

# Human Resources

<b>GENERALIST HR</b>	<b>NI £</b>
HR Director	75,000 - 85,000
Head of HR	55,000 - 75,000
Senior HR Manager	45,000 - 55,000
HR Manager / Business Partner	32,000 - 50,000
HR Consultant	30,000 - 45,000
HR Generalist	25,000 - 40,000
HR Officer / HR Advisor	22,000 - 32,000
HR Assistant/Administrator	18,000 - 26,000
HR Graduate	18,000 - 22,000

<b>LEARNING &amp; DEVELOPMENT (L&amp;D)</b>	<b>NI £</b>
Learning & Development Manager	40,000 - 50,000
Learning & Development Specialist	28,000 - 40,000
Trainer	26,000 - 35,000
Training Officer / Coordinator	24,000 - 30,000
Training Administrator	18,000 - 22,000

<b>COMPENSATION &amp; BENEFITS (C&amp;B) / REWARD</b>	<b>NI £</b>
Compensation & Benefits Manager	60,000 - 65,000
Compensation & Benefits Specialist	45,000 - 55,000
Recruitment Manager	34,000 - 50,000
Talent Acquisition Specialist	28,000 - 40,000
Recruitment Specialist	25,000 - 40,000

<b>KEY SPECIALIST AREAS</b>	<b>NI £</b>
Organisational Development Manager	40,000 - 50,000
Employee Relations (ER) Manager	35,000 - 45,000
Global Mobility Manager	40,000 - 45,000
Global Mobility Specialist	30,000 - 38,000

## Human Resources

Salaries have remained relatively stable across HR in Northern Ireland for 2020. Increases have mainly been in the areas of Learning & Development and Employee Relations and have been between 2% and 5%. Other areas have seen minimal increases of between 1-3%.

Brexit as in most areas has had a major impact on HR with companies having either been forced to take on more staff, redeploy resources, provide upskilling or carry out redundancies depending on the sector. Once the dust has settled by Q2 of 2020, we predict that there will be a rise in demand for skilled HR professionals due to changes in policies & procedures and recruitment processes. Counter offers too are making a reappearance as key HR staff will be in demand and employers are increasingly anxious to retain staff who have an innate understanding of the organisation.

Employers are investing a great deal of time, effort and money into their employees' training and qualifications in an effort to retain key members of staff. For HR professionals, CIPD training would be of utmost importance. Employers are offering fully paid professional fees, training courses and/or time off to attend courses. This has the dual benefit of making the employee feel valued as well as setting out progression opportunities. From the employer's perspective, they gain loyalty and longevity from the person in which they have invested.

The softer benefits are becoming increasingly important to jobseekers now. Free parking, pensions, flexible working and remote working options can all be the make or break decision in accepting/declining a job. HR professionals more than anyone understand the importance of company culture and will also factor in the ease of the interview process when deciding on a move.

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