

## MANUFACTURING

MANAGERIAL	NI £
Managing Director	80,000-100,000
Technical Director	60,000 - 80,000
General Manager	60,000 - 80,000
Operations Manager	40,000 - 70,000
Production Manager	35,000 - 50,000
Maintenance Manager	40,000 - 50,000
Head of Engineering	50,000 - 70,000
NPD Manager	30,000 - 45,000
Technical Manager	30,000 - 50,000
NPI Manager	30,000 - 45,000
Quality Manager	35,000 - 60,000
Environmental, Health & Safety Manager	35,000 - 45,000
Project Manager	35,000 - 50,000
Design Manager	40,000 - 60,000
Service Manager	35,000 - 45,000
Facilities Manager	35,000 - 50,000

ENGINEERING & TECHNICAL	NI £
Project Engineer	32,000 - 45,000
Process Improvement Engineer	32,000 - 45,000
Process Engineer	26,000 - 40,000
NPI Engineer	25,000 - 35,000
Mechanical Design Engineer	26,000 - 45,000
Electronic / Electrical Design Engineer	26,000 - 45,000
Quality Engineer	27,000 - 36,000
Health & Safety Engineer	25,000 - 35,000
Maintenance Engineer (Shift dependent)	26,000 - 45,000
Commissioning / Validation Engineer	28,000 - 40,000
Automation / Controls Engineer	30,000 - 50,000
Service Engineer	25,000 - 35,000
Facilities Technician	27,000 - 35,000
NPD Technologist	22,000 - 32,000
QA / QC Technician	18,000 - 26,000
Laboratory Technician	18,000 - 25,000
Maintenance Technician (Shift dependent)	28,000 - 45,000
Test Technician	20,000 - 30,000

## CONSULTANCY & CONTRACT

CONSULTANCY	NI £	CONTRACTOR (CIVILS, CONSTRUCTION, M&E)	NI £
Director / Partner	60,000 - 100,000	Contracts Manager	45,000 - 80,000
Design Manager	45,000 - 60,000	Project Manager	40,000 - 70,000
Project Manager	32,000 - 55,000	Project Engineer	30,000 - 45,000
Civil Engineer	24,000 - 45,000	Site Manager	45,000 - 75,000
Structural Engineer	22,000 - 50,000	Site Agent	30,000 - 50,000
Building Services Engineer	25,000 - 45,000	Site Engineer	25,000 - 40,000
Building Surveyor	20,000 - 45,000	Site Foreman	30,000 - 40,000
Quantity Surveyor (NEC & JCT)	24,000 - 55,000	Clerk of Works	35,000 - 60,000
Water/Wastewater Engineer	26,000 - 45,000	Senior Quantity Surveyor	50,000 - 75,000
Geotechnical Engineer	24,000 - 40,000	Quantity Surveyor	30,000 - 55,000
Environmental Engineer	22,000 - 45,000	Estimator	25,000 - 45,000
Sustainability Consultant (BREEAM)	25,000 - 45,000	Health & Safety Manager	35,000 - 60,000
Architect (Part III)	32,500 - 50,000	Health & Safety Officer	24,000 - 40,000
Architect Technologist	20,000 - 35,000	Environmental Engineer	25,000 - 35,000
Architectural Technician	18,000 - 25,000	M&E Coordinator / Manager	30,000 - 60,000
Town Planner	24,000 - 45,000	Design Manager	50,000 - 80,000
BIM Coordinator / Manager	25,000 - 45,000	CAD / Revit Technician	20,000 - 40,000
CAD / Revit Technician	18,000 - 35,000		



## Engineering

Increased levels of automation are fast becoming a major part of the manufacturing industry in Northern Ireland as companies progress and improve their processes. As a result, automation engineers are seeing salary increases of between 3% and 10% in some cases. Electrical design engineers are also seeing increases of between 3 and 8%. Senior operations management are also seeing increases of between 3 and 7% on their basic salaries as well as major increases in flexible working, guaranteed bonuses and pension contributions.

Brexit has had a huge impact on the manufacturing sector in particular across Northern Ireland. While essentially they are planning for the unknown, most companies believe that by now they have put the right structures in place. However the uncertainty has had an impact on recruitment activity with 2019 seeing less jobs on the market as employers try and streamline their processes and reduce costs. We do expect to see a slow growth heading into the latter part of 2020.

Employers are now starting to recognise the importance of investing in their staff and retaining key individuals. They are now putting their staff through programming, management and project management courses as well as providing upskilling courses and access to graduate management programmes. Employees are far more likely to stay with their organisations if they feel valued, are continually upskilled and treated well.

A good base salary is now only part of what employees look for when moving roles and/or companies. Flexible working hours, 4 day weeks, access to private health insurance, improved pension plans, greater annual leave entitlements are all making an appearance on employees' wishlists.

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