



RECRUITMENT LEVELS GREW FURTHER IN 2016, SALARIES ROSE AND THE PACE OF HIRING QUICKENED AS THE YEAR PROGRESSED. SEVERAL INDUSTRIES EXPERIENCED CANDIDATE SHORTAGES, WITH HIGHLY EDUCATED JUNIOR STAFF AND MID-LEVEL PROFESSIONALS PARTICULARLY SOUGHT AFTER.

2016 INSIGHT

Growing confidence in the market led to a greater demand for candidates and an increasing number of specialists moving roles in 2016. This resulted in a scarcity of highly qualified candidates in accountancy and finance, legal and human resources. In particular, finance professionals with specialist skills in IT and data analytics were highly sought after. Across financial services there was strong demand for specialists in compliance and risk management. In addition to this, legal sector professionals with compliance and data privacy skills were in high demand.

Demand for finance professionals to fill interim, contract and permanent roles grew steadily throughout 2016. Mid to senior level professionals increasingly moved roles and

organisations experienced a growing shortage of candidates with specialist knowledge.

Low hiring levels during the economic downturn resulted in a shortage of highly educated finance professionals with three to eight years' experience. In addition, ongoing digitalisation of finance processes created strong demand for finance specialists with IT software and systems knowledge, which in turn caused a shift towards hiring higher educated professionals in the contracting market.

The introduction of the DBA Act in May, which established new conditions for the hiring of self-employed staff, led to uncertainty among hiring managers and interim professionals. If organisations hiring interim professionals didn't comply with this law, they would risk having to pay additional wage taxes and social contributions. As a result, a number of financial institutions froze interim recruitment while they researched the exact conditions under which they could safely hire interim professionals. In part, this unwelcome effect led the government to suspend most of the legislation until 2018 while a new approach is worked out.

2017 EXPECTATIONS

We expect high demand for specialist professionals with strong educational backgrounds in 2017, leading to a shortage of mid-level and junior candidates across most sectors. Amongst senior professionals we expect to see a willingness to move jobs, leading to organisations increasing salaries and pay rates to attract top talent.

In this candidate short market, employers will need to make job offers quickly to secure the best professionals, emphasising their ability to offer training opportunities and a clear career development path.

With the DBA Act largely suspended until 2018, we expect the uncertainty around hiring interim professionals will be temporarily resolved and hiring levels will continue to grow throughout the year. The implications of Brexit are still uncertain, but it may result in multinational firms relocating some functions to the Netherlands, resulting in demand for candidates with international experience, as well as demand for operational and support staff with multilingual skills.



In order to secure top talent, organisations should optimise their hiring process and offer employees extensive opportunities for training and development.



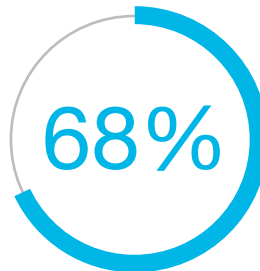
61%

of Dutch professionals expect to change jobs in 2017

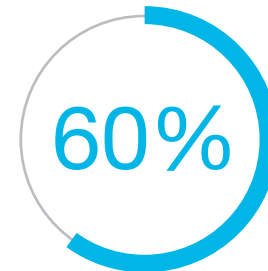


of professionals feel optimistic about the Dutch economy

Employees expecting a salary increase in 2017



Interim professionals expecting a wider choice of roles in 2017



24%

expect Brexit to positively impact the Dutch economy

Robert Walters Employee Insights Survey 2016



KEY FINDINGS

As the Dutch economy continues to grow we expect to see increased demand for finance professionals leading to a candidate shortage in various sectors.

With the DBA Act largely suspended until 2018, we anticipate demand for interim professionals to increase in 2017 with steady rates of pay.

THE NETHERLANDS

OVERVIEW

ACCOUNTING & FINANCE

Hiring volumes for accounting and finance professionals increased throughout 2016 against a backdrop of strong economic growth and growing business confidence. As businesses looked to expand they hired finance professionals across core and strategic roles. Employers were forced to compete for a limited supply of mid-level candidates, with skills shortages at this level attributable to low levels of hiring at the junior level during the economic downturn. In 2017 we also expect more senior professionals to move jobs which will drive up salaries as employers compete for top talent.

The fallout from the 2008 financial crisis and increasingly tough regulatory climate continued to impact hiring decisions as firms sought professionals who could develop strategies for ensuring the long-term sustainability of their businesses during challenging economic periods. As a result, professionals who could support the delivery of transparent financial information, provide strategic insight, communicate effectively with senior stakeholders, and ensure compliance with legislation, were highly sought after during 2016 and will remain so in 2017.

In accounting, the ongoing process of digitalisation meant IT and software skills were increasingly highly valued and will be much sought after by organisations in 2017.

The demand for interim finance professionals has been growing steadily, with hourly rates increasing accordingly, but the DBA Act shook up the market upon its introduction in May 2016. To avoid the risk of paying additional taxes and social contributions, some organisations stopped hiring self-employed staff after the Act was introduced. However, with the DBA Act now largely suspended

until 2018, we expect demand for qualified interim professionals to increase in 2017, with rates of pay stable throughout the year.

The demand for contract finance professionals grew rapidly in 2016, resulting in a candidate-driven market. Digitalisation programmes within organisations boosted demand for staff with a Bachelor's or Master's degree and analytical skills, replacing more operational and transactional staff. As a result, contracting salary rates increased in 2016, especially for specialised and experienced accountants. We expect demand for mid-level professionals with these analytical skills will continue to rise in 2017, with junior controllers and junior accountants also expected to be highly sought after by international organisations. In addition, legislation that limits repeated extension of flexible contracts has led many organisations to favour recruiting on a temp-to-perm basis, offering flexibility for a longer period.

BANKING & FINANCIAL SERVICES

In 2016 internal restructuring programmes within many large banking and financial services firms led to a decline in permanent recruitment volumes. However, increased pressure from regulations such as MiFID II, EMIR, CRD IV, and IFRS 9 spurred demand for professionals skilled in compliance, regulatory reporting and financial and operational risk, with their salaries rising accordingly. This focus on risk and compliance will continue in 2017, with salaries expected to continue rising in line with demand.

With banks under pressure to bring their legacy IT systems up to date and adopt highly demanding regulatory procedures, finance professionals with specialist IT knowledge are also expected to be in great demand in 2017.

Regulatory pressure was also responsible for driving the interim market in 2016. Consultants specialising in this space were in high demand and we expect this trend to continue in 2017. Uncertainty was caused by the DBA Act as employers became concerned about paying additional tax and social contributions when hiring interim/self-employed professionals leading some larger institutions to freeze hiring in 2016.

With the DBA Act largely suspended throughout 2017 we expect interim hiring to recover. Demand for interim staff is expected to be high for compliance, risk and finance roles and we anticipate hourly rates will rise for specialists in these areas.

In 2016 contractors were sought after to provide support to back office teams as they worked to adapt processes for regulatory compliance. We therefore expect demand for those specialising in risk and compliance to continue to outstrip supply in 2017. There was a slight increase in contract rates during 2016 and we anticipate specialists and high potential graduates will also benefit from modest gains.

Brexit is an interesting development for the Dutch financial services market. It is possible some international firms may relocate certain business functions from London to the Netherlands, which could drive demand at all levels of seniority.

HEALTHCARE

Within healthcare, hiring managers were keen to recruit finance professionals to manage complex funding streams from government and municipal sources. Changing regulations forced care facilities to adopt a robust approach to financial management, making multi-year financial planning increasingly challenging.

KEY TRENDS

- ▶ Salaries and pay rates for specialist and high potential professionals have increased across all sectors and this trend will continue in 2017.
- ▶ In an increasingly candidate short market, offering a fast and effective recruitment process and clear career opportunities are essential for securing the best talent.
- ▶ The contracting market for finance will remain candidate-driven, with specific demand for specialist accountants, junior controllers and junior accountants.

Hiring managers in 2016 were therefore searching for professionals who had previously managed equally complex funding streams and had experience working in commercial surroundings. This is an unusual and specific combination of skills and we believe it will remain challenging for the sector to recruit professionals with such a range of strengths in 2017. Employers will therefore need to consider offering increased salaries and hourly rates.

LEGAL

Employers faced shortages of candidates for roles such as legal counsel and candidate civil law notary, with demand for specialists in compliance, data privacy and real estate also outstripping supply. Private practice firms in particular struggled to secure top talent as legal professionals increasingly chose to move to in-house roles.

In 2017 we expect general counsels and senior legal counsels to continue moving to new roles, creating career progression opportunities for junior and mid-level legal counsels in both private practice and corporate businesses.

Interim legal vacancies have shown steady growth since 2015 and while the introduction of the DBA legislation has made hiring processes more complicated and drawn out in 2016, it did not dampen demand for interim legal professionals.

Salaries for legal professionals increased in 2016, a trend that is expected to continue into next year for both permanent and interim roles. Candidates will find themselves in a position to choose between a number of offers and able to compare remuneration packages, meaning hiring managers will have to ensure offers are competitive. Interim staff, especially the specialist professionals among them, will be able to command significantly higher rates.

HUMAN RESOURCES

HR hiring volumes increased significantly in 2016 after several years of stagnation and we expect hiring levels will continue to rise in 2017. With the buoyant economy encouraging many businesses to expand, talent acquisition experts were highly sought after, especially those able to recruit IT and data analytics specialists. HR business

partners with solid experience in HR analytics were in high demand to help align organisations' policies with the demands of today's employees.

In most industries, HR salaries remained stable during the year, however sectors which are exposed to more challenging conditions, such as financial services, are likely to face salary cuts in 2017. Specialists in talent management and talent acquisition in the more prosperous industries may enjoy an increase in their salaries, especially when changing jobs.

TAX & TREASURY

The chronic shortage of tax professionals persisted in 2016, with demand for candidates continuing to outstrip supply. The number of tax vacancies increased during the year, particularly at the mid to senior management level, while the number of tax professionals remained stable.

In 2017 we anticipate that tax advisors with more than six years' experience in international practice will be the most highly sought after, with the rising cost of outsourcing tax functions encouraging many businesses to bring this function in-house. This will create higher demand for in-house tax specialists in TP, VAT and tax compliance.

Salaries for tax professionals increased by 5% on average in 2016 and a similar increase is expected for 2017. However, we advise hiring managers looking to secure top calibre tax professionals to focus on other benefits such as flexible working hours and working from home opportunities.

Demand for treasury professionals remained stable in 2016. Senior level treasury professionals are expected to be in highest demand in 2017, with salaries remaining generally stable.

CONTRACT SECRETARIAL & BUSINESS SUPPORT

Economic growth in 2016 led many businesses to expand which created new opportunities for secretarial and support professionals, a trend we expect to see continue in 2017. Providing support to managers within an international environment requires knowledge of various tools and systems, as well as bilingual or multilingual fluency, and professionals with this combination

of skills will be highly sought after, as will those with a Bachelor's degree.

In 2017, hiring managers looking to attract and retain secretarial and support staff will need to focus on providing opportunities for career development to secure the best talent. As demand outstrips supply for skilled secretarial and support professionals, salaries are expected to increase.

CONTRACT IT

Demand for IT staff showed rapid growth in 2016, with high potential IT graduates often landing their first job before they finished their degree. Junior level professionals with one to two years' experience and an MBO4 IT degree will be highly sought after in 2017.

Increased outsourcing of IT departments created high demand from hosting companies for service desk staff in 2016. However, wages in outsourcing companies were traditionally below market rate and as a result turnover rates were high. We believe this creates opportunities for organisations recruiting in-house IT support staff and therefore expect salaries to increase. In 2017, companies are advised to offer training and development programmes as these are highly valued by IT support professionals.

CONTRACT SUPPLY CHAIN

Organisations are placing greater emphasis on achieving operational excellence through seamless and cost efficient logistics processes without compromising customer service. However, experienced professionals who can contribute to setting up these high quality processes are scarce.

With organisations also finding it challenging to attract candidates with management potential and multilingual skills, we believe the market for experienced candidates will tighten further in 2017, resulting in continued growth in salaries for these professionals.

NETHERLANDS

ACCOUNTING & FINANCE

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	1 - 5 YRS' EXP		5 - 9 YRS' EXP		9+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
VP Finance/CFO					150k+	150k+
Finance Director			80 - 100k	80 - 100k	100 - 150k	100 - 150k
Planning						
FP&A Manager			60 - 90k	60 - 90k	90 - 110k	90 - 110k
M&A Manager/Director			80 - 120k	80 - 120k	120 - 140k	120 - 140k
Business Analyst	45 - 65k	45 - 65k	65 - 75k	65 - 75k	75 - 90k	75 - 90k
Financial Analyst	40 - 60k	45 - 65k	60 - 70k	65 - 75k		
Governance						
Internal Audit Manager/Director			80 - 110k	80 - 110k	110 - 130k	110 - 130k
Internal Auditor	50 - 70k	50 - 70k	70 - 85k	70 - 85k	85 - 100k	85 - 100k
Risk Analyst/Manager	45 - 60k	45 - 60k	60 - 80k	60 - 80k	80 - 100k	80 - 100k
Control						
Group Controller/FD			80 - 125k	80 - 125k	120 - 150k	125 - 150k
Division Controller			70 - 100k	70 - 100k	100 - 115k	100 - 120k
Business Controller	45 - 65k	45 - 65k	65 - 90k	65 - 95k	90 - 110k	95 - 115k
Financial Controller	45 - 65k	45 - 65k	65 - 90k	65 - 95k	80 - 100k	85 - 110k
Accounting						
Shared Services Manager			75 - 100k	75 - 100k	100 - 130k	100 - 130k
AP/AR/GL Team Leader	45 - 60k	45 - 60k	60 - 65k	60 - 65k	65 - 70k	65 - 70k
Senior Credit Controller	40 - 50k	45 - 55k	50 - 60k	55 - 65k	60 - 70k	65 - 70k
Finance Manager			50 - 80k	50 - 90k	80 - 100k	80 - 110k
Senior Financial Accountant	40 - 50k	45 - 55k	50 - 55k	55 - 65k	55 - 65k	60 - 70k
Management Accountant	40 - 60k	45 - 65k	60 - 70k	65 - 70k		
'Big 4'						
Consultancy	45 - 65k	45 - 65k	65 - 95k	65 - 95k	95 - 140k	95 - 140k
Auditor	45 - 65k	45 - 65k	65 - 95k	65 - 95k	95 - 135k	95 - 135k

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

NETHERLANDS

BANKING & FINANCIAL SERVICES

PERMANENT

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	1 - 5 YRS' EXP		5 - 10 YRS' EXP		10+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Finance & Control						
Manager	45 - 65k	45 - 65k	65 - 90k	65 - 90k	90 - 150k	90 - 150k
Financial Controller	45 - 70k	45 - 70k	70 - 90k	70 - 90k	90 - 150k	90 - 150k
Business Controller	50 - 65k	50 - 65k	65 - 80k	65 - 80k	80 - 120k	80 - 120k
Financial Analyst	45 - 60k	45 - 60k	60 - 80k	60 - 80k	75 - 85k	75 - 85k
Audit, Risk & Compliance						
Head of Compliance			150 - 175k	150 - 175k	175 - 200k	175 - 200k
Compliance Officer	35 - 60k	40 - 60k	65 - 100k	65 - 100k	100 - 130k	100 - 130k
Risk Manager (Market & Credit Risk)	50 - 70k	50 - 70k	70 - 110k	70 - 110k	110 - 180k	110 - 180k
Operational Risk Manager	35 - 65k	40 - 65k	65 - 100k	65 - 100k	100 - 130k	100 - 130k
Auditor	55 - 70k	55 - 70k	70 - 100k	70 - 100k	100 - 150k	100 - 150k
Quantitative Analyst	40 - 70k	45 - 70k	70 - 110k	70 - 110k	110 - 150k	110 - 150k

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INTERIM

ROLE	INTERIM RATE PER DAY EUR (€)	
	2016	2017
Senior Financial Accountant	560 - 720	560 - 760
Financial Controller	680 - 840	720 - 880
Business Controller	760 - 920	800 - 1000
Reporting Specialist	800 - 960	800 - 1040
Compliance Officer	960 - 1200	960 - 1320
Regulatory Specialist	880 - 1200	920 - 1400
Risk Manager (Operational, Credit & Financial)	720 - 1120	760 - 1200
Project Manager	760 - 880	760 - 900
Programme Manager	1000 - 1240	1000 - 1300

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HEALTHCARE

ROLE	INTERIM RATE PER DAY EUR (€)	
	2016	2017
Board Member/CFO	720 - 1300	720 - 1300
Financial Director/Manager Finance	570 - 720	570 - 720
Manager Planning & Control	500 - 720	500 - 720
Financial Manager	500 - 650	500 - 650
Business Controller	475 - 500	475 - 500
Financial Controller	360 - 400	360 - 400
Senior Financial Accountant	325 - 400	325 - 400
Manager Care Administration	500 - 720	500 - 720
Coordinator Care Administration	325 - 500	325 - 500
Employee Care Administration	290 - 325	290 - 325

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INTERIM MANAGEMENT

ROLE	INTERIM RATE PER DAY EUR (€)	
	2016	2017
Accounting & Finance		
VP Finance/CFO	900 - 1700	1200 - 2000
Finance Manager	600 - 850	640 - 880
Team Leader	450 - 750	480 - 800
Senior Financial Accountant	400 - 520	440 - 560
Senior GL Accountant	400 - 560	440 - 580
Senior Payroll Specialist	350 - 520	450 - 600
Auditor (RA/ACCA)	560 - 1000	540 - 1000
Corporate Recovery Expert	1000 - 2500	1000 - 2500
Planning		
FP&A Manager	600 - 800	600 - 800
Business Analyst	450 - 550	500 - 600
Financial Analyst	450 - 550	500 - 600
Control		
Group Financial Controller	700 - 1000	700 - 1200
Financial/Business Controller	520 - 800	560 - 800
Assistant Financial Controller	450 - 550	500 - 600
Projects		
Programme Manager	1000 - 1300	1000 - 1300
Transition Manager	800 - 1200	800 - 1200
Project Manager	800 - 1000	800 - 1000
Service Delivery Employee	450 - 650	450 - 650

NB: Interim management figures are daily rates and do not include benefits/bonuses.

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LEGAL

PERMANENT

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	1 - 4 YRS' EXP		4 - 7 YRS' EXP		7+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
In-house						
General Counsel					125k+	140k+
Manager Legal Affairs			85k+	90k+	110k+	110k+
Legal Counsel	45 - 60k	45 - 60k	60 - 85k	65 - 90k	85 - 110k	90 - 115k
Compliance Officer	50 - 60k	50 - 60k	60 - 90k	60 - 90k	90 - 120k	90 - 120k
Private Practice						
US & UK Firms - Partner					250k+	250k+
Dutch Firms - Partner					250k+	250k+
US & UK Firms - Associate	45 - 70k	45 - 70k	70 - 105k	70 - 105k	110 - 150k	110 - 150k
Dutch Firms - Associate	40 - 65k	40 - 65k	60 - 90k	65 - 95k	90 - 125k	95 - 125k

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INTERIM

ROLE	INTERIM RATE PER DAY EUR (€)	
	2016	2017
Interim Lawyer (Private Practice)	800 - 1200	900 - 1300
Specialised Legal Counsel	900 - 1200	900 - 1300
Compliance	800 - 1200	800 - 1200
Contract Manager	800 - 1200	800 - 1200
Civil Notary	800 - 1100	900 - 1200
Legal Counsel	750 - 1200	800 - 1200

NB: Interim figures are daily rates and do not include benefits/bonuses.

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HUMAN RESOURCES

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	3 - 6 YRS' EXP		6 - 9 YRS' EXP		9+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
HR Director					90k+	100k+
Compensation Manager			75 - 95k	75 - 95k	90 - 150k	90 - 150k
HR Manager	52 - 65k	55 - 65k	65 - 90k	65 - 90k	90 - 125k	90 - 125k
HR Business Partner	52 - 65k	55 - 65k	65 - 90k	65 - 90k	90 - 110k	90 - 110k
Recruitment Manager	50 - 65k	55 - 65k	65 - 80k	65 - 80k	80 - 110k	80 - 110k
HR Advisor	42 - 55k	42 - 55k	55 - 72k	55 - 72k	70 - 90k	70 - 90k
Corporate Recruiter	42 - 60k	42 - 60k	60 - 75k	60 - 75k	75 - 90k	75 - 90k

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TAX & TREASURY

PERMANENT

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	1 - 3 YRS' EXP		4 - 7 YRS' EXP		7+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Treasury						
Head of Treasury					110 - 220k	110 - 220k
Treasurer			75 - 90k	75 - 90k	90 - 110k	90 - 110k
Assistant Treasurer	40 - 65k	40 - 65k	60 - 75k	60 - 75k	75 - 95k	75 - 95k
Cash Manager	35 - 60k	40 - 60k	55 - 70k	55 - 70k	65 - 90k	65 - 90k
Treasury Accountant/Analyst	35 - 60k	40 - 60k	55 - 70k	55 - 70k	65 - 80k	65 - 80k
Tax						
Vice-President Tax					150 - 300k	150 - 300k
Tax Director					90 - 150k	90 - 150k
Senior Tax Manager					90 - 120k	90 - 130k
Tax Manager			60 - 85k	65 - 90k	80 - 110k	85 - 120k
Tax Consultant	45 - 65k	50 - 70k	55 - 75k	60 - 80k		
Tax Analyst	40 - 50k	40 - 50k				

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INTERIM

ROLE	INTERIM RATE PER DAY EUR (€)	
	2016	2017
Cash Manager/Assistant Treasurer	500 - 800	600 - 800
Treasurer	800 - 1100	800 - 1100
Tax Manager	650 - 950	700 - 1000
Tax Director	900 - 1200	900 - 1200

NB: Interim figures are daily rates and do not include benefits/bonuses.

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CONTRACT SECRETARIAL & BUSINESS SUPPORT

ROLE	CONTRACT SALARY PER ANNUM EUR (€)	
	2016	2017
Executive & Personal Assistant	35 - 53k	35 - 53k
Office Manager	30 - 45k	30 - 45k
Legal Secretary	28 - 40k	28 - 40k
HR & Recruitment Support	25 - 36k	28 - 40k
Management Assistant	24 - 38k	26 - 38k
Receptionist	23 - 31k	23 - 31k
Data Entry	23 - 31k	23 - 31k
Graduate (Bachelor/Master)	20 - 32k	20 - 32k

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CONTRACT FINANCE

ROLE	CONTRACT SALARY PER ANNUM EUR (€)	
	2016	2017
Accounts Payable Team Leader	40 - 50k	40 - 50k
Accounts Payable Specialist	30 - 40k	35 - 45k
Accounts Payable Administrator	25 - 35k	25 - 35k
Accounts Receivable Team Leader	40 - 50k	40 - 50k
Accounts Receivable Specialist	30 - 40k	35 - 45k
Credit Controller	25 - 35k	25 - 35k
Junior Credit Controller	33 - 40k	35 - 40k
Senior Financial Administrator	35 - 40k	40 - 50k
Payroll Officer	40 - 50k	40 - 50k
Graduate (Bachelor/Master)	30 - 40k	30 - 40k
Graduate (MBO/Secondary Vocational)	20 - 30k	25 - 35k

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NETHERLANDS

CONTRACT BANKING & FINANCIAL SERVICES

ROLE	CONTRACT SALARY PER ANNUM EUR (€)	
	2016	2017
Payment Officer	30 - 35k	30 - 35k
Accounts Receivable Officer	30 - 35k	30 - 35k
Accounts Assistant	30 - 35k	32 - 37k
Underwriting Support	30 - 35k	30 - 35k
Junior Risk Analyst	35 - 40k	35 - 40k
Junior Credit Analyst	35 - 40k	37 - 42k
Junior Compliance Officer	35 - 40k	35 - 40k
Financial Accountant	40 - 45k	42 - 47k

CONTRACT IT

ROLE	CONTRACT SALARY PER ANNUM EUR (€)	
	2016	2017
System Administrator	30 - 58k	30 - 58k
Application Administrator	30 - 60k	32 - 60k
Network Administrator	30 - 60k	32 - 60k
IT Helpdesk (1st/2nd/3rd line)	25 - 40k	27 - 42k

CONTRACT SUPPLY CHAIN

ROLE	CONTRACT SALARY PER ANNUM EUR (€)	
	2016	2017
Operations Manager	36 - 52k	36 - 55k
Demand & Supply Chain Planner	35 - 58k	36 - 60k
Logistics Analyst/Third Party Logistics	35 - 58k	36 - 60k
Supply Chain Coordinator	30 - 42k	31 - 44k
Inside Sales Support	25 - 45k	25 - 45k
Export Associate	25 - 42k	26 - 42k
Sales Representative	23 - 42k	23 - 42k
Order Management Specialist	25 - 38k	28 - 40k
Customer Service Representative (multilingual)	23 - 33k	24 - 35k

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