

REMUNERATION REPORT 2022

Fire, Security, Critical Data &
Compliance

EXECUTIVE
NETWORK
GROUP

FMC
NETWORK

INTRODUCTION

To enable our clients to navigate the evolving economic landscape, the Executive Network Group has compiled a salary report for 2022.

It's been widely discussed that the demand for critical hire specialist services (Fire, Security, Critical Data and Compliance) talent in this competitive market has impacted overall remuneration, with salaries inflated across multiple sectors. The global pandemic has been a huge catalyst for change with employee benefits transforming to reflect the hybrid way of working.

In order to collect this anonymous data, we delivered an in-depth survey through our CRM and social channels, collating over 1000 responses from specialist services professionals (cross-referenced with online data sources).

I welcome any thoughts on our report, to discuss further please contact me.

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HIRING TRENDS

The majority of specialist services companies across the UK now adopt ESG considerations into their corporate agenda.

94% adopt ESG practices, and 71% have invested in IoT (Internet of Things) systems and technology. According to The National News, There have been "more than 35,000 new ESG jobs were created this year, boosting the number of professionals in these roles to more than 400,000". ESG has been presented as a top priority for the world agenda. This trend is more commonly associated with 250 employees or more. The progression with organisational sustainability has led to a 54% increase in CSR job vacancies when compared to pre-pandemic levels. 28% of CSR vacancies are for senior roles displaying a 7% increase. 51% of professionals state that it is important that their employer's CSR values align with their own.

Diversity and inclusion (D&I) roles have risen by 32% across the specialist services sector over 2021 and will continue to increase over 2022.

Statistically, 62% of professionals claimed they would turn down a job offer from a business with poor D&I initiatives. Additionally, there has been a notable shift in corporate governance, with an 87% increase in job vacancies this year since 2020. 1/3 of the roles are for senior positions, as the cost of corporate governance has increased to £420 million a year in the UK.

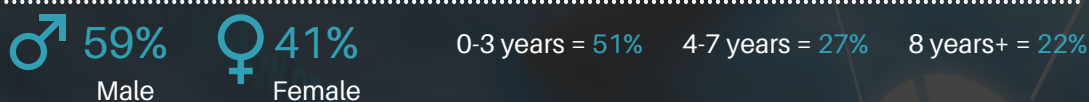
Specialist services business leaders have set the agenda of bullet-proofing the sector by increasing the sustainability of the workforce over 2022. Approximately 72 million Generation Z (born between 1997-2012) are anticipated to enter the workforce over the next five years. DE&I (diversity, equity, and inclusion) initiatives aim to increase the expertise, sustainability, and resiliency of the sector.

BID MANAGER

LOCATION	Min Salary (GBP)	Avg Salary (GBP)	Max Salary (GBP)
United Kingdom	£32,800	£46,800	£55,800
London	£32,800	£46,800	£55,800
South East	£29,700	£42,700	£52,700
East England	£28,700	£43,200	£50,200
North West	£28,225	£40,700	£49,200
West Midlands	£30,200	£43,200	£50,700
East Midlands	£29,475	£42,200	£52,700
South West	£29,800	£43,475	£52,300
Yorkshire and Humber	£28,700	£42,700	£51,200
Scotland	£30,200	£42,200	£50,200
Wales	£29,750	£41,445	£52,200
North East	£28,700	£40,700	£52,450
Northern Ireland	£28,600	£40,700	£49,475

Gender Breakdown:

Experience Breakdown:

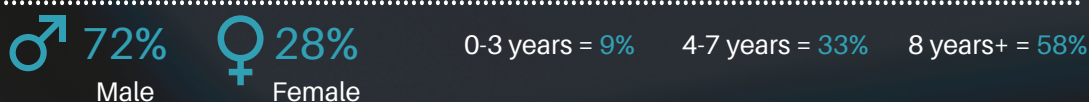


ACCOUNT MANAGER

LOCATION	Min Salary (GBP)	Avg Salary (GBP)	Max Salary (GBP)
United Kingdom	£32,800	£38,000	£55,800
London	£35,000	£42,500	£57,500
South East	£31,000	£37,700	£50,500
East England	£29,500	£37,200	£52,500
North West	£28,550	£34,700	£49,750
West Midlands	£32,200	£40,200	£52,250
East Midlands	£31,225	£39,200	£49,600
South West	£30,750	£38,000	£50,250
Yorkshire and Humber	£27,650	£36,525	£50,000
Scotland	£28,000	£35,000	£52,300
Wales	£27,250	£36,500	£50,200
North East	£28,000	£34,550	£53,225
Northern Ireland	£30,000	£40,000	£50,100

Gender Breakdown:

Experience Breakdown:

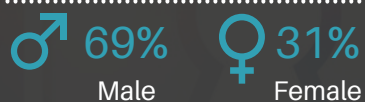


BUSINESS DEVELOPMENT MANAGER

LOCATION	Min Salary (GBP)	Avg Salary (GBP)	Max Salary (GBP)
United Kingdom	£39,000	£55,000	£68,000
London	£39,000	£55,000	£68,000
South East	£32,700	£48,300	£63,600
East England	£37,000	£50,000	£64,400
North West	£34,100	£46,800	£60,400
West Midlands	£33,375	£48,000	£62,650
East Midlands	£35,350	£49,300	£61,900
South West	£32,700	£50,200	£64,150
Yorkshire and Humber	£33,400	£47,300	£60,100
Scotland	£31,550	£48,900	£59,200
Wales	£34,450	£48,500	£60,300
North East	£32,000	£46,500	£58,950
Northern Ireland	£33,300	£48,650	£59,800

Gender Breakdown:

Experience Breakdown:



0-3 years = 7% 4-7 years = 43% 8 years+ = 50%

OPERATIONS DIRECTOR

LOCATION	Min Salary (GBP)	Avg Salary (GBP)	Max Salary (GBP)
United Kingdom	£62,000	£76,000	£98,000
London	£62,000	£76,000	£98,000
South East	£50,500	£61,700	£89,500
East England	£53,600	£64,200	£85,700
North West	£55,200	£68,375	£87,500
West Midlands	£56,500	£68,500	£93,500
East Midlands	£60,000	£70,475	£93,375
South West	£51,000	£63,500	£83,500
Yorkshire and Humber	£50,300	£64,600	£87,500
Scotland	£53,900	£65,600	£82,000
Wales	£54,600	£65,100	£85,500
North East	£54,400	£62,925	£90,500

Gender Breakdown:

Experience Breakdown:



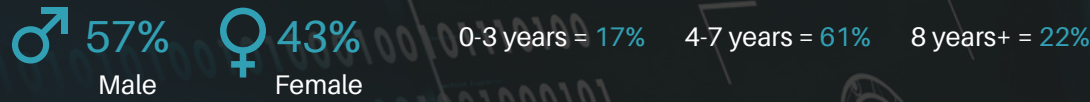
0-3 years = 2% 4-7 years = 10% 8 years+ = 88%

CONTRACTS MANAGER

LOCATION	Min Salary (GBP)	Avg Salary (GBP)	Max Salary (GBP)
United Kingdom	£35,500	£47,500	£59,500
London	£35,500	£47,500	£59,500
South East	£27,700	£42,300	£58,600
East England	£30,000	£43,000	£55,400
North West	£31,100	£41,800	£54,400
West Midlands	£30,375	£43,000	£57,650
East Midlands	£29,350	£44,300	£56,900
South West	£29,700	£41,200	£57,150
Yorkshire and Humber	£30,400	£42,300	£55,100
Scotland	£31,550	£43,900	£54,200
Wales	£29,450	£43,500	£55,300
North East	£28,950	£41,500	£53,950
Northern Ireland	£29,300	£43,650	£54,800

Gender Breakdown:

Experience Breakdown:

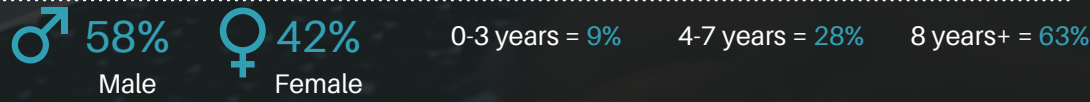


TECHNICAL SERVICE DIRECTOR

LOCATION	Min Salary (GBP)	Avg Salary (GBP)	Max Salary (GBP)
United Kingdom	£54,500	£68,500	£82,500
London	£54,500	£68,500	£82,500
South East	£49,550	£62,000	£72,000
East England	£49,600	£63,200	£73,200
North West	£50,500	£61,200	£71,200
West Midlands	£49,650	£65,500	£75,500
East Midlands	£49,550	£65,800	£75,800
South West	£49,475	£60,700	£70,700
Yorkshire and Humber	£50,725	£62,725	£72,500
Scotland	£51,500	£60,500	£70,450
Wales	£48,500	£61,500	£71,500
North East	£49,700	£63,700	£73,300
Northern Ireland	£49,000	£59,000	£72,200

Gender Breakdown:

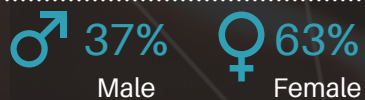
Experience Breakdown:



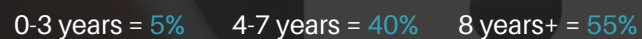
HR DIRECTOR

LOCATION	Min Salary (GBP)	Avg Salary (GBP)	Max Salary (GBP)
United Kingdom	£50,750	£83,000	£151,475
London	£60,190	£83,000	£151,475
South East	£54,437	£77,500	£134,000
East England	£50,750	£73,225	£113,950
North West	£59,000	£79,000	£127,200
West Midlands	£61,787	£80,500	£141,562
East Midlands	£56,625	£79,700	£146,091
South West	£57,497	£78,491	£106,591
Yorkshire and Humber	£59,190	£76,350	£109,063
Scotland	£59,712	£80,125	£122,637
Wales	£63,703	£74,000	£109,203
North East	£59,375	£77,250	£104,125
Northern Ireland	£62,125	£79,500	£107,600

Gender Breakdown:



Experience Breakdown:



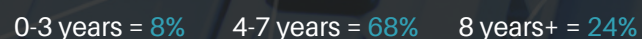
PROCUREMENT MANAGER

LOCATION	Min Salary (GBP)	Avg Salary (GBP)	Max Salary (GBP)
United Kingdom	£45,475	£60,739	£78,463
London	£45,475	£60,739	£78,463
South East	£41,537	£51,225	£62,912
East England	£40,750	£49,250	£64,750
North West	£41,000	£54,000	£63,000
West Midlands	£39,787	£56,875	£65,562
East Midlands	£42,625	£57,610	£66,000
South West	£38,491	£52,591	£66,500
Yorkshire and Humber	£40,762	£51,950	£63,250
Scotland	£39,712	£56,125	£62,537
Wales	£38,603	£51,200	£66,403
North East	£38,475	£54,250	£65,125
Northern Ireland	£41,000	£50,200	£63,525

Gender Breakdown:



Experience Breakdown:



BUSINESS DEVELOPMENT DIRECTOR

LOCATION	Min Salary (GBP)	Avg Salary (GBP)	Max Salary (GBP)
United Kingdom	£50,000	£74,500	£102,000
London	£56,500	£87,000	£102,000
South East	£51,000	£76,250	£98,600
East England	£52,500	£78,000	£92,525
North West	£55,000	£69,500	£89,000
West Midlands	£52,500	£78,500	£97,000
East Midlands	£51,500	£76,500	£94,000
South West	£50,250	£73,000	£92,500
Yorkshire and Humber	£51,000	£70,000	£83,000
Scotland	£50,500	£68,000	£85,500
Wales	£50,500	£67,500	£86,250
North East	£50,000	£68,500	£89,000

Gender Breakdown:

Experience Breakdown:

♂ 85% Male
♀ 15% Female

0-3 years = 17% 4-7 years = 53% 8 years+ = 30%

MANAGING DIRECTOR

LOCATION	Min Salary (GBP)	Avg Salary (GBP)	Max Salary (GBP)
United Kingdom	£89,500	£110,000	£182,000
London	£89,500	£140,000	£182,000
South East	£76,000	£121,000	£138,600
East England	£82,500	£111,000	£132,225
North West	£85,000	£100,200	£132,000
West Midlands	£82,500	£125,500	£155,000
East Midlands	£82,500	£117,500	£155,000
South West	£80,000	£122,350	£127,000
Yorkshire and Humber	£61,000	£100,000	£143,000
Scotland	£59,500	£107,000	£115,500
Wales	£73,500	£105,500	£128,500
North East	£50,000	£108,000	£127,000

Gender Breakdown:

Experience Breakdown:

♂ 84% Male
♀ 16% Female

0-3 years = 3% 4-7 years = 27% 8 years+ = 70%

EMPLOYEE BENEFITS

Research by UNUM UK

37%

37% of UK businesses haven't reassessed benefits since the start of the pandemic, despite 78% stating benefits are key to retaining talent.

46%

46% of organisations considered higher bonuses, upping salaries (42%), and remote working (34%) all more important than enhancing benefits packages.

23%

Unum reported that 23% of employees quit their jobs, or plan to, due to more desirable benefits packages elsewhere.

2021 saw a significant shift in employee benefit packages to attract and retain talent, alongside overall remuneration. The newly implemented remote working and hybrid opportunities are here to stay with many favouring the mix of remote and on-site working.

Unum's survey report demonstrated the importance of both remote and hybrid working opportunities, with more than half (54%) of workers aged 18-34, stating they would likely quit if these options were removed, and 58% of this group felt more productive now than pre-pandemic. Despite hybrid and remote working being evidenced as one of the most desirable benefits, Unum reported that 18% of those who were surveyed felt their current employer handled the switch to hybrid working poorly — or did not permit it at all.

The appetite for employers to care about employee wellbeing has also significantly risen, with raising awareness and education around wellbeing in the workplace, many are opting for businesses that pledge to support mental health. HSE professionals are reporting they are seeing an increase in well-being responsibilities as part of their day-to-day activities. With that being said only 1 in 5 people surveyed by Unum felt their bosses did not support their mental health or wellbeing during the pandemic.

Unum reported that 20% of employees list poor mental health support during the pandemic as a leading reason for leaving, and 56% of employers feel the pandemic has led to increased work-related mental health concerns such as stress, anxiety, and depression.

Resource list:

[1] www.unum.co.uk/about-us/media/uk-smes-urged-to-take-employee-benefits-more-seriously

[2] www.unum.co.uk/about-us/media/unum-offers-brokers-vital-insight-into-impact-of-covid-19-on-smes

[3] www.unum.co.uk/about-us/media/employees-hold-the-cards

SUMMARY

From the data we have collated, males unequivocally have a larger representation across all of the roles we researched, with HR Directors being the anomaly. The gender imbalance, however, is something that has improved in recent years with many specialist services organisations striving to achieve a diverse talent pool and inclusive environments.

As to be expected, there was a salary disparity between the different regions of the UK. London was consistently topping the chart of the highest earnings, with the North East, Wales and Northern Ireland amongst the lower-earning scale.

Employee benefits are essential for businesses looking to retain and attract talent across their workforce. According to UNUM's Research, 23% of employees leave their jobs as a consequence of finding better benefit schemes in another company whilst 46% of businesses consider increasing salaries and integrating remote working to sustain employee retention. 78% of UK businesses have claimed benefits are the answer to sustainable employee retention.

Specialist services business leaders are taking into consideration the sector's hiring trends including investment in ESG and ED&I areas. Due to the talent demand, many are seeking interim contracts to bridge the gap between skills levels across the sector.

To discuss our findings further please contact Damion Lucas on 07903 579603 or at damion.lucas@executivenetworkgroup.co.uk.



Damion Lucas

Business Leader

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Executive Network Group**

