



# ANNUAL ENGINEERING SALARY REPORT 2020

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



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# INTRODUCTION

This is now the 4th year that ATA has produced an annual salary report to provide our customers with a benchmark of where they sit in the market. Over the last 3 years we have certainly seen an increase in salaries offered as companies continued to use remuneration as a key component in their attraction and retention strategy and 2020 started in a similar vein.

The COVID pandemic, however, had a dramatic impact on the recruitment market with roles being shelved and instead of growing headcount all of a sudden companies were retracting with employees being furloughed or even made redundant. By early summer, the recruitment landscape looked very different.

Thankfully, as lockdown finished and production increased we began to see shoots of recovery and companies began to recruit again. However, with a massive increase in candidate availability companies were faced with new challenges and [risks to their recruitment process](#).

Despite everything that 2020 has thrown at us, the one constant seems to be is that companies are still maintaining 2019 salary levels and resisting the temptation to reduce them, and in some areas we are certainly still seeing an increase.

As we now enter 2021 there is still an element of uncertainty as to what the year will bring post Brexit, but hopefully we will continue to see UK manufacturing recover and making its way back to pre COVID levels. We fully expect that 2021 will be a challenging year for talent attraction and retention. Indeed, in a [recent survey](#) we conducted, 64% of those that responded were still in work but looking to move. We encourage our customers to be thinking about whether their remuneration is competitive, but more importantly training, development and goal management to make sure you can retain your staff.

A handwritten signature in black ink that reads 'C. Addison'.

Chris Addison, Director





# MAINTENANCE & SERVICE

Despite the pandemic and the subsequent improvement in candidate availability we've still seen a blanket increase in salaries from 2019 to 2020. Clearly the need to pay well to attract the best talent in the maintenance and service market is still a key tactic for employers.

| Job Title                          | Salary  |
|------------------------------------|---------|
| Maintenance Manager                | £50,000 |
| Maintenance Team Leader            | £43,000 |
| Multi-Skilled Maintenance Engineer | £39,078 |
| Electrical Maintenance Engineer    | £39,167 |
| Mechanical Maintenance Engineer    | £37,566 |
| Service Engineer                   | £33,050 |
| Commissioning Engineer             | £36,000 |

Many companies streamlined their recruitment process as a result of the pandemic, utilising online platforms such as [ATA Connect](#).

Subsequently from Q1 to Q4 we saw a **50% reduction** in the length of time it took fill roles.

- James Campbell, Recruitment Manager



# QUALITY & MANUFACTURING



Not surprisingly in the current climate, the focus on health and safety to provide COVID-19 compliant work environments has meant that the need to attract and retain high calibre health and safety personnel has seen an increase in salaries. Likewise, as so many companies in the UK strive for manufacturing excellence the focus on quality and continuous improvement has also seen stability in salaries. This has been despite the increased candidate availability due to the downturn in the automotive and aerospace sectors.

## Quality

| Job Title                     | Salary  |
|-------------------------------|---------|
| Health and Safety Coordinator | £30,500 |
| Health and Safety Engineer    | £38,000 |
| Healthy and Safety Manager    | £53,000 |
| Supplier Quality Engineer     | £45,000 |
| Quality Engineer              | £42,000 |
| Quality Manager               | £53,000 |

## Manufacturing

| Job Title              | Salary  |
|------------------------|---------|
| Production Manager     | £50,000 |
| Production Planner     | £35,000 |
| CI Engineer            | £36,000 |
| Manufacturing Engineer | £27,500 |

80% of hires in these disciplines have seen candidates move into new industries, demonstrating that companies are prioritising skills rather than sector knowledge.

- Chris Addison, Director





# DESIGN & PROJECTS

The white-collar engineering recruitment market continues to recover following a sharp downturn after the initial lockdown period. We initially found that a large portion of companies de-prioritised strategic hires where a large portion of white-collar recruitment typically sits, however there were exceptions where customers traded very successfully and expanded headcount through the lockdown period.

| Job Title               | Salary  |
|-------------------------|---------|
| Project Engineer        | £35,000 |
| Senior Process Engineer | £37,500 |
| Estimating Engineer     | £26,000 |
| Document Controller     | £26,000 |
| Design Manager          | £43,000 |
| Design Engineer         | £34,000 |

With candidate availability being much greater than usual, salaries remain at previous levels as employers have found identifying talent less challenging than usual. Heading into 2021, we are now seeing increasing amounts of customer confidence and recruitment plans for the year ahead beginning to take shape signalling a positive year ahead where we expect to return to more typical trading conditions.

- Stewart Jackson, Sales Manager





# TECHNICAL SALES

Sales as a discipline was one of the hardest hit as a result of the pandemic with high levels of redundancies.

As a result we saw a downward trend on salaries as companies looked to control cost as well as make the most of the increased candidate availability. It will be interesting to see the [impact on retention rates](#) as the market continues to recover.

| Job Title      | Salary  |
|----------------|---------|
| Internal Sales | £25,300 |
| External Sales | £35,000 |
| Export Sales   | £60,000 |
| Sales Manager  | £70,000 |

67% of clients when surveyed felt that their biggest frustration when looking at the CV of a sales person was the omission of performance vs sales target.

- **Stewart Jackson, Sales Manager**





# EXECUTIVE

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. Companies have taken the opportunity to evaluate their business. As a result of this, clients have taken this opportunity to reconsider their senior leadership team. Likewise, the number of executives available has significantly increased and whilst companies have taken time to reconsider their businesses, candidates are also reconsidering their career paths and are more open to opportunities outside of their core expertise.

| Job Title                                    | Salary   |
|--|----------|
| Managing Director                            | £120,000 |
| General Manager                              | £97,500  |
| Operations/Manufacturing/Production Director | £85,000  |
| Plant Manager                                | £72,500  |
| Engineering/Technical Director               | £72,500  |
| Project Director                             | £70,000  |

Moving into 2021, leadership roles will play an ever-key role in the direction of businesses and I foresee the demand for expert leaders increasing.

- **Ajay Bhella, Business Development Manager**



FOR A MORE EXTENSIVE REVIEW ON EXECUTIVE SALARY TRENDS IN 2020, PLEASE GET IN TOUCH TO ENSURE YOU RECEIVE OUR FULL ANNUAL EXECUTIVE ENGINEERING SALARY REPORT.

# ABOUT ATA RECRUITMENT



ATA Recruitment has been supporting the growth of the engineering and manufacturing sectors for over 50 years. We're passionate about attracting and retaining people in the industry, so our expertise lies in helping our clients find the best talent suited to their business needs.

It's the combination of our people, industry knowledge and proven processes that really makes us unique, allowing us to provide tailored recruitment and workforce management solutions to companies all over the UK.

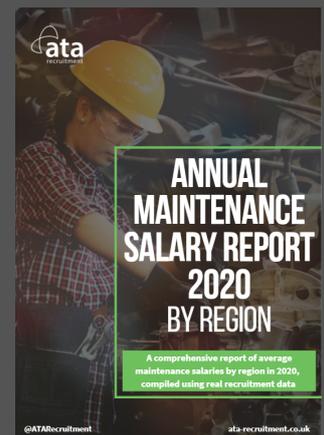
## LOOKING FOR A JOB?

If you're looking for a job or want to join our extensive database to hear about future opportunities, contact us for a chat and sign up to receive tailored job alerts straight to your inbox.

[Sign up for job alerts](#)

## INTERESTED IN MORE?

ATA Recruitment have also produced **Executive** and **Contractor Rates** Reports, as well as a **region specific maintenance** report to support your recruitment strategy in 2021. To ensure you are the first to receive these reports when they are released, get in touch with our team today.



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