

NORTH EAST SCOTLAND SALARY GUIDE 2024



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INTRODUCTION

Understanding salary trends and competitive rates of pay is crucial for employers and it's also essential for individuals seeking to make informed career decisions.

People embark on a new job search for a wide variety of reasons, but salary is a perennial factor which often "seals the deal" on a job offer. Our comprehensive guide provides salary ranges for roles and experience levels across our recruitment specialisms and reflects on the factors that are influencing rates of pay. This resource enables both job seekers and employers to set realistic expectations when it comes to salary discussions and is particularly valuable in a counteroffer environment.

The move to a new job, never mind a new sector, can be daunting and while oil and gas professionals have high skills transferability I was delighted when our recruiters were invited to collaborate with **X-Academy**. We delivered the Transition to Work module which ensures the Xccelerators complete their two-year programme with a focus on how to maximise their next career move into renewable energy.

Employability skills are also the focus of our work in schools with Developing the Young Workforce (DYWNE) and both of Aberdeen's universities.

This year we worked as a recruitment partner to Verlume, the Aberdeen based firm which specialises in clean energy system integration, intelligent energy management and energy storage. Significant commercial success has prompted further recruitment at the firm and on page 24 Head of People, Gillian Thomson, outlines the people-centred approach that is establishing Verlume as an aspirational employer of choice.

PEOPLE EMBARK ON A NEW JOB SEARCH FOR A WIDE VARIETY OF REASONS, BUT SALARY IS A PERENNIAL FACTOR

Diversity, equity and inclusion awareness in the workplace is growing but translating that into action is an uphill challenge. The conundrum is whether to hire for the D&I guidelines or for the job requirements – it's often not possible to do both. This is a grassroots issue and until the talent pipeline is developed and expanded hiring managers are pleased to find quality candidates, regardless of the D&I aspirations.



Matt Jacobs, VP operations and partnerships, X-Academy and Amanda McCulloch, Chief Executive TMM Recruitment, courtesy of Newsline.

DIVERSITY, EQUITY AND INCLUSION AWARENESS IN THE WORKPLACE IS GROWING BUT TRANSLATING THAT INTO ACTION IS AN UPHILL CHALLENGE

Often, we receive a checklist of the “perfect” candidate from clients, but perfect is a subjective illusion. This is one reason why we sponsor and champion the **ADHD Foundation Umbrella Project**, to raise awareness of the business benefits of recruiting people who think differently. We’re just beginning to understand how neurodivergent people with different perspectives, backgrounds, and experiences are sources of solutions and productivity. As Dr Vivienne Ming, American theoretical neuroscientist and artificial intelligence expert stated recently during a talk to celebrate 30 years of Techfest in Aberdeen, autism is a superpower!

Despite the candidate-driven job market, anyone looking for a new role shouldn’t fall into a false sense of security. We welcome enquiries from prospective candidates who want to understand this competitive job market and gain support for their job search. If you are recruiting, I encourage you to engage with one of our specialist recruitment consultants to discuss the best approach to successfully resource for your business.

Amanda McCulloch



Amanda McCulloch
Chief Executive
01224 327 016

[Email Amanda McCulloch](#)



Taylor Hobbs, Sabia Rahman and Claire Little from TMM Recruitment, teacher Fiona Alexander, Toby Reid and Tiffany To from Harlaw Academy, courtesy of Newsline.

TMM RECRUITMENT IS A YOUNG PERSON'S GUARANTEE EMPLOYER.

OUR RECRUITERS DELIVER WORKSHOPS DESIGNED TO GIVE PUPILS AN INSIGHT INTO WHAT TO EXPECT DURING A JOB INTERVIEW AND HOW BEST TO IMPRESS PROSPECTIVE EMPLOYERS.

CONSULTATION, COUNTEROFFER AND CULTURE

Pervasive resourcing challenges, intensified by economic and political uncertainties, led employers to reconsider their approach to resourcing and engage in consultative dialogue with their recruitment service providers this year. Wishing to leverage their position candidates also spent more time seeking guidance from their recruitment consultant. Despite speculation on the impact of AI powered automation in resourcing, there has never been a better time to be an experienced professional who can offer real value on both sides of the recruitment conversation.

Skilled worker shortages and the cost-of-living crisis contributed to total reward packages tracking upwards across our specialisms with rate reviews and one-off payments designed to retain and recognise employees. It is not unusual for candidates to feel no better off in real terms because of the inflationary environment, and this may explain the expectation gap we experienced between candidates and employers. There were occasions when employers took a prescriptive stance on the rate of pay until they realised how the market had shifted. Equally, our recruiters have managed the expectations of candidates demanding rates of pay that simply did not reflect their skills and experience.

Once salaries rise, they rarely decline however, we are beginning to witness a slight easing and corresponding stability in recruitment volume. Notwithstanding, we anticipate recruitment challenges will persist across our specialist disciplines and this is reflected in [local market research](#).

Pay is the top priority of candidates but not to the exclusion of everything else. Counteroffers often revolve around financial reward but greater responsibility, revised role content, more flexible working times and promotions have been negotiated too.

A great deal of personnel movement since the pandemic bounce-back has influenced the tight candidate market. People with less than 1-2 years' tenure are not inclined to move again so soon, particularly when they know that they are on a rate of pay that is competitive and has little to differentiate it from total reward packages elsewhere.

PEOPLE NEED AN INCENTIVE TO MOVE JOBS, OR TO CHOOSE ONE JOB OFFER OVER ANOTHER

The challenge for employers is defining how to stand out to attract candidates and retain employees. People need an incentive to move jobs, or to choose one job offer over another. A powerful differentiator that is often overlooked is personal development. People want learning experiences, furthermore structured development programmes can also reap long term meaningful benefits such as reduced attrition and more effective succession planning.

Culture matters more than ever. Employees want to feel a sense of community in their workplace and a sense of value. Gartner calls it [The Human Deal](#) and it involves creating connections, flexibility, personal growth, wellbeing and shared purpose. Employers understand and appreciate the importance of this Human Deal, however, it is challenging to achieve genuine connection, particularly for new team members in hybrid and remote working scenarios.

Despite some organisations introducing stricter in-office requirements hybrid working has become increasingly common in job postings and for a growing number of candidates it is a deal-breaker if not offered and supported.

Candidates register with us who cite the only reason they are job hunting is a lack of flexibility or hybrid working. Without question, employers that do not embrace a hybrid and flexible approach lose out on talent. Research by Ipsos Karian and Box [Making The Case For The Office](#) reinforced for us that business specific circumstances determine the best approach. For outcomes such as faster decision making, greater transparency, learning essential skills, reduced loneliness, and better career development conversations the report presents a compelling case for 3-4 days per week in the office. These days must be impactful though with in-person meet-ups stoking creativity, productivity, and connection.

EMPLOYERS THAT DO NOT EMBRACE A HYBRID AND FLEXIBLE APPROACH LOSE OUT ON TALENT

A company benefit is only a benefit if it provides something useful. This year candidates have enquired more frequently about pension contributions above statutory levels and family private medical insurance. For more senior positions it is bonus arrangements and share schemes that have piqued the interest of applicants. In diverse and multi-generational workforces, employers can differentiate themselves by providing flexible benefits programmes which more effectively meet the needs of individuals. Anne Lawson from Acumen Employee Benefits picks up on the importance of connectedness in the workplace and taking a “reappraise and innovate” approach to benefits on page 26.

After investing time and effort on a successful recruitment campaign continuity is essential to ensure the hire is a successful one. People become disillusioned very quickly if the job does not reflect the work experience discussed during the recruitment process. Even the most capable new starts require orientation, induction, access to the tools and people required to get the job done, as well as a period of adjustment.

Despite the north east being steeped in the oil and gas industry for over 50 years there are never enough Engineers! This year the pattern of recruitment within our Engineering specialism has been more reactive and focused on backfilling vacancies, rather than the headcount growth of the year before.

Rates of pay have increased in the battle to attract Process, Drilling, Completions, Electrical and Instrument Engineers. One upside is that this is a healthy job market for degree relevant graduates.

Our HR specialism also reports more roles at the junior end of the market, with employers seeking graduates who have placement year or internship experience. 2023 was a year of internal promotions within HR departments and we are pleased to report Training and Reward specialists were hired for their expertise and knowledge in the wake of high Generalist resourcing the year before. In contrast to our other specialisms, there were healthy levels of temporary hiring due to the deferment of permanent resourcing into 2024. We anticipate the first half of the year to be a very busy one in this specialism!

Wider demand for Business Development and Purchasing professionals’ points to business growth, and a recovery in hiring activity for PAs, Executive Assistants and HR Coordinators is a welcome sign that lean teams now have the capacity and confidence to restore these lynchpin support roles.

Contract awards, an increase in manufacturing and maintenance work have created a very tight candidate market for highly skilled Technical professionals particularly Welders, Machinists, and Electrical Technicians. Shift patterns and overtime have been re-instated and our Technical and Industrial recruiters report candidates having as many as 4 or 5 concurrent job offers.

PEOPLE BECOME DISILLUSIONED VERY QUICKLY IF THE JOB DOES NOT REFLECT THE WORK EXPERIENCE DISCUSSED DURING THE RECRUITMENT PROCESS

Disruption to graduate hiring and Legal traineeships during the pandemic are now impacting Supply Chain Management, Commercial, and Legal recruitment. There is a dearth of qualified people for mid-level roles such as Contracts Managers to provide strong contract and supply chain rigour. In Legal practice, firms are looking beyond Aberdeen to attract relocators and in-house Legal Counsel remuneration packages are climbing sharply as employers strive to backfill open positions. Despite this, recent graduates struggle to secure traineeships and are accepting paralegal work for experience and to get “a foot in the door”.



WE'VE **EXTENDED OUR CLIENT BASE**, WORKING WITH START-UPS, INVESTMENT-BACKED INNOVATORS AND ESTABLISHED SMES FOCUSED ON LOW CARBON ENERGY GENERATION, DIVERSIFICATION, DECOMMISSIONING, AND ADVANCING THEIR ESG BUSINESS PRACTICES.

TEAM FIT IS SO IMPORTANT AND CANDIDATES WHO DON'T TICK EVERY TECHNICAL CRITERION CAN IMPRESS BY EVIDENCING THEIR SOFT SKILLS

Our Office Support recruiters are also witnessing the impact of the pandemic for Marketing graduates. This discipline was hit hard through job losses and work placement experience was almost impossible to secure. The knock-on effect is that these early career professionals do not have the depth of experience or skills that employers are looking for. In small and medium sized organisations, the Marketer can be an autonomous role with tremendous growth opportunities. On the flip side though, working independently without support or coaching can feel incredibly isolating and creates the impetus to move on.

Arguably, IT experiences the greatest skills shortage of all our specialisms. Data Engineering, Business Systems Specialists, Cyber Security and Software Development vacancies have caused headaches for hiring managers this year. With little or no capacity to train an inexperienced new start, employers are often resigned that positions will remain unfilled. Our experience is that team fit is so important and candidates who don't tick every technical criterion can impress by evidencing their soft skills, aptitude for teamwork and a willingness to learn. There is an exodus to work in the central belt of Scotland, England and, via fully remote roles, for overseas employers because a job with an interesting and progressive start-up in Glasgow, Manchester, Dubai or Sydney is more attractive than working for a 'traditional' oil and gas company.

In Accountancy and Finance the most in-demand disciplines are consistently Tax, Statutory Reporting and Payroll. Part-qualified and qualified Accountants are highly sought after and, the result of increased project activity this year, we've experienced higher job volume for Cost Controllers, Cost Engineers and Accountants with a combination of project accounting, planning and risk analysis experience. Newly qualified and several years' PQE professionals have reaped the benefits of low candidate availability and enjoyed significant increases in salary. Automation is beginning to bite with jobs for professionals skilled in data analytics and Power BI on the rise. For Accountants with their sights on leadership positions, technical skills and professional qualifications must be complemented with effective soft skills, such as the ability to communicate with emotional intelligence.

In our QHSE specialism clients have adopted the "hire for attitude, train for skills" approach to manage skills

shortages affording less experienced professionals the opportunity to secure promoted posts, Assistant level professionals have secured Advisor roles. There has also been a refreshing openness to consider candidates from outwith the oil and gas industry for Coordinator roles.

Around the energy transition there is significant tension between policy makers, industry, and regulators on delivering an energy future that achieves the country's net zero targets, supports energy security, protects jobs and the supply chain. Research by RGU, [Powering up the workforce: The future of the UK offshore energy workforce](#) pulls no punches identifying the impending "goldilocks zone", the period 2024-28, when the transferability of the offshore energy workforce can be optimised.

THE TRANSITION IS CREATING HIGH VALUE JOBS NOT ONLY FOR NICHE TECHNOLOGISTS, BUT ACROSS OUR BUSINESS SUPPORT SPECIALISMS TOO

As the energy industry evolves in response to the net zero challenge it was a natural progression for us to align our service. We've extended our client base, working with start-ups, investment backed innovators and established SMEs focused on low carbon energy generation, diversification, decommissioning, and advancing their ESG business practices.

The transition is creating high value jobs not only for niche technologists, but across our business support specialisms too. Oil and gas organisations that are integrating low carbon business streams are projecting a message of blended work experiences. However, for professionals seeking work in businesses that are 100% renewables focused it is early days and enquiries, particularly in our IT, QHSE and Engineering specialisms, outstrip the number of job opportunities.

ACCOUNTANCY & FINANCE INDUSTRY

Accounts Assistants & Supervisors	£'000
Entry Level Accounts Assistant*	22 - 25
Accounts Assistant	26 - 33
Assistant Accountant	30 - 38
Bookkeeper	32 - 37
Supervisor	35+

Accounts Payable / Accounts Receivable	£'000
Assistant	26 - 32
Supervisor	35 - 42

Payroll	£'000
Assistant	26 - 30
Coordinator / Administrator	30 - 40
Supervisor	40 - 55
Manager	55 - 65

Credit Control	£'000
Credit Controller	26 - 35
Supervisor	
- Team size 1 - 5	35 - 40
- Team size 5+	40 - 45
Credit Manager	
- Team size 1 - 5	45 - 55
- Team size 5+	55 - 70

Qualified By Experience	£'000
5 - 10 years'	40 - 55
10+ years'	55 - 70

Graduate	£'000
Accountant	26 - 32

Part Qualified Accountants	£'000
Part Qualified	35 - 45
Finalist	45 - 52

Qualified Accountants	£'000
Financial / Mgt Acctnt (up to 2 years' PQE)	50 - 60
Financial / Mgt Acctnt (2 - 5 years' PQE)	55 - 65
Financial / Mgt Acctnt (5+ years' PQE)	65 - 75

Finance Manager	£'000
Turnover up to £10m	55 - 70
Turnover £11 - £30m	65 - 85
Turnover £31 - £99m	
- Team size 1 - 5	60 - 75
- Team size 5+	70 - 90
Turnover 100m +	
- Team size 5 - 15	75 - 100
- Team size 15+	85 - 100+

Financial Controller	£'000
Turnover up to £10m	65 - 75
Turnover £11 - £30m	70 - 85
Turnover £31 - £99m	
- Team size 1 - 5	65 - 85
- Team size 5+	70 - 90
Turnover 100m +	
- Team size 5 - 15	80 - 100
- Team size 15+	85 - 100+

Group Financial Controller	£'000
Turnover up to £10m	70 - 85
Turnover £11 - £30m	75 - 95
Turnover £31 - £99m	
- Team size 1 - 5	75 - 90
- Team size 5+	80 - 100
Turnover 100m +	
- Team size 5 - 15	90 - 120
- Team size 15+	95 - 130

* National Living Wage will increase from April 2024

PQE - Post Qualified Experience

ACCOUNTANCY & FINANCE INDUSTRY

Cost Control	£'000
Administrator	28 - 35
Coordinator	35 - 48
Controller / Accountant / Engineer	50 - 65
Senior Controller / Accountant	65+

Project	£'000
Administrator	28 - 35
Controller / Accountant	45 - 60
Senior Controller / Accountant	55 - 70+

Corporate Finance	£'000
Analyst	50 - 60
Manager	60 - 75
Senior Manager	75 - 95
Director	100 - 120+

Compliance / Internal Audit	£'000
Accountant	50 - 60
Manager	55 - 75
Senior Manager	75 - 95
Director	95 - 110+

Tax	£'000
Assistant	28 - 40
Accountant	45 - 60
Advisor	60 - 85
Senior Advisor / Manager	80 - 100
Head of Tax / Director	130+

Treasury	£'000
Assistant / Analyst	34 - 40
Accountant	40 - 50
Manager	50 - 70
Senior Manager	70 - 100
Director	120+

Divisional Finance Director	£'000
Turnover up to £30m	90 - 110
Turnover £31 - £99m	100 - 130
Turnover £100m+	110 - 140

Finance Director	£'000
Turnover up to £30m	110 - 140
Turnover £31 - £99m	150 - 160
Turnover £100m+	140 - 180

Group Finance Director	£'000
Turnover up to £30m	120 - 150
Turnover £31 - £99m	140 - 160
Turnover £100m+	160+

ACCOUNTANCY & FINANCE INDUSTRY

	PAYE Day Rate £
Accounts Assistant	150 - 185
Accounts Payable Processor	150 - 170
Asset Accountant	250 - 300
Assistant Accountant	140 - 160
Auditor	300 - 500
Cost Analyst	250 - 300
Cost Engineer	275 - 350
Senior Cost Engineer	350 - 500
Drilling Accountant	300 - 500
Economist	400 - 600
Financial Accountant / Corporate Accountant	250 - 350
Financial Analyst	250 - 300
Finance Business Partner	300 - 400
G&A Accountant	225 - 300
Hydrocarbon Accountant	325 - 450
JV Accountant	250 - 350
Lead Accountant	300 - 500
Payroll Assistant	125 - 150
Payroll Supervisor	180 - 275
Project Accountant	300 - 400
Tax Advisor	400 - 600
Senior Tax Advisor	500 - 800
Treasury Analyst	250 - 300

ACCOUNTANCY & FINANCE PRACTICE

	Big 4	Mid-Tier	Small
	£'000	£'000	£'000
Associate	28 - 35	28 - 35	26 - 32
Assistant Manager	45 - 55	45 - 55	35 - 45
Manager	55 - 70	55 - 70	45 - 55
Senior Manager	70 - 90	70 - 85	55 - 65
Director	100+	90+	70 - 90
Partner	150+	120+	90+



Suzanne Burr
Senior Business Manager

01224 327 006
Email Suzanne Burr

ENGINEERING & PLANNING

	£'000		PAYE Day Rate £
Draughtsperson / Designer	30 - 40	Control / Instrument / Systems Engineer	400 - 450
Senior Draughtsperson / Designer	40 - 50	Electrical Engineer	400 - 450
Lead Draughtsperson / Designer	45 - 60	Mechanical Engineer	375 - 450
Mechanical Design Engineer	40 - 60	Process Engineer	400 - 475
Electronics Engineer	40 - 55	Completions / Well Engineer	500 - 600
Electrical Design Engineer	40 - 55	Corrosion / Inspection / Integrity Engineer	375 - 450
Materials Planner	35 - 40	Drilling Engineer	550 - 650
Workshop Planner	35 - 40	Petroleum / Production Engineer	425 - 525
Operations Planner	40 - 55	Pipeline Engineer	400 - 475
Production Planner	40 - 50	Piping Engineer	350 - 425
Project Planner	50 - 60	Maintenance / Reliability Engineer	350 - 425
Planning Engineer	50 - 55	Structural Engineer	375 - 450
Senior Planning Engineer	65 - 75	Production Planner	300 - 400
Campaign Planner	65 - 75	Asset Planner	400 - 500
Planner / Scheduler (Drilling)	70 - 80	Project Planner	400 - 500
		TAR Planner	450 - 500
		Integrated Activity Planner	400 - 450



Scott Keith
Business Consultant

01224 327 037
[Email Scott Keith](#)

HUMAN RESOURCES

HR Support £'000

Administrator	25 - 30
Coordinator	33 - 38

HR Generalist £'000

Advisor	38 - 45
Senior Advisor	45 - 55

Business Partner £'000

Local / regional remit	50 - 65
International remit	55 - 75
E & P	60 - 85

HR Manager £'000

<200 employees	50 - 75
>200 employees	60 - 80
>500 employees	70 - 90

HR Director £'000

>200 employees	80 - 115
>500 employees	100+

Personnel Logistics / Crewing £'000

Administrator	25 - 30
Coordinator	33 - 40
Supervisor / Manager	40 - 60

Learning & Development and Training & Competency £'000

Administrator	25 - 30
Coordinator	34 - 42
Advisor	40 - 55
Manager	50 - 90

Recruitment £'000

Administrator	25 - 28
Recruiter - general	32 - 40
Recruiter - technical	35 - 45
Senior Recruiter	40 - 60
Manager	50 - 80

Compensation & Benefits / Reward £'000

Administrator	25 - 30
Advisor	45 - 60
Manager	55 - 90

PAYE Day Rate £

HR Coordinator	140 - 180
HR Advisor	200 - 300
HR Business Partner	250 - 350
HR Business Partner (E&P)	300 - 400
HR Leader	400 - 600
Personnel Logistics Coordinator	150 - 250
L&D Specialist	300 - 500
T&C Specialist	300 - 500
Recruiter	150 - 250
Recruitment Specialist	200 - 350
Reward Specialist	300 - 500



Chris Carr
Business Manager

01224 327 035
[Email Chris Carr](mailto:Chris.Carr@tmm.com)

IT

	£'000
IT Administrator*	22 - 25
1st Line Support / Helpdesk Analyst	23 - 26
2nd Line Support / Helpdesk Analyst	25 - 30
3rd Line Support / Senior Helpdesk Analyst / Supervisor	30 - 40
Graduate Software Engineer / Developer	25 - 35
Graduate Computer Science / Networks / Cyber Security	25 - 35
Systems Technician / Engineer	35 - 45
Data Analyst / Engineer	40 - 60
Software Engineer / Developer	45 - 65
Web Developer / Designer	40 - 60
Network / Infrastructure Engineer	45 - 65
Applications Analyst	40 - 55
Business Systems Analyst	40 - 60
IT Business Analyst	50 - 70
Cyber Security Engineer	45 - 60
Helpdesk Team Leader / Assistant IT Manager	40 - 65
IT Project Manager / Lead	60 - 85
Service Delivery Manager	55 - 70
Lead / Principal / Senior Software Engineer	65 - 90
Business Systems Lead / Specialist	65 - 85
Solutions Architect	70 - 100
Cyber / Information Security Manager	70 - 90
Senior Data Engineer / Data Scientist / Data Manager	70 - 100
IT Manager	70 - 100
IT Director / Head of IT / CIO / CTO	80 - 110+

* National Living Wage will increase from April 2024.

IT

	PAYE Day Rate £
IT Intern / Graduate	80 - 100
IT Support Analyst	125 - 150
Network / Infrastructure Engineer	150 - 200
IT Supervisor / Team Leader	150 - 225
IT Manger / Project Manager	300 - 500
Data Engineer	350 - 550



LEGAL

	Newly Qualified	1 - 3 Years' PQE	4 - 6 Years' PQE	7+ Years' PQE
Private Practice	£'000	£'000	£'000	£'000
Commercial Property	30 - 45	40 - 60	45 - 70	60+
Residential Property	30 - 45	40 - 60	45 - 70	60+
Private Client	30 - 45	40 - 60	45 - 70	60+
Civil Litigation	30 - 45	40 - 60	45 - 70	60+
Corporate	30 - 50	45 - 65	50 - 75	65+
In-House	£'000	£'000	£'000	£'000
Legal Counsel	35 - 45	45 - 65	65 - 75	80+
Senior Legal Counsel	-	-	70 - 90	90+
Head Of Legal / Legal Manager	-	-	-	100 - 150+
General Counsel	-	-	-	120 - 150+
Paralegal	25 - 45	-	-	-
Legal Support	£'000	£'000	£'000	£'000
Legal Assistant	25 - 35	-	-	-
Legal Secretary	25 - 45	-	-	-
Paralegal	25 - 45	-	-	-

PQE - Post Qualified Experience

	PAYE Day Rate £
Legal Secretary	80 - 120
Legal Assistant	90 - 120
Paralegal	100 - 150
Legal Consultant	175 - 225



Colin McKay
Business Manager

01224 327 674
Email [Colin McKay](mailto:Colin.McKay@tmmrecruitment.co.uk)

OFFICE SUPPORT

Business Support	£'000
Junior Administrator*	21 - 23
Receptionist*	21 - 23
Administrator	22 - 25
Senior Administrator	26 - 30
Project Administrator	28 - 32
Office Manager	35 - 50
Personal Assistant	30 - 35
Executive Assistant	35 - 50

Technical	£'000
Document Controller	27 - 35
Technical Assistant	28 - 35
Senior Document Controller	35 - 50

Facilities	£'000
Administrator	23 - 25
Coordinator	25 - 40
Manager	35 - 45+

Marketing	£'000
Assistant	23 - 25
Digital / Social Media	25 - 35
Executive	25 - 32
Manager	30 - 40
Senior Manager	40 - 55

Events	£'000
Coordinator	24 - 30
Manager	30 - 45+

Communications / PR	£'000
Assistant	23 - 25
Advisor / Coordinator	25 - 32
Manager	32 - 40
Senior Manager	40+

Fundraising	£'000
Assistant	23 - 25
Coordinator	25 - 30
Manager	30 - 50

	PAYE Day Rate £
Document Controller	120 - 180
Technical Assistant	160 - 220
Senior Document Controller	180 - 250



Emma Rutherford
Business Consultant

01224 327 681
Email Emma Rutherford

* National Living Wage will increase from April 2024.

QHSE	£'000
Administrator*	22 - 28
Coordinator	28 - 38
Advisor	40 - 50
Senior Advisor	45 - 55
Manager (<200 employees)	55 - 65
Manager (>200 employees)	60 - 85
Director	85+

QA / QC	£'000
Coordinator	25 - 35
Engineer / QA Advisor	40 - 55
Manager	55 - 75

Environmental	£'000
Advisor	60 - 75
Manager	75 - 90

	PAYE Day Rate £
QHSE Coordinator	200 - 275
QHSE Advisor	400 - 475
QHSE Senior Advisor	450 - 550
QA / QC Coordinator	200 - 250
QA Engineer / QA Advisor	400 - 450
Environmental Advisor	400 - 450

* National Living Wage will increase from April 2024.



Craig Fletcher
Recruitment Consultant

01224 327 017
Email [Craig Fletcher](mailto:Craig.Fletcher@tmmrecruitment.co.uk)

SUPPLY CHAIN & COMMERCIAL

Purchasing / Procurement £'000

Purchasing Administrator	25 - 30
Buyer	35 - 45
Senior Buyer	42 - 52
Expeditor (Support)	30 - 35
Expeditor (Project)	35 - 50
Procurement Team Lead	55 - 65
Procurement Manager	60 - 90
Director of Procurement	85 - 125

Commercial / Contracts £'000

Contracts Administrator	28 - 32
Contracts Specialist	45 - 60
Senior Contracts Specialist	60 - 75
Contracts Manager	75 - 100
Commercial Administrator	28 - 35
Commercial Analyst	40 - 55
Commercial Advisor	55 - 80
Senior Commercial Advisor	75 - 100
Commercial Manager	80 - 125
Commercial Director	90 - 150

Logistics & Freight £'000

Logistics Administrator	25 - 30
Logistics Coordinator	32 - 45
Logistics Team Lead	42 - 55
Logistics Manager	55 - 80
Director of Logistics	80 - 100
Freight Forwarder (Operations)	35 - 45
Freight Forwarder (Senior Operations)	42 - 55
Freight Forwarder (Sales)	45 - 70
Freight Forwarder (Management)	60 - 80

Business Development & Sales £'000

Coordinator	30 - 45
Executive	45 - 60
Manager	55 - 80
Senior Manager	80 - 110
Sales Engineer	40 - 60
Key Account Manager	55 - 70
Internal Sales Administrator	25 - 32
Internal Sales Coordinator	28 - 38
Internal Sales Manager	45 - 60

Supply Chain Management £'000

Supply Chain Lead	55 - 70
Supply Chain Manager	70 - 95
Head of Supply Chain / Supply Chain Director	90 - 150

PAYE Day Rate £

Contracts Specialist	375 - 475
Senior Contracts Specialist	425 - 550
Buyer	150 - 250
Senior Buyer	250 - 350
Commercial Advisor	500 - 600
Senior Commercial Advisor	600 - 800



Rob McKenzie
Business Manager

01224 327 680
Email Rob McKenzie

TECHNICAL & INDUSTRIAL

	£'000		£'000
Yard Labourer*	22 - 24	Laboratory Technician / Chemist	25 - 34
Workshop Labourer*	22 - 24	Lead Laboratory Technician / Chemist	32 - 40
Painter / Blaster	25 - 32	Laboratory Supervisor / Manager	40 - 55
Banksman / Slinger	24 - 28	Welder / Fabricator	32 - 36
B1 Forklift Operator	23 - 25	Multi-Coded Welder	35 - 40
B2 Forklift Operator	24 - 26	Fabrication Supervisor	35 - 45
B3 Forklift Operator	26 - 30	Fabrication Manager	50 - 55
Maintenance Assistant	23 - 26	QA/QC Inspector	30 - 42
Plant Operator	25 - 30	Lead Inspector	36 - 46
Tank Cleaner	24 - 26	Inspection Supervisor / Manager	46 - 60
Yard Supervisor	30 - 35	NDT Inspector / Technician	30 - 42
Yard Manager	40 - 50	Mechanic / Mechanical Technician	30 - 40
Technician / Fitter	30 - 40	Electrician / Electrical Technician	32 - 44
Lead Technician	36 - 46	Storeperson	24 - 32
Machinist	34 - 39	Inventory Controller	26 - 33
CNC Programmer	40 - 45	Stores Team Lead	28 - 32
Machine Operator	25 - 30	Stores Supervisor	30 - 35
CNC Machinist - Turning	36 - 40	Stores Manager	35 - 45
CNC Machinist - Boring	38 - 42	Base Manager	55 - 70
CNC Machinist - Milling	33 - 37	Workshop Supervisor	45 - 57
Manual Machinist	30 - 34	Workshop Manager	52 - 65
Machine Shop Supervisor	40 - 55	Plant Manager	65 - 80
Machine Shop Manager	55 - 65	Operations Manager	65 - 90

* National Living Wage will increase from April 2024.

TECHNICAL & INDUSTRIAL

	Hourly Rate £
Yard Labourer*	11 - 12
Workshop Labourer*	11 - 12
Painter / Blaster	12 - 16
Banksman / Slinger	12 - 14
B1 Forklift Operator	11.50 - 13
B2 Forklift Operator	12 - 14
B3 Forklift Operator	13.50 - 15
Maintenance Assistant	11.50 - 13
Plant Operator	12.50 - 15
Tank Cleaner	12 - 14
Technician / Fitter	15 - 20
Lead Technician	18 - 23
Machinist	15 - 17
CNC Programmer	20 - 25
Machine Operator	13 - 15
CNC Machinist - Turning	15 - 20
CNC Machinist - Boring	17 - 22
CNC Machinist - Milling	15 - 18
Manual Machinist	14 - 16

	Hourly Rate £
Laboratory Technician / Chemist	12 - 16
Lead Laboratory Technician / Chemist	15 - 20
Welder / Fabricator	16 - 18
Multi-Coded Welder	18 - 20
QA / QC Inspector	16 - 21
Lead Inspector	18 - 24
NDT Inspector / Technician	16 - 21
Mechanic / Mechanical Technician	15 - 20
Electrician / Electrical Technician	17 - 24
Storeperson	12 - 16
Inventory Controller	12 - 16
Stores Team Lead	14 - 16
Stores Supervisor	15 - 17



Cammy Keith
Senior Business Manager

01224 327 030

Email [Cammy Keith](#)

* National Living Wage will increase from April 2024.

EMPLOYER PROFILE

EMPLOYEE ENGAGEMENT AND A SENSE OF COMMUNITY

COMPANY OVERVIEW

Company mission: Deliver clean energy to challenging locations, to make things possible today that were impossible yesterday.

Team: 30-strong team ranging from electrical, electronic, software and mechanical engineering expertise, as well as wider business functions such as project management and HR.

Collectively focused on and working towards our mission of delivering clean energy to challenging locations

It's a hugely exciting time at Verlume with significant investment and plans for growth at pace as we support the energy transition and drive to Net Zero. Our people define our success therefore it is critical that our engagement strategy serves all our employees and differentiates Verlume as an aspirational employer.

CULTURE

The team is collectively focused on and working towards our mission of delivering clean energy to challenging locations, to make things possible today that were impossible yesterday.

Daily, we do this through living and acting in alignment with our four Core Values:

- **Impactful** – Focused, accountable, delivering on safety & quality.
- **Integrity** – Honest and respectful.
- **Innovation** – Innovative mindset enjoying the challenge.
- **Improvement** – Improve and grow every day.

The commitment to our mission and values across a diverse team of skillsets and backgrounds makes for a strong sense of community within Verlume.



EMPLOYEE VOICE

We listen to our employees and have established an observation card system for positive and negative feedback about any aspect of the business. This is aligned to our 4I Core Values and reviewed by the leadership team regularly ensuring all suggestions are acknowledged and acted on accordingly. The system has been in operation since July 2021. There is an Aberdeen Gift Card reward for best submission on a monthly or bi-monthly basis, depending on the number of submissions.

TRAINING AND DEVELOPMENT

Across all disciplines, employees have access to training courses for their professional development. As a growing business, there are more opportunities for learning on the job and learning from others. Our employees 'own' their work, taking responsibility across a breadth of experience in many different areas. There is real responsibility from day 1.

EMPLOYEE BENEFITS

As a business with energy storage at its core, we are very interested in the electric vehicle market – using crossovers in technology/skills from this market and bringing them into offshore energy. For this reason, we have recently adopted an electric vehicle car scheme for our employees.

We support our team's wellbeing both in and out of work, providing private healthcare for employees and their dependents. In 2022, Verlume implemented a standard working week of 4.5 days with Friday afternoons off, with no impact on pay and we operate flexible/hybrid working to suit individual circumstances.

INCLUSION

We are continually delivering novel solutions that are as ground-breaking as they are practical, combining creativity and innovation to invent unique technology. This is possible because we truly value diversity and the ability to think differently. With this mindset, we are continually reviewing and improving our benefits package to support the physical, mental and financial wellbeing of our team.

WE TRULY VALUE DIVERSITY AND THE ABILITY TO THINK DIFFERENTLY

Gillian Thomson
Head Of People

verlume





EXPERT OPINION

BENEFITS: IT'S TIME FOR CHANGE

It's interesting when you consider one of the biggest hangover factors of COVID19 is loneliness and isolation. Not surprisingly, during lockdown feelings of loneliness and isolation increased. Concerningly, these feelings were more prevalent in younger employees.

According to a recent report from Reward Gateway, **"66% of employees don't feel a sense of connection and belonging at work"**.

A profound and worrying statement, with 25% experiencing loneliness frequently or very frequently at work, a consistent percentage across all business sizes.

"That will be homeworkers then?"

Surprisingly not, with 26% feeling lonely and isolated in the office, 25% for remote workers but for hybrid working its just 21%. One concerning factor is, these feelings are concentrated in the under 35 age groups.

With the cost-of-living challenges contributing to making some people feel more isolated and lonelier – this can also lead to stress and mental health issues which impacts on businesses.

And whilst as employers we all have a duty of care to support our employees and ensure that as their employer, we don't have a negative impact on their wellbeing, there's also the business case for a strategic wellbeing approach.

Lower productivity, more burnout, and sick days, all validated and quantified by the recent survey, can all lead to higher turnover.

It's a challenging backdrop for employers.

"So, what can you do?"

Mend and make do, or re-appraise and innovate?

What can employers do to help address the issues all businesses currently face?

One of the aspects of our job that always amazes me when speaking to a prospective client, is they are often unaware about the resources they already have in place.

More often than not, there is likely to be added value benefits ranging from interactive pension benefit statements, pension education to discounts on other products from your pension scheme provider.

"But free benefits aren't just attached to your pension scheme".

If I were to speak to you about a holistic solution that offers you access to health and wellbeing guidance from experts who can tailor their support to suit your employees and eligible family members, would you be interested?

Would that contribute to your wellbeing programme and engagement with employees and differentiate your business for both recruitment and retention?

Unlimited GP 24/7 (remote access), unlimited Mental Health Support, online Physio consultations, a second medical opinion, 24/7 phone helpline 'i.e., your own personal Citizens Advice Bureau', financial wellbeing support, a nil employer cost for reimbursements of £250 towards optical and £450 towards dental – is that of interest?

There's also a wide range of support offered to employers with many insurances they already provide, some even offer training, workshops and webinars.



WE KNOW THE EMPLOYMENT LANDSCAPE, EMPLOYEE NEEDS AND EXPECTATIONS OF EMPLOYERS HAVE CHANGED RADICALLY

“Free benefits, yes, that’s right, free”.

It begs the question, do you know what you get ‘free’ and if not, why not?

These benefits make a significant impact on supporting employees and employers with the cost-of-living issues that we face.

Helping you deliver happier and healthier colleagues, and a more profitable business, can all lead to an improved employee value proposition and recruitment and retention outcomes, as our recent work with Gillian Thomson and her team at Verlume can confirm.

“What about innovation?”

There are not many new products in the market, however, there are some latest ideas that employers can implement to help support their employees.

Salary Exchange is a straightforward concept, the employee exchanges part of their salary or cash for a noncash benefit to save NIC, and sometimes tax. That’s how many pensions schemes now operate, to be cost effective for both employee and employer alike.

Grocery Cards and Electric Cars both operating by Salary Exchange are becoming more popular.

With a salary exchange Grocery Card, the employee exchanges salary for a value on the card and can save up to 10% on their groceries - a significant amount for the average family.

With electric cars, the employee exchanges part of their salary for an electric car, and the lease often includes maintenance and insurance. The employee saves tax and NIC on this exchange (up to 44% for higher rate taxpayers and up to 31% for basic or Scottish intermediate payer).

A P11D benefit of 2% applies until 2024/25 and rising by only 1% a year thereafter so it’s a good way of an employee accessing electric vehicles cost effectively. The bonus for employers isn’t just happy employees, it’s great for recruitment, helps with your ESG approach, and employee retention. A further bonus includes the savings to employers NIC on the exchange, which could be as much as £750-£1000+ per annum.

As professionals working within the employee arena, post COVID19, we know the employment landscape. employee needs and expectations of employers have changed radically.

So, what’s next?

It’s time for change. Pro-active communication, some innovation and repositioning, a strategic review of your employee value proposition and benefits programme will be time and effort well spent.



Anne Lawson
Employee Benefits Consultant

[Email Anne Lawson](#)

DISCLAIMER

The information provided within this salary guide is based upon confidential discussions between TMM Recruitment and employers throughout the north east of Scotland as well as placement salaries offered by our clients. The figures quoted are based on average annual basic salaries across businesses, ranging in size from small entrepreneurial firms to international corporations and should be referenced for guidance purposes only. The figures do not include car allowance or benefit related remuneration.

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38 Albyn Place
Aberdeen AB10 1YN

01224 327 000
hello@tmmrecruitment.com

tmmrecruitment.com