

EXTENSIVE INSIGHT LOCAL EXPERTISE COMPETITIVE BENCHMARKING HEADCOUNT PLANNING

NORTH-EAST SCOTLAND

SALARY GUIDE 2025

tmm
RECRUITMENT



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Knowledge
& Expertise



Competitive
Benchmarking



Headcount
Planning



INTRO

Recruitment activity is intrinsically linked with business sentiment and economic dynamics.

A buoyant job market often signals confidence in economic growth, while challenges such as talent shortages or rising costs intensify the need for businesses to refine their attraction and retention strategies. In these unpredictable times, effective business planning becomes especially complex. To offer valuable insights, we've turned to Ryan Crichton of True North Advisors, who shares his expert predictions for 2025.

Understanding salary trends and competitive pay rates is essential for employers aiming to attract and retain top talent, as well as for professionals seeking to make informed career decisions. This comprehensive guide provides an overview of activity across our recruitment specialisms, insights into the factors shaping recruitment, remuneration, and strategic pay management, along with projections for 2025 salary rates.

In today's tight labour market, developing and promoting a compelling Employee Value Proposition (EVP) is crucial for employers. The constituent value and components of total reward packages, and understanding the benefits that

applicants and employees prioritise, enables organisations to create competitive packages that can significantly impact job offer acceptances and employee retention. We explore building effective EVPs and flexible benefits that support employees' financial, mental, and physical wellbeing on pages 28 and 32.

Our spotlight feature on page 30 highlights CRC Evans employee engagement activity, illustrating practical initiatives for any employer facing attraction or retention challenges. Additionally, Aberdeen Inspired showcases the gift card scheme on page 35, it may be a great fit for your workforce.

We hope you find our salary guide a timely and valuable resource. We welcome inquiries from professionals seeking to better understand the job market, and career opportunities aligned with their skills. If you are recruiting, we'd love to discuss your requirements and work together to solve your recruitment challenges.

Amanda McCulloch
Chief Executive



TRUENORTH
ADVISORS

Why Aberdeen will have new energy in 2025

By Ryan Crighton, Senior Partner, True North Advisors

It has often been said that Aberdeen's fortunes rise and fall with the oil price.

Will that continue to be the case as we enter 2025?

Or are the city's fortunes now blowing in the wind?

The answer, in my opinion, is both.

I am excited about what the next 12 months holds for this region and its key employment markets.

After years of dithering and delay in the energy transition, I think this will be the year that procrastination will be replaced by progress; and when infighting gives way to infrastructure.

Evidence of this is already all around us, and there is some seriously clever stuff taking place in offices and 'big sheds' around the north-east of Scotland right now.

Faced with one of the biggest engineering challenges the world has ever undertaken, people in this part of world have got to work.

In the past few months alone, we have had the launch of Ventex, the UK's first climate tech Venture Studio which is looking to repurpose the supply chain. We've also had BP and Aberdeen City Council award the first contracts for a hydrogen hub in the Energy Transition Zone.

Green Volt – a 50-50 joint venture between Aberdeen-based Flotation Energy and Norwegian firm Vårgrønn – will soon start building Europe's first commercial-scale floating windfarm off the Aberdeenshire coast.

And Stratera Energy - a specialist in battery storage and other types of flexible energy generation - is moving forward with plans to develop the Kintore Hydrogen project in Aberdeenshire.

These are the green shoots of a green energy revolution, the foundations of which are being laid in the north-east of Scotland.

Add to that Great British Energy, which will soon be headquartered in Aberdeen and is expected to employ 300 people here over the next four years.

It is clear there is huge focus on job creation in renewables, but we all know that is going to take time.

Industry experts expect it to have convening power, leveraging other key players in the clean energy sector. It will also have £8.3billion to invest, and the legislation which will formally create the company and release the investment is currently passing through parliament.

It is clear there is huge focus on job creation in renewables, but we all know that is going to take time. So, what does that mean for the oil and gas sector?

While it is easy to feel gloomy amid the current rhetoric, it is important to look at the fundamentals underpinning the case for continued production in the North Sea. Despite everything, they remain strong.

Cutting North Sea production simply leaves us ever more reliant on importing energy, potentially doubling or trebling our emissions in the process. That is both environmental and economic madness.

It is an irrefutable fact that we will still need oil and gas in our energy mix all the way out to 2050 and beyond, albeit in decreasing amounts.

So, as the net zero and energy transition debate matures, I expect the conversation to centre on where we get the oil and gas required to power our economy from. For the UK, that needs to be the North Sea.

I will leave you with the thought which gives me most comfort.

Prime Minister Sir Keir Starmer has asked the public to judge him on six things when his government reaches the end of its first term; economic growth and a successful energy transition are among them. Whether his milestones become millstones, only time will tell. He has pledged to make the UK the green energy superpower, and therefore the road to re-election runs through Aberdeen and Aberdeenshire.

If he wants a second term (and he does) then he cannot afford a chaotic and disorderly energy transition.

So, expect to see more pragmatic policy as the energy transition takes shape in 2025. That can only be good for jobs.



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KEEP CALM & CARRY ON

During 2024, pay growth slowed, the pattern of hiring for our recruiters was predominantly permanent, and job vacancy volume began to decline towards the end of the summer and early autumn. This reflects the national picture reported by the Recruitment & Employment Confederation and the waning confidence reported in the Q3 2024 Quarterly Economic Survey by Aberdeen & Grampian Chamber of Commerce, citing recruitment intention at its lowest since Q1 2021.

Current market conditions must be considered in context against the pandemic bounce-back of 2022 and 2023. Now, energy clients confide that they don't understand the government's energy strategy and worry that it is disincentivising the long-term investment crucial for achieving the UK's net zero goals, enabling a just transition, job creation and securing energy supply.

79% of companies reported difficulties recruiting suitable staff.

Furthermore, we are receiving clear signals from employers that the upcoming increases in national insurance contributions and the national minimum wage, set for April 2025, are likely to constrain pay growth and could lead to job losses.

This period of uncertainty, compounded by the high level of personnel movement during 2022 and 2023, intensifies recruitment challenges because people are choosing the security of their current job, even in niche roles with infamous skills shortages and high rates of pay. For instance, our **Engineering & Planning** recruiters report that it is tricky to fill temporary positions because qualified professionals prefer the relative stability of their staff role, and the associated benefits packages, compared to the higher day rate equivalent that PAYE contract positions offer.

Across our specialisms, tightened budgets have most significantly impacted **IT** resourcing, particularly at the senior level with IT managed service providers proving an effective short-term fix for entry and mid-level job seekers.

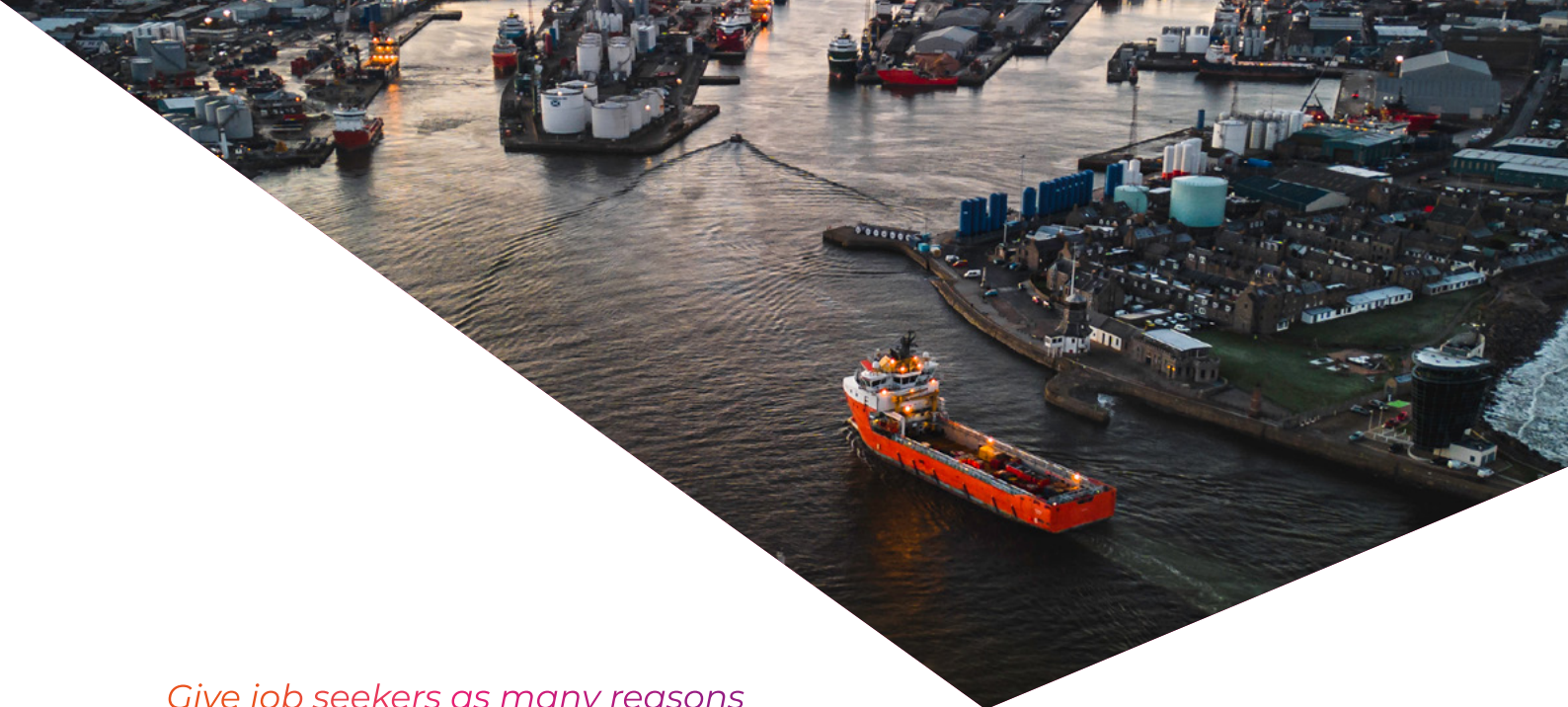
In the **Quarterly Economic Survey**, 79% of companies reported difficulties recruiting suitable staff. There are macro social factors to consider, such as the shrinking non-UK-born workforce; the rising number of people with long-term health conditions preventing them from working, and an ageing population with more workers in their 50s than their 20s.

Local recruitment is also affected by energy projects attracting workers overseas; remote working opportunities for people who live locally to work anywhere; technology creating skills gaps, and job seekers savvy about doing their employer research seeking to work for values-driven companies.

The influence of flexibility and hybrid working cannot be overstated. The first question job seekers exploring new job opportunities ask our recruiters is, "What's the hybrid policy?". Employers have trialled various scenarios, with the majority settling on 3 days in the office and 2 days at home. We'd go as far as to say that employers mandating a return to the office are inadvertently forcing a rise in attrition.

Employers mandating a return to the office are inadvertently forcing a rise in attrition.

There is high skills transferability between the energy industries but greater certainty, investment, a better understanding of core competencies, and career horizons are required to facilitate the flow of personnel. The welcome news that Great British Energy will be based in Aberdeen couldn't come fast enough, signalling that the northeast is the place for investment that will "turbocharge" renewable projects across offshore wind, green hydrogen and carbon, capture and storage (CCS).



Give job seekers as many reasons as possible to want to work for you.

Change takes time. Working in renewables is not the primary focus for most of our registered candidates because the positive narrative, and jobs, around this sector have developed gradually. However, there is an evolution happening. Energy employers are diversifying, with world-class engineering adapting technology for the renewables, nuclear, and defence sectors. Through this work, people broaden their experience while maintaining their oil & gas sector earnings level. For years, we've worked with entrepreneurial startup organisations focused on low-carbon solutions, and significantly, investment companies such as Ventex are choosing to run their operations from Aberdeen.

We've also noticed that service companies have sought to bolster their corporate and commercial energy sector legal expertise in the city. Our **Legal** specialism is continuously supporting the recruitment of legal counsel and senior legal counsel positions, with the more lucrative opportunities enticing people out of practice.

Business confidence is contagious – job seekers catch it. Give job seekers as many reasons as possible to want to work for you. This requires effort, starting with defining your Employee Value Proposition (EVP) and then communicating in a way that engages the very people you want to hire.

Circumstances are uncertain, but momentum is building, and we all must Keep Calm and Carry On. At TMM Recruitment, this means providing a recruitment service that supports business continuity and growth. The most successful firms have a workforce strategy that's reviewed annually. This means they know their hiring intentions over the longer term and can plan for it, working with a recruitment partner that is best able to support them.

Does that sound like wishful thinking? We understand that, but it's no coincidence that our most successful recruitment drives in 2024 featured the following upsides:

- Planning headcount increases a few months ahead opens the applicant pool to people on extended notice periods.
- When recruiters understand your business objectives, they can flag great potential applicants to help you be agile and seize opportunities when you aren't under time pressure to replace someone.
- A trusted partnership will speed up the recruitment process because you will be presented with a tight shortlist, and there is no need to waste time sourcing comparative profiles "just in case".
- Sourcing strong applicants from diverse backgrounds with highly transferable skills and experience - the people your competitors won't find - will strengthen your recruitment.

The “pandemic effect” influences recruitment beyond the irreversible impact of hybrid working. For instance, although it has been a strong year for permanent hiring in our **HR** specialism, recruitment for the most in-demand HR advisor role was frustrated by a lack of suitable applicants because the pandemic quashed opportunities to gain the requisite experience. This will change during 2025 as HR coordinators gain the expertise they need to move up, enabling HR business partners to move away from the operational day-to-day and take a more strategic view of how their organisations can manage the diverse needs of multigenerational workforces.

In our **QHSE** and **Technical & Industrial** specialisms, there’s a clear focus on permanent hiring to attract applicants, and we anticipate this will continue throughout 2025. The job market has been quieter for QHSE positions, but we expect an uplift in demand for advisors, environmental engineers, and technical safety engineers. Conversely, our Technical & Industrial recruiters have had a hectic year. Recruitment challenges include a shortage of skilled workers, budget constraints, competitive counteroffers, and some employers stuck in a pre-pandemic mindset on pay rates. This tight market is creating opportunities with more trainee hiring reported. Employers are also more likely to consider transferable skills and upskilling potential, with people joining energy employers from the automotive industry and moving from “hands-on tools” roles to manufacturing engineer positions. To handle the volume of manufacturing work, there’s been a welcome return to healthy levels of paid overtime. Welders, machinists, and inspectors are in constant demand, and there is a very tight pool of workers for yard and store work.

In a similar scenario to their Technical & Industrial colleagues, our **Office Support** recruiters regularly manage expectation mismatches. Employers sometimes overlook the impact of the annual increase in the national minimum wage and its gentle upward effect on rates for more senior positions. Furthermore, in this specialism, employers reluctant to reach a compromise on hybrid working have lost excellent applicants who value this benefit as they strive to balance family responsibilities.

The “pandemic effect” influences recruitment beyond the irreversible impact of hybrid working.

Equally, job seekers don’t always have the tightest grip on market conditions and expect rates and benefits beyond their experience levels. Recruitment has been predominantly for receptionists, technical assistants, document controllers and executive assistants; these latter roles are challenging for employers to fill due to the strong personality fit that is usually required. Digital and content manager roles and marketing executives are in demand, with employers typically seeking professionals with expertise in SEO and CRM systems. However, finding professionals with these skills and the prerequisite 5+ years’ experience specified by employers is challenging. Conversely, the graduate market struggles because employers seek applicants who can “hit the ground running”. They fail to realise the potential great return on investment by hiring these creative people who bring diversity of thought, initiative, problem-solving, and a willingness to learn.



If money is your primary motivation for changing your job, we recommend talking about this with your line manager before you engage with a recruiter.

There's a better balance to be struck with SMEs being open to less experienced talent or adjusting their expectations on pay and benefits, and job seekers realising that great work experience will lead to higher financial rewards in the long term.

Bucking the general trend, our recruiters in **Office Support, Technical & Industrial** and **Accountancy & Finance** have continued to experience the counteroffer culture that was so prevalent in 2023. Particularly for qualified accountants, salary increases have been significant. While accepting a healthy counteroffer is understandable from a financial point of view, if money is your primary motivation for changing your job, we recommend talking about this with your line manager before you engage with a recruiter.

Staying abreast of new tools and innovations is essential for every professional as the pace of tech adoption accelerates. In **Accountancy & Finance**, adopting AI and machine learning to automate routine tasks has raised concerns about job obsolescence. Fear not, the fundamental skills of a good accountant are in demand and there is plenty of scope for professionals to improve their employability by gathering a broader skillset through internal

secondments, horizontal moves into a different accounting discipline, or exposure to advanced data analytics and technology integration. Power BI is enhancing roles at the business partner level, but it is the ability to communicate the outputs of this deep dive analysis that differentiates applicants.

It is a tight market, and we anticipate skills shortages will hamper recruitment efforts throughout 2025

Demand is shifting, with more temporary roles and fewer entry-level positions. It is a tight market, and we anticipate skills shortages will hamper recruitment efforts throughout 2025 with a broad spectrum of competencies sought after, from traditional accounting, financial modelling and forecasting, analytics, cashflow management, tax and regulatory compliance. Newly qualified accountants are always in demand, but employers should be aware that the expectation will be that you meet the tuition clawback payments, adding up to £7,000 to the cost of your hire.



In response to the skills challenge, industry and practice firms have invested in more on-the-job training, hiring school leavers, college and university graduates from the UK, and skilled worker sponsorships for overseas graduates. Relocation packages are available to tax professionals, although employers are missing a trick by not offering fully remote employment. Employers shouldn't overlook the abilities of part-qualified accountants, professionals qualified by experience, transactional accountants, and returners to the profession to manage skills shortages alongside identifying high potential employees, mentorship programmes, and succession planning.

Relocation packages are available to tax professionals, although employers are missing a trick by not offering fully remote employment.

There was a drift towards more permanent work over the last 12 months for our **Supply Chain & Commercial** recruiters, although there is now demand for contractors in commercial / contracts roles.

The relatively high personnel movement in recent years has diminished the number of professionals who are actively job searching, although there is interest in hearing more about jobs we know match

an individual's skills and aspirations. In this specialism, the availability of people and employer reluctance to consider transferable skills, cross-sector experience or relocators will hamper recruitment in 2025.

High personnel movement in recent years has diminished the number of professionals who are actively job searching.

There's a healthy demand for buyers and specialist logistics professionals with customs experience, and the growing emphasis on sustainability is creating interesting work across procurement and supply chains as greener logistics and ESG policies are implemented. This year, we've witnessed AI being introduced for vendor evaluation, and while this expedites the process, we don't see it replacing the humanness of ethical judgements just yet.

When used well, automation and technology should enhance the quality of jobs. Employers are responsible for developing training plans that ensure employees retain high levels of digital literacy and can quickly adapt and use the new tools proficiently. Technical skills matter, but soft skills are important too. Given the prevalence of remote working, cross-functional teamwork, and virtual support services, it is probably unsurprising that communication skills, people management, and flexibility are requested by hiring employers across our recruitment specialisms.

ACCOUNTANCY & FINANCE INDUSTRY

ACCOUNTS ASSISTANTS & SUPERVISORS £'000

Entry Level Accounts Assistant*	23-26
Accounts Assistant	26-33
Assistant Accountant	33-38
Supervisor	38-55
Bookkeeper	33-38
Legal Cashier	28-35

ACCOUNTS PAYABLE / ACCOUNTS RECEIVABLE £'000

AP / AR Assistant	27-33
Supervisor	37-50

CREDIT CONTROL £'000

Credit Controller	28-38
Supervisor	38-55
Credit Manager	42-60

TREASURY £'000

Assistant	26-35
Analyst / Accountant	45-52
Manager	60-70
Senior Manager	70-80
Director	85-100+

PAYROLL £'000

Administrator	27-32
Coordinator	32-42
Supervisor	40-50
Manager	
Team size 1 - 5	48-55
Team size 5+	55-75

GRADUATE £'000

Accountant	28-35
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QUALIFIED BY EXPERIENCE £'000

3 - 5 years'	35-40
5 - 10 years'	40-55
10+ years'	55-75

PART QUALIFIED ACCOUNTANTS £'000

Part Qualified	35-45
Finalist	42-50

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

COST CONTROL £'000

Administrator	30-35
Coordinator	35-40
Controller / Accountant	45-65
Senior Controller / Accountant	65-75
Cost Estimator	55-70

PROJECT £'000

Administrator	30-35
Controller / Accountant	45-65
Senior Controller / Accountant	60-70

CORPORATE FINANCE £'000

Analyst	50-60
Manager	60-75
Senior Manager	75-90
Director	90-100+

PQE - Post Qualified Experience

* National Living Wage will increase from April 2025

ACCOUNTANCY & FINANCE INDUSTRY

COMMERCIAL	£'000
Commercial Administrator / Assistant	25-35
Commercial Accountant	35-55
Senior Commercial Accountant	50-60
Financial Analyst	50-60
Senior Financial Analyst	60-75
Finance Business Partner	65-80
Economist	60+
FP&A Analyst	55-70
Senior FP&A Analyst	70-85
Head of FP&A	85-100+

TAX	£'000
Assistant	35-45
Accountant	50-65
Advisor	65-85
Senior Advisor / Manager	75-100+
Head of Tax / Director	100-130+

COMPLIANCE / INTERNAL AUDIT	£'000
Accountant	50-65
Manager	55-75
Senior Manager	75-95
Director	85-100+

FINANCE MANAGER	£'000
Turnover up to £10m	55-65
Turnover £11 - £30m	60-80
Turnover £31 - £99m	
Team size 1 - 5	65-80
Team size 5+	70-85
Turnover £100m+	
Team size 5 - 15	75-95
Team size 15+	85-100+

FINANCE CONTROLLER	£'000
Turnover up to £10m	65-75
Turnover £11 - £30m	65-80
Turnover £31 - £99m	
Team size 1 - 5	70-80
Team size 5+	70-90
Turnover £100m+	
Team size 5 - 15	80-95
Team size 15+	85-100+

GROUP FINANCE CONTROLLER	£'000
Turnover up to £10m	70+
Turnover £11 - £30m	70+
Turnover £31 - £99m	
Team size 1 - 5	75-90
Team size 5+	80-100
Turnover £100m+	
Team size 15+	100-130+

DIVISIONAL FINANCE DIRECTOR	£'000
Turnover £31 - £99m	95-130
Turnover £100m+	110-140+

FINANCE DIRECTOR	£'000
Turnover up to £30m	95-130
Turnover up to £31 - £99m	120-150
Turnover £100m+	140-170+

GROUP FINANCE DIRECTOR	£'000
Turnover up to £30m	120-150
Turnover up to £31 - £99m	140-160
Turnover £100m+	160+

ACCOUNTANCY & FINANCE INDUSTRY

SME / ENERGY SERVICE	PAYE DAY RATE £
Accounts Assistant	115-145
Accounts Payable / Receivable Processor	115-145
Accounts Payable / Receivable Supervisor	160-200
Assistant Accountant	140-160
Bookkeeper	150-200
Credit Controller	120-180
Credit Control Supervisor / Manager	200-250
Treasury Assistant	120-180
Treasury Accountant	200-250
Payroll Administrator	115-120
Payroll Assistant / Co-ordinator	130-160
Payroll Supervisor / Manager	180-275
Management Accountant	160-250
Financial / Corporate Accountant	240-300
Finance Manager	400-600
Financial Controller	400-600
Finance Director	600-1000+
Cost Control / Commercial Administrator	120-150
Cost Controller / Commercial Accountant	200-280
Senior Cost Controller / Commercial Accountant	250-300
Project Administrator	120-150
Project Controller / Accountant	200-280
Senior Project Controller / Accountant	250-300
Financial Analyst	250-350
Finance Business Partner	300-400
FP&A Analyst	250-300
Systems Accountant	250-300

ACCOUNTANCY & FINANCE INDUSTRY

ENERGY OPERATOR	£'000
Business Analyst	55-70
Cost Controller	50-65
Senior Cost Controller	60-80
Financial / Reporting Accountant	55-65
Senior Financial / Reporting Accountant	70-80
G&A Accountant	50-60
Hydrocarbon Accountant	50-70
Inventory Accountant	50-60
JV / Asset Accountant	55-70
Operations Accountant	55-70
Revenue Accountant	50-65
Wells / Drilling Accountant	65-80

ENERGY OPERATOR	PAYE DAY RATE £
Accounts Assistant	145-180
Accounts Payable / Receivable Processor	145-180
Accounts Payable / Receivable Supervisor	200-280
Allocation Analyst / Hydrocarbon Accountant	300-450
Senior Allocation Analyst / Hydrocarbon Accountant	400-600
Asset Accountant	300-400
Auditor	300-500
Contract Compliance Auditor	250-350
Assistant Cost Controller	180-250
Cost Analyst/ Controller	250-300
Senior Cost Analyst/ Controller	325-400
Drilling Accounts Assistant	160-200
Drilling Accountant	300-500
Economist	425-600
Finance Business Partner	300-450
Financial Accountant	275-300
Senior Financial Accountant / Lead Financial Accountant	300-450
Financial Analyst	250-300
Senior Financial Analyst	300-400

ENERGY OPERATOR	PAYE DAY RATE £
G&A Accountant	225-300
Inventory Accountant	225-300
JV Accounts Assistant	150-200
JV Accountant	300-400
Operations Accountant	300-400
Payroll Assistant / Co-ordinator	150-200
Payroll Supervisor / Lead	200-300
Project Accountant	300-400
Project Cost Engineer	375-450
Revenue Accountant	250-300
Tax Advisor / Analyst	350-450
Senior Tax Advisor / Analyst	400-600
Lead Tax Analyst	500-800
Team Lead - Financial Reporting	400-600
Technical Accountant	325-450
Treasury Assistant	200-250
Treasury Analyst	250-350
Senior Treasury Analyst	350-450
VAT Specialist	250-300

ACCOUNTANCY & FINANCE PRACTICE

	BIG 4	MID-TIER	SMALL
	£'000	£'000	£'000
Accounts Assistant	-	24-28	24-28
Bookkeeper / Assistant Accountant	-	28-35	25-30
Associate	28-32	26-28	24-26
Senior Associate (part-qualified / finalist)	30-35	28-35	35-45
Assistant Manager (1-2 years' PQE)	45-55	45-50	40-45
Manager	60-70	55-65	40-50
Senior Manager	70-85	65-85	60 - 70
Director	95-125+	90-120+	70-95+
Partner	180+	150+	100+



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ENGINEERING & PLANNING

	£'000
Draughtsperson / Designer	35-45
Senior Draughtsperson / Designer	45-50
Lead Draughtsperson / Designer	50-60
Mechanical Design Engineer	45-55
Electronics Engineer	40-55
Electrical Design Engineer	40-55
Project Planner	50-60
Production Planner	45-55
Operations Planner	45-55
Workshop Planner	40-55
Materials Planner	38-42
Planning Engineer	55-65
Senior Planning Engineer	65-75
Campaign Planner	70-75
Planner / Scheduler - Drilling	70-80
Senior Mechanical Design Engineer	55-65
Project Manager - Services	55-70
Snr Project Manager - Services	75-85
Project Manager - Drilling	70-85
Senior Project Manager - Drilling	80-90

ENGINEERING & PLANNING

	PAYE DAY RATE £
Control / Instrument / Systems Engineer	400-450
Electrical Engineer	400-450
Mechanical Engineer	375-450
Process Engineer	400-475
Completions Engineer	575-625
Corrosion / Inspection / Integrity Engineer	375-450
Drilling Engineer	600-700
Petroleum / Production Engineer	425-500
Pipeline Engineer	400-475
Piping Engineer	375-450
Maintenance / Reliability Engineer	375-450
Structural Engineer	400-450
Production Planner	350-450
Asset Planner	450-500
Project Planner	450-500
TAR Planner	450-500
Integrated Activity Planner	425-475
Senior Controls / Instrument / Systems Engineer	425-500
Lead Controls / Instrument / Systems Engineer	475-525
Senior Electrical Engineer	425-500
Lead Electrical Engineer	475-525
Senior Mechanical Engineer	425-475

	PAYE DAY RATE £
Lead Mechanical Engineer	475-525
Senior Process Engineer	450-525
Lead Process Engineer	525-575
Well Intervention Engineer	575-650
Well Integrity Engineer	600-675
Senior Drilling Engineer	700-800
Lead Drilling Engineer	800-900
Senior Petroleum / Production Engineer	500-550
Senior Piping Engineer	425-475
Lead Piping Engineer	450-500
Senior Structural Engineer	425-500
Lead Structural Engineer	475-525
Senior Maintenance / Reliability Engineer	425-475
Lead Maintenance / Reliability Engineer	450-500
Reservoir Engineer	550-650
Senior Reservoir Engineer	650-750
Rotating / Static Equipment Engineer	375-450
Senior Rotating / Static Equipment Engineer	425-475
Lead Rotating / Static Equipment Engineer	475-525
Maintenance Scheduler	350-400
Project Manager	500-600
Senior Project Manager	550-650



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HUMAN RESOURCES

HR SUPPORT	£'000
Administrator	25-30
Coordinator	33-38

HR GENERALIST	£'000
Advisor	40-50
Senior Advisor	48-60

BUSINESS PARTNER	£'000
Local / regional remit	55-70
International remit	60-80
E&P	70-90

HR MANAGER	£'000
No direct reports	50-75
1-2 direct reports	65-85
3+ direct reports	75-95

HR DIRECTOR	£'000
200+ employees	85-115
500+ employees	100+

PERSONNEL LOGISTICS / CREWING	£'000
Administrator	25-30
Coordinator	34-42
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	34-42
Recruiter - technical	36-46
Senior Recruiter	43-60
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



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IT

	£'000
IT Administrator*	23-25
1st Line Support / Helpdesk Analyst	23-26
2nd Line Support / Helpdesk Analyst	26-32
3rd Line Support / Senior Helpdesk Analyst / Supervisor	30-40
Graduate Software Engineer / Developer	26-32
Graduate Computer Science / Cyber Security	25-35
Systems Technician / Engineer	35-45
Data Analyst / Engineer	45-60
Software Engineer / Developer	50-65
Web Developer / Designer	45-65
Network / Infrastructure Engineer	50-65
Applications Analyst	40-55
Business Systems Analyst	45-60
IT Business Analyst	50-70
Cyber Security Engineer	50-65
Helpdesk Team Leader	40-55
Assistant IT Manager	50-65
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	75-100
Cyber / Information Security Manager	75-100
Senior Data Engineer / Data Scientist / Data Manager	70-100
IT Manager	70-100
IT Director / Head of IT / CIO / CTO	80-110+

	PAYE DAY RATE £
IT Intern / Graduate	90-125
IT Support Analyst	125-150
Network / Infrastructure Engineer	175-225
IT Supervisor / Team Leader	200-250
IT Manger / Project Manager	300-500

* National Living Wage will increase from April 2025



COLIN MCKAY
Business Manager

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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	35-50	45-65	50- 75	65+
In-House	£'000	£'000	£'000	£'000
Legal Counsel	40-50	50-65	65-80	80+
Senior Legal Counsel	-	-	75-95	90+
Head Of Legal / Legal Manager	-	-	-	100-150+
General Counsel	-	-	-	120-150+
Paralegal	30-45	-	-	-

LEGAL SUPPORT	£'000
Legal Assistant	25-35
Legal Secretary	25-45
Paralegal	25-45

	PAYE DAY RATE £
Legal Secretary	85-125
Legal Assistant	100-130
Paralegal	100-150



COLIN MCKAY
Business Manager

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PQE - Post Qualified Experience

OFFICE SUPPORT

BUSINESS SUPPORT	£'000
Receptionist*	23-25
Junior Administrator*	
16-17 years old	18-24
18-20 years old	23-24
Administrator	24-28
Senior Administrator	28-32
Office Manager	38-55
Personal Assistant	35-45
Executive Assistant	40-55

TECHNICAL	£'000
Document Controller	35-45
Technical Assistant	30-40
Senior Document Controller	40-55
Technical Author	35-50

FACILITIES	£'000
Assistant / Administrator	25-30
Coordinator	30-40
Manager	40-60+

FUNDRAISING	£'000
Assistant	24-26
Coordinator	26-32
Manager	32-55

MARKETING	£'000
Assistant	25-30
Digital / Social Media	30-45
Executive	30-45
Manager	45+
Senior Manager	55-60+

EVENTS	£'000
Coordinator	25-35
Manager	45+

COMMUNICATIONS / PR	£'000
Assistant	25-30
Coordinator	30-45
Manager	40-45+
Senior Manager	45-55+

PROPERTY	£'000
Administrator / Assistant	25+
Manager	30+

ENERGY OPERATOR	PAYE DAY RATE £
Business Support / Senior Administrator	120-160
Document Controller	160-200
Senior Document Controller	200-250
Technical Assistant	180-230
Technical Author	220-350

* National Living Wage will increase from April 2025



LAUREN MURRAY
Business Consultant

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QHSE

QHSE	£'000
Administrator	25-30
Coordinator	30-40
Advisor	40-50
Senior Advisor	45-55
Manager (<200 employees)	60-80
Manager (>200 employees)	80-95
Director	95+

QA / QC	£'000
Coordinator	25-35
Advisor / Engineer	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 / QC Advisor / Engineer	400-450



SCOTT KEITH
Business Consultant

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SUPPLY CHAIN & COMMERCIAL

PURCHASING / PROCUREMENT £'000

Purchasing Administrator	25-30
Junior Buyer	25-32
Buyer	35-42
Senior Buyer	42-55
Expeditor (Support)	30-35
Expeditor (Project)	35-50
Procurement Team Lead	50-70
Procurement Manager	70-100

CONTRACTS £'000

Contracts Administrator	30-35
Contracts Specialist	45-65
Senior Contracts Specialist	60-80
Senior Contracts Specialist	75-120

COMMERCIAL £'000

Commercial Administrator	30-35
Commercial Analyst	40-55
Commercial Advisor	55-80
Senior Commercial Advisor	75-100
Commercial Manager	80-125

LOGISTICS & FREIGHT £'000

Logistics Administrator	25-30
Logistics Coordinator	32-45
Logistics Team Lead	45-55
Logistics Manager	55-80
Freight Forwarder (Operations)	35-45
Freight Forwarder (Senior Operations)	45-55
Freight Forwarder (Sales)	50-70
Freight Forwarder (Management)	60-80

BUSINESS DEVELOPMENT & SALES £'000

Internal Sales Administrator	25-30
Internal Sales Coordinator	30-40
Internal Sales Manager	45-60
Key Account Manager	50-70
Business Development / Sales Executive	45-60
Business Development / Sales Manager	55-80
Senior Business Development Manager	80-110

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 £

Buyer	150-250
Senior Buyer	250-350
Logistics Coordinator	200-300
Contracts Specialist	375-450
Senior Contracts Specialist	450-550
Contracts Lead	550-650
Commercial Analyst	350-450
Commercial Advisor	500-600
Senior Commercial Advisor	600-750



ROB MCKENZIE
Business Manager

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TECHNICAL & INDUSTRIAL

	£'000
Yard Labourer*	23-25
Workshop Labourer*	23-25
Painter / Blaster	28-32
Banksman / Slinger	26-30
B1 Forklift Operator*	23-25
B2 Forklift Operator	25-27
B3 Forklift Operator	26-29
Maintenance Assistant*	23-26
Plant Operator	28-32
Tank Cleaner	25-28
Yard Supervisor	32-37
Yard Manager	45-55
Technician / Fitter	30-42
Lead Technician	38-46
Machinist	36-39
CNC Programmer	42-48
Machine Operator	30-35
CNC Machinist - Turning	38-42
CNC Machinist - Boring	38-45
CNC Machinist - Milling	38-40
Manual Machinist	32-36
Machine Shop Supervisor	45-55
Machine Shop Manager	55-70

	£'000
Laboratory Technician / Chemist	26-35
Lead Laboratory Technician / Chemist	36-42
Laboratory Supervisor / Manager	42-55
Welder / Fabricator	35-40
Multi-Coded Welder	38-42
Fabrication Supervisor	40-50
Fabrication Manager	50-60
QA / QC Inspector	32-42
Lead Inspector	38-48
Inspection Supervisor / Manager	48-60
NDT Inspector / Technician	32-42
Mechanic / Mechanical Technician	32-42
Electrician / Electrical Technician	34-46
Storeperson	26-35
Inventory Controller	28-38
Stores Team Lead	30-35
Stores Supervisor	32-38
Stores Manager	40-50
Base Manager	60-75
Workshop Supervisor	45-58
Workshop Manager	53-65
Plant Manager	70-80
Operations Manager	70-90

* National Living Wage will increase from April 2025

TECHNICAL & INDUSTRIAL

	HOURLY RATE £
Yard Labourer*	11.50-12.50
Workshop Labourer*	12-13
Painter / Blaster	14-16
Banksman / Slinger	13-15
B1 Forklift Operator	12-13
B2 Forklift Operator	13-15
B3 Forklift Operator	14-16
Maintenance Assistant*	11.50-13
Plant Operator	14-16
Tank Cleaner	12.50-14.50
Technician / Fitter	15-21
Lead Technician	19-23
Machinist	16-18
CNC Programmer	22-25
Machine Operator	14-16
CNC Machinist - Turning	18-20
CNC Machinist - Boring	20-22
CNC Machinist - Milling	16-19
Manual Machinist	15-17
Laboratory Technician / Chemist	13-17.50
Lead Laboratory Technician / Chemist	18-21
Welder / Fabricator	17-20
Multi-Coded Welder	19-21
QA / QC Inspector	16-21
Lead Inspector	19-24
NDT Inspector / Technician	16-21
Mechanic / Mechanical Technician	16-21
Electrician / Electrical Technician	18-25
Storeperson	13-17
Inventory Controller	13-18
Stores Team Lead	15-17
Stores Supervisor	16-18



CAMMY KEITH

Senior Business Manager

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* National Living Wage will increase from April 2025

Redefining leadership & executive remuneration

The rise of new digital business practices (Business 4.0) has changed what companies need from top executives.

Today's C-suite leaders must be skilled in both managing people and continually adapting. They need to understand digital trends and know how new technologies can help their organisations innovate, grow, and thrive in an unpredictable business environment.

Digital transformation also significantly impacts how executives are selected for leadership positions. Finding the balance between leveraging technology and maintaining the human touch is essential for attracting exemplary leadership talent to your business, where relationship-building and personal rapport are critical to successful appointments.

AI is a tool to support the candidate journey, but over-automating the screening and matching processes fails to acknowledge AI's fallibility and limitations in assessing nuanced, non-quantifiable traits such as empathy, emotional intelligence, leadership potential, and the ability to navigate complexity.

Customising remuneration packages is crucial for attracting, retaining, and motivating top-tier executives. Still, only conversation and consultation can find ways to offer flexible, personalised total reward packages that meet individual needs, are in step with current market trends, and are within governance guidelines. This could include flexibility regarding compensation (opting to receive an additional cash sum in lieu of pension contributions or negotiating a performance-related bonus) and the location of work or family benefits.

Alternatively, flexibility can relate to an executive's time in your company and the associated costs. As Boomers step down from C-suite roles, they can still make a significant impact as external advisors, mentors, or consultants, and their experience and insights are invaluable for guiding the next generation of leaders. We call it Leadership on Demand, a flexible, cost-effective solution for companies to engage with senior executives - just not on a full-time permanent basis.

The evolution of technology impacts the critical skills required by leaders, and this calls for a different way of assessing potential and determining the ability to deliver. Instead of focusing on experience and industry relevance, look at an applicant's ability to lead transformation, innovate, and adapt. Consider their ability to create tech-focussed business cases, manage opportunity and risk, and formulate investment strategies. Leadership roles increasingly require adaptability, creativity, and the ability to drive change rather than just operational expertise – AI can't identify that.

Several factors are reshaping executive total reward, and there is a greater focus on the mechanisms of how executives are paid:

- Salary expectations are evolving rapidly, reflecting increasingly complex operations and a competitive hiring landscape for top talent.
- There is a growing emphasis on performance-based compensation, with a significant portion of total remuneration tied to short- and long-term performance metrics.
- The use of equity-based incentives aligns executives' interests with those of shareholders.
- There has been increased scrutiny of remuneration practices, calls for greater transparency in how pay is determined and distributed, and evaluation of organisational culture and fair business practices.
- Executive bonuses and incentives are increasingly linked to specific ESG targets, such as reducing carbon emissions, improving diversity and inclusion, and enhancing community engagement.

Poorly designed compensation packages can derail the most efficient search and selection process, and insufficient knowledge of market rates can lead to reactive decision-making that ratchets up remuneration, with companies paying more than is necessary.

Leadership roles increasingly require adaptability, creativity, and the ability to drive change rather than just operational expertise.

Please get in touch for a measured conversation on flexible and innovative leadership recruitment.



AMANDA MCCULLOCH
Chief Executive

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EMPLOYEE VALUE PROPOSITION

Recruiting skilled staff is **challenging for local employers**, and the pressure to hire the best people will persist. In recruitment, the story goes that employers choose applicants, but in a tight market with low unemployment, the opposite is true, and applicants choose the employer.

Job seekers are switched on to doing their research before and during the application process, and interviews are no longer just a Q&A session but a chance for employers to sell themselves and showcase a positive work culture, employee wellbeing, professional development, and job satisfaction.

How do you show people why they want to work for your business?

Start by defining your employee value proposition (EVP). That might sound daunting, but simply, it's an overview of the benefits and experiences employees can expect from working in your business in return for their skills, knowledge, and commitment.

Designing A Meaningful EVP

An effective EVP must be meaningful for your employees and external applicants, composed of elements that have value for them, and answer this question:

"What's in it for me?"

Benefits of a well-designed and effectively communicated EVP:

- Increase employee engagement.
- Decrease staff turnover.
- Attract a more diverse pool of applicants.
- Reduce premium costs to hire or retain, such as market-beating pay rates or counteroffers.
- Control your message. This is particularly powerful when the general sentiment in the job market is downbeat, or you want to showcase initiatives that appeal to target audiences overlooked by many employers, such as workplace returners, part-time workers, or neurodivergent people.
- Punch above your size. A compelling EVP can help smaller companies compete with larger, more established firms.

A constructive first step is to assess what's important to your employees by asking for feedback through surveys, HR reviews or line manager conversations. Simultaneously, benchmark your organisation against competitors and research award winning EVPs from authority sources such as **Great Place To Work**.

During the analysis and design phase keep referring to these important criteria:

Appeal - Are the elements of your EVP relevant and valuable to your internal and external stakeholders?

Authenticity - Does your EVP align with your business brand, strategy and values? Does it illustrate how your organisation stands out from competitors?

Adaptability - As wants and needs evolve, will your EVP be adaptable and remain relevant over time?

EVP building blocks



Sharing Your EVP

There's no point in having a fantastic EVP if no-one knows about it! From a recruitment perspective, we recommend these steps:

- Bring your EVP to life with consistent, compelling messaging and great visuals.
- Involve your company marketers so communications across the business website and marketing channels are consistent and coherent.
- Create an EVP information pack that your HR team can use to train in-house recruiters and line managers.
- Incorporate EVP into every step of your recruitment process, from the words used in job descriptions to how you conduct your onboarding process for new starts.
- Turn your recruiters into EVP brand advocates who can run recruitment marketing campaigns and gather employee testimonials.
- Brief your recruitment agency.
- Introduce an employee referral programme.
- Seek out employee success stories to celebrate and share.
- Gather feedback, measure progress, and make continual improvements.



Employer spotlight

CRC Evans is a global leader in advanced welding, welding technology, and coating solutions, providing best-in-class solutions to our customers across the energy and infrastructure sectors.

We have a 90-year legacy, and our team is a growing community of passionate, talented individuals, all driven by one shared ambition: to build a robust, successful business that stands the test of time.

This phase of our development is particularly exciting. In the past two years we have diversified and grown rapidly both organically and through significant business acquisitions.

Core values and culture - what we do and how it matters!

Change can be unsettling; however, with a clear roadmap we have had the opportunity to welcome new colleagues to a journey with a clearly defined destination and a company culture based on our core values. These are our touchstones as to how we work, succeed, and grow with a strong emphasis on being "One Team".

Post acquisitions we have launched several initiatives to promote our core values and integrate our people

and processes. These have included Employee Performance & Feedback Conversations, Values in Practice (VIP) awards, our peer-to-peer recognition program, employee suggestions scheme and Environmental Social Governance (ESG) initiatives.

Additionally, we took the opportunity to seek feedback from the global business and have just conducted our first employee survey. We are now working through the results and have been very pleased with the engagement levels and inputs received. These will form the basis of our 2025 action plans.

Talent development

We recognise the critical importance of expanding our talent base for the long term and actively seek opportunities to promote and develop our people from within. We have also established programs that cover key business requirements from apprenticeship through to supervisory and leadership development.

Remuneration

Remuneration poses a challenge for many companies, including us, and especially as we integrate newly acquired pay structures. A crucial aspect in any discussion on this topic is ensuring that benchmarking data is accurate and relevant to our business. While base salary is important, we also recognise the significance of benefits. This is a key dynamic that we are currently addressing.

Resourcing

When recruiting external talent, it is essential to find candidates who align with our culture. We are fortunate to receive a high number of internal referrals and have also developed partnerships with trusted partners who support us in finding the right calibre of candidates to join our team.

*When recruiting external talent,
it is essential to find candidates
who align with our culture.*

Once onboard, the first hundred days in a new role are incredibly important, and we have dedicated significant efforts into our onboarding process to ensure our new team members feel at home and settle in quickly.

Starting a new job involves absorbing a lot of information, but it also provides new employees with a unique and valuable perspective on what we do and bring their own inputs. We actively encourage all our new starts to ask questions about our working practices and to suggest improvement before they become accustomed to our routines. This way we can avoid falling into repetitive habits.

The pace of change in the energy industry is rapid, and our talented, passionate team, is up for the challenge and building the CRC Evans legacy for the next 90 years.



SHONA TAYLOR

HR Director, EMEAA

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BENEFITS

Our HR recruiters report a resurgence in demand for compensation and benefits specialists during 2024, perhaps not surprising given the significance of remuneration and reward in recruitment and retention.

The increasing demand for salary benchmarking reflects employers' commitment to consistently monitor market trends. However, there have not been any radical changes to benefits packages, only tweaks around the edges, such as increasing holiday allowance or decreasing working hours to align with market conditions.

That could be about to change following Deloitte's decision to equalise paid parenting leave from 1 January 2025. Research by YouGov highlights the importance of family leave, with 87% of employees identifying it as a major factor in selecting an employer and 85% citing it as critical to retention. Deloitte's policy sets a benchmark, potentially sparking a broader movement toward more equitable and generous family leave policies.

The constituent value of total reward packages has become very important. We have experience of applicants sharing the value of their total package and using this as the starting point for job offer negotiations. This is why we encourage clients to share their EVP with us and provide clarity on the benefits to facilitate a more efficient recruitment process.

While basic salary is significant, annual bonus is considered a top financial benefit and one legacy of the pandemic is that wellbeing initiatives are more meaningful to people, particularly hybrid working.

The meaningful value of a benefits package is contingent on how useful the individual elements are to an individual at a particular stage in life. It is estimated that 80% of people feel they **do not get the most out of their current workplace benefits**, and 35% are unsatisfied with their overall benefits plan. This is a massive waste of resources and an opportunity for employers to shift from a traditional model to a flexible arrangement where people can choose the most meaningful benefits.

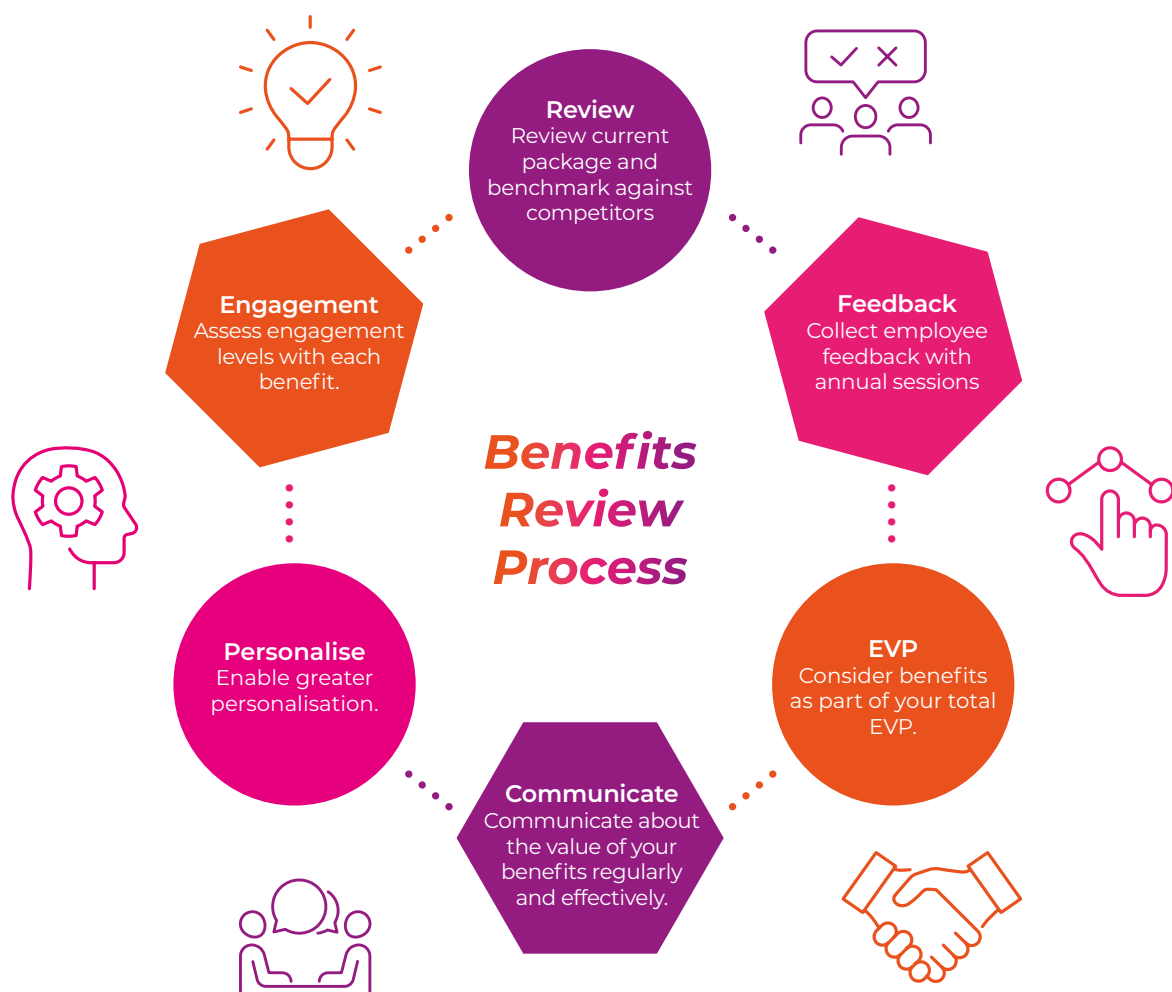
For instance, NHS waiting times for consultants and dental treatment have increased the interest in private healthcare and dental care. Supportive parental leave policies are significant for women and normalise career breaks. Investment in continual learning nurtures loyalty and engagement while increasing proficiency in your team. Not heard of a few years ago, job seekers are interested to know about electric charging points at work and electric car salary sacrifice schemes and at the **Women in New Energy** conference, the value of mentorship programmes was a hot topic of conversation.

Understanding which benefits applicants and employees value most enables organisations to design competitive packages that can be **the tipping point** on a job offer acceptance or an employee staying in your business.

We suggest employers struggling with attraction or retention look to their EVP and benefits packages. While performing your review, consider that:

- A flexible package does not necessarily mean offering a spectrum of choices that are an expensive administrative burden.

Start in a manageable way, offering flexibility over a few high-value benefits such as hybrid working, healthcare, holiday allowance, or pension contribution.
- Financial benefits can help raise the value of total reward packages for employers restricted by salary/grade bandings.
- Benefits are not just about reward; as the name suggests, they are intended to support employees' performance at work and raise productivity.
- Employees who feel welcome, valued and part of something meaningful are great advocates for your business.
- Greater flexibility enables employers to lead ED&I initiatives more effectively.
- Communicate about the value of your benefits regularly and effectively.



We recommend that you seek advice from employee benefits experts. The following suggestions are not exhaustive but may give you ideas for enhancing your benefits offering:

Financial

- Bonus
- Car allowance
- Commission
- Employer pension contributions above the statutory minimum
- Discounted share options
- Equity
- Tuition support
- Public transport / commute support
- Staff benefits hub – special offers, reductions, cashback schemes
- Company mobile phone / subscription
- Fuel allowance / workplace electric vehicle charging points
- Company car
- Home office equipment allowance
- Cycle to work scheme
- Electric vehicle salary sacrifice

Paid leave and flexible working

- Hybrid working
- Sick leave
- Bereavement
- Flexible work times
- Volunteer leave
- Birthday leave
- Annual leave
- Sabbatical
- Flexibility with annual leave (purchase additional leave, sell unused leave, carry leave over, accrue time off in lieu, extra days for length of service)

Insurance

- Private health
- Death in service
- Life
- Dental
- Income protection
- Critical illness
- Travel
- Pet

Family

- Enhanced maternity, paternity, adoption, shared parental leave
- Equalisation of paid parenting leave
- Childcare vouchers
- Workplace nurseries
- School fee contributions

Workplace

- Meal vouchers
- Long service awards
- Relocation support
- Employee referral programmes
- Social activities, team building, community engagement
- Personal development funding
- Technology and ergonomic work environment
- ED&I initiatives

Wellbeing & Lifestyle

- Fundraising / volunteering days
- Gym membership
- Employee wellbeing / mental health resources



Aberdeen Gift Card Scheme

What is the Aberdeen Gift Card scheme?

The **Aberdeen Gift Card** is the perfect gift for the people and the city you love! With nearly 350 outlets signed up, from national retailers like Marks & Spencer to independents like Books and Beans plus a host of other shops, restaurants and attractions, the Aberdeen Gift Card supports city businesses and local jobs.

How much are the gift cards?

Cards can come in any amount ranging from £10 to £500. The process is quick and simple.

How can I spend the card?

However you like, whether shopping for clothes, a night at the theatre, enjoying a beauty treatment, having a great meal out, paying towards a holiday – or even for your weekly food shop. There are countless ways to spend the Aberdeen Gift Card – it is almost easier to list the places that don't accept the card than those which do.

How are employers using the card?

Many major employers, from Robert Gordon University to the Port of Aberdeen, use the Aberdeen Gift Card to reward, retain and incentivise staff, be it for long service or outstanding performance.

Is the card a taxable benefit for employees?

It can be given tax free up to a value of £50.

What are the benefits for employers participating in the gift card scheme?

It takes the guess work out of what employees would like as a reward. The gift card offers almost absolute freedom of choice for recipients to choose how they spend it.

Where can I buy the card?

Corporate orders can be fulfilled easily online at aberdeengiftcard.com where you can choose to gift a physical or digital e-card. Physical gift cards can be bought from the Bon Accord Centre information desk and a self-service kiosk in Union Square. You can also pick up at a 'Load this card' envelope from the Trinity Centre, Suite 2 which contains a physical gift card, wallet and instructions. Load the card at home online with an amount ranging from £10-£150.



ADRIAN WATSON
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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.

TMM Recruitment has made every effort to ensure that the information provided is correct, however, we cannot guarantee its entirety and accuracy nor accept liability for any errors or omissions.

Photo credit to [James Heasman](#) for Aberdeen city images on the front cover and pages 3, 7, 10, 26 & 32.

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