

TALENT INTELLIGENCE MARKET SALARY DATA

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**Salary Insights from data gathered
in the first 4 months of 2022**

Brought to you by Jobtrain's Talent Intelligence Unit, powered by  **JobBrain**[™]
The Data Engine

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INTRODUCTION

“Talent Intelligence is the augmentation of internal and external people data, experience, and technology to drive business decisions.”

We provide Applicant Tracking Systems for a large number of organisations across the UK, Ireland and around the world. For over 20 years we've led the way for ATS technology, with innovations like [two stage application processes](#), [Onboarding Green Room](#), and a host of 'first' integrations across a broad range of platforms including job boards, psychometrics, background checks or payroll.

The [Jobtrain](#) platform processes hundreds of thousands of vacancies and many tens of millions of applications per annum. This has provided our Talent Intelligence Unit access to a huge amount of data. We combine this with external research and our candidate survey data - Candidata™ - to form our JobBrain™ data engine. This delivers insights across the market and in specific sectors for recruitment activity and candidate behaviour, at both macro and micro levels, to help with benchmarking and learning insights to our clients.

Brought to you by our [Talent Intelligence Unit](#), this report includes salary insights for Talent Professionals and their organisations from data gathered in the first quarter of 2022.

2021 marked the second of two unprecedented years of economic and social distress as a result of the pandemic. Our 2022 [Market Trends report](#) provides insights into the changing habits and preferences of candidates. These are summarised on the following page.

There is a clear signal that candidates are making more discerning life choices. And the role of employment within that is changing, with many focused on work/life balance and some seeking new career paths.

Thus, salary increases have not featured as a way to entice people unless in areas of real shortage – like what has been seen with lorry drivers in the news.

Home-working or fewer hours have been much more successful in attracting quality candidates.

Yet, those work/life choices may become salary driven with the explosive rise in the cost of living, fuelled by rising inflation - we will be monitoring this closely. In the meantime we hope you find this salary data report useful.

We hope this insight has whets your appetite for recruitment data? It is essentially what business is built to do!

If you would like to explore your own recruitment process, performance and candidate experience in more detail, then please [get in touch](#) and we'd be happy to chat and explore how we can help.

MARKET TRENDS 2022



1.2m+

Vacancies

UK vacancies October 2021. (ONS)

146%

Rise in vacancies created from Jan - Dec. (JobBrain™, Jan 22)

78%

Replacement hires

Most common reason for recruiting is 'replacement' for leaver. (JobBrain™, Jan 22)

Itchy feet

75%

Moving for change or first job. Only 25% job hunting due to unemployment. (Candidata, Jan 2)



50%

Looking for flexible and/or home working. (Candidata™, Jan 22)



80%

Increase in applications

Via Jobtrain in 2021 v 2020 (JobBrain™, Jan 22)

What does this mean for Talent Acquisition in 2022?

- ❑ **Better adverts not more!** Focus on promoting brand, employee benefits, and inclusivity.
- ❑ Embrace candidates' desires for **flexible and home working**. Use hybrid working to make recruiting easier and your business operations more flexible.
- ❑ Stop using the 'ideal' candidate profile and adapt your criteria and selection to focus on **transferrable skills or qualities**. Home working widens the geography of your candidate pool.
- ❑ Consider **pooling advertising and candidates** - into regions or job types for example - rather than job by job. A high number of similar vacancies can dilute and fragment the candidate channel.
- ❑ Make the **application form easy and quick** to fill out. Use a second stage to obtain more data at offer.
- ❑ **Act quick for the right candidates**. Speed up selection with automated assessment to immediately identify the best candidates - and communicate quickly (and constantly). Where else can technology eliminate manual admin?
- ❑ **Add quality candidates to talent pools** for future recruitment. Take advantage of any surplus and reduce your attraction expenditure for even longer.

HOW THE DATA WAS GATHERED

- ❑ This report includes circa 10,000 randomly sampled vacancies from 12 industry sectors across 4 months that were advertised online via our ATS platform.
- ❑ In some cases those vacancies specified exact salary figures, some a range, and some both. These have been homogenised into a single 5-factor taxonomy:
 - Sector (generally a sector of industry)
 - Region (of the UK)
 - Job family (a broad grouping of job type)
 - Job level (entry level or management for example)
 - Salary range (numerical ranges in pounds per annum)(For reference these are detailed on the following page.)
- ❑ Indicative of the sample, not all elements within each taxonomy will be represented in the data.
- ❑ The data is purely statistical; no job evaluation or benchmarking has taken place.



TAXONOMY

Job family

- Administration
- Catering
- Charity Specialisms
- Commercial
- Creative / Design
- Customer Services
- Driving - Goods
- Facilities / Asset Management including - Cleaning & Maintenance
- Finance
- Healthcare-Medical
- HR
- Information and Communications Technology
- Legal, Governance & Regulatory
- Maintenance - Technical
- Manufacturing / Production
- Marketing, Comms, PR
- Project and Programme Management
- Retail
- Science & Engineering
- Social Care / Welfare
- Supply Chain, Warehousing and Logistics
- Teaching & Education Services

Job Sector

- Charity
- Social & Special Education Care
- Education - HE&FE
- Healthcare
- Housing & Assisted Living
- Leisure & Hospitality
- Manufacturing
- Professional Services - Finance, Accounting & Legal
- Retail / FMCG / Wholesale
- Utilities / Energy

Salary Range (£)

- <16,999
- 17,000 - 17,999
- 18,000 - 20,999
- 21,000 - 24,999
- 25,000 - 29,999
- 30,000 - 34,999
- 35,000 - 39,999
- 40,000 - 44,999
- 45,000 - 49,999
- 50,000 - 54,999
- 55,000 - 59,999
- 60,000 - 64,999
- 65,000 - 69,999
- 70,000 - 79,999
- 80,000 - 89,999
- 90,000 - 99,999
- >100,000

Job Level

1. Apprentice
2. Graduate
3. Operative
4. Officer
5. Supervisor
6. Teaching Support / Researcher
7. Manager
8. Teacher / Lecturer
9. Senior Manager
10. Head of Department / Operation
11. Director - Division/Region
12. Executive / Board
13. Consultant / Specialist

Job Regions

- North West England
- North East England
- Midlands
- East Anglia
- London
- South East England
- South West England
- Wales
- Northern Ireland
- Scotland
- Home/Mobile/Various

TAXONOMY

General guidance on the interpretation of Job Levels across different sectors and job families

1 - Apprentice	As described
2 - Graduate	As described
3 - Operative	An entry level role by way of job title or description. E.g. Production Operative, Administration Clerk or Cleaner
4 - Officer	Officer may be featured in the job title, but otherwise it is a job that describes more seniority or responsibility than an entry level role, but not supervision or management duties. E.g. HR Officer
5 - Supervisor	Duties include supervision or leading of people. Supervisor is most likely featured in the job title, though not in all cases. E.g. Chef de Partie, Assistant Manager, Team Leader
6 - Teaching Support / Researcher	As described. Teaching support is typically a school setting and Research a University setting
7 - Manager	May include Manager in the job title or be a role typically classed as Management level. Whilst this usually means people management responsibility, it may also reflect a level of accountability instead. E.g. Branch Manager or Design Engineer
8 - Teacher/Lecturer	As described
9 - Senior Manager	May include 'Senior' and 'Manager' in the job title or be a role typically classed as Management level. Whilst this will usually mean people management responsibility, it may also be reflect a level of accountability instead.
10 - Head of Department / Operation	As described
11 - Director – Division / Region	As described
12 – Executive / Board	As described

SALARY DATA BY JOB LEVEL

Job Level	Average (Mode) Salary Range
1 - Apprentice	18,000 - 20,999
2 - Graduate	18,000 - 20,999
3 - Operative	18,000 - 20,999
4 - Officer	35,000 - 39,999
5 - Supervisor	25,000 - 29,999
6 - Teaching Support / Researcher	35,000 - 39,999
7 - Manager	45,000 - 49,999
8 - Teacher/Lecturer	45,000 - 49,999
9 - Senior Manager	50,000 - 54,999
10 - Head of Department/Operation	55,000 - 59,999
11 - Director - Division/Region	90,000 - 99,999
12 - Executive/Board	>100,000

VARIANCE BY REGION

Job Region	Job Level	Mode Salary Range
East Anglia	3 - Operative	25,000 - 29,999
	4 - Officer	35,000 - 39,999
	6 - Teaching Support / Researcher	18,000 - 20,999
	7 - Manager	35,000 - 39,999
London	3 - Operative	21,000 -24,999
	4 - Officer	35,000 - 39,999
	5 - Supervisor	25,000 - 29,999
	7 - Manager	45,000 - 49,999
	9 - Senior Manager	55,000 - 59,999

VARIANCE BY REGION (2 of 4)

Job Region	Job Level	Mode Salary Range
Midlands	3 - Operative	18,000 - 20,999
	4 - Officer	35,000 - 39,999
	6 - Teaching Support / Researcher	18,000 - 20,999
	7 - Manager	45,000 - 49,999
North East England	3 - Operative	18,000 - 20,999
	4 - Officer	30,000 - 34,999
	5 - Supervisor	21,000 - 24,999
	7 - Manager	35,000 - 39,999
	8 - Teacher / Lecturer	45,000 - 49,999
	9 - Senior Manager	50,000 - 54,999

VARIANCE BY REGION (3 of 4)

Job Region	Job Level	Mode Salary Range
North West England	3 - Operative	21,000 - 24,999
	4 - Officer	35,000 - 39,999
	5 - Supervisor	25,000 - 29,999
	6 - Teaching Support / Researcher	18,000 - 20,999
	7 - Manager	45,000 - 49,999
	10 - Head of Department / Operation	55,000 - 59,999
Scotland	3 - Operative	18,000 - 20,999
	4 - Officer	30,000 - 34,999
	6 - Teaching Support / Researcher	18,000 - 20,999
	7 - Manager	35,000 - 39,999

VARIANCE BY REGION (4 of 4)

Job Region	Job Level	Mode Salary Range
South East England	3 - Operative	18,000 - 20,999
	4 - Officer	35,000 - 39,999
	5 - Supervisor	25,000 - 29,999
	6 - Teaching Support / Researcher	18,000 - 20,999
	7 - Manager	35,000 - 39,999
	10 - Head of Department / Operation	55,000 - 59,999
South West England	3 - Operative	18,000 - 20,999
	4 - Officer	30,000 - 34,999
	6 - Teaching Support / Researcher	18,000 - 20,999
	7 - Manager	35,000 - 39,999
Wales	3 - Operative	18,000 - 20,999
	4 - Officer	25,000 - 29,999

VARIANCE BY SECTOR (1 of 5)

Sector	Job Level	Mode Salary Range
Charity	3 - Operative	18,000 - 20,999
	4 - Officer	30,000 - 34,999
	5 - Supervisor	21,000 -24,999
	7 - Manager	35,000 - 39,999
Education - HE&FE	3 - Operative	21,000 -24,999
	4 - Officer	35,000 - 39,999
	5 - Supervisor	25,000 - 29,999
	6 - Teaching Support / Researcher	30,000 - 34,999
	7 - Manager	45,000 - 49,999
	8 - Teacher/Lecturer	45,000 - 49,999
	10 - Head of Department / Operation	55,000 - 59,999

VARIANCE BY SECTOR (2 of 5)

Sector	Job Level	Mode Salary Range
Education - Schools	3 - Operative	18,000 - 20,999
	4 - Officer	21,000 - 24,999
	5 - Supervisor	25,000 - 29,999
	6 - Teaching Support / Researcher	18,000 - 20,999
Healthcare	3 - Operative	18,000 - 20,999
	4 - Officer	35,000 - 39,999
	5 - Supervisor	30,000 - 34,999
	7 - Manager	50,000 - 54,999
	10 - Head of Department/Operation	70,000 - 79,999

VARIANCE BY SECTOR (3 of 5)

Sector	Job Level	Mode Salary Range
Housing	3 - Operative	18,000 - 20,999
	4 - Officer	25,000 - 29,999
	5 - Supervisor	21,000 -24,999
	7 - Manager	40,000 - 44,999
Leisure & Hospitality	3 - Operative	17,000 - 17,999
Manufacturing	1 - Apprentice	<16,999
	3 - Operative	21,000 -24,999
	4 - Officer	30,000 - 34,999
	5 - Supervisor	21,000 -24,999

VARIANCE BY SECTOR (4 of 5)

Sector	Job Level	Mode Salary Range
Professional Services - Finance, Accounting & Legal	3 - Operative	21,000 -24,999
Professional Services – Science / Engineering / Technology	1 - Apprentice	21,000 -24,999
	2 - Graduate	25,000 - 29,999
	3 - Operative	21,000 -24,999
	4 - Officer	30,000 - 34,999
	7 - Manager	40,000 - 44,999
	9 - Senior Manager	50,000 - 54,999
	10 - Head of Department / Operation	70,000 - 79,999
	11 - Director – Division / Region	90,000 - 99,999

VARIANCE BY SECTOR (5 of 5)

Sector	Job Level	Mode Salary Range
Retail / FMCG	2 - Graduate	30,000 - 34,999
	3 - Operative	21,000 -24,999
	4 - Officer	35,000 - 39,999
	5 - Supervisor	25,000 - 29,999
	7 - Manager	35,000 - 39,999
Social & Specialist Education Care	3 - Operative	18,000 - 20,999
	5 - Supervisor	21,000 -24,999
	6 - Teaching Support / Researcher	18,000 - 20,999
Utilities / Energy	3 - Operative	18,000 - 20,999
	4 - Officer	30,000 - 34,999
	5 - Supervisor	25,000 - 29,999

VARIANCE BY JOB FAMILY (1 of 8)

Job Family	Job Level	Mode Salary Range
Administration	3 - Operative	18,000 - 20,999
	4 - Officer	21,000 -24,999
	5 - Supervisor	35,000 - 39,999
	7 - Manager	40,000 - 44,999
Agriculture, Animals, Forestry, Fisheries, Horticulture	3 - Operative	21,000 -24,999
Catering	3 - Operative	18,000 - 20,999
	5 - Supervisor	21,000 -24,999
	7 - Manager	30,000 - 34,999
Charity Specialisms	3 - Operative	21,000 -24,999
	5 - Supervisor	25,000 - 29,999
	7 - Manager	35,000 - 39,999

VARIANCE BY JOB FAMILY (2 of 8)

Job Family	Job Level	Mode Salary Range
Commercial	3 - Operative	18,000 - 20,999
	4 - Officer	25,000 - 29,999
	7 - Manager	35,000 - 39,999
Construction	4 - Officer	35,000 - 39,999
	7 - Manager	40,000 - 44,999
	9 - Senior Manager	50,000 - 54,999
Creative / Design	3 - Operative	25,000 - 29,999
	4 - Officer	30,000 - 34,999
	7 - Manager	35,000 - 39,999
Customer Services	3 - Operative	18,000 - 20,999
	4 - Officer	25,000 - 29,999
	5 - Supervisor	30,000 - 34,999
	7 - Manager	40,000 - 44,999

VARIANCE BY JOB FAMILY (3 of 8)

Job Family	Job Level	Mode Salary Range
Driving - Goods	3 - Operative	21,000 - 24,999
	4 - Officer	35,000 - 39,999
Environmental Services including refuse & recycling	1 - Apprentice	18,000 - 20,999
Facilities / Asset Management including Cleaning & Maintenance	3 - Operative	18,000 - 20,999
	4 - Officer	35,000 - 39,999
	5 - Supervisor	35,000 - 39,999
	7 - Manager	45,000 - 49,999
	2 - Graduate	25,000 - 29,999
Finance	3 - Operative	21,000 - 24,999
	4 - Officer	21,000 - 24,999
	5 - Supervisor	30,000 - 34,999
	7 - Manager	35,000 - 39,999

VARIANCE BY JOB FAMILY (4 of 8)

Job Family	Job Level	Mode Salary Range
Healthcare-Medical	3 - Operative	18,000 - 20,999
	4 - Officer	35,000 - 39,999
HR	3 - Operative	21,000 -24,999
	4 - Officer	30,000 - 34,999
	7 - Manager	40,000 - 44,999
Information and Communications Technology	3 - Operative	21,000 -24,999
	4 - Officer	35,000 - 39,999
	5 - Supervisor	45,000 - 49,999
	7 - Manager	50,000 - 54,999
	9 - Senior Manager	60,000 - 64,999
	10 - Head of Department/Operation	70,000 - 79,999
	11 - Director - Division/Region	90,000 - 99,999

VARIANCE BY JOB FAMILY (5 of 8)

Job Family	Job Level	Mode Salary Range
Legal, Governance & Regulatory	3 - Operative	21,000 - 24,999
	4 - Officer	25,000 - 29,999
	5 - Supervisor	40,000 - 44,999
	7 - Manager	45,000 - 49,999
Leisure & Hospitality	3 - Operative	17,000 - 17,999
Maintenance - Technical	1 - Apprentice	<16,999
	3 - Operative	21,000 - 24,999
	4 - Officer	30,000 - 34,999
Manufacturing / Production	3 - Operative	30,000 - 34,999
	5 - Supervisor	30,000 - 34,999

VARIANCE BY JOB FAMILY (6 of 8)

Job Family	Job Level	Mode Salary Range
Marketing, Comms, PR	3 - Operative	25,000 - 29,999
	4 - Officer	35,000 - 39,999
	7 - Manager	45,000 - 49,999
	10 - Head of Department / Operation	55,000 - 59,999
Project and Programme Management	3 - Operative	18,000 - 20,999
	4 - Officer	25,000 - 29,999
	7 - Manager	35,000 - 39,999
Retail	3 - Operative	21,000 -24,999
	5 - Supervisor	21,000 -24,999
	7 - Manager	25,000 - 29,999

VARIANCE BY JOB FAMILY (7 of 8)

Job Family	Job Level	Mode Salary Range
Science & Engineering	3 - Operative	25,000 - 29,999
	4 - Officer	30,000 - 34,999
	7 - Manager	35,000 - 39,999
	9 - Senior Manager	70,000 - 79,999
	1 - Apprentice	21,000 - 24,999
	2 - Graduate	25,000 - 29,999
Social Care / Welfare	3 - Operative	18,000 - 20,999
	5 - Supervisor	21,000 - 24,999
	7 - Manager	30,000 - 34,999

VARIANCE BY JOB FAMILY (8 of 8)

Job Family	Job Level	Mode Salary Range
Supply Chain, Warehousing and Logistics	3 - Operative	25,000 - 29,999
	5 - Supervisor	25,000 - 29,999
	7 - Manager	30,000 - 34,999
	2 - Graduate	30,000 - 34,999
Teaching & Education Services	3 - Operative	25,000 - 29,999
	7 - Manager	35,000 - 39,999
	6 - Teaching Support / Researcher	18,000 - 20,999
	8 - Teacher/Lecturer	45,000 - 49,999

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How important will data and talent intelligence be to your organisation in 2022? [Take the survey](#)

