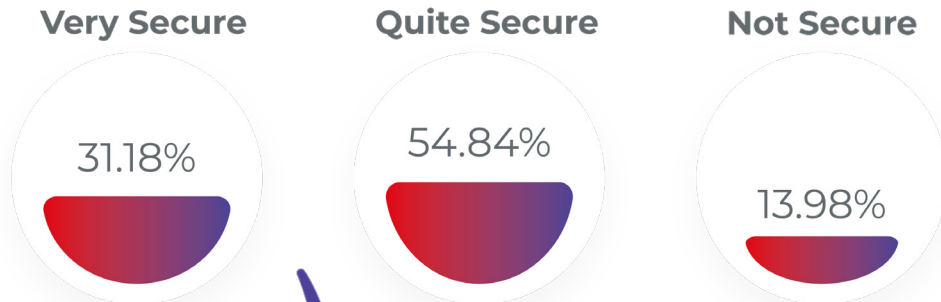


### How high a priority is this for you?

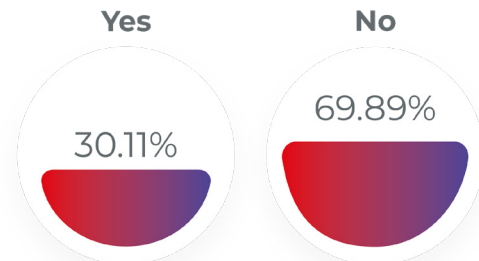


# Job Security

## How secure do you feel in your role?



## Have you moved jobs in the last 12 months?

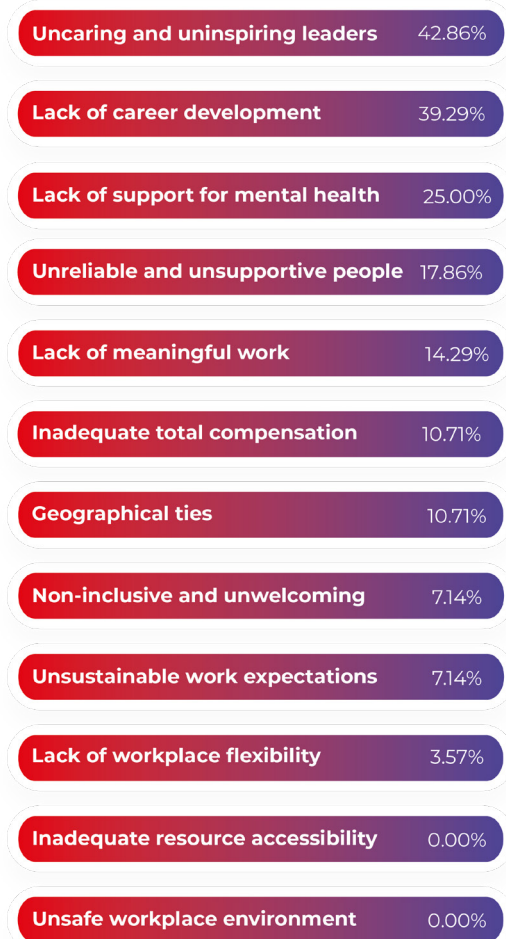


## Why do you think this?

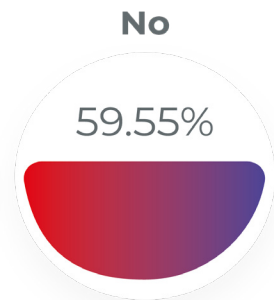
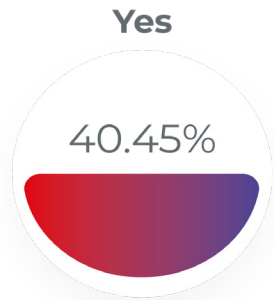
HR Professionals feel secure in their jobs due to their length of service, strong relationships built within the company, business growth, regular monthly discussions, and the recognition of HR as an essential component of the business.

On the flip side, feelings of job insecurity stem from past redundancies within the company, the perception that HR is often the first to go in challenging climates, concerns about industry stability, the rising cost of living, and apprehensions regarding excessive changes and cost-saving measures.

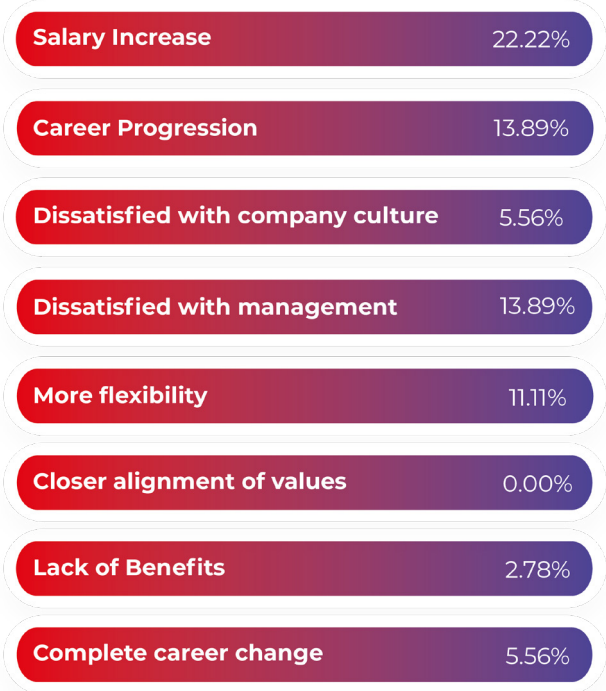
## Why?



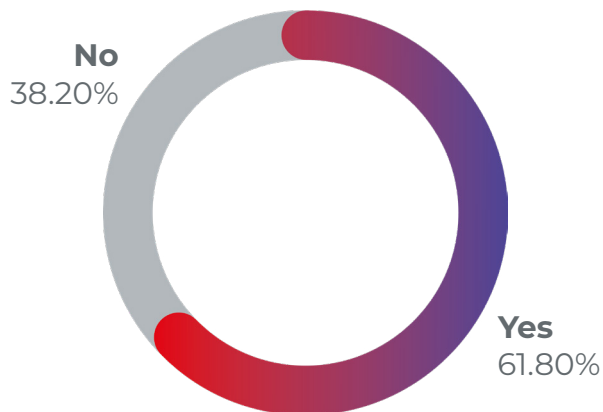
### Are you considering a move in the next 6 months?



### What is your main reason for looking?



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



### Have you received a counteroffer this year?

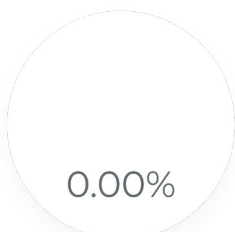


### Did you accept it?

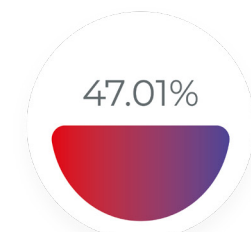


### What was the increase?

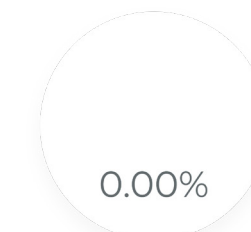
Up to £5,000 pa



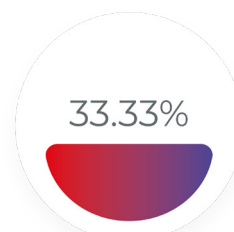
£5,001 - £9,999 pa



£10,000 - £14,999 pa

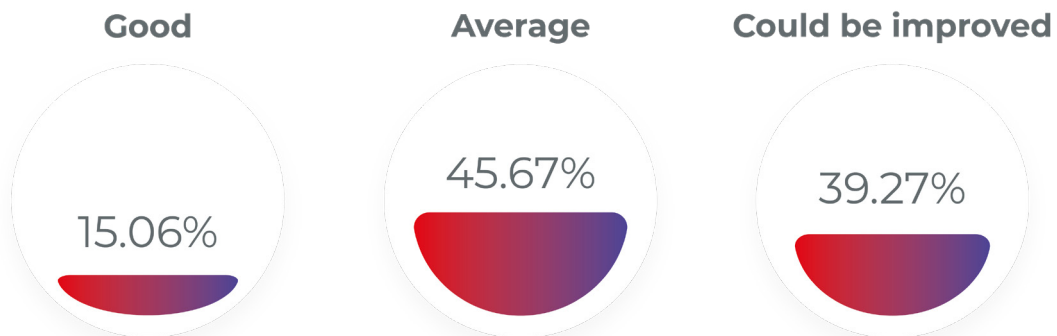


£15,000+ pa



# The Hiring Process

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

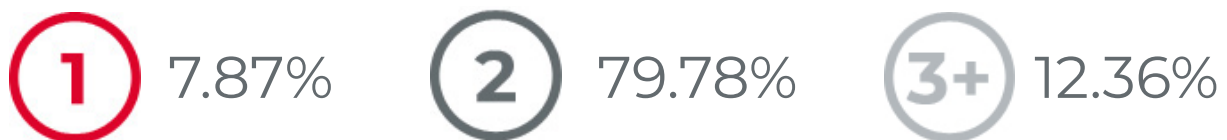


### What was good/not so good about it?

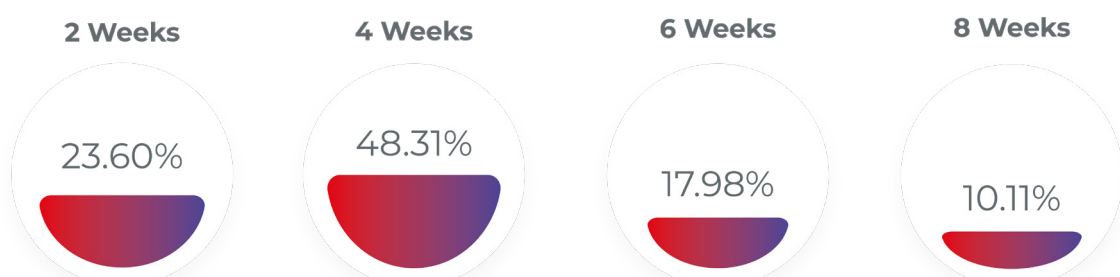
Individuals appreciated their training when it was organised, personalised to individual needs, informative, and contributes to a strong sense of belonging within the company.

On the other hand, critiques of training programs included calls for digitalisation, a desire for more comprehensive and detailed content, more accountability from hiring managers, and the need for additional industry-specific information, especially for those new to the field.

## How many interview stages would you be happy to attend?



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





# Salaries

# Human Resources Salaries

## Private Sector | Cambridge (+25 Miles)

Title	Min	Max	Typical
<b>Generalist</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Human Resources Director	£90,000	£140,000	£120,000
Divisional HR Director	£80,000	£120,000	£100,000
Head of Human Resources/People	£75,000	£100,000	£90,000
Senior Human Resources Business Partner	£75,000	£95,000	£85,000
Human Resources Business Partner	£55,000	£85,000	£70,000
Human Resources Manager	£45,000	£70,000	£60,000
Human Resources Officer	£35,000	£42,000	£40,000
Human Resources Advisor	£32,000	£38,000	£35,000
Human Resources Coordinator	£30,000	£35,000	£33,000
Human Resources Administrator/Assistant	£27,000	£32,000	£30,000
<b>Employee Relations</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head of Employee Relations	£70,000	£90,000	£80,000
Employee Relations Manager	£50,000	£75,000	£60,000
Employee Relations Advisor	£35,000	£50,000	£42,000
<b>Recruitment and Talent Acquisition</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head of Talent/Resourcing	£60,000	£100,000	£85,000
Talent/Resourcing Manager	£45,000	£75,000	£65,000
Talent/Resourcing Partner	£40,000	£75,000	£60,000
Talent/Resourcing Advisor	£35,000	£50,000	£45,000
Talent/Resourcing Coordinator	£30,000	£40,000	£35,000
<b>Learning and Development</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head of Learning and Development/Training	£70,000	£100,000	£80,000
Learning and Development/Training Business Partner	£55,000	£70,000	£65,000
Learning and Development/Training Manager	£55,000	£75,000	£65,000
Learning and Development/Training Advisor	£35,000	£45,000	£40,000
<b>Compensation, Benefits and Rewards</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head of Reward	£60,000	£100,000	£80,000
Reward Manager	£50,000	£80,000	£65,000
Compensation Specialist	£50,000	£70,000	£60,000
Payroll & Benefits Manager	£65,000	£80,000	£70,000
Reward Analyst	£40,000	£80,000	£60,000
Reward Advisor	£35,000	£60,000	£45,000
<b>Equity, Diversity and Inclusion</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head Equity, Diversity and Inclusion	£60,000	£80,000	£70,000
Equity, Diversity and Inclusion Manager	£45,000	£65,000	£60,000
Equity, Diversity and Inclusion Advisor	£35,000	£45,000	£42,000
<b>HR Change Projects</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head of Change/Projects	£70,000	£100,000	£85,000
Change/Projects Business Partner	£50,000	£75,000	£70,000
Change/Projects Manager	£45,000	£65,000	£55,000
<b>HRMI/Shared Services</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
HRMI Manager	£40,000	£65,000	£60,000
HRMI Analyst	£35,000	£55,000	£48,000
Head of Shared Services	£50,000	£75,000	£70,000
Shared Services Manager/Team Leader	£50,000	£75,000	£60,000

# Human Resources Salaries

Public/Not for Profit Sector | Cambridge (+25 Miles)

Title	Min	Max	Typical
<b>Generalist</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Human Resources Director	£85,000	£115,000	£95,000
Divisional HR Director	£70,000	£95,000	£85,000
Head of Human Resources/People	£55,000	£75,000	£65,000
Senior Human Resources Business Partner	£45,000	£65,000	£55,000
Human Resources Business Partner	£40,000	£60,000	£50,000
Human Resources Manager	£40,000	£55,000	£50,000
Human Resources Officer	£35,000	£42,000	£40,000
Human Resources Advisor	£30,000	£40,000	£36,000
Human Resources Coordinator	£28,000	£32,000	£30,000
Human Resources Administrator/Assistant	£24,000	£30,000	£28,000
<b>Employee Relations</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head of Employee Relations	£52,000	£75,000	£65,000
Employee Relations Manager	£42,000	£60,000	£55,000
Employee Relations Advisor	£34,000	£41,000	£38,000
<b>Recruitment and Talent Acquisition</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head of Talent/Resourcing	£55,000	£80,000	£65,000
Talent/Resourcing Manager	£45,000	£60,000	£55,000
Talent/Resourcing Partner	£45,000	£60,000	£50,000
Talent/Resourcing Advisor	£32,000	£42,000	£38,000
Talent/Resourcing Coordinator	£24,000	£31,000	£28,000
<b>Learning and Development</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head of Learning and Development/Training	£57,000	£85,000	£70,000
Learning and Development/Training Business Partner	£45,000	£60,000	£50,000
Learning and Development/Training Manager	£45,000	£65,000	£55,000
Learning and Development/Training Advisor	£35,000	£45,000	£40,000
<b>Compensation, Benefits and Rewards</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head of Reward	£60,000	£80,000	£70,000
Reward Manager	£54,000	£65,000	£60,000
Compensation Specialist	£50,000	£65,000	£58,000
Payroll & Benefits Manager	£45,000	£60,000	£55,000
Reward Analyst	£40,000	£50,000	£45,000
Reward Advisor	£32,000	£45,000	£40,000
<b>Equity, Diversity and Inclusion</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head Equity, Diversity and Inclusion	£55,000	£70,000	£65,000
Equity, Diversity and Inclusion Manager	£42,000	£60,000	£55,000
Equity, Diversity and Inclusion Advisor	£32,000	£45,000	£40,000
<b>HR Change Projects</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head of Change/Projects	£65,000	£100,000	£80,000
Change/Projects Business Partner	£50,000	£70,000	£65,000
Change/Projects Manager	£45,000	£60,000	£55,000
<b>HRMI/Shared Services</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
HRMI Manager	£42,000	£60,000	£50,000
HRMI Analyst	£35,000	£50,000	£40,000
Head of Shared Services	£55,000	£75,000	£65,000
Shared Services Manager/Team Leader	£40,000	£65,000	£55,000

Interested in temporary or contract pay-rates? Talk to one of our specialist temporary and contract controllers.

# Human Resources Salaries

## Private Sector | Hertfordshire (+25 Miles)

Title	Min	Max	Typical
<b>Generalist</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Human Resources Director	£100,000	£140,000	£120,000
Divisional HR Director	£85,000	£120,000	£100,000
Head of Human Resources/People	£75,000	£100,000	£90,000
Senior Human Resources Business Partner	£75,000	£95,000	£85,000
Human Resources Business Partner	£55,000	£85,000	£70,000
Human Resources Manager	£45,000	£70,000	£60,000
Human Resources Advisor	£35,000	£42,000	£40,000
Human Resources Officer	£32,000	£38,000	£35,000
Human Resources Coordinator	£30,000	£32,000	£31,000
Human Resources Administrator/Assistant	£30,000	£32,000	£30,000
<b>Employee Relations</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head of Employee Relations	£70,000	£90,000	£80,000
Employee Relations Manager	£50,000	£75,000	£60,000
Employee Relations Advisor	£35,000	£50,000	£42,000
<b>Recruitment and Talent Acquisition</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head of Talent/Resourcing	£60,000	£100,000	£85,000
Talent/Resourcing Manager	£68,000	£80,000	£75,000
Talent/Resourcing Partner	£45,000	£75,000	£65,000
Talent/Resourcing Advisor	£35,000	£50,000	£45,000
Talent/Resourcing Coordinator	£30,000	£40,000	£35,000
<b>Learning and Development</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head of Learning and Development/Training	£80,000	£110,000	£90,000
Learning and Development/Training Business Partner	£50,000	£85,000	£65,000
Learning and Development/Training Manager	£55,000	£80,000	£70,000
Learning and Development/Training Advisor	£35,000	£45,000	£40,000
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Human Resources Business Partner	£40,000	£60,000	£50,000
Human Resources Manager	£40,000	£55,000	£50,000
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Talent/Resourcing Manager	£45,000	£60,000	£55,000
Talent/Resourcing Partner	£45,000	£60,000	£50,000
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Learning and Development/Training Manager	£45,000	£65,000	£55,000
Learning and Development/Training Advisor	£35,000	£45,000	£40,000
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Reward Manager	£54,000	£65,000	£60,000
Compensation Specialist	£50,000	£65,000	£58,000
Payroll & Benefits Manager	£45,000	£60,000	£55,000
Reward Analyst	£40,000	£50,000	£45,000
Reward Advisor	£32,000	£45,000	£40,000
<b>Equity, Diversity and Inclusion</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head Equity, Diversity and Inclusion	£55,000	£70,000	£65,000
Equity, Diversity and Inclusion Manager	£42,000	£60,000	£55,000
Equity, Diversity and Inclusion Advisor	£32,000	£45,000	£40,000
<b>HR Change Projects</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head of Change/Projects	£65,000	£100,000	£80,000
Change/Projects Business Partner	£50,000	£70,000	£65,000
Change/Projects Manager	£45,000	£60,000	£55,000
<b>HRMI/Shared Services</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
HRMI Manager	£42,000	£60,000	£50,000
HRMI Analyst	£35,000	£50,000	£40,000
Head of Shared Services	£55,000	£75,000	£65,000
Shared Services Manager/Team Leader	£40,000	£65,000	£55,000

Interested in temporary or contract pay-rates? Talk to one of our specialist temporary and contract controllers.

# Human Resources Salaries

## Private Sector | Northampton (+25 Miles)

Title	Min	Max	Typical
<b>Generalist</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Human Resources Director	£90,000	£130,000	£120,000
Divisional HR Director	£90,000	£120,000	£100,000
Head of Human Resources/People	£80,000	£90,000	£80,000
Senior Human Resources Business Partner	£60,000	£75,000	£65,000
Human Resources Business Partner	£50,000	£60,000	£50,000
Human Resources Manager	£55,000	£65,000	£55,000
Human Resources Officer	£28,000	£35,000	£32,000
Human Resources Advisor	£40,000	£45,000	£40,000
Human Resources Coordinator	£26,000	£32,000	£28,000
Human Resources Administrator/Assistant	£27,500	£31,000	£30,000
<b>Employee Relations</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head of Employee Relations	£60,000	£70,000	£65,000
Employee Relations Manager	£45,000	£60,000	£50,000
Employee Relations Advisor	£40,000	£50,000	£45,000
<b>Recruitment and Talent Acquisition</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head of Talent/Resourcing	£60,000	£100,000	£85,000
Talent/Resourcing Manager	£50,000	£70,000	£55,000
Talent/Resourcing Partner	£45,000	£75,000	£65,000
Talent/Resourcing Advisor	£35,000	£50,000	£45,000
Talent/Resourcing Coordinator	£28,000	£35,000	£30,000
<b>Learning and Development</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head of Learning and Development/Training	£80,000	£100,000	£90,000
Learning and Development/Training Business Partner	£50,000	£85,000	£65,000
Learning and Development/Training Manager	£55,000	£70,000	£60,000
Learning and Development/Training Advisor	£35,000	£45,000	£40,000
<b>Compensation, Benefits and Rewards</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head of Reward	£70,000	£120,000	£95,000
Reward Manager	£55,000	£85,000	£75,000
Compensation Specialist	£60,000	£90,000	£75,000
Payroll & Benefits Manager	£65,000	£80,000	£70,000
Reward Analyst	£45,000	£55,000	£50,000
Reward Advisor	£40,000	£55,000	£48,000
<b>Equity, Diversity and Inclusion</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head Equity, Diversity and Inclusion	£60,000	£80,000	£70,000
Equity, Diversity and Inclusion Manager	£40,000	£65,000	£60,000
Equity, Diversity and Inclusion Advisor	£35,000	£45,000	£42,000
<b>HR Change Projects</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head of Change/Projects	£70,000	£100,000	£85,000
Change/Projects Business Partner	£50,000	£75,000	£70,000
Change/Projects Manager	£45,000	£60,000	£55,000
<b>HRMI/Shared Services</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
HRMI Manager	£60,000	£80,000	£70,000
HRMI Analyst	£40,000	£60,000	£50,000
Head of Shared Services	£70,000	£85,000	£80,000
Shared Services Manager/Team Leader	£55,000	£75,000	£60,000

# Human Resources Salaries

Public/Not for Profit Sector | Northampton (+25 Miles)

Title	Min	Max	Typical
<b>Generalist</b>			
Human Resources Director	£80,000	£100,000	£90,000
Divisional HR Director	£80,000	£100,000	£90,000
Head of Human Resources/People	£60,000	£80,000	£70,000
Senior Human Resources Business Partner	£60,000	£75,000	£65,000
Human Resources Business Partner	£50,000	£55,000	£52,500
Human Resources Manager	£50,000	£55,000	£52,500
Human Resources Officer	£25,000	£35,000	£30,000
Human Resources Advisor	£35,000	£40,000	£37,500
Human Resources Coordinator	£23,000	£26,000	£24,500
Human Resources Administrator/Assistant	£20,000	£25,000	£22,500
<b>Employee Relations</b>			
Head of Employee Relations	£50,000	£60,000	£55,000
Employee Relations Manager	£45,000	£60,000	£50,000
Employee Relations Advisor	£35,000	£45,000	£40,000
<b>Recruitment and Talent Acquisition</b>			
Head of Talent/Resourcing	£60,000	£80,000	£70,000
Talent/Resourcing Manager	£50,000	£70,000	£60,000
Talent/Resourcing Partner	£35,000	£50,000	£42,500
Talent/Resourcing Advisor	£25,000	£40,000	£32,500
Talent/Resourcing Coordinator	£25,000	£35,000	£30,000
<b>Learning and Development</b>			
Head of Learning and Development/Training	£60,000	£90,000	£75,000
Learning and Development/Training Business Partner	£50,000	£70,000	£60,000
Learning and Development/Training Manager	£45,000	£60,000	£55,000
Learning and Development/Training Advisor	£30,000	£40,000	£35,000
<b>Compensation, Benefits and Rewards</b>			
Head of Reward	£80,000	£90,000	£85,000
Reward Manager	£55,000	£85,000	£75,000
Compensation Specialist	£50,000	£80,000	£65,000
Payroll & Benefits Manager	£65,000	£80,000	£72,500
Reward Analyst	£35,000	£45,000	£40,000
Reward Advisor	£35,000	£50,000	£42,500
<b>Equity, Diversity and Inclusion</b>			
Head Equity, Diversity and Inclusion	£60,000	£80,000	£70,000
Equity, Diversity and Inclusion Manager	£40,000	£65,000	£50,000
Equity, Diversity and Inclusion Advisor	£35,000	£45,000	£42,000
<b>HR Change Projects</b>			
Head of Change/Projects	£70,000	£90,000	£80,000
Change/Projects Business Partner	£50,000	£75,000	£62,500
Change/Projects Manager	£45,000	£55,000	£50,000
<b>HRMI/Shared Services</b>			
HRMI Manager	£60,000	£80,000	£70,000
HRMI Analyst	£40,000	£60,000	£50,000
Head of Shared Services	£55,000	£75,000	£62,500
Shared Services Manager/Team Leader	£35,000	£45,000	£40,000

Interested in temporary or contract pay-rates? Talk to one of our specialist temporary and contract controllers.

# Human Resources Salaries

## Private Sector | Peterborough (+25 Miles)

Title	Min	Max	Typical
<b>Generalist</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Human Resources Director	£80,000	£120,000	£100,000
Divisional HR Director	£75,000	£110,000	£90,000
Head of Human Resources/People	£65,000	£85,000	£75,000
Senior Human Resources Business Partner	£50,000	£70,000	£60,000
Human Resources Business Partner	£45,000	£65,000	£50,000
Human Resources Manager	£45,000	£65,000	£50,000
Human Resources Officer	£28,000	£35,000	£30,000
Human Resources Advisor	£35,000	£45,000	£40,000
Human Resources/People Coordinator	£26,000	£32,000	£30,000
Human Resources/People Administrator	£26,000	£30,000	£28,000
<b>Employee Relations</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head of Employee Relations	£50,000	£80,000	£70,000
Employee Relations Manager	£45,000	£60,000	£55,000
Employee Relations Advisor	£35,000	£50,000	£45,000
<b>Recruitment and Talent Acquisition</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head of Talent/Resourcing	£60,000	£100,000	£85,000
Talent/Resourcing Manager	£50,000	£80,000	£70,000
Talent/Resourcing Partner	£45,000	£60,000	£55,000
Talent/Resourcing Advisor	£35,000	£50,000	£45,000
Talent/Resourcing Coordinator	£28,000	£35,000	£30,000
<b>Learning and Development</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head of Learning and Development/Training	£80,000	£100,000	£90,000
Learning and Development/Training Business Partner	£50,000	£80,000	£70,000
Learning and Development/Training Manager	£55,000	£75,000	£65,000
Learning and Development/Training Advisor	£35,000	£45,000	£40,000
<b>Compensation, Benefits and Rewards</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head of Reward	£70,000	£120,000	£90,000
Reward Manager	£55,000	£85,000	£75,000
Compensation Specialist	£60,000	£85,000	£70,000
Payroll & Benefits Manager	£60,000	£80,000	£70,000
Reward Analyst	£40,000	£55,000	£45,000
Reward Advisor	£35,000	£55,000	£45,000
<b>Equity, Diversity and Inclusion</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head Equity, Diversity and Inclusion	£60,000	£80,000	£70,000
Equity, Diversity and Inclusion Manager	£40,000	£65,000	£55,000
Equity, Diversity and Inclusion Advisor	£35,000	£45,000	£40,000
<b>HR Change Projects</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
Head of Change/Projects	£70,000	£100,000	£85,000
Change/Projects Business Partner	£50,000	£75,000	£70,000
Change/Projects Manager	£45,000	£65,000	£55,000
<b>HRMI/Shared Services</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>
HRMI Manager	£60,000	£80,000	£70,000
HRMI Analyst	£35,000	£55,000	£45,000
Head of Shared Services	£60,000	£80,000	£70,000
Shared Services Manager/Team Leader	£50,000	£70,000	£60,000



# Human Resources Salaries

Public/Not for Profit Sector | Peterborough (+25 Miles)

Title	Min	Max	Typical
<b>Generalist</b>			
Human Resources Director	£80,000	£100,000	£90,000
Divisional HR Director	£70,000	£100,000	£80,000
Head of Human Resources/People	£55,000	£85,000	£70,000
Senior Human Resources Business Partner	£45,000	£60,000	£50,000
Human Resources Business Partner	£40,000	£55,000	£45,000
Human Resources Manager	£40,000	£55,000	£45,000
Human Resources Officer	£28,000	£35,000	£30,000
Human Resources Advisor	£30,000	£40,000	£35,000
Human Resources/People Coordinator	£25,000	£30,000	£27,000
Human Resources/People Administrator	£25,000	£28,000	£26,000
<b>Employee Relations</b>			
Head of Employee Relations	£50,000	£70,000	£60,000
Employee Relations Manager	£40,000	£55,000	£50,000
Employee Relations Advisor	£30,000	£40,000	£35,000
<b>Recruitment and Talent Acquisition</b>			
Head of Talent/Resourcing	£55,000	£90,000	£75,000
Talent/Resourcing Manager	£50,000	£70,000	£60,000
Talent/Resourcing Partner	£40,000	£50,000	£45,000
Talent/Resourcing Advisor	£30,000	£40,000	£35,000
Talent/Resourcing Coordinator	£26,000	£30,000	£28,000
<b>Learning and Development</b>			
Head of Learning and Development/Training	£60,000	£90,000	£75,000
Learning and Development/Training Business Partner	£45,000	£75,000	£60,000
Learning and Development/Training Manager	£50,000	£70,000	£60,000
Learning and Development/Training Advisor	£30,000	£40,000	£35,000
<b>Compensation, Benefits and Rewards</b>			
Head of Reward	£60,000	£90,000	£75,000
Reward Manager	£50,000	£70,000	£60,000
Compensation Specialist	£45,000	£65,000	£55,000
Payroll & Benefits Manager	£50,000	£70,000	£60,000
Reward Analyst	£30,000	£50,000	£40,000
Reward Advisor	£30,000	£40,000	£35,000
<b>Equity, Diversity and Inclusion</b>			
Head Equity, Diversity and Inclusion	£50,000	£70,000	£60,000
Equity, Diversity and Inclusion Manager	£40,000	£65,000	£50,000
Equity, Diversity and Inclusion Advisor	£30,000	£45,000	£38,000
<b>HR Change Projects</b>			
Head of Change/Projects	£60,000	£90,000	£80,000
Change/Projects Business Partner	£45,000	£65,000	£55,000
Change/Projects Manager	£40,000	£60,000	£50,000
<b>HRMI/Shared Services</b>			
HRMI Manager	£50,000	£75,000	£60,000
HRMI Analyst	£30,000	£50,000	£40,000
Head of Shared Services	£55,000	£75,000	£65,000
Shared Services Manager/Team Leader	£45,000	£65,000	£55,000

Interested in temporary or contract pay-rates? Talk to one of our specialist temporary and contract controllers.

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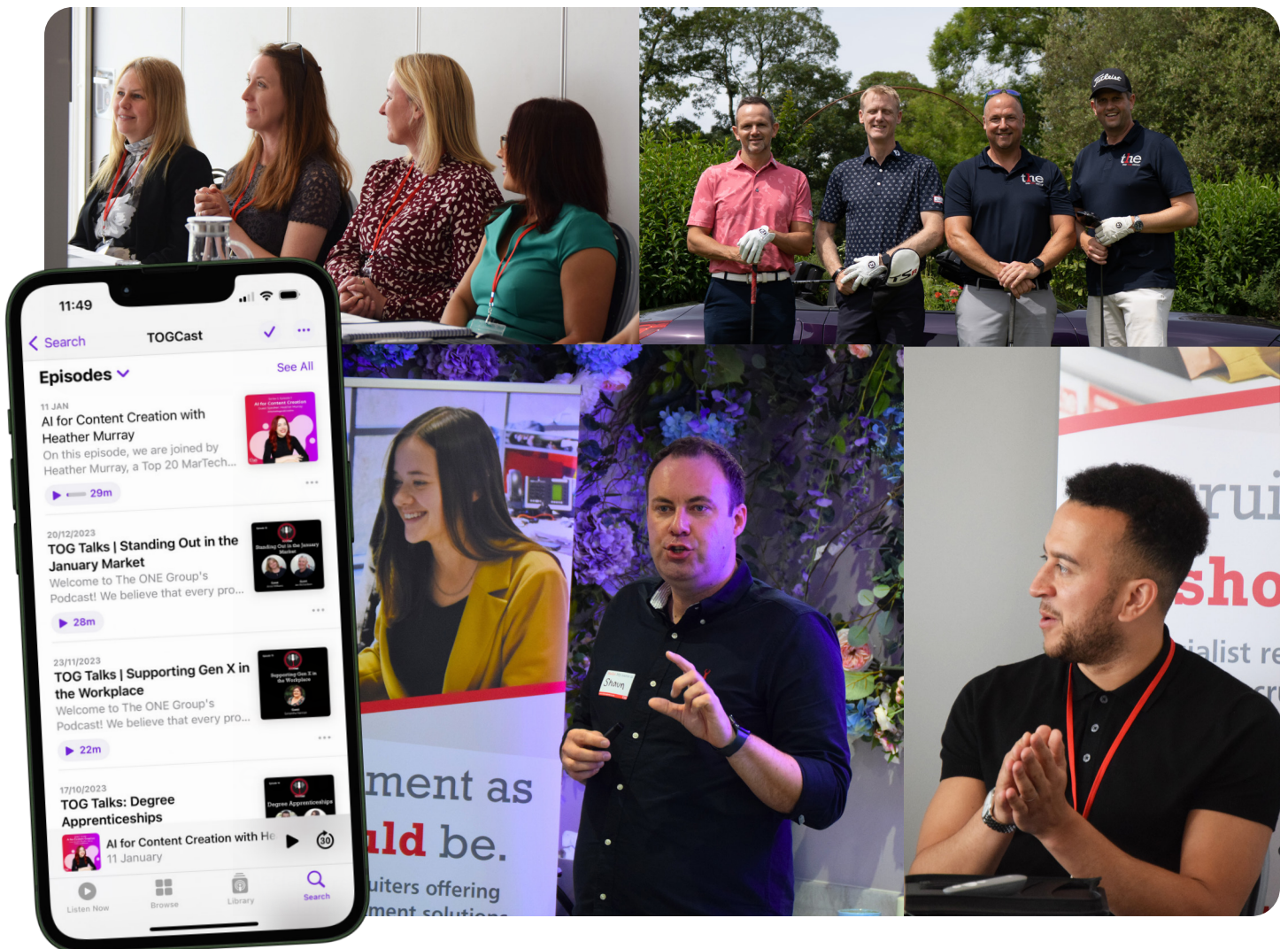
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