

CAMBRIDGE
CHELMSFORD
IPSWICH
NORWICH

ACCOUNTANCY
FINANCIAL SERVICES
HR
IT
MARKETING
OFFICE SUPPORT

SALARY SURVEY 2016



INTRODUCTION

Welcome to the Pure 2016 Annual Salary Survey

Combining data from Compare My Salary tool with our extensive knowledge of the recruitment markets in Cambridgeshire, Essex, Norfolk and Suffolk, the Pure Salary Survey provides detailed remuneration information for the East of England.

In general, salaries appear to be moving in an upward trend, which mirrors the Eastern Region economy. Increased salaries could be attributed to the introduction of the new national Living Wage, however candidates are also negotiating better terms, with many having several opportunities available to them.

Over the last two years, benefits have paid a greater role within the decision making process when candidates are looking to move. Many additional benefits that were originally seen as “added value” are now seen as common place; these include additional study allowance, car parking, health care and gym membership.

What is Compare My Salary? Compare My Salary is a unique online tool for candidates to benchmark their salary and benefits against like-for-like job roles in the region. It is also used as a benchmark for organisations to gauge salaries to acquire and retain top talent.

We hope that you found this report of value.



From left:
Lynn Walters, Director
Ian Walters, Managing Director
Gill Buchanan, Director

REGIONAL OVERVIEWS

What are the trends by county?

CAMBRIDGESHIRE

As the Cambridge recruitment market continues to expand there is a trend in companies offering more attractive benefits packages to candidates in order to attract and retain top talent in the region. The increase in salaries has been a response to the candidate short market with organisations having to provide more benefits to attract them to move roles.

In the Accountancy specialism there has been a marked increase in the number of part time roles particularly at transactional level roles such as Accounts Payable, Accounts Receivable and Credit Control. Meanwhile, salaries have not moved significantly in the higher level managerial positions however the part-qualified market has seen upward movement where the demand is much higher. For newly qualified accountancy professionals, the news is also good with £45,000+ being the minimum for many roles as demand outstrips supply. The demand is even greater in the Practice market with the Big Four extending their reach to an international audience to fulfil their UK labour shortage.

HR has seen reduced candidate movement and as with the Accountancy specialism, salaries have increased in a candidate-driven market. Hourly rates are also increasing in the temporary and permanent office support roles, partly due to the introduction of the Living Wage.

ESSEX

Essex has seen a significant drive to trade with an increase in IPOs and Private Equity Investment in the region. Over the past 18 months there have been six large IPOs for Essex-based companies which have had a positive effect on recruitment. In terms of sector growth, construction has seen an increased demand for recruitment with all major companies recruiting in the last 12 months across all job roles. In addition, the sector was bolstered by two high profile IPOs from Countryside Properties and Lakehouse, both of which are based in the region.

From a candidate view, there has been a reduction in available candidates as organisations are focussing more on retaining their best talent. However, with London on the doorstep, opportunities are continuing to increase for the first time since the recession.

NORFOLK

Norfolk has seen a steady growth over the last year across all industry sectors. However there has been a knock on effect with the downturn in the Oil and Gas sector. Food production, manufacturing, professional services and public sector have continued to play a significant part within the Norfolk recruitment market

More organisations are offering attractive salary and benefits in order to retain high calibre employees in a highly competitive market. We have also noticed much more investment in learning & development which has culminated in businesses seeking to appoint L&D / Training specialists.

Both permanent and temporary job opportunities have increased with many organisations offering fixed-term contracts. In general, salaries have remained consistent and competitive within the East Anglia region

SUFFOLK

Suffolk is seeing a consistent and steady job flow across all specialisms with a strong demand for high calibre candidates. Candidates with niche skills are now seeing a greater number of options to consider. Learning and development and marketing recruitment have increased, inferring a renewed confidence in the economy.

Following the pattern across the region, Suffolk businesses are trying hard to retain and develop their key employees through learning and development programmes and incentives. Organisations are also increasing their involvement in CSR for the first time since the recession which represents a positive sign to the confidence in the region.

In terms of sector, insurance, shipping, construction and energy are particularly buoyant.

People count, But they're not numbers.

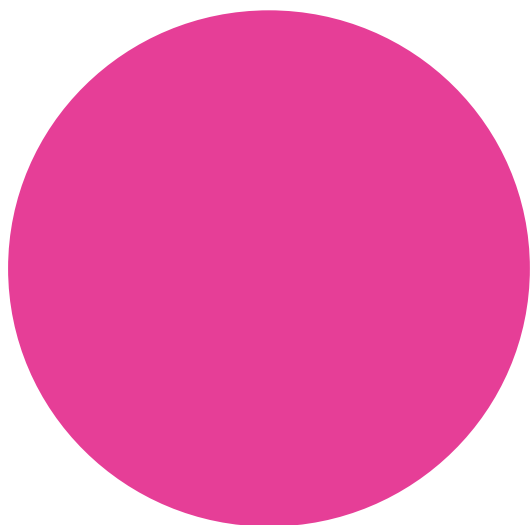
	CAMBRIDGESHIRE			NORFOLK			ESSEX			SUFFOLK		
	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical
Accounts Assistant	£17,000	£24,000	£22,000	£15,000	£21,500	£17,000	£18,000	£28,000	£24,000	£15,000	£23,000	£18,000
Accounts Payable	£18,000	£22,000	£21,000	£15,000	£21,000	£17,000	£17,000	£24,000	£22,000	£15,000	£24,000	£19,000
Accounts Receivable/Sales Ledger	£18,000	£22,000	£21,000	£15,000	£21,000	£18,000	£17,000	£24,000	£22,000	£15,000	£17,000	£15,000
AP/AR Manager	£30,000	£45,000	£38,000	£21,000	£30,000	£22,000	£26,000	£45,000	£30,000	£22,000	£30,000	£25,000
Assistant Accountant	£22,000	£26,000	£24,000	£20,000	£26,000	£25,000	£20,000	£30,000	£25,000	£15,000	£30,000	£22,000
Part qualified/finalist ACCA or CIMA	£25,000	£38,000	£35,000	£22,000	£36,000	£28,000	£24,000	£42,000	£35,000	£22,000	£36,000	£30,000
New qualified ACCA/CIMA/ACA	£38,000	£48,000	£45,000	£28,000	£40,000	£32,000	£32,000	£50,000	£40,000	£36,000	£46,000	£44,000
Book keeper	£20,000	£34,000	£26,000	£15,000	£27,000	£20,000	£24,000	£32,000	£28,000	£15,000	£38,000	£20,000
Credit Control	£19,000	£30,000	£25,000	£16,000	£30,000	£20,000	£20,000	£30,000	£25,000	£15,000	£34,000	£23,000
Credit Control Manager	£28,000	£55,000	£45,000	£28,000	£55,000	£30,000	£30,000	£55,000	£40,000	£28,000	£45,000	£30,000
Group Financial Controller	£65,000	£100,000	£75,000	£60,000	£90,000	£70,000	£65,000	£100,000	£75,000	£60,000	£100,000	£85,000
Company t/o £30-100m												
Financial Controller	£55,000	£80,000	£65,000	£53,000	£68,000	£60,000	£50,000	£95,000	£72,500	£60,000	£80,000	£70,000
Finance Director/CFO	£80,000	£125,000	£110,000	£70,000	£100,000	£85,000	£80,000	£135,000	£107,500	£80,000	£100,000	£90,000

Additional financial benefits include car allowance and bonus

Company t/o £100m+												
Financial Controller	£65,000	£110,000	£85,000	£65,000	£70,000	£67,500	£70,000	£100,000	£85,000	£70,000	£90,000	£80,000
Finance Director/CFO	£100,000	£150,000	£125,000	£75,000	£111,000	£93,000	£100,000	£180,000	£140,000	£85,000	£110,000	£100,000
Group Finance Director	£130,000	£250,000	£200,000	£80,000	£140,000	£110,000	£120,000	£230,000	£175,000	£100,000	£130,000	£120,000

Additional financial benefits include car allowance and bonus

	CAMBRIDGESHIRE			NORFOLK			ESSEX			SUFFOLK		
	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical
Finance Manager	£45,000	£65,000	£55,000	£30,000	£45,000	£40,000	£35,000	£65,000	£45,000	£30,000	£65,000	£46,000
Financial Accountant	£40,000	£55,000	£45,000	£25,000	£42,000	£35,000	£28,000	£55,000	£40,000	£25,000	£48,000	£35,000
Management Accountant/Business Partner	£30,000	£55,000	£45,000	£25,000	£65,000	£39,000	£28,000	£60,000	£40,000	£25,000	£57,000	£33,000
Payroll Assistant	£22,000	£30,000	£25,000	£18,000	£28,000	£23,000	£20,000	£28,000	£25,000	£20,000	£35,000	£29,000
Payroll Manager	£30,000	£45,000	£36,000	£27,000	£40,000	£32,000	£30,000	£50,000	£35,000	£27,000	£40,000	£32,000
Systems Accountant	£38,000	£45,000	£42,000	£35,000	£65,000	£45,000	£38,000	£55,000	£41,000	£35,000	£45,000	£41,000
Tax Accountant	£35,000	£65,000	£37,000	£20,000	£60,000	£52,000	£30,000	£80,000	£42,500	£20,000	£52,000	£32,000
Head of Tax	£60,000	£100,000	£80,000	£55,000	£85,000	£65,000	£60,000	£100,000	£80,000	£55,000	£85,000	£65,000
Treasury Accountant	£40,000	£54,000	£48,000	£30,000	£75,000	£50,000	£30,000	£52,000	£40,500	£28,500	£40,000	£34,000



People count, But they're not numbers.

Specialisms covered: Audit & Assurance, Tax, EB/VFO, Corporate Finance

	CAMBRIDGESHIRE			NORFOLK			ESSEX			SUFFOLK		
	Top 10	Mid Tier	Small	Top 10	Mid Tier	Small	Top 10	Mid Tier	Small	Top 10	Mid Tier	Small
Part Qualified	£28,000 - £34,000	£20,000 - £24,000	£16,000- £21,000	£24,000 - £31,000	£22,000 - £27,000	£18,000 - £22,000	£25,000 - £32,000	£20,000 - £28,000	£18,000- £25,000	£28,000 - £32,000	£24,000 - £30,000	£14,000- £20,000
Newly Qualified	£36,000- £45,000	£32,000 - £38,000	£28,000 - £34,000	£32,000 - £37,000	£29,000 - £33,000	£25,000- £30,000	£30,000 - £42,000	£28,000 - £35,000	£25,000- £33,000	£35,000 - £45,000	£28,000 - £38,000	£24,000 - £34,000
Assistant Manager (or equivalent)	£40,000 - £50,000	£35,000 - £40,000	N/A	£38,000 - £44,000	£36,000 - £39,000	N/A	£38,000- £48,000	£36,000 - £42,000	N/A	£38,000 - £45,000	£32,000 - £40,000	N/A
Manager	£45,000 - £65,000	£40,000 - £45,000	£35,000 - £50,000	£45,000 - £55,000	£40,000 - £50,000	£34,000 - £46,000	£50,000 - £65,000	£45,000 - £55,000	£35,000- £50,000	£45,000 - £55,000	£40,000 - £50,000	£35,000 - £50,000
Senior Manager	£55,000- £85,000	£45,000 - £50,000	N/A	£45,000 - £80,000	£45,000 - £55,000	N/A	£60,000 - £75,000	£55,000 - £60,000	N/A	£55,000 - £65,000	£45,000 - £60,000	N/A
Director	£70,000 - £110,000	£50,000 - £70,000	N/A	£65,000 - £100,000	£50,000 - £70,000	N/A	£65,000- £85,000	£60,000 - £70,000	N/A	£70,000 - £100,000	£60,000 - £70,000	N/A
Partner	£100,000 - £300,000	£80,000 - £250,000	£70,000 - £200,000	£100,000 - £300,000	£70,000 - £250,000	£60,000 - £175,000	£90,000 - £300,000	£80,000 - £250,000	£75,000 - £190,000	£100,000 - £300,000	£70,000 - £200,000	£65,000 - £175,000

Another good day at the office.

	CAMBRIDGESHIRE			NORFOLK			ESSEX			SUFFOLK		
	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical
Administration	£18,000	£27,000	£24,000	£13,000	£20,000	£18,000	£15,000	£28,000	£19,000	£15,000	£22,000	£17,000
Contracts Administration	£18,000	£27,000	£23,000	£15,000	£25,000	£19,000	£16,500	£25,000	£19,500	£16,000	£18,000	£17,000
Data Entry Clerk	£16,000	£19,000	£18,000	£14,000	£20,000	£16,000	£15,000	£20,000	£17,500	£19,000	£27,000	£23,000
Executive/Personal Assistant	£15,000	£47,000	£29,500	£18,000	£35,000	£25,000	£20,000	£40,000	£27,500	£20,000	£40,000	£25,000
Office Junior/Assistant	£16,000	£25,000	£19,000	£13,000	£16,000	£15,000	£16,000	£20,000	£17,000	£15,000	£19,000	£17,000
Office Manager	£20,000	£55,000	£28,000	£20,000	£35,000	£28,000	£20,000	£40,000	£30,000	£15,000	£32,000	£24,000
Receptionist	£15,000	£22,000	£19,000	£14,000	£17,000	£16,000	£15,000	£22,000	£18,000	£15,000	£18,000	£17,000
Customer Service Administrator	£17,000	£22,000	£20,000	£16,000	£22,000	£16,000	£14,000	£20,000	£17,000	£16,000	£25,000	£18,000
Customer Service Manager	£23,000	£30,000	£26,000	£23,000	£30,000	£26,000	£22,000	£40,000	£28,000	£20,000	£30,000	£25,000
Secretary	£17,000	£27,000	£21,500	£16,000	£19,000	£17,500	£16,000	£25,000	£22,000	£19,000	£25,000	£20,000

Time well invested.

	CAMBRIDGESHIRE			NORFOLK			ESSEX			SUFFOLK		
	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical
Analyst	£22,000	£33,000	£28,000	£18,000	£30,000	£28,000	£22,000	£42,000	£30,000	£16,000	£53,000	£29,000
Compliance	£30,000	£41,000	£34,000	£18,000	£75,000	£35,000	£25,000	£75,000	£23,500	£22,000	£53,000	£35,000
Credit and Collections	£16,000	£40,000	£23,000	£17,000	£30,000	£22,500	£18,000	£29,000	£23,000	£17,000	£23,000	£20,000
Financial Planning	£15,000	£58,000	£28,000	£16,000	£44,000	£28,000	£21,000	£41,000	£29,000	£20,000	£40,000	£30,000
Insurance - Broker	£15,000	£42,000	£25,000	£15,000	£48,000	£24,000	£18,000	£42,000	£25,000	£18,000	£29,000	£22,500
Commercial Claims	£18,000	£42,000	£32,000	£20,000	£36,000	£28,000	£15,000	£53,000	£31,000	£15,000	£32,000	£20,500
Personal Line Claims	£14,000	£28,000	£22,000	£16,000	£22,000	£28,000	£18,000	£25,000	£22,000	£14,000	£25,000	£19,500
Manager	£35,000	£80,000	£55,000	£23,000	£48,000	£29,500	£35,000	£73,000	£46,000	£23,000	£82,000	£37,500
Mortgages/lending	£16,000	£52,000	£35,000	£25,000	£26,000	£26,000	£18,000	£32,000	£18,000	£22,000	£40,000	£28,500
Pensions	£16,000	£40,000	£22,000	£15,000	£28,000	£21,000	£16,000	£27,000	£22,000	£16,000	£26,000	£21,000
Project management	£27,000	£85,000	£45,000	£32,000	£60,000	£40,000	£27,000	£82,000	£39,500	£32,000	£65,000	£40,000
Underwriting	£19,000	£38,000	£26,000	£18,000	£35,000	£28,000	£16,000	£38,000	£27,000	£16,000	£52,000	£32,000

100% Human 100% Resourceful.

	CAMBRIDGESHIRE			NORFOLK			ESSEX			SUFFOLK		
	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical
HR - Administrator	£18,000	£24,000	£21,000	£15,000	£19,000	£17,000	£17,000	£24,000	£20,000	£15,000	£20,000	£18,000
HR - Assistant	£17,000	£30,000	£23,000	£15,000	£20,000	£19,000	£18,000	£26,000	£22,000	£16,000	£20,000	£19,000
HR Business Partner	£35,000	£50,000	£50,000	£35,000	£60,000	£50,000	£35,000	£60,000	£45,000	£30,000	£60,000	£40,000
HR - Consultant	£35,000	£60,000	£50,000	£25,000	£75,000	£45,500	£28,000	£45,000	£40,000	£26,000	£35,000	£30,500
HR - Co-ordinator	£22,000	£26,000	£25,000	£16,000	£23,000	£19,000	£21,000	£27,000	£23,000	£18,000	£31,000	£25,000
HR - Director	£70,000	£200,000	£95,000	£65,000	£97,000	£65,000	£60,000	£110,000	£80,000	£50,000	£163,000	£75,000
HR - Manager	£40,000	£60,000	£50,000	£30,000	£60,000	£40,000	£35,000	£60,000	£45,000	£35,000	£62,000	£41,000
HR - Officer/Adviser	£25,000	£35,000	£32,000	£20,000	£35,000	£25,000	£25,000	£35,000	£30,000	£20,000	£30,000	£26,000
Internal Recruiter	£30,000	£60,000	£45,000	£20,000	£38,000	£25,000	£25,000	£50,000	£32,000	£23,000	£37,000	£31,000
Internal Recruitment Assistant	£18,000	£24,000	£22,000	£17,000	£18,000	£18,000	£18,000	£25,000	£22,000	£17,000	£20,000	£18,500
Internal Recruitment Manager	£45,000	£60,000	£50,000	£25,000	£40,000	£35,000	£30,000	£50,000	£40,000	£30,000	£45,000	£35,000
Learning and Development Assist	£18,000	£24,000	£22,000	£16,000	£20,000	£18,000	£18,000	£26,000	£22,000	£18,000	£24,000	£22,000
Learning and Development Adviser	£24,000	£30,000	£28,000	£20,000	£35,000	£28,000	£25,000	£50,000	£30,000	£22,000	£45,000	£25,000
Learning and Development Manager	£40,000	£60,000	£50,000	£35,000	£50,000	£40,000	£35,000	£50,000	£40,000	£30,000	£55,000	£45,000
OD - Organisational Development	£35,000	£60,000	£50,000	£35,000	£60,000	£50,000	£30,000	£60,000	£50,000	£30,000	£60,000	£50,000
Remuneration and benefits specialist	£35,000	£80,000	£50,000	£22,000	£85,000	£48,500	£25,000	£70,000	£40,000	£22,000	£60,000	£45,000

Make IT work for you.

	CAMBRIDGESHIRE			NORFOLK			ESSEX			SUFFOLK		
	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical
CIO/IT Director	£60,000	£110,000	£80,000	£55,000	£90,000	£70,000	£70,000	£111,000	£75,000	£55,000	£90,000	£70,000
1st line support	£19,000	£25,000	£22,000	£16,000	£22,000	£18,000	£18,000	£23,000	£20,000	£16,000	£22,000	£18,000
2nd line support	£28,000	£35,000	£30,000	£24,000	£28,000	£26,000	£23,000	£27,000	£25,000	£24,000	£28,000	£26,000
3rd line support	£30,000	£40,000	£35,000	£30,000	£45,000	£40,000	£35,000	£50,000	£40,000	£30,000	£45,000	£35,000
Business Analyst	£27,000	£44,000	£38,000	£26,000	£35,000	£31,000	£30,000	£38,000	£34,000	£25,000	£35,000	£30,000
DBA/Database Developer	£26,000	£28,000	£27,167	£24,000	£49,000	£36,500	£25,000	£55,000	£27,000	£25,000	£45,000	£30,000
Developer (mid teir)	£27,000	£42,000	£35,000	£25,000	£40,000	£34,000	£27,000	£42,000	£35,000	£25,000	£40,000	£34,000
Embedded Software Developer	£40,000	£55,000	£47,500	£40,000	£55,000	£47,500	£40,000	£55,000	£47,500	£40,000	£55,000	£47,500
Enterprise Architect	£60,000	£85,000	£72,000	£55,000	£85,000	£63,000	£60,000	£85,000	£72,000	£55,000	£85,000	£63,000
Hardware Engineer	£24,000	£55,000	£39,750	£22,000	£50,000	£36,000	£28,000	£55,000	£41,500	£22,000	£50,000	£36,000
Head of Development	£50,000	£70,000	£60,000	£50,000	£70,000	£60,000	£50,000	£70,000	£60,000	£50,000	£70,000	£60,000
Help/Service desk	£19,000	£25,000	£22,000	£15,000	£22,500	£18,750	£18,000	£23,000	£20,000	£16,000	£22,000	£18,000
IT Director/HOIT - SME	£55,000	£100,000	£70,000	£50,000	£80,000	£70,000	£55,000	£75,000	£70,000	£50,000	£80,000	£70,000
IT Manager	£40,000	£60,000	£50,000	£38,000	£53,000	£45,000	£40,000	£60,000	£50,000	£38,000	£53,000	£45,000
IT Manager - SME	£35,000	£50,000	£40,000	£30,000	£45,000	£38,000	£30,000	£50,000	£40,000	£28,000	£40,000	£35,000
IT Security Analyst	£28,000	£45,000	£36,000	£30,000	£38,000	£34,000	£35,000	£45,000	£40,000	£30,000	£38,000	£34,000
IT Security Manager	£40,000	£55,000	£50,000	£35,000	£45,000	£40,000	£35,000	£45,000	£40,000	£40,000	£55,000	£50,000
Junior BA	£22,000	£32,000	£28,000	£24,000	£28,000	£26,000	£23,000	£31,000	£28,000	£22,000	£30,000	£26,000
Junior Developer	£18,000	£30,000	£24,000	£22,000	£30,000	£25,000	£24,000	£32,000	£28,000	£22,000	£30,000	£26,000
Lead BA	£45,000	£60,000	£52,000	£40,000	£50,000	£45,000	£40,000	£60,000	£50,000	£40,000	£50,000	£45,000
Lead Developer	£50,000	£65,000	£55,000	£27,000	£55,000	£50,000	£50,000	£65,000	£55,000	£48,000	£55,000	£50,000
Network Administration	£25,000	£33,000	£27,400	£24,000	£30,000	£26,500	£25,000	£32,000	£27,500	£24,000	£35,000	£26,000
Network Engineer	£30,000	£50,000	£40,000	£28,000	£38,000	£35,000	£30,000	£45,000	£37,000	£26,000	£35,000	£30,000
Project Management	£40,000	£60,000	£50,000	£35,000	£45,000	£40,000	£35,000	£50,000	£44,000	£35,000	£45,000	£40,000
Solutions Architect	£45,000	£75,000	£60,000	£45,000	£70,000	£58,000	£45,000	£75,000	60,000	£45,000	£70,000	£58,000
System Administrator	£25,000	£40,000	£34,125	£25,000	£35,000	£30,000	£25,000	£35,000	£30,000	£25,000	£35,000	£30,000
Systems Analyst	£28,000	£45,000	£36,500	£28,000	£42,000	£34,500	£32,000	£45,000	£31,667	£25,000	£40,000	£33,000
Test Manager	£40,000	£60,000	£50,000	£35,000	£52,000	£40,000	£40,000	£60,000	£50,000	£35,000	£52,000	£40,000
Testing & QA	£21,000	£40,000	£34,000	£25,000	£48,000	£38,000	£25,000	£40,000	£34,000	£25,000	£40,000	£34,000
Trainer	£18,000	£35,000	£26,500	£25,000	£35,000	£30,000	£25,000	£40,000	£32,500	£25,000	£36,000	£31,000
UI/UX Manager	£40,000	£65,000	£55,000	£35,000	£60,000	£47,000	£35,000	£60,000	£47,000	£40,000	£65,000	£55,000
Web Designer - Inc UI/UX	£32,000	£47,000	£39,000	£28,000	£45,000	£35,000	£32,000	£50,000	£40,000	£34,000	£48,000	£36,000

Entrust your brand to Pure.

	CAMBRIDGESHIRE			NORFOLK			ESSEX			SUFFOLK		
	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical
Brand Manager	£26,000	£44,000	£40,000	£23,000	£40,000	£33,000	£30,000	£45,000	£40,000	£25,000	£42,000	£38,000
Category Manager	£30,000	£45,000	£35,000	£25,000	£36,000	£31,000	£28,000	£38,000	£35,000	£23,000	£35,000	£30,000
Database Analyst/CRM Specialist	£19,000	£34,000	£27,000	£20,000	£27,000	£24,000	£22,000	£31,000	£26,000	£21,000	£227,000	£24,000
Online/digital marketing	£15,000	£40,000	£25,000	£15,000	£36,000	£24,000	£18,000	£40,000	£28,000	£17,000	£38,000	£26,000
Events Manager	£22,000	£39,000	£30,500	£17,000	£30,000	£24,000	£25,000	£35,000	£30,000	£20,000	£35,000	£28,000
Marketing assistant/co-ordinator	£15,000	£23,000	£19,000	£16,000	£24,000	£19,500	£15,000	£25,000	£19,000	£16,000	£23,000	£19,000
Marketing Communications	£28,000	£35,000	£30,000	£21,000	£25,000	£23,000	£22,000	£35,000	£27,000	£18,000	£30,000	£24,000
Marketing consultant	£24,000	£55,000	£40,000	£24,000	£45,000	£40,000	£40,000	£55,000	£45,000	£25,000	£48,000	£40,000
Marketing Director	£55,000	£120,000	£90,000	£50,000	£100,000	£75,000	£55,000	£110,000	£80,000	£50,000	£120,000	£80,000
Marketing Executive	£15,000	£31,000	£25,000	£16,000	£60,000	£28,500	£19,000	£28,000	£25,000	£19,000	£30,000	£24,000
Marketing Manager	£30,000	£60,000	£40,000	£28,000	£55,000	£35,000	£28,000	£60,000	£40,000	£28,000	£50,000	£35,000
Market research & analysis	£28,000	£40,000	£30,000	£20,000	£30,000	£25,000	£23,000	£38,000	£29,000	£17,000	£32,000	£28,000
PR Assistant	£16,000	£22,000	£19,500	£16,000	£20,000	£18,000	£17,000	£20,000	£18,000	£16,000	£21,000	£19,000
PR Manager	£25,000	£45,000	£40,000	£30,000	£44,000	£37,000	£25,000	£45,000	£38,000	£27,000	£40,000	£36,000
Product Development/management	£35,000	£60,000	£40,500	£30,000	£40,000	£28,000	£30,000	£45,000	£40,000	£24,000	£40,000	£35,000
SEO/SEM	£19,000	£28,000	£24,000	£16,000	£25,000	£20,500	£16,000	£28,000	£24,500	£21,000	£32,000	£25,000
Social Media	£20,000	£40,000	£28,000	£18,000	£35,000	£25,000	£19,000	£35,000	£28,000	£18,000	£35,000	£25,000

BENEFITS

With more candidates becoming reluctant to move on salary alone, the regions' companies have to offer more added value benefits to attract new talent and be more competitive. Pensions used to be a key differentiator however with the Workplace Pensions roll-out almost complete, enhanced pensions are being introduced to entice new employees.

KEY BENEFITS INCLUDE:

ADDITIONAL ANNUAL LEAVE

ENHANCED PENSION

BIKE TO WORK

BUS

CAR/CAR ALLOWANCE

CAR PARKING

CHILDCARE VOUCHERS

COMPANY PAID TRAINING

DENTAL

EDUCATIONAL SUPPORT

FLEXIBLE WORKING HOURS

FREE LUNCH

FREE TRAVEL

FUEL ALLOWANCE

GYM/HEALTH MEMBERSHIP

LEGAL SERVICES (IN-HOUSE)

LIFE ASSURANCE

TRAVEL EXPENSES

MOBILE/MOBILE ALLOWANCE

OVERTIME PAYMENTS

PAID MATERNITY/PATERNITY

PRIVATE HEALTH INSURANCE

STOCK/SHARE OPTIONS

STUDY SUPPORT

WORK FROM HOME

WELLBEING/MINDFULNESS TRAINING

KEY HIGHLIGHTS:

85%

OFFER FLEXIBLE WORKING HOURS



70%

OFFER A FORM OF STUDY/ EDUCATIONAL SUPPORT



ABOUT PURE

Pure is a leading professional recruitment company in the East of England for Accountancy, Financial Services, IT, Human Resources, Marketing and Office support roles at all levels.

Established in 2002, Pure has offices in Cambridge, Norwich, Ipswich and Chelmsford offering unrivalled recruitment expertise as well as complementary services including: career and leadership development, psychometric testing, executive coach and salary benchmarking.

We also run seminars and development programmes devised to develop the regions top talent. These include:

Women's Leadership Programme: developed in partnership with People & Performance Ltd, this programme has been created to develop aspiring females in the region. Held over four days of facilitated learning supported by two coaching sessions, delegates are supported in developing leadership skills, build confidence to achieve top level positions.

Best Employers Eastern Region: Best Employers Eastern Region is a free culture survey produced by Pure and eras Ltd, celebrating the regions Best Employers. The survey is open between April and September 2016 culminating in awards being presented at the employee engagement seminar in October which will bring together senior business leaders from the region as well as seeing the regional winners crowned. In 2014, more than 80 companies and 6000 employees took part and was a key contributing element of strategic direction for many of the regions companies.

Pure Executive, a division of Pure, specialises in Director and Board level appointments, where we combine our expertise and detailed market knowledge, business networks and innovative thinking and have delivered over 50 board level appointments in the last two years.

For further information, please contact your local Pure team:

Cambridge	01223 209888
Chelmsford	01245 708808
Norwich	01603 216450
Ipswich	01473 250990

 Women's Leadership
Programme



**BEST EMPLOYERS
EASTERN REGION**

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