



SALARY SURVEY 2023



Welcome to our 2023 salary survey

What you're about to read

This report has information on salaries across Cambridgeshire, Essex, Norfolk and Suffolk.

If you're an employer, you can use it to make sure the pay and benefits you're offering are competitive and to help you attract and keep the best talent. And if you're an employee, it'll help you make sure you're being paid what you're worth.

How we've put it together

We've created it using salary information from our clients and job seekers, combined with information from our consultants' experience of the market.

This specialist industry knowledge and our strong contacts lists are a big part of why we're one of the most successful recruiters in the east. In fact, in the past year, we've built a network of 13,000 talented candidates across our region. We've dealt with 52,000 applications and helped clients with 3,100 individual positions. And we've filled over 1,140 jobs at 550 different organisations.

What's new for 2023?

This year we've added salary information about our newest specialism - supply chain and engineering.

What else is in here?

Our MD, David Culley, has written about his thoughts on the current recruitment landscape in the eastern region. We've also included some information on executive roles, as well as the different types of benefits employees expect in 2023.

Want to know more?

Salaries are always going to vary depending on the location, size and industry of a particular business. So if you'd like any extra information or advice on anything that's in here, please [get in touch](#).



The recruitment landscape

A word from David Culley, MD

I hope you enjoy this year's salary survey. It's always an interesting piece of work for us. And it's also given me the opportunity to take a look at the wider recruitment landscape, and what we can expect for the rest of this year.

A deep dive into market conditions

The key theme I've observed in 2023 is that hiring talent is still the number one challenge for most businesses. There's no doubt that companies have become more cautious about recruitment decision-making. The Office for National Statistics (ONS) revealed a 51,000 drop in the number of job vacancies in the UK in the three months before February, to 1.12 million. Redundancy rates also increased. The ONS said the fall in vacancies 'reflects uncertainty across industries' with economic pressures being one of the things that's holding recruitment back.

Despite this slightly gloomy picture, there were still 1.2m advertised jobs during the same time period and we continue to witness a high demand for talent. Permanent recruitment throughout the East of England still remains strong and we've also seen an increase in temporary vacancies.

It's been widely reported that the labour pool has contracted significantly since the pandemic. And the slightly scary forecast is that this is only going to continue. Put simply, there are significantly fewer younger people joining the world of work than older people leaving it.

As a result, my advice to employers is to make sure you have a recruitment strategy in place – think beyond the short term and plan ahead. In fact, according to LinkedIn's 'Future of recruiting 2023' report, a huge 81% of recruiting professionals say that talent acquisition has become a more strategic function over the past year. The time to seek out and hire talent has increased significantly over the past 12 months too – job seekers have become more cautious about changing jobs, and because they know they're in high demand, they can afford to be choosy. So how can you stand out in a crowded employer market?

The importance of a good employer value proposition and brand

Of course, the right salary and package are vital to attract and keeping quality employees. But today's job seekers are looking for more than just this from employers.

Having a clear and compelling employee value proposition – the unique set of tangible and intangible benefits and rewards that employers offer employees in exchange for their contributions and commitment – is one way to become more attractive to prospective employees.



But it must be embedded in the recruitment process. In fact, 59% of in-house recruiting professionals predict that their employer's investments in branding will increase this year. And that's the way it needs to be in such a strong job seeker market.

Organisations must work hard to attract and keep top talent by differentiating themselves from their competitors, and creating a positive and engaging workplace.

According to LinkedIn surveys asking jobseekers about their priorities, in 2023 the fastest-growing factors people are looking for in their next employer are:

- evidence of happy and inspired employees: up by 12%
- flexible working: up by 9%
- supportive management: up by 8%
- collaborative company culture: up by 7%
- shared values (company vs own): up by 4%.

Getting recognised for your employer brand will help you attract more people too. Check out [Best Employers Eastern Region](#) to find out how to do just that.

The growing power of diversity, equity and inclusion (DEI)

These days, job seekers expect DEI strategies as standard. In fact, I'd go so far as to say they're critical to the hiring process. And not just when it comes to building a diverse workforce - they're also imperative for business success. Employers' DEI strategies should be part of the recruitment package, and they must be prepared for employees, job seekers and consumers alike to hold them to their commitments.

According to LinkedIn's 'Future of recruiting' report, despite a slight downturn in the number of jobs available, three out of four recruiters say that DEI hiring is still a priority. In fact, 13% say it's higher now than before. It's these types of organisations - ones that focus on attracting diverse talent - who'll benefit most from the creativity and innovation that a diverse workforce brings.

Clearly, creating inclusive environments is the right thing for all organisations to prioritise.

A word to the job seeker

In the main, the regional market remains buoyant. That means talented people will continue to find jobs and have choices. But the balance has definitely shifted a little. Employers are becoming more cautious with their hiring choices and more thorough with their recruitment processes. So you should expect greater scrutiny, going beyond simply having the right skills to do a job. Because just as company culture is now a bigger consideration for job seekers, cultural fit has become more important to hiring managers. It's no longer just your skills and experience they're assessing - it's whether your personality and behaviour will be a good fit for them too.

This means it's more important than ever to do your research. This will help you understand how well-matched you are to your prospective employer's working environment.



A word from Pure Executive

Jodie Woodrow, Director

The way remuneration packages are structured varies between executive appointments. So we don't include executive and non-executive director-level salaries in our survey. But here's some guidance on what you should be offering to attract and keep the best candidates for board-level roles.

David talked earlier about how salaries aren't necessarily the first consideration for people when deciding whether to change roles. This is something that's long been the case for executive and non-executive level directors – they consider both the financial and lifestyle values of a reward package before deciding to accept a position.

What to offer

A degree of hybrid working has become the norm for many corporate head office board roles. So if you're not offering this already, it's something you should consider adding to your benefits package. Other things candidates are likely to expect include:

- a generous holiday allowance: 27 to 30 days a year, with bank holidays
- a good pension: generally 6 to 15%, with 8 to 10% being typical
- private healthcare and wellbeing programmes, often with family cover included
- life insurance: four times the base salary
- an annual bonus: usually related to profit or overall financial performance. Companies are offering anywhere between 20% to 100% of the full salary, with 30 to 50% being the average
- a car allowance or company car: between £8,000 and £12,000. Over the past two years we've also seen an increase in companies introducing electric vehicle schemes for their executive teams
- equity or long-term incentive plans (LTIP): there isn't a one-size-fits-all for these – it depends on a company's overall strategy and the executive's role. If their job is to drive growth and increase shareholder value or guide the business through a financial transaction, then offering equity or an LTIP to retain and align your leadership team can be an effective tool.

Need help with executive recruitment?

If you're looking to recruit for your board or senior leadership team, or you'd like to discuss our executive remuneration benchmarking service, you can find out more on the [Pure Executive website](#). Or you can [contact us](#).



HR



| | CAMBRIDGESHIRE | | | NORFOLK | | | ESSEX | | | SUFFOLK | | |
|------------------------------------|----------------|----------|----------|---------|---------|---------|---------|----------|----------|---------|----------|---------|
| | Min | Max | Typical | Min | Max | Typical | Min | Max | Typical | Min | Max | Typical |
| HR Administrator | £20,000 | £25,000 | £23,000 | £20,000 | £24,000 | £22,000 | £24,000 | £28,000 | £25,000 | £21,000 | £26,000 | £22,000 |
| HR Assistant | £24,000 | £28,000 | £25,000 | £22,000 | £26,000 | £24,000 | £26,000 | £30,000 | £27,000 | £24,000 | £28,000 | £25,000 |
| HR Co-ordinator | £25,000 | £32,000 | £29,000 | £22,000 | £27,000 | £25,000 | £26,000 | £32,000 | £28,000 | £22,000 | £27,000 | £25,000 |
| HR Advisor | £30,000 | £40,000 | £37,000 | £26,000 | £35,000 | £32,000 | £32,000 | £45,000 | £37,500 | £28,000 | £35,000 | £32,000 |
| HR Manager | £45,000 | £65,000 | £55,000 | £40,000 | £60,000 | £50,000 | £40,000 | £60,000 | £50,000 | £40,000 | £55,000 | £50,000 |
| HRBP / People Partner | £50,000 | £75,000 | £60,000 | £35,000 | £65,000 | £50,000 | £50,000 | £70,000 | £55,000 | £50,000 | £70,000 | £55,000 |
| HR Director | £80,000 | £150,000 | £120,000 | £70,000 | £95,000 | £80,000 | £80,000 | £150,000 | £100,000 | £75,000 | £100,000 | £90,000 |
| Recruitment Coordinator | £25,000 | £32,000 | £28,000 | £25,000 | £32,000 | £30,000 | £25,000 | £32,000 | £28,000 | £25,000 | £32,000 | £30,000 |
| TA Partner | £45,000 | £65,000 | £55,000 | £30,000 | £50,000 | £40,000 | £40,000 | £60,000 | £50,000 | £40,000 | £60,000 | £50,000 |
| Head of TA | £60,000 | £90,000 | £80,000 | £40,000 | £60,000 | £50,000 | £50,000 | £75,000 | £60,000 | £40,000 | £75,000 | £55,000 |
| Learning and Development Assistant | £24,000 | £28,000 | £25,000 | £22,000 | £26,000 | £24,000 | £25,000 | £33,000 | £28,000 | £22,000 | £26,000 | £23,000 |
| Learning and Development Advisor | £30,000 | £40,000 | £38,000 | £26,000 | £38,000 | £35,000 | £32,000 | £50,000 | £40,000 | £30,000 | £38,000 | £35,000 |
| Learning and Development Manager | £40,000 | £65,000 | £55,000 | £40,000 | £50,000 | £45,000 | £40,000 | £70,000 | £55,000 | £40,000 | £50,000 | £45,000 |
| Organisational Development Manager | £50,000 | £65,000 | £55,000 | £50,000 | £60,000 | £55,000 | £50,000 | £70,000 | £60,000 | £50,000 | £60,000 | £55,000 |
| Reward Analyst | £40,000 | £55,000 | £45,000 | £35,000 | £50,000 | £45,000 | £40,000 | £60,000 | £50,000 | £40,000 | £50,000 | £45,000 |
| Reward Manager | £50,000 | £70,000 | £65,000 | £45,000 | £65,000 | £55,000 | £50,000 | £70,000 | £60,000 | £50,000 | £65,000 | £55,000 |
| Head of Compensation and Benefits | £65,000 | £100,000 | £85,000 | £65,000 | £80,000 | £70,000 | £60,000 | £80,000 | £70,000 | £65,000 | £80,000 | £75,000 |

Accountancy



| | CAMBRIDGESHIRE | | | NORFOLK | | | ESSEX | | | SUFFOLK | | |
|--|----------------|----------|----------|---------|----------|----------|---------|----------|----------|---------|----------|----------|
| | Min | Max | Typical | Min | Max | Typical | Min | Max | Typical | Min | Max | Typical |
| Accounts Assistant | £25,000 | £30,000 | £28,000 | £23,000 | £27,000 | £25,000 | £24,000 | £28,000 | £26,000 | £24,000 | £28,000 | £26,000 |
| Accounts Payable | £25,000 | £28,000 | £27,000 | £22,000 | £25,000 | £23,000 | £24,000 | £28,000 | £26,000 | £23,000 | £26,000 | £25,000 |
| Accounts Receivable | £24,000 | £30,000 | £28,000 | £22,000 | £25,000 | £23,000 | £24,000 | £30,000 | £26,000 | £24,000 | £27,000 | £26,000 |
| Payroll Assistant | £24,000 | £30,000 | £26,000 | £25,000 | £35,000 | £30,000 | £26,000 | £30,000 | £27,000 | £24,000 | £30,000 | £28,000 |
| Payroll Manager | £45,000 | £60,000 | £55,000 | £35,000 | £60,000 | £50,000 | £40,000 | £60,000 | £50,000 | £35,000 | £55,000 | £45,000 |
| AP/AR Manager | £35,000 | £50,000 | £40,000 | £30,000 | £40,000 | £35,000 | £35,000 | £45,000 | £40,000 | £25,000 | £34,000 | £29,000 |
| Assistant Accountant | £28,000 | £35,000 | £32,000 | £25,000 | £30,000 | £30,000 | £28,000 | £35,000 | £30,000 | £28,000 | £32,000 | £30,000 |
| Part-Qualified/ finalist ACCA or CIMA | £40,000 | £45,000 | £42,000 | £35,000 | £40,000 | £38,000 | £35,000 | £45,000 | £40,000 | £30,000 | £28,000 | £35,000 |
| Newly Qualified ACCA/CIMA/ACA | £50,000 | £55,000 | £52,000 | £40,000 | £48,000 | £42,000 | £40,000 | £50,000 | £45,000 | £40,000 | £50,000 | £45,000 |
| Book Keeper | £35,000 | £40,000 | £42,000 | £26,000 | £32,000 | £28,000 | £23,000 | £28,000 | £25,000 | £26,000 | £30,000 | £28,000 |
| Credit Control | £25,000 | £30,000 | £27,000 | £24,000 | £30,000 | £27,000 | £26,000 | £32,000 | £28,000 | £27,000 | £30,000 | £28,000 |
| Credit Control Manager | £35,000 | £50,000 | £40,000 | £30,000 | £45,000 | £35,000 | £30,000 | £45,000 | £37,500 | £28,000 | £40,000 | £35,000 |
| F, P & A Analyst | £45,000 | £65,000 | £55,000 | £45,000 | £75,000 | £60,000 | £45,000 | £70,000 | £60,000 | £45,000 | £55,000 | £50,000 |
| Finance Manager | £60,000 | £70,000 | £65,000 | £60,000 | £75,000 | £70,000 | £45,000 | £65,000 | £55,000 | £45,000 | £65,000 | £55,000 |
| Finance Business Partner | £60,000 | £75,000 | £65,000 | £50,000 | £75,000 | £60,000 | £50,000 | £80,000 | £65,000 | £55,000 | £70,000 | £65,000 |
| Management Accountant | £45,000 | £60,000 | £55,000 | £45,000 | £65,000 | £50,000 | £40,000 | £65,000 | £55,000 | £45,000 | £55,000 | £50,000 |
| Systems Accountant | £55,000 | £70,000 | £60,000 | £50,000 | £80,000 | £60,000 | £40,000 | £70,000 | £60,000 | £45,000 | £65,000 | £55,000 |
| Group Financial Controller | £80,000 | £95,000 | £85,000 | £70,000 | £100,000 | £85,000 | £75,000 | £110,000 | £95,000 | £80,000 | £90,000 | £85,000 |
| Financial Controller | £70,000 | £95,000 | £80,000 | £65,000 | £90,000 | £80,000 | £50,000 | £85,000 | £70,000 | £60,000 | £70,000 | £65,000 |
| Finance Director/CFO | £90,000 | £130,000 | £100,000 | £90,000 | £140,000 | £110,000 | £85,000 | £130,000 | £100,000 | £80,000 | £130,000 | £100,000 |
| Tax Accountant | £50,000 | £70,000 | £60,000 | £50,000 | £65,000 | £55,000 | £50,000 | £70,000 | £60,000 | £50,000 | £65,000 | £55,000 |
| Head of Tax | £65,000 | £85,000 | £70,000 | £75,000 | £100,000 | £80,000 | £75,000 | £110,000 | £90,000 | £70,000 | £100,000 | £80,000 |
| Treasury Accountant | £50,000 | £60,000 | £55,000 | £50,000 | £75,000 | £60,000 | £45,000 | £65,000 | £55,000 | £45,000 | £65,000 | £55,000 |

| | CAMBRIDGESHIRE | | | NORFOLK | | | ESSEX | | | SUFFOLK | | |
|----------------------------|----------------|----------|----------|---------|----------|----------|----------|----------|----------|---------|----------|----------|
| | Min | Max | Typical | Min | Max | Typical | Min | Max | Typical | Min | Max | Typical |
| Company t/o £100m+ | | | | | | | | | | | | |
| Financial Controller | £80,000 | £120,000 | £90,000 | £80,000 | £120,000 | £90,000 | £75,000 | £110,000 | £90,000 | £70,000 | £90,000 | £80,000 |
| Finance Director/CFO | £120,000 | £200,000 | £160,000 | £90,000 | £180,000 | £140,000 | £100,000 | £180,000 | £150,000 | £90,000 | £180,000 | £130,000 |
| Group Financial Controller | £90,000 | £130,000 | £100,000 | £90,000 | £120,000 | £110,000 | £90,000 | £120,000 | £110,000 | £80,000 | £130,000 | £110,000 |

Extra financial benefits include car allowances and bonuses.



Accountancy practice



| | CAMBRIDGESHIRE | | | NORFOLK | | | ESSEX | | | SUFFOLK | | |
|-----------------------------------|----------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | Min | Max | Typical | Min | Max | Typical | Min | Max | Typical | Min | Max | Typical |
| Part Qualified | £33,000 | £40,000 | £37,000 | £25,000 | £40,000 | £35,000 | £25,000 | £35,000 | £30,000 | £25,000 | £32,000 | £30,000 |
| Newly Qualified | £40,000 | £45,000 | £42,000 | £40,000 | £45,000 | £42,000 | £35,000 | £45,000 | £40,000 | £38,000 | £42,000 | £40,000 |
| Assistant Manager (or equivalent) | £45,000 | £55,000 | £50,000 | £45,000 | £55,000 | £50,000 | £40,000 | £55,000 | £50,000 | £45,000 | £55,000 | £50,000 |
| Manager | £50,000 | £60,000 | £55,000 | £50,000 | £65,000 | £60,000 | £50,000 | £65,000 | £57,500 | £50,000 | £65,000 | £60,000 |
| Senior Manager | £60,000 | £70,000 | £65,000 | £60,000 | £85,000 | £65,000 | £60,000 | £75,000 | £67,500 | £60,000 | £80,000 | £65,000 |
| Director | £85,000 | £145,000 | £100,000 | £85,000 | £145,000 | £100,000 | £85,000 | £140,000 | £105,000 | £80,000 | £130,000 | £100,000 |
| Partner | £125,000 | £300,000 | £210,000 | £120,000 | £300,000 | £210,000 | £120,000 | £300,000 | £210,000 | £110,000 | £300,000 | £210,000 |

Marketing



| | CAMBRIDGESHIRE | | | NORFOLK | | | ESSEX | | | SUFFOLK | | |
|--------------------------------------|----------------|----------|---------|---------|----------|---------|---------|----------|---------|---------|----------|---------|
| | Min | Max | Typical | Min | Max | Typical | Min | Max | Typical | Min | Max | Typical |
| Brand Manager | £35,000 | £60,000 | £50,000 | £30,000 | £50,000 | £40,000 | £35,000 | £60,000 | £50,000 | £35,000 | £55,000 | £45,000 |
| Category Manager | £40,000 | £70,000 | £55,000 | £35,000 | £60,000 | £45,000 | £40,000 | £70,000 | £55,000 | £40,000 | £65,000 | £50,000 |
| Database Analyst/CRM Specialist | £35,000 | £55,000 | £45,000 | £30,000 | £50,000 | £40,000 | £35,000 | £55,000 | £45,000 | £35,000 | £55,000 | £45,000 |
| Online/Digital Marketing | £30,000 | £80,000 | £55,000 | £23,000 | £60,000 | £45,000 | £28,000 | £75,000 | £50,000 | £25,000 | £70,000 | £50,000 |
| Events Manager | £30,000 | £45,000 | £40,000 | £28,000 | £45,000 | £35,000 | £30,000 | £45,000 | £40,000 | £30,000 | £45,000 | £35,000 |
| Marketing Assistant/ Co-ordinator | £24,000 | £30,000 | £27,000 | £20,000 | £28,000 | £24,000 | £23,000 | £30,000 | £27,000 | £22,000 | £30,000 | £25,000 |
| Marketing Communications | £25,000 | £65,000 | £45,000 | £23,000 | £60,000 | £35,000 | £23,000 | £65,000 | £45,000 | £23,000 | £60,000 | £40,000 |
| Marketing Consultant | £60,000 | £100,000 | £75,000 | £55,000 | £100,000 | £70,000 | £60,000 | £100,000 | £75,000 | £60,000 | £100,000 | £75,000 |
| Marketing Director | £60,000 | £85,000 | £70,000 | £55,000 | £70,000 | £60,000 | £60,000 | £85,000 | £70,000 | £60,000 | £85,000 | £65,000 |
| Marketing Executive | £28,000 | £40,000 | £32,000 | £24,000 | £32,000 | £28,000 | £28,000 | £35,000 | £30,000 | £25,000 | £32,000 | £30,000 |
| Marketing Manager | £45,000 | £65,000 | £55,000 | £35,000 | £55,000 | £45,000 | £45,000 | £65,000 | £55,000 | £40,000 | £60,000 | £50,000 |
| PR Assistant | £28,000 | £32,000 | £30,000 | £22,000 | £30,000 | £25,000 | £25,000 | £30,000 | £28,000 | £22,000 | £30,000 | £25,000 |
| PR Manager | £40,000 | £60,000 | £50,000 | £35,000 | £55,000 | £40,000 | £40,000 | £60,000 | £50,000 | £40,000 | £55,000 | £45,000 |
| Product Development/ Management | £45,000 | £75,000 | £60,000 | £35,000 | £65,000 | £50,000 | £45,000 | £70,000 | £55,000 | £40,000 | £70,000 | £55,000 |
| SEO/SEM | £35,000 | £65,000 | £45,000 | £30,000 | £55,000 | £40,000 | £35,000 | £65,000 | £45,000 | £35,000 | £60,000 | £45,000 |
| Social Media | £25,000 | £60,000 | £40,000 | £22,000 | £50,000 | £35,000 | £25,000 | £60,000 | £40,000 | £23,000 | £55,000 | £40,000 |

Professional office



| | CAMBRIDGESHIRE | | | NORFOLK | | | ESSEX | | | SUFFOLK | | |
|-----------------------------------|----------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | Min | Max | Typical | Min | Max | Typical | Min | Max | Typical | Min | Max | Typical |
| Administration | £20,000 | £25,000 | £23,000 | £19,000 | £23,000 | £21,000 | £20,000 | £25,000 | £23,000 | £20,000 | £23,000 | £21,000 |
| Contracts Administration | £23,000 | £28,000 | £25,000 | £22,000 | £25,000 | £23,000 | £23,000 | £28,000 | £25,000 | £21,000 | £25,000 | £23,000 |
| Data Entry Clerk | £20,000 | £23,000 | £21,000 | £18,000 | £20,000 | £19,000 | £18,000 | £23,000 | £21,000 | £19,000 | £21,000 | £20,000 |
| Executive/ Personal Assistant | £35,000 | £45,000 | £40,000 | £30,000 | £38,000 | £33,000 | £30,000 | £45,000 | £35,000 | £27,000 | £35,000 | £30,000 |
| Office Junior Assistant | £18,000 | £23,000 | £21,000 | £18,000 | £20,000 | £19,000 | £18,000 | £22,000 | £20,000 | £19,000 | £22,000 | £21,000 |
| Office Manager | £30,000 | £45,000 | £38,000 | £26,000 | £32,000 | £30,000 | £30,000 | £35,000 | £32,000 | £28,000 | £30,000 | £28,000 |
| Receptionist | £21,000 | £28,000 | £26,000 | £20,000 | £23,000 | £21,000 | £20,000 | £25,000 | £22,000 | £19,000 | £22,000 | £21,000 |
| Customer Service Administrator | £20,000 | £25,000 | £23,000 | £19,000 | £22,000 | £21,000 | £22,000 | £26,000 | £24,000 | £19,000 | £22,000 | £21,000 |
| Customer Service Manager | £25,000 | £30,000 | £28,000 | £25,000 | £30,000 | £28,000 | £30,000 | £40,000 | £34,000 | £27,000 | £30,000 | £28,000 |
| Project Admin/Support | £25,000 | £30,000 | £27,500 | £22,000 | £25,000 | £24,000 | £24,000 | £28,000 | £25,000 | £22,000 | £25,000 | £23,000 |
| Secretary | £25,000 | £30,000 | £28,000 | £22,000 | £28,000 | £25,000 | £25,000 | £30,000 | £28,000 | £25,000 | £30,000 | £27,000 |

IT and software



| | CAMBRIDGESHIRE | | | NORFOLK | | | ESSEX | | | SUFFOLK | | |
|----------------------------------|----------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | Min | Max | Typical | Min | Max | Typical | Min | Max | Typical | Min | Max | Typical |
| CIO/IT Director | £120,000 | £180,000 | £140,000 | £120,000 | £160,000 | £130,000 | £120,000 | £160,000 | £130,000 | £110,000 | £140,000 | £120,000 |
| First Line Support | £22,000 | £25,000 | £25,000 | £18,000 | £25,000 | £22,000 | £20,000 | £28,000 | £24,000 | £20,000 | £28,000 | £23,000 |
| Second Line Support | £25,000 | £32,000 | £30,000 | £25,000 | £28,000 | £26,000 | £25,000 | £35,000 | £32,000 | £25,000 | £35,000 | £30,000 |
| Third line support | £32,000 | £35,000 | £35,000 | £30,000 | £38,000 | £36,000 | £30,000 | £45,000 | £40,000 | £33,000 | £45,000 | £40,000 |
| Business Analyst | £35,000 | £55,000 | £45,000 | £32,000 | £50,000 | £37,500 | £35,000 | £50,000 | £45,000 | £35,000 | £50,000 | £45,000 |
| DBA/Database Developer | £35,000 | £60,000 | £50,000 | £35,000 | £55,000 | £45,000 | £35,000 | £60,000 | £50,000 | £35,000 | £55,000 | £45,000 |
| Software Developer (mid) | £40,000 | £60,000 | £50,000 | £40,000 | £55,000 | £45,000 | £40,000 | £55,000 | £45,000 | £40,000 | £55,000 | £45,000 |
| Embedded Software Engineer (mid) | £40,000 | £90,000 | £60,000 | £35,000 | £85,000 | £55,000 | £35,000 | £55,000 | £45,000 | £40,000 | £55,000 | £85,000 |
| Enterprise Architect | £65,000 | £95,000 | £80,000 | £60,000 | £80,000 | £70,000 | £65,000 | £85,000 | £75,000 | £60,000 | £80,000 | £75,000 |
| Hardware Engineer | £25,000 | £30,000 | £28,000 | £25,000 | £35,000 | £30,000 | £25,000 | £35,000 | £30,000 | £25,000 | £35,000 | £30,000 |
| Head of Development | £65,000 | £85,000 | £75,000 | £50,000 | £75,000 | £60,000 | £55,000 | £80,000 | £70,000 | £50,000 | £75,000 | £60,000 |
| Helpdesk/Service Desk | £25,000 | £30,000 | £27,000 | £18,000 | £25,000 | £22,000 | £25,000 | £30,000 | £28,000 | £25,000 | £30,000 | £28,000 |
| IT Director/HOIT - SME | £70,000 | £100,000 | £85,000 | £70,000 | £90,000 | £80,000 | £70,000 | £95,000 | £85,000 | £70,000 | £90,000 | £80,000 |
| IT Manager | £55,000 | £75,000 | £65,000 | £50,000 | £70,000 | £55,000 | £55,000 | £75,000 | £65,000 | £50,000 | £70,000 | £55,000 |
| IT Manager - SME | £35,000 | £55,000 | £50,000 | £30,000 | £55,000 | £45,000 | £35,000 | £55,000 | £50,000 | £30,000 | £55,000 | £45,000 |
| IT Security Analyst | £35,000 | £40,000 | £38,000 | £35,000 | £45,000 | £40,000 | £35,000 | £45,000 | £40,000 | £30,000 | £40,000 | £35,000 |
| IT Security Manager | £60,000 | £85,000 | £70,000 | £40,000 | £75,000 | £60,000 | £50,000 | £75,000 | £60,000 | £50,000 | £75,000 | £70,000 |
| Junior BA | £25,000 | £35,000 | £30,000 | £22,000 | £35,000 | £25,000 | £25,000 | £35,000 | £28,000 | £22,000 | £35,000 | £25,000 |
| Junior Developer | £25,000 | £35,000 | £30,000 | £20,000 | £33,000 | £25,000 | £22,000 | £33,000 | £26,000 | £20,000 | £33,000 | £25,000 |
| Lead BA | £50,000 | £65,000 | £55,000 | £40,000 | £65,000 | £50,000 | £50,000 | £65,000 | £55,000 | £40,000 | £65,000 | £50,000 |
| Lead Developer | £50,000 | £80,000 | £65,000 | £45,000 | £80,000 | £55,000 | £50,000 | £80,000 | £65,000 | £45,000 | £80,000 | £55,000 |
| Network Administrator | £28,000 | £32,000 | £30,000 | £25,000 | £40,000 | £30,000 | £26,000 | £40,000 | £30,000 | £25,000 | £40,000 | £30,000 |
| Network Engineer | £35,000 | £50,000 | £40,000 | £35,000 | £45,000 | £40,000 | £30,000 | £45,000 | £40,000 | £30,000 | £45,000 | £40,000 |
| Project Management | £40,000 | £70,000 | £60,000 | £40,000 | £60,000 | £50,000 | £40,000 | £65,000 | £60,000 | £40,000 | £60,000 | £50,000 |
| Solutions Architect | £55,000 | £80,000 | £70,000 | £50,000 | £80,000 | £60,000 | £55,000 | £80,000 | £65,000 | £50,000 | £80,000 | £65,000 |
| System Administrator | £30,000 | £45,000 | £35,000 | £35,000 | £45,000 | £40,000 | £30,000 | £45,000 | £40,000 | £30,000 | £45,000 | £40,000 |
| System Analyst | £30,000 | £40,000 | £35,000 | £30,000 | £50,000 | £40,000 | £35,000 | £50,000 | £45,000 | £35,000 | £50,000 | £45,000 |
| Test Manager | £45,000 | £55,000 | £50,000 | £45,000 | £55,000 | £45,000 | £45,000 | £55,000 | £45,000 | £45,000 | £55,000 | £45,000 |
| Testing & QA | £35,000 | £50,000 | £40,000 | £35,000 | £50,000 | £40,000 | £35,000 | £50,000 | £40,000 | £35,000 | £50,000 | £40,000 |
| Trainer | £35,000 | £45,000 | £40,000 | £30,000 | £40,000 | £35,000 | £35,000 | £45,000 | £40,000 | £30,000 | £40,000 | £35,000 |
| UI/UX Manager | £45,000 | £65,000 | £50,000 | £45,000 | £65,000 | £50,000 | £45,000 | £65,000 | £50,000 | £45,000 | £65,000 | £50,000 |
| Web Designer - UI/UX | £40,000 | £50,000 | £40,000 | £35,000 | £45,000 | £40,000 | £35,000 | £45,000 | £40,000 | £35,000 | £45,000 | £40,000 |
| Specialist Software Engineer | £60,000 | £120,000 | £80,000 | £55,000 | £80,000 | £70,000 | £55,000 | £90,000 | £80,000 | £55,000 | £80,000 | £70,000 |
| Junior Embedded Engineer | £25,000 | £35,000 | £30,000 | £25,000 | £35,000 | £28,000 | £25,000 | £35,000 | £28,000 | £25,000 | £35,000 | £28,000 |



Supply chain



| | CAMBRIDGESHIRE | | | NORFOLK | | | ESSEX | | | SUFFOLK | | |
|--------------------------------|----------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------|---------|
| | Min | Max | Typical | Min | Max | Typical | Min | Max | Typical | Min | Max | Typical |
| Buyer/Procurement | £35,000 | £50,000 | £45,000 | £28,000 | £60,000 | £35,000 | £25,000 | £35,000 | £30,000 | £35,000 | £50,000 | £45,000 |
| Buying/Procurement Manager | £40,000 | £60,000 | £50,000 | £40,000 | £60,000 | £45,000 | £30,000 | £45,000 | £40,000 | £50,000 | £80,000 | £65,000 |
| Logistics/Warehouse Supervisor | £35,000 | £40,000 | £35,000 | £25,000 | £30,000 | £30,000 | £25,000 | £35,000 | £30,000 | £20,000 | £35,000 | £30,000 |
| Logistics/Warehouse Manager | £40,000 | £50,000 | £40,000 | £35,000 | £40,000 | £35,000 | £30,000 | £40,000 | £35,000 | £30,000 | £50,000 | £40,000 |
| Health & Safety Officer | £25,000 | £30,000 | £25,000 | £30,000 | £40,000 | £35,000 | £30,000 | £45,000 | £40,000 | £35,000 | £50,000 | £45,000 |
| Health & Safety Manager | £35,000 | £55,000 | £35,000 | £40,000 | £70,000 | £50,000 | £45,000 | £60,000 | £55,000 | £60,000 | £80,000 | £70,000 |
| Demand Planner/Scheduler | £25,000 | £35,000 | £25,000 | £25,000 | £30,000 | £28,000 | £30,000 | £40,000 | £35,000 | £35,000 | £45,000 | £40,000 |
| Stock Controller | £25,000 | £30,000 | £25,000 | £25,000 | £30,000 | £25,000 | £25,000 | £35,000 | £30,000 | £25,000 | £35,000 | £30,000 |
| Supply Chain Manager | £40,000 | £50,000 | £40,000 | £35,000 | £60,000 | £40,000 | £50,000 | £70,000 | £65,000 | £50,000 | £75,000 | £70,000 |
| Head of Supply Chain | £50,000 | £70,000 | £55,000 | £50,000 | £75,000 | £60,000 | £70,000 | £90,000 | £80,000 | £80,000 | £120,000 | £95,000 |



Engineering and manufacturing



| | CAMBRIDGESHIRE | | | NORFOLK | | | ESSEX | | | SUFFOLK | | |
|---------------------------------|----------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | Min | Max | Typical | Min | Max | Typical | Min | Max | Typical | Min | Max | Typical |
| Maintenance/Facilities Engineer | £40,000 | £50,000 | £45,000 | £40,000 | £50,000 | £45,000 | £35,000 | £50,000 | £45,000 | £30,000 | £45,000 | £40,000 |
| Design Engineer Electronics | £35,000 | £80,000 | £50,000 | £30,000 | £70,000 | £45,000 | £30,000 | £60,000 | £45,000 | £30,000 | £50,000 | £45,000 |
| Design Engineer Mechanical | £35,000 | £80,000 | £45,000 | £25,000 | £60,000 | £40,000 | £30,000 | £60,000 | £45,000 | £30,000 | £50,000 | £45,000 |
| Electronic Engineer | £30,000 | £60,000 | £40,000 | £30,000 | £70,000 | £45,000 | £30,000 | £55,000 | £50,000 | £40,000 | £50,000 | £45,000 |
| Engineering Manager | £60,000 | £90,000 | £70,000 | £55,000 | £90,000 | £70,000 | £50,000 | £65,000 | £60,000 | £55,000 | £70,000 | £65,000 |
| Mechanical Engineer | £30,000 | £60,000 | £40,000 | £25,000 | £60,000 | £40,000 | £30,000 | £45,000 | £40,000 | £30,000 | £45,000 | £40,000 |
| Multi-skilled Engineer | £45,000 | £55,000 | £48,000 | £45,000 | £55,000 | £47,000 | £35,000 | £45,000 | £40,000 | £40,000 | £55,000 | £45,000 |
| NPD Engineer | £35,000 | £60,000 | £45,000 | £35,000 | £55,000 | £48,000 | £30,000 | £50,000 | £45,000 | £30,000 | £50,000 | £45,000 |
| Production Supervisor/Manager | £40,000 | £60,000 | £50,000 | £35,000 | £55,000 | £45,000 | £30,000 | £55,000 | £50,000 | £30,000 | £55,000 | £50,000 |
| Project Engineer | £40,000 | £80,000 | £55,000 | £35,000 | £60,000 | £45,000 | £35,000 | £55,000 | £45,000 | £40,000 | £60,000 | £50,000 |
| Quality Manager | £50,000 | £70,000 | £60,000 | £45,000 | £60,000 | £55,000 | £40,000 | £50,000 | £45,000 | £40,000 | £50,000 | £45,000 |
| Quality Officer | £30,000 | £45,000 | £38,000 | £28,000 | £40,000 | £35,000 | £25,000 | £40,000 | £35,000 | £25,000 | £40,000 | £35,000 |
| Technical Supervisor/Manager | £40,000 | £60,000 | £50,000 | £35,000 | £50,000 | £45,000 | £35,000 | £50,000 | £45,000 | £35,000 | £50,000 | £45,000 |
| Test Engineer | £30,000 | £40,000 | £35,000 | £28,000 | £38,000 | £34,000 | £30,000 | £50,000 | £40,000 | £35,000 | £45,000 | £40,000 |



Benefits

These days, jobseekers look for more than just a healthy salary. If you're an employer, it's vital that you offer extra benefits to make sure you're at the head of the pack when it comes to attracting the best talent. Here are some of the requests we're seeing more of from job seekers:



Private health insurance



Flexible working hours



Free car parking



Life assurance



Extra holiday



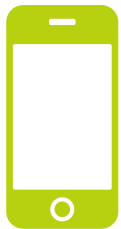
Paid-for training



Home working



Cycle-to-work schemes



Mobile phone or phone allowances



Enhanced pensions



Car or car allowances



Enhanced maternity or paternity leave



Stock or share options



Option to buy or sell holiday



Payment for overtime



Employee assistance programmes



Mental health support and talking therapies



Access to virtual GPs or health phone lines



Critical illness cover



Extra benefits for spouses and families



About us

Our mission is simple – to connect talented people with the right opportunities and support the growth of organisations in our region. And after 20 years of doing just that, we're now the leading recruitment specialist in the east of England.

Why choose Pure?

We provide people-power for business.

We find the right talent for our region's most well-loved and established organisations. We do that by taking our time to get to know our clients' businesses as well as we do our own. Then we don't stop until we find the perfect people to join their teams.

We're experts in our field (and yours)

Our consultants have an average of seven years' experience each. They combine this with in-depth knowledge of various market sectors, and strong networks of contacts. That means we can find high-quality jobseekers from across the east (and beyond). And we often hear out about new job opportunities before they hit the market.

We know talent

We look after more than 50,000 job applications every year. And 99% of jobseekers who come through Pure rate us as 'good' or 'excellent'. That's because we work hard to get things right first time, and match the right people with the right organisations.

We go the extra mile

We don't only find the best employees. We also offer development opportunities and programmes in lots of different fields, in partnership with experts from across our region. All to help our clients and their people be the best they can be.

Want to know more?

Whether you're looking to add new people to your team or for your next opportunity, please get in touch. We'd love to talk about how we can help.



Get in touch



| | |
|------------------------|---|
| Pure Cambridge | <p>The Workspace, Pioneer Court, Vision Park, Histon, Cambridge CB24 9PT</p> <p>T 01223 209888 E cambridge@prs.uk.com</p> |
| Pure Chelmsford | <p>Elizabeth House, 28 Baddow Road, Chelmsford, Essex CM2 0DG</p> <p>T 01245 708808 E chelmsford@prs.uk.com</p> |
| Pure Ipswich | <p>11-13 Princes Street, Ipswich, Suffolk IP1 1PH</p> <p>T 01473 250990 E ipswich@prs.uk.com</p> |
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