

AFTER A SLOW START TO 2016, EMPLOYERS IN FRANCE SHOWED SIGNS OF GROWING CONFIDENCE IN THE SECOND HALF OF THE YEAR WITH AN INCREASE IN DIGITAL AND HIGH TECH PROJECTS CONTRIBUTING TO RISING HIRING LEVELS.

2016 INSIGHT

As the French economy improved throughout 2016, employers responded by increasing recruitment levels to acquire staff for new projects. IT system overhauls, digitalisation and change projects were all major sources of demand for professionals across all levels of seniority.

As confidence grew among employers, senior professionals were particularly sought after to develop and implement long-term growth plans.

2017 EXPECTATIONS

In 2016 we saw hiring managers prioritise the recruitment of junior candidates with strong interpersonal skills, high potential and the ability to adapt. As employers prepare for new roles appearing in the next 5-10 years, we expect to see this trend continue in 2017.

With growing demand for talent, hiring managers will be increasingly open to recruiting candidates with diverse experience and from a broader range of professional backgrounds. Professionals with international experience will be particularly highly sought after.

Given the shortage of candidates who meet this criteria, there will be strong competition amongst hiring managers to secure top talent. While salaries will remain stable for all but the

most niche skill sets, training opportunities, career development, international exposure, and an agile working environment will have a significant impact on jobseekers' choices.

Healthcare, luxury consumer products and engineering will represent major growth sectors, with professionals in high demand for both permanent and interim roles.



In 2017 we expect competition for top talent to increase, with employers willing to offer more development opportunities and shortening the recruitment process in order to secure their ideal candidates.



+ 34% (EJI)

Year-on-year increase in the number of jobs advertised in France

2016 INCREASE IN JOBS ADVERTISED (EJI)

LILLE

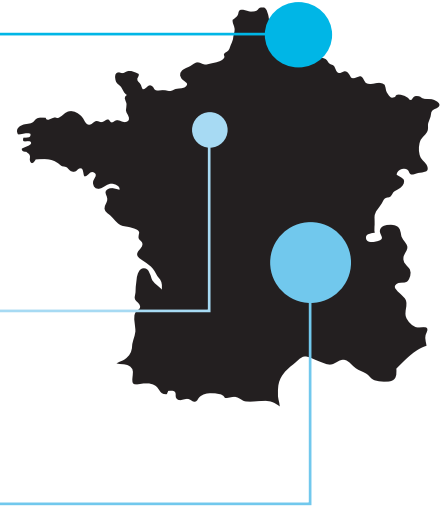
38%

PARIS

29%

LYON

69%

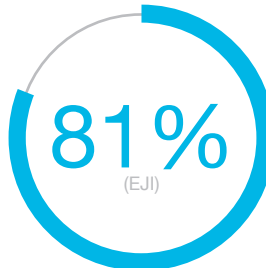


KEY FINDINGS

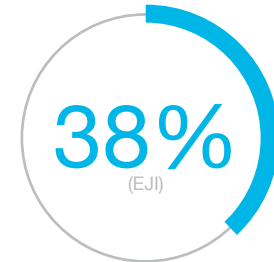
Employers will focus on planning for the next 5-10 years with a view to hiring candidates with strong soft skills, high potential and the ability to adapt.

Healthcare, luxury consumer products and engineering will be major growth sectors, with professionals in high demand for both permanent and interim roles.

French professionals who take internal progression opportunities into consideration before accepting a job offer



Increase in advertised sales jobs in France



EJI: Robert Walters European Job Index, Q3 2015 v Q3 2016.

OVERVIEW

ACCOUNTING & FINANCE

PERMANENT

In 2016, employers consistently looked for experts in consolidation and CISA (Certified Information Systems Auditor) with candidates possessing international experience in particularly high demand – this trend will continue in 2017. Candidates were especially sought after if they were willing to move geographically to work in newly developed shared service centres outside of traditional business hubs.

Retailers and FMCG firms are expected to enjoy strong growth in 2017, creating opportunities for finance professionals to fill both 'core' finance roles and other strategic positions. Succession planning will be a high priority for finance directors to ensure business growth remains sustainable as senior finance professionals reach retirement age. As a result, candidates who can demonstrate leadership skills, ambition and adaptability will be highly sought after.

INTERIM

In 2017 hiring managers will continue seeking interim staff to oversee large-scale change projects and process reviews. In particular, interim professionals with experience in consolidation, treasury, IFRS accountancy and industrial business controls will see high demand for their skills.

CONTRACT

In 2016 demand was high for operational professionals with vocational qualifications and a strong command of English and ERP systems. In 2017 we expect hiring managers to become more open to hiring candidates with diverse educational backgrounds in order to overcome a shortage of junior finance professionals. Temporary contracts are increasingly being used by companies as a way to assess candidates before offering permanent positions.

BANKING & FINANCIAL SERVICES

PERMANENT

In 2016 banks and financial services firms were focused on hiring professionals for front office roles. In 2017, candidates with a background in sales will be the most sought after by retail banks as employers look to replace professionals who are retiring.

Banks are also eager to recruit specialists in French and EU risk management and compliance regulations, along with private banking and M&A professionals. In addition, larger firms will drive demand for IT specialists with a thorough knowledge of the banking sector in order to oversee digitalisation projects.

INTERIM

While salaries are expected to remain stable for contract professionals, hiring managers have become more selective and will favour

candidates with a strong technical background and excellent references. Fintech will provide the bulk of opportunities for interim managers as the industry has to deal with regulatory changes. Therefore, risk and compliance officers will be particularly sought after.

CONTRACT

While salaries are expected to remain stable for contract professionals, hiring managers have become more selective and will favour candidates with vocational training (from BTS to DSCG) and excellent references. Fintech and online banking services will provide the bulk of opportunities for contract jobseekers.

Compliance experts will be sought after to help banks to limit their risks in 2017. Multilingual professionals will also be in demand by foreign banks as they look to open French subsidiaries, while real estate investment trusts will create opportunities for local contractors.

BUSINESS SUPPORT

We expect salaries for business support professionals to remain stable in 2017, with employers seeking candidates with industry-specific skills and a strong command of English. Bilingual executive assistant roles will account for the bulk of demand but we also expect to see rising levels of recruitment for office managers and flexible team assistants.

KEY TRENDS

- ▶ We expect top talent in all markets and disciplines to command salary rises of 10-20% in 2017.
- ▶ We witnessed a growing enthusiasm among candidates to work in the regions.
- ▶ Professionals are increasingly demanding a stimulating and open working environment, where communication and collaborative skills are highly valued.
- ▶ The most popular hires of 2017 will be those that enable digital transformation. Roles in demand will include: chief digital officer, data scientist, traffic manager, e-CRM manager, m-commerce manager and online customer service professionals.

CONSULTING

Consulting firms saw strong growth in 2016 due to increased demand for their services from financial services and industrial firms. This in turn spurred high levels of recruitment, with consultancies increasing the size of their workforce by up to 25%, with much of this hiring at the junior end. In 2017 we anticipate a chronic shortage of mid-level professionals and employers will need to consider candidates from a more diverse range of talent pools, such as those with an industry background, to fill business critical roles.

ENGINEERING & SUPPLY CHAIN

PERMANENT

Demand for technical experts remained high thanks to growth within the industrial sector in 2016. In 2017, employers will seek engineers who can demonstrate business acumen in addition to strong technical knowledge. Candidates with the ability to act as strategic business partners will be set apart from the

competition and highly sought after. The automotive industry is expected to see strong growth in particular, and will be the source of much of the demand for engineering and supply chain professionals.

Hiring managers will focus on recruiting heads of programmes and project managers with a client-centred approach and the ability to add value to international projects. We also expect employers will continue adding headcount to supply chain teams, creating opportunities for professionals with experience managing complex projects. In addition, specialist engineers will also be in demand from firms adopting new purchasing, delivery and transportation technologies.

INTERIM

In 2016 we saw high levels of growth in the utilities, automotive and aeronautics industries, spurring demand for mid-level interim professionals to oversee restructuring programmes. In particular, vacancies for plant directors and heads of procurement were common.

In 2017, demand will remain high for experienced interim experts to provide support to the aeronautics and automotive sectors. Engineering firms are also likely to make use of interim professionals as a short-term solution to support growth as they look to expand. Candidates with international mobility and previous experience working overseas will also be highly sought after, with many employers looking for candidates who are ready to work in Eastern Europe, Northern Africa and Asia.

CONTRACT

In 2016 many firms recruited sales administration assistants on a contract basis to cope with the influx of new business and to process client orders. However, despite the rising need for contractors, salaries will remain stable in 2017.

Employers will favour technical experts with sector specific knowledge in 2017. In addition to procurement assistants and database officers, we expect SAP specialists with a strong command of English to remain the most sought-after contractors.

HEALTHCARE

In 2017 we expect healthcare employers to recruit heavily across a number of disciplines, with the focus on developing innovative solutions to meet rising consumer demand. In addition, the growth of the biotechnology industry and the rise in the number of firms listed on the stock market are also expected to drive recruitment across the industry. Growing international demand for French-made medical devices and equipment will also spur increased hiring, with Lyon in particular a major hub for orthopaedic prosthetic production and research.

R&D and business development professionals will be highly sought after by biotechnology companies while experts in regulatory affairs, quality control and technical sales will be in demand from medical device manufacturers. Senior and mid-level professionals will be most sought after, with a particular emphasis on those with international experience in the USA or Japan.



OVERVIEW

HUMAN RESOURCES

PERMANENT

In 2016, HR professionals were under pressure to develop long-term talent management and succession strategies to ensure future sustainability of the company. As a result, demand was high for professionals who could demonstrate strong communication skills and the ability to provide strategic insights to the business. We anticipate this trend will continue in 2017, with mid-level professionals with experience in employer branding in particularly high demand.

Hiring managers will need to provide potential candidates with long-term career prospects and collaborate closely with other departments to develop recruitment strategies for filling business critical roles. Attracting top talent will also be heavily dependent on employers demonstrating that they have policies in place to promote work-life balance.

INTERIM

In 2016, extensive change projects within companies across a range of industries drove demand for interim HR managers. As the economy recovered, mergers and acquisitions, offshoring and internal restructuring programmes were common, requiring short-term HR professionals to oversee these changes.

Many companies also moved towards outsourcing or centralising their HR support functions in 2016, creating further opportunities for interim HR professionals to manage the transition process.

With economic growth expected to continue in 2017, these trends are likely to persist, leaving interim HR managers highly sought after. We also anticipate distribution and e-commerce companies to be active in recruiting specialists who can support their growth by developing their HR management processes.

CONTRACT

Following the implementation of new Déclaration Sociale Nominative (DNS) regulations, HR

contractors in payroll and administrative roles were highly sought after.

In 2017, employers will continue seeking HR contractors to fill payroll officer, training officer and recruitment officer positions, using contractors as a 'safe' way to fill business critical roles before hiring permanent staff. In a candidate short market, professionals will be increasingly selective when choosing an employer and hiring managers will need to ensure that recruitment processes are quick and efficient to secure the best talent.

INFORMATION TECHNOLOGY

PERMANENT

As firms across a range of industries move to embrace digitalisation, demand for IT professionals was high across all levels of seniority in 2016. In 2017, data project managers will be particularly highly sought after. In addition, IT experts who can demonstrate strong operational and technical skills will see an increase in job opportunities, especially if they can show business acumen.

In a candidate short market, hiring managers will need to demonstrate career development opportunities when interviewing a promising candidate and then move quickly to make an offer. Hiring managers should also be prepared to consider candidates from more diverse backgrounds in terms of previous career history and education to ensure roles are not left vacant.

INTERIM

In 2016 interim CIOs were sought by employers to oversee relocation projects such as the opening or closing of subsidiaries. They were also in demand to deploy strategic, company-wide change projects with a strong focus on re-investment, cost effectiveness and agility.

In 2017, we expect to see an increased number of large-scale projects such as setting up skill centres, insourcing initiatives and process re-engineering. Managers who can demonstrate strong business acumen and high levels of technical proficiency will be in particular demand to oversee these projects.

CONTRACT

Demand for IT contractors was high in 2016 leading to a 3% rise in salaries, allowing professionals to secure pay rises when changing employers. In 2017, IT contractors will be highly sought after for transformation and innovation projects, particularly in the software industry, where junior to mid-level professionals will see highest demand for their skills.

INSURANCE

PERMANENT

Actuaries were in high demand in 2016, particularly professionals who were able to combine strong technical expertise with the ability to collaborate across divisions within the company. This trend is expected to continue in 2017, with actuaries demonstrating this skill set being able to negotiate salary increases when changing roles.

The implementation of the Accord National Interprofessionnel (ANI) regulations will continue to motivate employers to recruit key account managers, underwriters and qualified managers. We expect companies to favour internal promotion when filling management roles in order to retain the best talent.

INTERIM

In 2016 health insurance companies increased hiring levels to help manage the introduction of new SOLVENCY II regulations and we expect this trend to continue in 2017. Actuaries, along with other interim compliance and business control experts will be highly sought after to continue implementing deployment plans and measure their efficiency.

CONTRACT

In 2016 contractors across the insurance sector were in high demand with salary levels rising to reflect market conditions. In 2017 demand will be more focused on personal insurance professionals, specifically in estate planning and unclaimed/dormant assets. Due to a lack of professionals with the required qualifications and experience, both candidates and

companies will become more selective, making hiring more challenging.

Hiring managers looking to secure top talent will need to ensure that they provide a clear detailed description of the project and offer training and career development. In 2017, there will be steady demand for professionals to fill providence and loan insurance vacancies. However, companies will also be hiring more client-facing professionals in order to take advantage of clients switching insurance providers.

REAL ESTATE

PERMANENT

Hiring levels were high for real estate professionals in 2016 and we expect this to continue throughout 2017. With mid-sized companies setting ambitious goals in order to compete with large development firms and commercial real estate development companies opening residential operations, real estate experts will be sought after in 2017, along with professionals to fill technical management jobs from conception to construction.

INTERIM

In 2016, investment funds and property companies re-entered the residential and commercial markets. Consequently, in 2017, we expect high demand for interim financial directors, programme and project directors. Professionals with diverse experience, including former managing directors, will be the most sought after due to their ability to add immediate

value. Employers will also favour technical professionals with demonstrable experience in fund and rental management.

CONTRACT

In 2016 a new wave of professionals joined the workforce from university programmes focused on property management, wealth management and assisted living home management, giving employers access to a large talent pool of junior candidates. In 2017, demand for these candidates will remain high as real estate jobs will continue to diversify, providing opportunities in several disciplines including property, investment, wealth and transaction management. In 2016 the construction industry drove steady demand for mid-level professionals with 5-10 years of experience. Temping has increased which provided opportunities for many newly-qualified professionals.

The Grand Paris project, a huge, €30 billion initiative that encompasses major work in infrastructure and transportation, with a goal of creating over 70,000 housing units per year over the next two decades, will also provide a constant source of opportunities for real estate contractors.

SALES & MARKETING

In 2016, digital experts saw a significant increase in demand for their skills, with firms ranging from blue-chip companies to start-ups looking to invest in e-commerce offerings. This trend will continue in 2017 with retail, luxury, and FMCG companies looking to expand, creating opportunities for sales professionals, business

development managers and key account managers. Marketing candidates who can demonstrate creativity, curiosity and the ability to manage complex digital strategies will be most highly sought after.

TAX & LEGAL

PERMANENT

In 2016, professionals with expertise in regulated sectors such as banking and insurance were in high demand, and managers were flexible in terms of salary in order to secure the most desirable candidates. This trend will continue in 2017 with employers looking to recruit legal professionals who can provide strategic insights to help guide company policy. Moreover, the scope of legal counsels is broadening with the creation of roles such as data privacy officer, trade compliance, corporate governance and contract manager, with more of these vacancies anticipated.

Throughout 2016 private practice firms focused their recruitment on corporate law specialists, with experts in M&A, private equity and capital market being the first to benefit from this trend. However, after years of continued growth, demand for labour law specialists is winding down. In 2017, law firms will seek associates with a large client portfolio in order to reinforce their position. This trend will also impact tax professionals where teams will want to hire seasoned candidates. The creation of new practices, from spin-offs to the opening of subsidiaries abroad, will continue.

INTERIM

In 2016, companies hired more interim experts to manage their tax team, process redesign, M&A and transfer price issues. This trend will remain strong in 2017 and the growing number of tax audits and regulatory constraints will compound an already active need for interim managers.

45%

Increase in **Human Resources** job volumes in France

21%

Increase in **Accounting & Finance** job volumes in France

15%

Increase in **IT** job volumes in France

PARIS

ACCOUNTING & FINANCE

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	3 - 6 YRS' EXP		6 - 12 YRS' EXP		12+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Generalist						
CFO					200 - 350k	200 - 370k
Finance Director - SME					120 - 200k	120 - 200k
Finance Director - BU			80 - 100k	80 - 100k	100 - 130k	100 - 130k
Internal Auditor/Manager/Director	50 - 70k	50 - 70k	75 - 110k	75 - 110k	110 - 150k	110 - 150k
Controlling Manager/Director	50 - 70k	50 - 70k	70 - 100k	70 - 100k	100 - 150k	100 - 150k
Accounting Manager/Director	50 - 75k	50 - 75k	75 - 100k	75 - 100k	90 - 150k	90 - 150k
FP&A Manager/Director	45 - 65k	45 - 65k	60 - 90k	60 - 90k	90 - 110k	90 - 110k
Specialist						
M&A Manager/Director	50 - 80k	50 - 80k	90 - 130k	90 - 130k	130 - 200k	130 - 200k
Treasury Manager/Director	45 - 65k	45 - 65k	65 - 100k	65 - 100k	110 - 160k	110 - 160k
Consolidation Manager/Director	55 - 80k	55 - 80k	80 - 110k	80 - 110k	110 - 130k	110 - 130k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

PARIS

BANKING & FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	3 - 6 YRS' EXP		6 - 12 YRS' EXP		12+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Investment Banking						
COO					150k+	150k+
Private Equity	60 - 80k	60 - 80k	80 - 150k	80 - 150k	150k+	150k+
Asset Manager	50 - 85k	50 - 85k	95 - 130k	95 - 130k	140k+	140k+
M&A	60 - 85k	60 - 85k	80 - 140k	80 - 140k	140k+	140k+
Coverage/Corporate Banking	55 - 90k	55 - 90k	85 - 130k	85 - 130k	130k+	130k+
Compliance Department	40 - 65k	40 - 65k	70 - 110k	70 - 110k	120k+	120k+
Private Banking	50 - 70k	50 - 70k	75 - 95k	75 - 95k	100k+	100k+
Product Specialist			65 - 90k	65 - 90k	95k+	95k+
Finance Director	50 - 65k	50 - 65k	60 - 95k	60 - 95k	90k+	90k+
Retail Banking						
Risk Manager	50 - 65k	50 - 65k	65 - 90k	65 - 90k		
Branch Manager	45 - 60k	45 - 60k	60 - 75k	60 - 75k		
Enterprise Adviser	45 - 60k	55 - 65k	55 - 75k	55 - 75k		
Private Banking Manager	45 - 55k	45 - 65k	55 - 70k	55 - 80k		
Private Banking Relationship Manager	45 - 60k	45 - 60k	60 - 70k	60 - 70k		
Credit Analyst	45 - 55k	45 - 55k	55 - 65k	60 - 70k		

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PARIS

SALARIES

CONSULTING

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	3 - 6 YRS' EXP		6 - 12 YRS' EXP		12+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Strategy	60 - 80k	60 - 80k	90 - 150k	90 - 150k	160k+	160k+
Organisation & Management	50 - 65k	50 - 65k	65 - 110k	65 - 110k	120k+	120k+

ENGINEERING & SUPPLY CHAIN

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	5 - 8 YRS' EXP		8 - 15 YRS' EXP		15+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Research & Development						
Head of R&D			80 - 110k	80 - 110k	110k+	110k+
Specialist			75k+	75k+	80k+	80k+
Manufacturing & Project						
COO			100k+	100k+	130k+	130k+
Maintenance Manager			60 - 90k	60 - 90k	80 - 100k	80 - 100k
UAP Manager	55 - 70k	55 - 70k	65 - 85k	65 - 85k	80k+	80k+
Programme Director	55 - 70k	55 - 70k	65 - 85k	65 - 85k		
Continuous Improvement						
Quality Manager/Director			75 - 100k	75 - 100k	95k+	95k+
Lean Manufacturing Manager/Director	55 - 70k	55 - 70k	65 - 85k	65 - 85k	80 - 110k	80 - 110k
HSE Manager/Director	50 - 65k	50 - 65k	65 - 80k	65 - 80k	75 - 100k	75 - 100k
Supply Chain & Procurement						
Supply Chain Manager/Director			90k+	90k+	115k+	115k+
Procurement Manager/Director			75 - 95k	75 - 95k	110k+	110k+
Buyer	45 - 60k	45 - 60k	55 - 75k	55 - 75k		

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PARIS

HUMAN RESOURCES

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	5 - 8 YRS' EXP		8 - 15 YRS' EXP		15+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Generalist						
HR Director International	80 - 100k	80 - 110k	90 - 140k	90 - 140k	120k+	130k+
HR Director France	65 - 90k	65 - 95k	90 - 120k	90 - 125k	120k+	130k+
HR Business Partner	55 - 70k	55 - 75k	65 - 85k	65 - 90k	90k+	90k+
Training & Development						
HR Development Manager	60 - 75k	60 - 75k	70 - 90k	75 - 90k	90k+	90k+
Talent Acquisition Manager	60 - 70k	60 - 75k	70 - 90k	75 - 95k	90k+	90k+
Training Manager	55 - 65k	55 - 70k	60 - 80k	65 - 85k	75k+	80k+
Specialist						
Labour Relations Manager/Director	65 - 80k	70 - 85k	75 - 95k	80 - 95k	100k+	100k+
Comp & Ben Manager	60 - 75k	60 - 80k	75 - 90k	80 - 95k	95k+	95k+
Payroll Manager	55 - 65k	55 - 75k	60 - 75k	60 - 80k	75 - 90k	75 - 90k
Social Business Controlling Mgr	55 - 65k	55 - 70k	60 - 75k	65 - 75k	75 - 90k	80 - 90k
Labour Law Jurist	50 - 60k	55 - 65k	60 - 80k	65 - 80k	80k+	80k+
HRIS Manager	55 - 65k	55 - 65k	60 - 70k	65 - 75k	70k+	75k+

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PARIS

INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	5 - 8 YRS' EXP		8 - 15 YRS' EXP		15+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Management						
CIO			95 - 140k	90 - 140k	145k+	145k+
Chief Digital Officer			80 - 110k	90 - 120k	100k+	110k+
Chief Information Security Officer	80 - 85k	85 - 90k	85 - 105k	105 - 110k	105k+	110k+
Project Management						
BI Manager	60 - 65k	60 - 65k	65 - 75k	65 - 75k	75k+	75k+
IT Key Account Manager	50 - 60k	55 - 65k	60 - 70k	60 - 70k	70k+	70k+
Delivery Manager/Service Delivery Mgr			60 - 75k	65 - 75k	80 - 95k	80 - 95k
Digital						
Digital Project Manager	45 - 55k	50 - 60k	55 - 65k	60 - 70k	70k+	70k+
SEO Project Leader	45 - 55k	48 - 58k	55 - 65k	58 - 68k	65k+	70k+
Data Manager	52 - 58k	55 - 65k	60 - 70k	62 - 70k	70k+	75k+
E-CRM Project Manager	50 - 55k	50 - 55k	55 - 65k	55 - 65k	65 - 80k	65 - 80k
Data Scientist	55 - 65k	60 - 68k	60 - 75k	65 - 85k	85k+	85k+
ERP						
Domain Leader			80 - 85k	80 - 85k	90k+	90k+
ERP Consultant	50 - 60k	50 - 60k	60 - 70k	60 - 70k		
Competency Centre Director			100 - 105k	100 - 105k	100 - 120k	100 - 120k
Technical						
Technical Leader	50 - 60k	55 - 65k	70 - 75k	70 - 75k	75k+	75k+
IS Architect			60 - 80k	65 - 85k	85 - 100k	85 - 100k
IT Security Consultant	70 - 75k	80 - 85k	80 - 95k	85 - 100k	100k+	100k+
Infrastructure Engineer	45 - 55k	45 - 60k	50 - 65k	50 - 65k	60k+	65k+
IT Project Manager	52 - 55k	50 - 55k	55 - 65k	55 - 65k	70 - 85k	70 - 85k

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PARIS

INSURANCE

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	3 - 6 YRS' EXP		6 - 12 YRS' EXP		12+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Actuary	55 - 70k	55 - 70k	70 - 100k	70 - 100k	100k+	110k+
Underwriter	45 - 60k	45 - 60k	60 - 90k	70 - 100k	90k+	100k+
Key Account Manager	40 - 50k	50 - 60k	45 - 60k	60 - 80k		
Back Office Manager			40 - 55k	45 - 55k	60 - 70k	60 - 70k

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PARIS

REAL ESTATE

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	3 - 6 YRS' EXP		6 - 10 YRS' EXP		10+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Asset Management						
Investment Manager/Director	45 - 75k	45 - 75k	70 - 110k	70 - 110k	110 - 200k	110 - 200k
Asset Manager/Director	45 - 60k	45 - 60k	75 - 120k	75 - 120k	100 - 180k	100 - 180k
Property Manager/Director	45 - 55k	45 - 55k	55 - 75k	55 - 75k	80 - 120k	80 - 120k
Property Development						
Programme Manager/Director	45 - 55k	45 - 55k	65 - 115k	65 - 115k	100 - 130k	100 - 130k
Development Manager/Director	55 - 60k	55 - 60k	60 - 65k	60 - 65k	85 - 100k	85 - 100k
Technical Director					70k+	70k+
Sales Director	45 - 75k	45 - 75k	55 - 90k	55 - 90k	70 - 120k	70 - 120k
Buyer Counselling						
Real Estate Manager/Director	45 - 65k	45 - 65k	55 - 75k	55 - 75k	100 - 170k	100 - 170k
Broker	25 - 60k	25 - 60k	60 - 90k	60 - 90k	90 - 150k	90 - 150k
Investment Broker	30 - 60k	30 - 60k	60 - 90k	60 - 90k	90 - 150k	90 - 150k
Corporate Consultant	45 - 65k	45 - 65k	55 - 80k	55 - 80k		
Construction						
Site Engineer/Construction Director	45 - 60k	50 - 65k	65 - 85k	65 - 90k	90 - 140k	95 - 145k
Technical Manager/Director	45 - 60k	50 - 65k	60 - 80k	65 - 85k	85 - 145k	90 - 150k
Design Methods & Cost Planning Engineer/Mgr	45 - 55k	45 - 55k	55 - 65k	60 - 70k	65 - 95k	70 - 100k
Plant Procurement Engineer/Director	45 - 55k	45 - 55k	55 - 75k	55 - 75k	75 - 95k	75 - 95k
QSE Engineer/Manager	45 - 55k	45 - 55k	55 - 70k	55 - 70k	70 - 90k	70 - 90k
Survey Engineer/Manager	45 - 55k	45 - 55k	55 - 65k	55 - 65k	65 - 75k	65 - 75k
Commercial Engineer/Director	45 - 55k	45 - 55k	55 - 65k	55 - 65k	65 - 145k	65 - 145k

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PARIS

INTERIM MANAGEMENT

ROLE	INTERIM RATE PER DAY EUR (€)	
	2016	2017
Finance		
CFO	1200 - 2000	1200 - 2000
Accounting Director	950 - 1300	950 - 1300
Financial Controller	950 - 1300	950 - 1300
Tax, Legal & Compliance		
Legal Manager/Director	1000 - 2000	1200 - 2300
Tax Manager/Director	1200 - 2300	1400 - 2500
Corporate Manager	1000 - 1500	1100 - 1600
Contract Manager	800 - 1200	900 - 1300
Compliance Officer	1000 - 2000	1200 - 2200
Human Resources		
HR Director International	1200 - 1600	1500 - 1800
Restructuring Director	1000 - 1500	1000 - 1600
Compensation & Benefits Director	900 - 1500	1000 - 1500
HR Business Partner	800 - 1100	900 - 1200
Engineering		
Chief Restructuring Officer	1500 - 2500	1500 - 3000
Industrial Site Director	1200 - 1500	1000 - 1500
Procurement Director	800 - 1400	900 - 1600
Supply Chain Director	900 - 1300	900 - 1300
Information Technology		
IS Director	1200 - 2500	1200 - 3000
CTO	1200 - 1700	1200 - 2000
Programme Manager	900 - 1500	900 - 1500
Banking & Insurance		
HR Director	1000 - 1500	1000 - 1500
Risk & Compliance Director	900 - 1400	900 - 1400
Technical Director	900 - 1400	900 - 1400
Real Estate		
Managing Director	1500 - 2200	1500 - 2200
Programme Director	900 - 1600	900 - 1600

NB: Interim management figures are daily rates.

PARIS

SALES & MARKETING

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	3 - 6 YRS' EXP		6 - 12 YRS' EXP		12+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Sales						
Sales Manager/Director			90 - 110k	90 - 110k	90 - 130k	90 - 130k
Export Manager/Director	45 - 60k	45 - 65k	65 - 80k	65 - 80k	75 - 110k	75 - 110k
National Sales Director			70 - 90k	70 - 90k	80 - 110k	80 - 110k
Retail/Regional Sales Manager	40 - 60k	40 - 60k	65 - 90k	65 - 90k	90 - 130k	90 - 130k
Key Account Manager/Director			60 - 80k	60 - 80k	100k+	100k+
E-commerce Manager/Director			65 - 70k	70 - 90k	100k+	100k+
Flagship/Store Manager/Director	45 - 60k	45 - 60k	55 - 70k	55 - 70k	80 - 110k	80 - 110k
Marketing						
Marcomms Manager/Director	45 - 65k	45 - 65k	65 - 85k	65 - 85k	90 - 140k	90 - 140k
Digital Marketing Manager/Director	40 - 60k	40 - 60k	65 - 85k	65 - 85k	100k+	100k+
Category Manager/Director	45 - 60k	45 - 60k	55 - 70k	55 - 70k	90k+	90k+
Product Manager/Director	45 - 55k	45 - 55k	50 - 70k	50 - 70k	60 - 80k	60 - 80k
Trade Marketing Manager	45 - 60k	45 - 60k	55 - 75k	55 - 75k		
PR Specialist	35 - 55k	35 - 55k	50 - 80k	50 - 80k		

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

PARIS

TAX & LEGAL

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	3 - 5 YRS' EXP		5 - 8 YRS' EXP		8+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Legal						
Legal Director			80k+	80k+	100k+	100k+
Corporate M&A Legal Counsel	45 - 65k	45 - 65k	65 - 90k	65 - 90k	90k+	90k+
Business/Contract Law Counsel	45 - 60k	45 - 60k	65 - 80k	65 - 80k	80k+	80k+
Intellectual Property Law Counsel	40 - 55k	40 - 55k	55 - 75k	55 - 75k	75k+	75k+
Labour Law Counsel	45 - 60k	45 - 60k	65 - 85k	65 - 85k	85k+	85k+
Tax						
Tax Director					105k+	105k+
Tax Generalist	55 - 70k	55 - 70k	75 - 90k	75 - 90k	90k+	90k+
International Tax Officer	55 - 75k	55 - 75k	75 - 95k	75 - 95k	95k+	95k+
VAT/Indirect Tax Specialist	55 - 70k	55 - 70k	75 - 85k	75 - 85k	85k+	85k+
Transfer Pricing Specialist	55 - 75k	55 - 75k	75 - 95k	75 - 95k	95k+	95k+
Compliance						
Compliance Officer	55 - 70k	55 - 70k	75 - 95k	75 - 95k	105k+	105k+
Corporate Affairs/Lobbying						
Corporate Affairs Specialist	45 - 60k	45 - 60k	65 - 85k	65 - 85k	85k+	85k+

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

PARIS

PRIVATE PRACTICE

ROLE	PERMANENT SALARY PER ANNUM EUR (€)	
	2016	2017
US Firms		
Equity Partner (8+ yrs' exp)	500k+	500k+
Counsel/Local Partner (8+ yrs' exp)	160 - 450k	160 - 450k
Associate (8+ yrs' exp)	160k+	160k+
Associate (5 - 7 yrs' exp)	115 - 210k	115 - 210k
Associate (2 - 4 yrs' exp)	85 - 160k	85 - 160k
UK Firms		
Equity Partner (8+ yrs' exp)	400k+	400k+
Counsel/Local Partner (8+ yrs' exp)	150 - 300k	150 - 300k
Associate (8+ yrs' exp)	150k+	150k+
Associate (5 - 7 yrs' exp)	110 - 155k	110 - 155k
Associate (2 - 4 yrs' exp)	80 - 110k	80 - 110k
French Firms		
Partner (8+ yrs' exp)	150k+	150k+
Associate (8+ yrs' exp)	120k+	120k+
Associate (5 - 7 yrs' exp)	90 - 160k	90 - 160k
Associate (2 - 4 yrs' exp)	65 - 130k	65 - 130k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

PARIS

CONTRACT

ACCOUNTING & FINANCE

ROLE	CONTRACT		CONTRACT	
	SALARY PER ANNUM EUR (€)		RATE PER HOUR EUR (€)	
	2016	2017	2016	2017
Accounting				
General Accountant	30 - 45k	30 - 44k	19 - 25	19 - 24
Accounting Officer	29 - 32k	29 - 33k	15 - 19	15 - 20
Accounts Receivable	24 - 32k	26 - 32k	13 - 18	14 - 18
Accounts Payable	24 - 32k	24 - 32k	13 - 18	13 - 18
Accounting Clerk	21 - 29k	21 - 30k	11 - 13	11 - 14
Finance				
Treasury Officer	36 - 48k	36 - 50k	21 - 27	21 - 28
Credit Manager	37 - 45k	36 - 47k	20 - 23	19 - 25
Junior Business Controller	33 - 44k	33 - 46k	19 - 24	19 - 25
Payroll Administrator	30 - 36k	28 - 34k	16 - 20	15 - 19
Debt Recovery Officer	26 - 32k	26 - 32k	14 - 18	14 - 18

BANKING & FINANCIAL SERVICES

ROLE	CONTRACT		CONTRACT	
	SALARY PER ANNUM EUR (€)		RATE PER HOUR EUR (€)	
	2016	2017	2016	2017
Back Office	26 - 34k	26 - 34k	14 - 19	14 - 19
Middle Office	32 - 40k	32 - 40k	18 - 22	18 - 22
Compliance Officer	35 - 45k	35 - 45k	19 - 25	19 - 25
Financial Analyst	28 - 35k	28 - 35k	15 - 19	15 - 19
Online Banking Customer Advisor	24 - 26k	24 - 26k	13 - 14	13 - 14
Bank Receptionist	21 - 25k	21 - 25k	12 - 14	12 - 14

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

PARIS

CONTRACT

BUSINESS SUPPORT

ROLE	CONTRACT		CONTRACT	
	SALARY PER ANNUM EUR (€)		RATE PER HOUR EUR (€)	
	2016	2017	2016	2017
Personal Assistant	45 - 55k	45 - 55k	25 - 30	25 - 30
Office Manager	35 - 40k	35 - 40k	19 - 23	19 - 23
Executive Assistant	40 - 45k	40 - 45k	23 - 25	23 - 25
Team Assistant	34 - 37k	34 - 37k	18 - 20	18 - 20
Administration Assistant	20 - 25k	20 - 25k	11 - 14	11 - 14

HUMAN RESOURCES & LEGAL

ROLE	CONTRACT		CONTRACT	
	SALARY PER ANNUM EUR (€)		RATE PER HOUR EUR (€)	
	2016	2017	2016	2017
Junior Legal Counsel	35 - 45k	35 - 45k	19 - 25	19 - 25
Legal Assistant	28 - 32k	28 - 32k	15 - 18	15 - 18
Recruitment Officer	30 - 38k	30 - 38k	16 - 21	16 - 21
HR Officer	30 - 36k	30 - 36k	16 - 20	16 - 20
Training Officer	32 - 38k	32 - 38k	18 - 21	18 - 21
HR Assistant	25 - 32k	25 - 32k	14 - 18	14 - 18

INFORMATION TECHNOLOGY

ROLE	CONTRACT		CONTRACT	
	SALARY PER ANNUM EUR (€)		RATE PER HOUR EUR (€)	
	2016	2017	2016	2017
Technical Project Manager	40 - 50k	40 - 50k	22 - 27	22 - 27
Design & Development Engineer	30 - 38k	38 - 40k	15 - 20	20 - 22
System & Network Manager	30 - 38k	30 - 38k	16 - 21	16 - 21
Web Designer/Webmaster	28 - 35k	28 - 35k	14 - 18	14 - 18
Helpdesk Technician	18 - 24k	21 - 26k	12 - 14	13 - 15

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

PARIS

CONTRACT

INSURANCE

ROLE	CONTRACT		CONTRACT	
	SALARY PER ANNUM EUR (€)		RATE PER HOUR EUR (€)	
	2016	2017	2016	2017
Underwriter	35 - 45k	35 - 45k	19 - 25	19 - 25
Insurance Accountant	30 - 35k	32 - 38k	16 - 19	17 - 20
Claims Manager	28 - 35k	30 - 35k	15 - 19	16 - 19
Production Manager	25 - 35k	27 - 35k	14 - 19	15 - 19
Call Centre Operator	24 - 28k	24 - 28k	14 - 15	14 - 15

SUPPLY CHAIN

ROLE	CONTRACT		CONTRACT	
	SALARY PER ANNUM EUR (€)		RATE PER HOUR EUR (€)	
	2016	2017	2016	2017
Database Manager	28 - 35k	28 - 35k	15 - 19	15 - 19
Procurement Officer	26 - 32k	26 - 32k	14 - 18	14 - 18
Sales Assistant	23 - 28k	23 - 28k	12 - 15	12 - 15
Sales Administration Assistant	22 - 28k	22 - 28k	12 - 15	12 - 15
Logistics Assistant	22 - 27k	22 - 27k	12 - 15	12 - 15
Customer Service Assistant	19 - 22k	19 - 22k	12 - 13	12 - 13

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

PARIS

CONTRACT

REAL ESTATE

ROLE	CONTRACT		CONTRACT	
	SALARY PER ANNUM EUR (€)		RATE PER HOUR EUR (€)	
	2016	2017	2016	2017
Residential				
Co-ownership Manager	32 - 45k	32 - 50k	18 - 25	18 - 28
Rental Manager	27 - 35k	27 - 35k	14 - 19	14 - 19
Principal Accountant	30 - 38k	30 - 38k	16 - 21	16 - 21
Co-ownership Accountant	28 - 38k	28 - 38k	15 - 21	15 - 21
Rental Accountant	28 - 38k	28 - 38k	15 - 21	15 - 21
Co-ownership Admin Assistant	25 - 32k	25 - 32k	13 - 18	13 - 18
Rental Administration Assistant	23 - 28k	23 - 28k	12 - 15	12 - 15
Commercial				
Property Manager	32 - 50k	32 - 50k	18 - 27	18 - 27
Accountant	34 - 45k	34 - 45k	18 - 25	18 - 25
Administration Assistant	28 - 33k	28 - 33k	15 - 18	15 - 18
Technical				
Estate Technical Manager	32 - 45k	32 - 45k	18 - 25	18 - 25
Estate Technical Assistant	28 - 33k	28 - 33k	15 - 18	15 - 18
Construction				
Construction Site Manager	45 - 60k	46 - 60k	24 - 33	25 - 33
Senior Construction Site Supervisor	35 - 45k	36 - 46k	20 - 24	21 - 25
Junior Construction Site Supervisor	26 - 35k	26 - 36k	14 - 20	14 - 21
Architect/Project Manager	28 - 45k	28 - 45k	15 - 24	15 - 24
Cost Estimation Technician	25 - 45k	25 - 45k	14 - 24	14 - 24

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

ACCOUNTING & FINANCE

ROLE	PERMANENT SALARY PER ANNUM (€)					
	5 - 10 YRS' EXP		10 - 15 YRS' EXP		15+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
CFO (€500m+ turnover)			100 - 150k	100 - 150k	130k+	130k+
CFO (< €500m turnover)			70 - 90k	80 - 120k	120k+	120k+
Consolidation (statutory)	60 - 90k	60 - 90k	70 - 100k	70 - 100k	90 - 130k	90 - 130k
Accounting Manager	50 - 60k	50 - 60k	60 - 90k	60 - 90k	70 - 110k	70 - 110k
Treasury & Cash Manager	50 - 70k	50 - 70k	60 - 85k	60 - 85k	70 - 100k	75 - 100k
Internal Auditor	50 - 70k	50 - 70k	70 - 90k	70 - 90k	80 - 110k	80 - 110k
Business Controller	50 - 70k	50 - 70k	60 - 80k	60 - 85k	80k+	80k+

ENGINEERING

ROLE	PERMANENT SALARY PER ANNUM (€)					
	5 - 8 YRS' EXP		8 - 15 YRS' EXP		15+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Research & Development						
R&D Director			80k+	80k+	90k+	90k+
Technical Expert			65k+	70k+	80k+	80k+
Manufacturing & Project						
COO			80k+	80k+	110k+	110k+
Maintenance Manager	45 - 60k	45 - 60k	60 - 80k	60 - 80k	80 - 100k	80 - 100k
UAP Manager	45 - 65k	45 - 65k	65 - 80k	65 - 85k	70 - 95k	75 - 95k
Continuous Improvement						
Quality Director			65 - 80k	65 - 80k	85k+	85k+
Lean Manufacturing Manager	45 - 60k	50 - 60k	60 - 70k	60 - 70k	75 - 90k	75 - 95k
HSE Manager	45 - 60k	45 - 60k	60 - 70k	60 - 70k	75 - 85k	75 - 85k
Supply Chain & Procurement						
Supply Chain Director			75 - 90k	75 - 90k	100k+	100k+
Procurement Director			75 - 85k	75 - 85k	90k+	90k+
Purchasing Engineer	45 - 55k	45 - 55k	50 - 65k	55 - 65k		

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

LYON

SALARIES

HEALTHCARE

ROLE	PERMANENT SALARY PER ANNUM (€)					
	5 - 10 YRS' EXP		10 - 15 YRS' EXP		15+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Regulatory Affairs Manager	60 - 70k	60 - 75k	70 - 75k	75 - 80k	75 - 100k	80 - 120k
Quality Assurance Manager	80 - 120k	60 - 75k	70 - 75k	75 - 80k	75 - 100k	80 - 120k
R&D Project Manager	50 - 60k	50 - 60k	60 - 80k	60 - 80k	80 - 90k	80 - 100k
Clinical Research Manager	50 - 60k	55 - 65k	60 - 80k	65 - 80k	80 - 100k	80 - 100k
Medical Marketing Manager	55 - 70k	60 - 75k	70 - 80k	75 - 90k	80 - 100k	90 - 110k
Business Developer	50 - 70k	60 - 80k	70 - 90k	80 - 100k	90 - 120k	100 - 120k

HUMAN RESOURCES

ROLE	PERMANENT SALARY PER ANNUM (€)					
	5 - 8 YRS' EXP		8 - 15 YRS' EXP		15+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
HR Director			90 - 120k	100 - 120k	100 - 150k	100 - 150k
Plant HR Manager	50 - 65k	50 - 65k	60 - 85k	60 - 85k	70 - 90k	70 - 100k
Labour Law Specialist	50 - 60k	50 - 60k	60 - 80k	60 - 80k	70 - 100k	70 - 100k
Comp & Bens Specialist	50 - 65k	50 - 85k	65 - 80k	70 - 85k		
Talent Manager	40 - 60k	40 - 60k	55 - 75k	60 - 80k		

LEGAL

ROLE	PERMANENT SALARY PER ANNUM (€)					
	5 - 8 YRS' EXP		8 - 15 YRS' EXP		15+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Legal Director			70 - 90k	70 - 100k	100k+	100k+
Legal Manager	50 - 60k	50 - 60k	55 - 65k	55 - 65k	70 - 80k	70 - 80k
Legal Expert	45 - 60k	45 - 55k	60 - 70k	55 - 70k		

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM (€)					
	5 - 8 YRS' EXP		8 - 15 YRS' EXP		15+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
CIO			90 - 120k	90 - 120k	120k+	120k+
Head of Applications			70 - 90k	70 - 90k	90k+	90k+
Head of Infrastructure			60 - 80k	60 - 80k	80k+	80k+
Security Manager	45 - 65k	45 - 65k	70 - 80k	70 - 80k	80 - 120k	80 - 120k
Programme Manager			70 - 95k	70 - 95k	85 - 120k	85 - 120k
Project Manager	50 - 65k	50 - 65k	65 - 80k	65 - 80k	80 - 100k	80 - 100k

SALES & MARKETING

ROLE	PERMANENT SALARY PER ANNUM (€)					
	5 - 8 YRS' EXP		8 - 15 YRS' EXP		15+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Sales						
Sales Manager/Director	70 - 80k	70 - 90k	80 - 100k	80 - 100k	110k+	110k+
Business Development Manager	60 - 70k	50 - 70k	70 - 80k	70 - 80k	90k+	90k+
Key Account Manager	45 - 60k	45 - 60k	55 - 70k	55 - 70k	65 - 80k	65 - 80k
Marketing						
Marketing Manager/Director	60 - 70k	70 - 80k	70 - 90k	80 - 100k	90k+	100k+
Product Manager	45 - 60k	45 - 60k	60 - 80k	60 - 80k		

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

ROLE	CONTRACT		CONTRACT	
	SALARY PER ANNUM EUR (€)		RATE PER HOUR EUR (€)	
	2016	2017	2016	2017
Accounting, Finance & Human Resources				
General Accountant	28 - 35k	28 - 35k	15 - 19	15 - 19
Payroll Administrator	28 - 30k	28 - 30k	15 - 16	15 - 16
Business Support				
Sales Administration Assistant	22 - 26k	22 - 26k	12 - 14	12 - 14
Sales Assistant	20 - 25k	20 - 25k	11 - 14	11 - 14
Information Technology & Digital				
System and Network Administrator	28 - 32k	28 - 35k	15 - 18	15 - 19
Helpdesk Technician	22 - 28k	22 - 28k	12 - 15	12 - 15

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

TOULOUSE

SALARIES

SALES

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	5 - 8 YRS' EXP		8 - 15 YRS' EXP		15+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Sales Manager	70 - 80k	70 - 80k	80 - 100k	80 - 110k	100k+	110k+
Business Development Manager	60 - 70k	60 - 70k	70 - 80k	70 - 90k	90k+	90k+
Export Sales Manager			70 - 80k	70 - 90k	90 - 120k	90 - 120k
Key Account Manager	50 - 60k	50 - 60k	60 - 80k	60 - 80k		
Sales Engineer	45 - 60k	50 - 60k	60 - 90k	60 - 90k		

FINANCE

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	5 - 8 YRS' EXP		8 - 15 YRS' EXP		15+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
CFO (Group)			80 - 120k	80 - 120k	120k+	120k+
CFO (SME)			65 - 85k	80 - 85k	80 - 110k	80 - 110k
Accounting Director	45 - 60k	40 - 55k	60 - 85k	55 - 70k	70 - 95k	70 - 95k
Business Analyst	40 - 55k	40 - 55k	50 - 65k	50 - 65k	60 - 75k	60 - 75k
Financial Controller	45 - 60k	45 - 60k	55 - 70k	55 - 70k	65 - 80k	65 - 80k
Accounting Manager	35 - 40k	35 - 40k	40 - 50k	40 - 50k	50 - 60k	50 - 60k
Treasury Manager			60 - 70k	60 - 70k	70 - 90k	70 - 90k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

TOULOUSE

MANUFACTURING/SUPPLY CHAIN

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	5 - 8 YRS' EXP		8 - 15 YRS' EXP		15+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Manufacturing						
UAP Manager	45 - 60k	45 - 60k	60 - 75k	60 - 75k	70 - 90k	70 - 90k
Maintenance Manager			55 - 75k	60 - 75k	75 - 85k	75 - 90k
Production Manager			65 - 80k	65 - 80k	75 - 90k	75 - 90k
Plant Manager					80 - 100k	80 - 110k
Supply Chain						
Supply Chain Manager			65 - 75k	65 - 75k	80k+	80k+
Procurement Manager			65 - 75k	65 - 75k	75k+	75k+

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

TOULOUSE

SALARIES

INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	5 - 8 YRS' EXP		8 - 15 YRS' EXP		15+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Data Scientist	45 - 55k	50 - 60k	55 - 80k	75 - 100k	80 - 110k	90 - 130k
IS Architect			60 - 70k	65 - 75k	70 - 90k	80 - 100k

HUMAN RESOURCES

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	5 - 8 YRS' EXP		8 - 15 YRS' EXP		15+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
HR Director			80 - 100k	80 - 100k	100 - 130k	120 - 140k
HR Manager	50 - 60k	50 - 60k	60 - 85k	60 - 85k	70 - 90k	80 - 100k

RESEARCH & DEVELOPMENT - ENGINEERING

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	5 - 8 YRS' EXP		8 - 15 YRS' EXP		15+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
R&D - Engineering Manager			70 - 90k	70 - 90k	100 - 130k	110 - 140k
Project/Programme Manager			60 - 80k	60 - 80k	80 - 100k	80 - 100k
Technical Expert	50 - 60k	50 - 60k	65 - 75k	65 - 75k	80k+	80k+

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.