



# Listen

Recruitment  
Highlighting potential

## Salary Survey London & M25

Salary Level	Commercial Industrial	Education Social Care	Construction Engineering IT	Sales & Mkting Accountancy Legal / HR
<b>Trainee</b> (up to 12 months exp)	£16 - 21k Basic + £20 - 30k OTE	£17 - 22k Basic + £20 - 32k OTE	£17 - 21k Basic + £21 - 35k OTE	£17 - 24k Basic + £20 - 35k OTE
<b>Consultant</b> (up to 2 years exp)	£20 - 26k Basic + £30 - 42k OTE	£21 - 28k Basic + £30 - 45k OTE	£20 - 28k Basic + £28 - 55k OTE	£22 - 35k Basic + £30 - 75k OTE
<b>Senior Consultant</b> (2 years + exp)	£24 - 30k Basic + £34 - 60k OTE	£25 - 30k Basic + £35 - 60k OTE	£26 - 32k Basic + £35 - 95k OTE	£25 - 38k Basic + £40 - 100k OTE
<b>Office Manager</b> (3 years + exp)	£30 - 45k Basic + £40 - 70k OTE	£33 - 48k Basic + £45 - 79k OTE	£30 - 50k Basic + £46 - 93k OTE	£35 - 60k Basic + £55 - 100k OTE
<b>Area Manager</b> (2 or more offices) (5 years + exp)	£40 - 80k Basic + £55 - 100k OTE	£45 - 85k Basic + £65 - 110k OTE	£50 - 90k Basic + £75 - 120k OTE	£60 - 95k Basic + £70 - 120k + OTE

## The South

Salary Level	Commercial Industrial	Education Social Care	Construction Engineering IT	Sales & Mkting Accountancy Legal / HR
<b>Trainee</b> (up to 12 months exp)	£15 - 20k Basic + £20 - 28k OTE	£16 - 22k Basic + £22 - 30k OTE	£16 - 24k Basic + £21 - 32k OTE	£16 - 25k Basic + £24 - 32k OTE
<b>Consultant</b> (up to 2 years exp)	£18 - 24k Basic + £22 - 38k OTE	£20 - 25k Basic + £24 - 40k OTE	£21 - 27k Basic + £27 - 55k OTE	£22 - 32k Basic + £32 - 75k OTE
<b>Senior Consultant</b> (2 years + exp)	£23 - 28k Basic + £30 - 50k OTE	£24 - 30k Basic + £35 - 55k OTE	£25 - £32k Basic + £35 - 85k OTE	£25 - 38k Basic + £38 - 90k OTE
<b>Office Manager</b> (3 years + exp)	£26 - 40k Basic + £38 - 64k OTE	£28 - 42k Basic + £40 - 65k OTE	£32 - 48k Basic + £40 - 84k OTE	£35 - 55k Basic + £47 - 90k OTE
<b>Area Manager</b> (2 or more offices) (5 years + exp)	£35 - 70k Basic + £55 - 80k OTE	£38 - 75k Basic + £58 - 85k OTE	£45 - 80k Basic + £68 - 110k OTE	£60 - 95k Basic + £70 - 120k + OTE



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## Salary Survey The Midlands

Salary Level	Commercial Industrial	Education Social Care	Construction Engineering IT	Sales & Mktng Accountancy Legal / HR
<b>Trainee</b> (up to 12 months exp)	£14 _ 19k Basic + £16 _ 27k OTE	£15 _ 20k Basic + £18 - 28k OTE	£16 - 21k Basic + £21 - 32k OTE	£17 - 20k Basic + £20 - 35k OTE
<b>Consultant</b> (up to 2 years exp)	£16 - 22k Basic + £26 - 38k OTE	£17 - 24k Basic + £25 - 40k OTE	£18 - 25k Basic + £27 - 45k OTE	£20 - 28k Basic + £30 - 65k OTE
<b>Senior Consultant</b> (2 years + exp)	£23 - 26k Basic + £30 - 50k OTE	£24 - 28k Basic + £32 - 53k OTE	£25 - £32k Basic + £35 - 75k OTE	£25 - 35k Basic + £38 - 85k OTE
<b>Office Manager</b> (3 years + exp)	£25 - 40k Basic + £35 - 60k OTE	£28 - 45k Basic + £37 - 69k OTE	£30 - 48k Basic + £40 - 84k OTE	£30 - 55k Basic + £50 - 90k OTE
<b>Area Manager</b> (2 or more offices) (5 years + exp)	£35 - 70k Basic + £50 - 95k OTE	£38 - 75k Basic + £55 - 100k OTE	£45 - 80k Basic + £68 - 110k OTE	£50 - 90k Basic + £70 - 120k + OTE

## The North

Salary Level	Commercial Industrial	Education Social Care	Construction Engineering IT	Sales & Mktng Accountancy Legal / HR
<b>Trainee</b> (up to 12 months exp)	£15 _ 18k Basic + £16 _ 27k OTE	£15 _ 19k Basic + £18 _ 28k OTE	£16 - 21k Basic + £21 - 32k OTE	£17 - 22k Basic + £20 - 35k OTE
<b>Consultant</b> (up to 2 years exp)	£17 - 22k Basic + £26 - 38k OTE	£17 - 24k Basic + £25 - 40k OTE	£18 - 25k Basic + £27 - 50k OTE	£20 - 28k Basic + £30 - 65k OTE
<b>Senior Consultant</b> (2 years + exp)	£23 - 28k Basic + £30 - 50k OTE	£23 - 29k Basic + £32 - 40k OTE	£25 - £32k Basic + £35 - 75k OTE	£25 - 35k Basic + £38 - 85k OTE
<b>Office Manager</b> (3 years + exp)	£26 - 40k Basic + £35 - 60k OTE	£28 - 45k Basic + £37 - 69k OTE	£30 - 48k Basic + £40 - 84k OTE	£30 - 55k Basic + £50 - 90k OTE
<b>Area Manager</b> (2 or more offices) (5 years + exp)	£37 - 70k Basic + £50 - 95k OTE	£38 - 75k Basic + £55 - 100k OTE	£45 - 80k Basic + £68 - 110k OTE	£50 - 90k Basic + £70 - 120k + OTE



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## Threshold Levels of Billing to Earn Bonus

Up to £1000	2%	£5-6,000	9%
£1-2,000	5%	£6-7,000	5%
£2-3,000	6%	£7-8,000	3%
£3-4,000	8%	£8-9,000	3%
£4-5,000	10%	Over £10,000	20%

## Salary Survey Benefits

Salary Level	Car Allowance
<b>Trainee</b> (up to 12 months exp)	Nil
<b>Consultant</b> (up to 2 years exp)	£3,000 - £5,000
<b>Senior Consultant</b> (2 years + exp)	£4,000 - £6,500
<b>Office Manager</b> (3 years + exp)	£4,500 - £8,000
<b>Area Manager</b> (2 or more offices), (5 years + exp)	£7,000 +

## Employment Benefits

More than 20 days holiday per year	Fully expensed mobile phone	Travel insurance
Private healthcare	Dental plan	Health club membership
Contributory pension	Laptop	Social functions
Equity in business	Life assurance	Personal incentives (meals/weekends away)
Flexi-time	Mortgage subsidy	Dress down days
Car or car allowance	Childcare subsidy	Team bonus
Season ticket	Share option scheme	Paternity/maternity leave extended