



Salary Survey

OP Regions North

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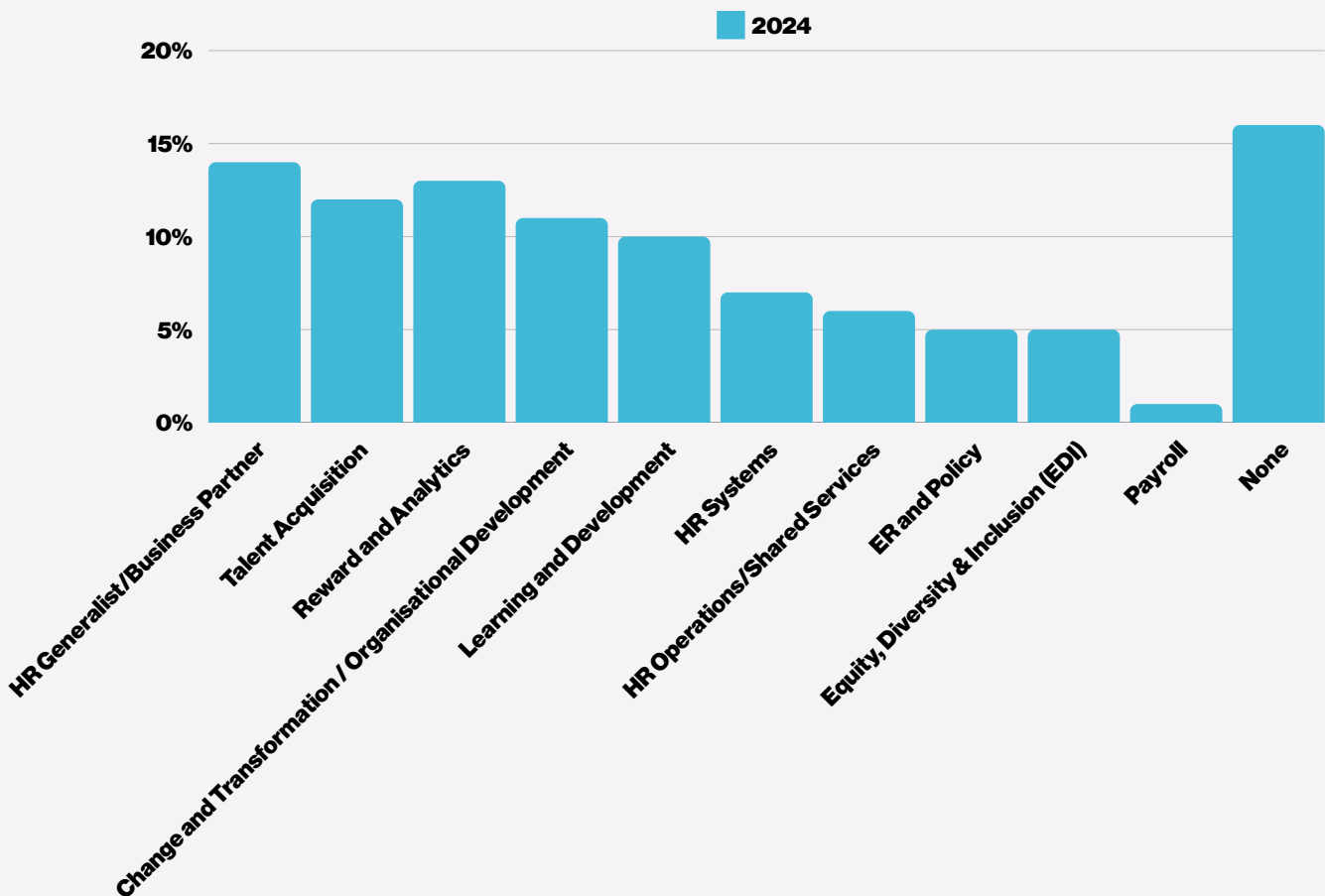


**“Proudly redefining the
recruitment experience
one person at a time.”**

Discover the latest insights with our salary survey from the OP Regions North team! In this report, we explore the evolving salary trends across industries, spotlight key hiring priorities in the HR sector, and reveal why competitive pay isn't the only factor driving candidates in today's job market.

Curious about how your business measures up? Whether you're seeking expert advice on salary benchmarking or navigating the challenges of hiring in a competitive landscape, we're here to help. Let's start a conversation!

Anticipated Hiring Needs in HR



The anticipated hiring needs within HR highlight a demand for versatile roles.

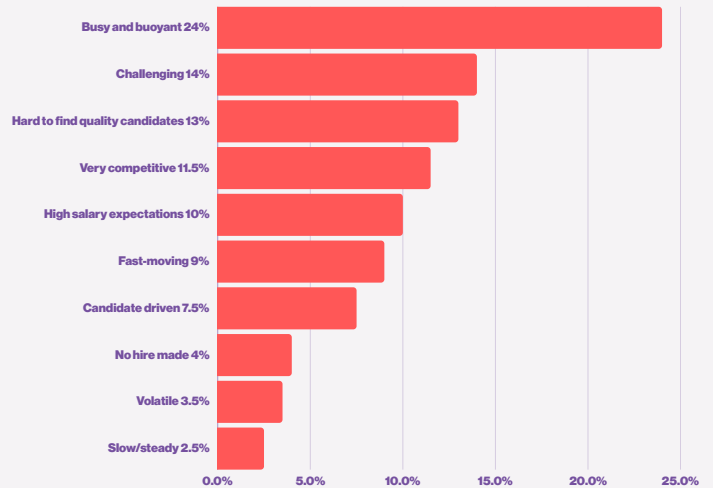
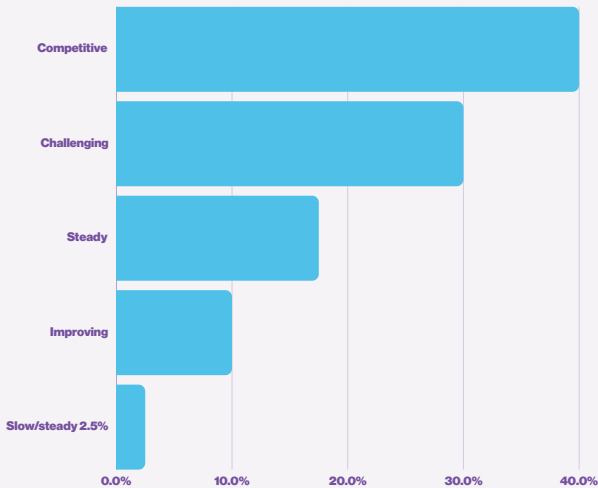
HR Generalists/Business Partners are at the forefront (**14%**), followed by Reward and Analytics (**13%**), Talent Acquisition (**12%**), and Change and Transformation/Organisational Development (**11%**).

Learning and Development (**10%**) and HR Systems (**7%**) are also critical areas, while **16%** reported no immediate hiring needs.

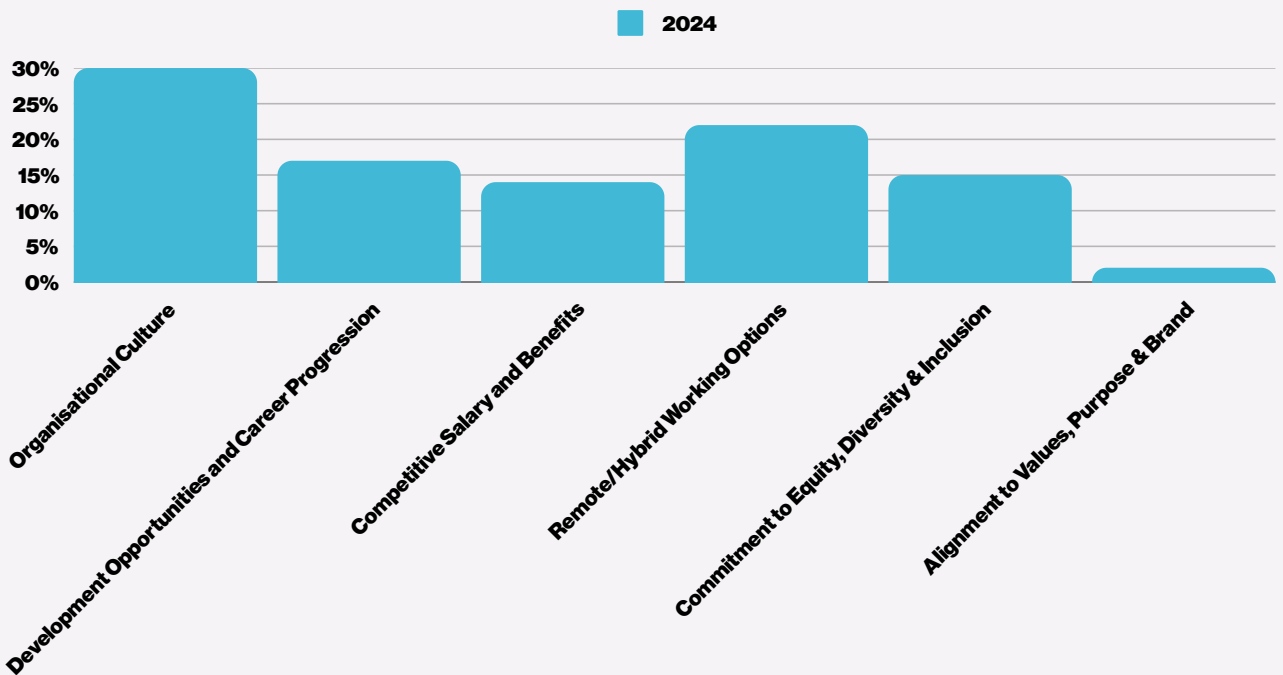
What has been your experience of the HR market this year?

Respondents described the HR recruitment market as competitive (**40%**) and challenging (**30%**), with high demand for specific skills and high salary expectations.

One respondent commented: “Candidate expectations seem to be higher than their skill set.”



Strongest Pull Factors for Attracting HR Talent



Organisational culture (**30%**), development opportunities (**17%**), and remote/hybrid working options (**22%**) are currently the strongest pull factors for attracting HR talent.

Professional and Financial Services

While the main activity within the professional and financial services job markets have focused on mid-level positions and below over the last 12 months, there is a growing interest in senior-level roles. This trend is emerging in the wake of the recent wave of the 'Great Resignation' with candidates either looking for their next role or opportunities created through promotion.

There is a marked increase in interest in new technologies, particularly Artificial Intelligence, which has become a pivotal topic in many strategic discussions. Additionally, numerous organisations are transitioning towards more structured work patterns and enhancing their office presence. This shift is contributing to movement within the job market which in turn is creating an appetite for new hires based locally to HR teams based within the regional hubs.

Significant growth has been observed within mid-tier law firms and the insurance sector. Investments and acquisitions in these areas have led to the creation of new roles and the development of more comprehensive HR structures. These advancements have resulted in the establishment of centres of excellence aimed at aligning People Strategy with the broader expansion plans of these organisations.

Job Title	Salary Low	Salary High
HR Advisor	£35,000	£45,000
HR Manager	£50,000	£65,000
HR Business Partner	£55,000	£75,000
Head of HR	£70,000	£95,000
HR Director	£85,000	£140,000+
L&D/Training Advisor	£40,000	£50,000
L&D/Training Manager	£55,000	£70,000
Head of L&D/Training	£65,000	£85,000
Director	£85,000	£100,000+
Reward & Benefits Analyst	£40,000	£60,000
Reward & Benefits Manager	£70,000	£80,000
Head of Reward	£90,000	£130,000
Talent & Recruitment Advisor	£35,000	£45,000
Talent Manager	£50,000	£65,000
Talent Business Partner	£55,000	£70,000
Head of Talent	£75,000	£95,000
Director	£80,000	£100,000+
Payroll Manager	£45,000	£55,000
Head of Payroll	£65,000	£80,000
OD & Change Manager	£60,000	£80,000
OD & Change Director	£90,000	£120,000
HR Systems Manager	£55,000	£70,000
Head of HR Systems	£70,000	£90,000

Not for Profit

Salary brackets within the not-for-profit sector can vary significantly depending on the organisation size, funding and budget constraints, and geographic location. Large nonprofits with substantial funding and resources can offer competitive salaries sometimes comparable to for-profit businesses, especially for senior positions. Organisations focused on social services may differ to those in healthcare or education due to varying funding and organisational priorities. Those involved in advocacy or policy work might offer different compensation based on the funding available for specific missions.

The hiring trends and opportunities in the not-for-profit sector in the UK are shaped by various economic, social and political factors. The sector has experienced significant changes and developments around the increased demand for digital skills with many organisations undergoing digital transformations to enhance outreach, fundraising and service delivery; the prioritisation of diversity and inclusion sees an increase in D&I specialist opportunities to create inclusive workplace policies and practices; roles such as recruitment specialists, training coordinators and volunteer managers are in high demand to support organisational growth and professional development; HR professionals with skills in digital HR platforms and data analysis are sought after to streamline processes and improve efficiency.

Job Title	Salary Low	Salary High
HR Advisor	£26,000	£35,000
HR Manager	£35,000	£46,000
HR Business Partner	£40,000	£50,000
Head of HR	£50,000	£75,000
HR Director	£65,000	£80,000
L&D/Training Advisor	£35,000	£40,000
L&D Manager	£40,000	£50,000
Head of L&D	£50,000	£60,000
Director	£55,000	£75,000
Reward & Benefits Analyst/Advisor	£30,000	£40,000
Reward & Benefits Manager	£40,000	£50,000
Head of Reward	£55,000	£70,000
Director	£70,000	£90,000
Talent & Recruitment Advisor	£27,000	£35,000
Talent Manager	£40,000	£50,000
Talent Business Partner	£50,000	£60,000
Head of Talent	£50,000	£65,000
Director	£60,000	£75,000
Payroll Manager	£40,000	£50,000
Head of Payroll	£50,000	£70,000

Commerce & Industry

Salary brackets within commerce and industry sectors can be driven by a variety of challenges and required expertise spanning factors such as workforce planning, high employee turnover, seasonal and rapid recruitment, industrial and employee relations and maintaining safety standards.

While entry-level HR roles tend to have more modest salary brackets across these industries, mid-level and senior HR positions can see significant variations, particularly in high-stakes sectors like oil and gas and FMCG. The need for specialised knowledge, the complexity of workforce management, and industry-specific challenges all contribute to these differences in salary brackets.

There is a growing demand for HR professionals skilled in digital HR platforms, data analysis, and automation to enhance efficiency and streamline processes. Recruitment specialists and talent acquisition managers are needed to attract top talent in a competitive market, while training and development coordinators are essential for upskilling employees in response to technological advancements.

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Reward & Benefits Manager	£40,000	£70,000
Head of Reward	£55,000	£90,000
Director	£70,000	£100,000+
Talent & Recruitment Advisor	£35,000	£45,000
Talent Manager	£40,000	£65,000
Talent Business Partner	£55,000	£75,000
Head of Talent	£60,000	£85,000
Director	£65,000	£100,000+
Payroll Manager	£40,000	£55,000
Head of Payroll	£65,000	£80,000

Notes from our Managing Director

Amy Morris

Since opening our Manchester office in April 2021, we've been thrilled to see the growth of our business in the North West region. The warm welcome we've received from the region has exceeded our expectations, and we're grateful for the opportunity to be a part of such a dynamic and thriving business landscape.

The diversity of our client base is a testament to the richness of the North West markets. We're honoured to work with a range of organisations across all sectors, leveraging our expertise to drive growth and innovation.

Looking ahead, we remain focused on delivering the highest levels of service to our clients, fostering a culture of excellence within our team, and exploring new opportunities for growth and collaboration in the region. We're excited about the future and look forward to continuing our journey in the dynamic and vibrant North West market.



Amy Morris
Managing Director
UK & Europe



Look out for our new hiring data coming **April 25**



Frankie Glarvey
Manager



Marie Clarke
Manager



Alex Wright
Senior Manager

