

ANNUAL EXECUTIVE ENGINEERING SALARY REPORT 2020

A comprehensive report of Executive salaries across the UK in 2020, compiled using real recruitment data

INTRODUCTION

With the challenges of COVID-19, Brexit and IR35 still looming, Executive Search and Senior Leadership roles continue to play a key part in business strategies.

Having worked throughout the pandemic, it's been evident that companies have taken the opportunity to evaluate their business, headcount, company structure, senior leadership teams and financials.

As a result of this, the number of executives available has significantly increased and whilst companies have taken time to reconsider their businesses, candidates alike are also reconsidering their career paths.

Candidates are considering positions outside of their core expertise and fully recognise the importance of transferrable skills, creating great opportunities for many businesses to attract new talent.

We have seen an increased number of stages throughout the hiring process and more companies are considering external assessment tools such as [Thomas International](#) to strengthen the hiring process.

Remuneration packages have been relatively static. Clients are still happy to pay more than the average to secure the "best" talent available.

Moving into 2021, leadership roles will continue to play an ever-key role in the direction of businesses and we are already starting to see the demand for expert leaders increasing.

Ajay Bhella
Business Development Manager

The logo for Thomas International, featuring the word 'thomas' in a bold, lowercase sans-serif font, with a stylized grey gear icon to the right.

in partnership with Thomas International



DIRECTOR

OPERATIONS & MANUFACTURING

Job Title	Salary
Group Managing Director	£130,000 - £180,000
Managing Director	£100,000 - £140,000
General Manager	£80,000 - £115,000
Plant Director	£80,000 - £90,000
Operations Director	£80,000 - £90,000
Manufacturing Director	£80,000 - £90,000
Engineering Director	£65,000 - £80,000
Technical Director	£65,000 - £80,000
Quality Director	£65,000 - £75,000
Project Director	£65,000 - £75,000
R&D Director	£65,000 - £75,000

COMMERCIAL & BUSINESS SUPPORT

Job Title	Salary
Sales Director	£70,000 - £85,000
Continuous Improvement Director	£70,000 - £80,000
H&S Director	£70,000 - £80,000
Supply Chain & Logistics Manager	£65,000 - £85,000
Group HR Director	£110,000 - £155,000
HR Director	£70,000 - £110,000

MANAGEMENT

OPERATIONS & MANUFACTURING

Job Title	Salary
Plant Manager	£65,000 - £80,000
Operations Manager	£50,000 - £65,000
Manufacturing Manager	£50,000 - £65,000
Production Manager	£50,000 - £65,000
Engineering Manager	£55,000 - £65,000
Technical Manager	£55,000 - £65,000
Quality Manager	£60,000 - £70,000
Project Manager	£55,000 - £65,000
R&D Manager	£60,000 - £70,000

COMMERCIAL & BUSINESS SUPPORT

Job Title	Salary
Sales Manager	£60,000 - £70,000
Continuous Improvement Manager	£55,000 - £65,000
H&S Manager	£55,000 - £65,000
Supply Chain & Logistics Manager	£50,000 - £60,000
HR Manager	£45,000 - £60,000

ATA SEARCH

ATA Search is a specialist arm of the RTC Group providing expert and tailored recruitment services to both UK and international clients, with over 50 years experience. This highly-skilled team consists of a select number of consultants who are experts in innovative executive search and selection methodologies with specialist market intelligence and networking expertise.

Our consultants operate with the highest level of integrity and honesty, building trust whilst ensuring all executive search assignments are conducted with the utmost confidentiality. We offer a tailored and flexible service that goes above and beyond the industry standard and over the years, we have played an instrumental part in the growth of several organisations and the career development of hundreds of executives and senior managers. ATA Search services include;

- Executive Search & Selection – Permanent & Interim
- International Recruitment Assignments
- Retained Recruitment Search
- Psychometric Assessments incorporating Thomas International Behavioural Assessments
- Bespoke Recruitment Services

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