



SPAIN'S STRENGTHENING ECONOMIC PERFORMANCE IN 2015 MADE IT A GOOD YEAR FOR THE RECRUITMENT MARKET.

Unemployment fell fast; economic growth was above 3% year-on-year, Spain's critical tourism sector had a record year and Moody's credit agency upgraded Spain's rating from negative to positive.

2015 INSIGHT

Looking at the total number of jobs advertised across the Spanish recruitment market in 2015, sales, IT and manufacturing experienced the highest volumes. In terms of growth rate, real estate and financial services were the strongest performers. The latter sectors had been hard-hit during the downturn and it was a very positive sign for the market that we started to see a return to growth.

Hiring activity across banks was active, with particular demand for senior analysts and professionals experienced in mergers & acquisitions and private equity. Across the back office, compliance expertise was sought after due to tightening EU regulations. We also saw growth in a range of technical positions across insurance; Solvency II actuaries, risk and pricing actuaries, underwriters and key account managers were all in demand.

In accountancy and finance there was high demand for business partners, controllers and financial planning analysts (FP&A). Companies were looking for strong middle and senior-level technicians with communication skills and business acumen to manage stakeholders. In a positive sign for the market, newly-qualified accountants were sought after, especially across the FMCG and pharmaceutical sectors.

Digital was a key theme across sectors. Online marketing and customer relationship management professionals were needed by the majority of companies to turn information into customer loyalty. The huge growth in digital technology meant that IT, CRM, big data and information security specialists were in high demand.

Engineering, procurement and construction expertise was also in high demand, particularly within renewable energy because of Spain's excellent global reputation in this area.

2016 EXPECTATIONS

Hiring levels are expected to be similarly positive in 2016. With predictions for economic growth based at 2.5% or higher and thousands of new roles forecast, this upward trend should continue for the next two years at least.

We expect to see marginal salary increases across the board, with the biggest increases naturally reserved for the most sought-after skill sets. Data scientists, CRM experts and experienced engineering professionals could command 20% rises. Financial business partners and actuaries may also find their salaries increasing by 10%.

Employers will need to emphasise both a positive work environment and a complete salary package, encompassing as many benefits as possible, to secure the best professionals in 2016. Incentives like flexible working and work-life balance in general will also play a greater significance when candidates consider career moves; added extras like car options will also be important. With greater confidence in the market, employees' desire to have clear career development plans will also be a key factor in their role choice.

As demand for specialist professionals grows in 2016, hiring managers may need to be more open-minded about the geographical scope of their hiring. In an increasingly global market, candidates of all nationalities can add value and should be considered as a natural part of the selection process.

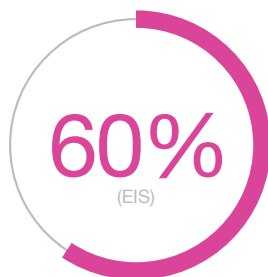


Employers will need to emphasise both a positive work environment and a complete salary package, encompassing as many benefits as possible, to secure the best professionals in 2016.



+ 28% (EJI)

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



Spanish professionals who would accept a lower fixed salary with greater benefits/bonuses

(EJI)

TOP THREE SECTORS BY ADVERTISED JOB VOLUME

- 1 Sales
- 2 Information technology
- 3 Manufacturing

(Salary Survey 2016)

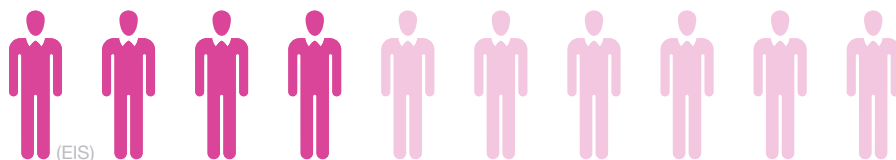
20% SALARY INCREASES EXPECTED FOR THESE SKILL SETS



Information security



Data science



4 out of 10 professionals in Spain believe they are paid less than their market value

EJI: Robert Walters European Job Index Q3 2014 v Q3 2015.

EIS: Robert Walters Employee Insights Survey 2015, 7,000 respondents.

KEY FINDINGS

We expect to see marginal salary increases across the board, with the biggest increases naturally reserved for the most sought-after skill sets.

Digital was a key theme across sectors. Online marketing and customer relationship management professionals were needed by the majority of companies to turn information into customer loyalty.

OVERVIEW

ACCOUNTING & FINANCE

Job volumes grew considerably across finance departments at both multinational and local companies in 2015.

The finance function continued to evolve and accounting and finance professionals had a much more pivotal role to play in their companies' overall business strategy. Financial and business analysts and FP&A managers were therefore in high demand to support the function's increasing contribution to decision-making.

The market for newly and part-qualified accountants was active, especially among local conglomerates and companies in the FMCG, pharmaceutical and industrial sectors. Hiring managers also looked for credit control officers who could help chase debts. Audit professionals were in steady demand, but with less appetite from professionals to undertake the travel needed for such roles, many companies struggled to hire strong candidates.

Plant controllers were also required to manage the opening of new sites in Spain, developing their efficiency and profitability through business process improvement.

In 2016 candidates with FP&A and controlling expertise will remain in high demand. However, hiring managers may struggle to fill these roles as there is a limited supply of specialists with the commercial acumen and communication skills for those roles which partner with the business. Companies will also continue to seek treasury professionals to maintain effective cash flow management.

The limited supply of quality candidates means companies should offer a competitive salary

package to secure top talent. Mid to senior-level professionals in acutely talent-short areas will be looking for salary increments of 10-15%, otherwise an average increase of 8% is expected. Salaries for newly and part-qualified professionals will increase by about 5%.

BANKING & INSURANCE

In 2015 the credit rating agency, Moody's upgraded Spain's banking system from a 'negative' to a 'positive' for the first time in seven years. International investors once again saw Spain as an attractive option and there was ongoing merger and acquisition activity. This translated into a recovery in the banking sector, and extremely positive developments for the recruitment market.

Changes to banking regulations meant that the most sought-after professionals in 2015 were senior analysts, associate merger and acquisitions, private equity, compliance and PBC professionals. With ongoing demand anticipated, salaries are likely to rise between 5% and 10% across the banking sector in 2016.

Recruitment increased at a slower pace across the insurance sector in 2015. However, there were pockets of hiring driven by regulation. With a Solvency II framework largely agreed, technical positions, such as Solvency II actuaries, risk and pricing actuaries, underwriters and key account managers were in high demand throughout the year.

In 2016 there are predictions for growth in life insurance, but slower development in other areas. The economic conditions of recent years have significantly impacted on salary increases within insurance, but due in part to the Collective Agreement, these employees will see their salaries rise by up to 2.5% in 2016.

ENGINEERING

The engineering recruitment market continued to consolidate in 2015. Large energy infrastructure projects did work in Spain and as Spanish engineers were in demand worldwide, there was a shortage of available talent for renewable energy parks. In the industrial sector there was a clear recovery – multinationals opened new headquarters and needed local talent to build teams. Companies that weathered the economic downturn continued optimising their resources, hiring process improvement and supply chain specialists.

Business development positions were most in demand to help companies sell their products, build new infrastructure or renovate existing plants. This also drove a greater need for after-sales service professionals, operations and maintenance managers. Across the market, candidates were required to be fluent in English.

In 2016 there will be a continued search for "super-specialists" who can help companies optimise their business structures. However, there are very few of these specialists; they are in high demand and will command ever-higher salary increments. Similarly, the salaries of technical sales engineers will see an increase of around 30% in 2016. Across the board, senior managers in particular will be looking for an increased salary plus a variable benefits package, and a company that can guarantee them at least a medium-term project.

IT & DIGITAL

The digital transformation became even more visible in 2015, with an overwhelmingly active market in IT and digital, particularly in the first half of the year. The sector was dominated by two trends: the focus on information security,

KEY TRENDS

- ▶ In an increasingly global market, candidates of all nationalities can add value and should be considered as a natural part of the selection process.
- ▶ Overall, a company's digital strategy will be key to its success in 2016, but employers will need to pay to secure talent to help them deliver it.
- ▶ International investors once again saw Spain as an attractive option and there was ongoing merger and acquisition activity.

and on data science. There was an incredibly strong demand for skilled candidates in these areas. This led to significant salary increases of around 20% for information security and data science professionals.

In 2016 there will be even more development in the digital space, as more and more companies look to utilise their data profitably – retail businesses in particular, will hire professionals to help turn their data into something meaningful and strategic. The growing demand for secure access to information in sectors such as banking or insurance will also drive information security hires. Overall, a company's digital strategy will be key to its success in 2016, but employers will need to pay to secure talent to help them deliver it.

SALES & MARKETING

In 2015 the growing economy led to an increase in consumption and investment that had a positive effect on the recruitment market for sales and marketing positions. Companies in the retail, consumer goods and services sectors invested in their teams, and professionals became more proactive about moving to new roles. There was demand for senior professionals with experience in export, and increased searches for high-potential junior professionals and sales professionals with greater technical knowledge.

The overall trend in sales and marketing is without a doubt focused on the digital world, and in 2016 e-commerce specialists will continue to be in demand. Many more large companies will move towards a business model based on customer loyalty and the marketing strategy. To underpin this purpose, organisations will require more CRM professionals with experience in relationship marketing.

With wage freezes and salary decreases the norm during the last few years at both middle and senior management level, the future trend looks more positive, with slight improvements in salaries and other benefits anticipated.

TAX & LEGAL

During 2015, hiring levels across both law firms and within in-house legal departments increased.

A growing number of foreign investors and a real-estate market full of opportunities for institutional investors meant that lawyers specialising in property were in high demand. Reflecting a wider trend across the financial services sector, increasing changes in legislation drove more companies to seek data protection and compliance officers. Hiring for banking and corporate lawyer positions remained stable through the year.

Now the sector is recovering we anticipate higher recruitment levels and rising salaries as a result. In 2015, most partners and senior lawyers increased their salaries by around 3% and 5% respectively. We expect companies to maintain similar pay rises next year.

SPAIN

ACCOUNTING & FINANCE

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	3 - 7 YRS' EXP		7 - 15 YRS' EXP		15+ YRS' EXP	
	2015	2016	2015	2016	2015	2016
Generalist						
Chief Financial Officer			75 - 100k	80 - 120k	100 - 150k	120 - 200k
Finance Director - SME	50 - 60k	50 - 65k	60 - 75k	65 - 85k	75 - 90k	70 - 95k
Head of Controlling			50 - 70k	55 - 80k	65 - 85k	70 - 100k
FP&A Manager	35 - 50k	35 - 55k	50 - 65k	50 - 70k	65 - 100k	70 - 110k
Financial Controller	30 - 50k	35 - 50k	50 - 65k	55 - 70k	65 - 90k	70 - 95k
Accounting Manager	35 - 50k	40 - 50k	50 - 65k	55 - 70k	65 - 75k	70 - 85k
Treasurer	35 - 45k	40 - 50k	45 - 60k	50 - 65k	60 - 80k	65 - 80k
Business Analyst	35 - 50k	35 - 50k	50 - 65k	55 - 70k	65 - 80k	70 - 85k
Specialist						
Plant Controller	35 - 45k	40 - 55k	45 - 65k	55 - 80k	65 - 90k	80 - 95k
Internal Auditor	35 - 50k	35 - 50k	50 - 65k	55 - 75k	65 - 90k	75 - 95k
Consolidation Manager	35 - 50k	40 - 50k	50 - 70k	50 - 70k	70 - 90k	75 - 90k
Project Finance Analyst	40 - 60k	45 - 70k	60 - 80k	70 - 110k	80 - 120k	110 - 160k
Strategy Consultant	40 - 60k	45 - 60k	60 - 80k	65 - 85k	90 - 120k	90 - 125k

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

SPAIN

BANKING & INSURANCE

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	3 - 7 YRS' EXP		7 - 15 YRS' EXP		15+ YRS' EXP	
	2015	2016	2015	2016	2015	2016
Banking						
Institutional Sales	45 - 90k	45 - 90k	80 - 120k	80 - 130k	110 - 170k	110 - 170k
M&A	50 - 75k	50 - 85k	70 - 125k	70 - 130k	110 - 170k	110 - 170k
Private Equity	50 - 80k	50 - 85k	70 - 130k	70 - 130k	115 - 160k	115 - 160k
Retail Director			50 - 90k	55 - 90k	75 - 140k	75 - 140k
Real Estate Asset Manager	45 - 75k	50 - 80k	75 - 120k	75 - 125k	90 - 135k	90 - 140k
Private Client Adviser	45 - 60k	45 - 65k	55 - 75k	60 - 80k		
Head of Operations					90 - 120k	90 - 120k
Compliance & AML Officer	50 - 70k	50 - 75k	65 - 100k	70 - 100k	100k+	100k+
Financial Controller	45 - 65k	45 - 65k	60 - 90k	60 - 90k	100k+	100k+
Product Manager	45 - 65k	45 - 70k	55 - 80k	55 - 80k	75 - 95k	75 - 95k
Credit Analyst	55 - 70k	55 - 70k	65 - 80k	65 - 85k		
Middle Office	32 - 40k	32 - 42k	40 - 60k	40 - 60k	48 - 75k	50 - 80k
Back Office	25 - 35k	25 - 38k	35 - 55k	35 - 58k	50 - 70k	50 - 70k
Insurance						
Chief Actuary			60 - 90k	70 - 100k	100k+	100k+
Actuary	30 - 45k	30 - 45k	45 - 60k	45 - 65k		
Senior Underwriter	35 - 50k	35 - 55k	55 - 70k	55 - 75k	60 - 80k	60 - 85k
Underwriter	30 - 45k	30 - 45k	45 - 60k	45 - 65k		
Claims Manager			55 - 80k	60 - 90k	90k+	90k+
Claims Assistant	30 - 45k	35 - 45k	45 - 60k	50 - 70k		
Key Account Manager	35 - 55k	40 - 55k	50 - 80k	55 - 80k	90k+	90k+
Audit Manager	40 - 50k	40 - 55k	50 - 60k	50 - 65k	65 - 80k	65 - 85k
Senior Auditor	40 - 50k	45 - 55k	50 - 70k	50 - 70k	70 - 80k	70 - 85k
Financial Controller	30 - 40k	35 - 45k	40 - 55k	40 - 60k	60 - 80k	60 - 85k

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SPAIN

ENGINEERING

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	3 - 7 YRS' EXP		7 - 15 YRS' EXP		15+ YRS' EXP	
	2015	2016	2015	2016	2015	2016
Industry & Supply Chain						
General Manager/CEO			80 - 90k	75 - 100k	90 - 120k	120 - 150k
Business Development Manager	45 - 60k	50 - 70k	60 - 90k	70 - 90k	90 - 120k	100 - 130k
Sales Engineer/Product Manager	40 - 50k	35 - 55k	50 - 70k	50 - 75k	70 - 90k	80 - 95k
QA/QC Manager	40 - 50k	45 - 60k	50 - 60k	50 - 65k	50 - 60k	65 - 80k
Industrial/Plant Manager	40 - 60k	45 - 60k	60 - 80k	65 - 80k	80 - 100k	90 - 110k
Production Manager	40 - 50k	40 - 60k	50 - 70k	60 - 80k	70 - 90k	90 - 110k
Technical Director	40 - 50k	40 - 60k	50 - 70k	60 - 80k	70 - 90k	90 - 110k
Logistics/Supply Chain Manager	30 - 40k	35 - 50k	40 - 60k	50 - 65k	60 - 80k	70 - 90k
Purchasing Manager	30 - 40k	30 - 40k	40 - 55k	40 - 50k	55 - 70k	60 - 80k
Maintenance/Facility Manager	30 - 40k	35 - 45k	45 - 65k	45 - 60k	50 - 70k	60 - 80k
Infrastructure						
Project Director	70 - 80k	80 - 90k	80 - 90k	90 - 100k	120 - 140k	130 - 150k
Project Manager	75 - 85k	85 - 95k	85 - 95k	95 - 105k	105 - 115k	115 - 125k
Site Construction Manager	65 - 75k	70 - 80k	75 - 85k	80 - 90k	85 - 110k	110 - 130k
Planning & Cost Manager	70 - 80k	70 - 80k	80 - 90k	80 - 90k	110 - 120k	110 - 130k
Technical Office Manager	65 - 75k	75 - 85k	75 - 85k	85 - 95k	95 - 105k	95 - 105k
Procurement Manager	50 - 60k	60 - 70k	60 - 70k	70 - 80k	80 - 90k	80 - 90k
MEP Manager	60 - 70k	60 - 70k	70 - 80k	80 - 90k	90 - 100k	90 - 100k

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SPAIN

ENGINEERING

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	3 - 7 YRS' EXP		7 - 15 YRS' EXP		15+ YRS' EXP	
	2015	2016	2015	2016	2015	2016
Oil & Gas/Conventional/Mining & Cement						
Business Development Manager	45 - 60k	45 - 60k	80 - 100k	80 - 100k	100 - 160k	100 - 160k
Operations Director			80 - 100k	85 - 100k	100 - 120k	110 - 130k
Project Director	40 - 60k	45 - 65k	65 - 80k	65 - 85k	80 - 100k	85 - 110k
Engineering Manager	40 - 60k	40 - 60k	75 - 80k	75 - 80k	85 - 100k	85 - 100k
Procurement Manager	45 - 55k	45 - 55k	55 - 65k	55 - 65k	70 - 80k	70 - 90k
Process Leader	40 - 45k	40 - 45k	50 - 75k	50 - 75k	75 - 80k	75 - 80k
Lead Mechanical Engineer	45 - 50k	45 - 50k	55 - 60k	55 - 60k	65 - 80k	65 - 75k
Site Construction Manager	75 - 90k	75 - 90k	90 - 120k	90 - 120k	120 - 160k	120 - 150k
Site Contract Manager			90 - 120k	90 - 120k	110 - 150k	120 - 150k
Site Commissioning Manager	75 - 85k	75 - 85k	90 - 110k	90 - 110k	120 - 140k	120 - 140k
Site Project Control Manager	70 - 75k	70 - 75k	85 - 100k	85 - 100k	110 - 150k	120 - 150k
Site HSE Manager	60 - 80k	60 - 80k	80 - 90k	80 - 90k	90 - 120k	90 - 120k
Project Director (Mining)			85 - 110k	85 - 110k	110 - 160k	110 - 160k
Mechanical Leader (Mining)	30 - 45k	35 - 50k	50 - 65k	50 - 70k	70 - 90k	70 - 90k
Process Leader (Mining)	35 - 50k	35 - 50k	50 - 65k	50 - 65k	65 - 90k	65 - 90k
Renewable Energy/T&D						
Business Development Manager	45 - 55k	50 - 60k	55 - 80k	55 - 80k	65 - 100k	70 - 120k
Project Development Manager	35 - 45k	40 - 45k	50 - 65k	55 - 70k	60 - 80k	60 - 80k
Project Manager	40 - 55k	40 - 55k	45 - 65k	50 - 70k	60 - 90k	65 - 100k
Engineering Manager	40 - 55k	40 - 55k	45 - 65k	50 - 70k	60 - 90k	65 - 100k
Procurement Manager	35 - 55k	35 - 55k	40 - 60k	45 - 65k	55 - 75k	55 - 75k
Site Construction Manager	40 - 55k	40 - 55k	45 - 65k	50 - 70k	60 - 90k	65 - 100k
Site Commissioning Manager	40 - 50k	40 - 50k	45 - 60k	50 - 65k	60 - 85k	65 - 95k
O&M Manager	35 - 55k	35 - 55k	40 - 60k	45 - 65k	55 - 75k	55 - 75k

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SPAIN

IT & DIGITAL

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	3 - 7 YRS' EXP		7 - 15 YRS' EXP		15+ YRS' EXP	
	2015	2016	2015	2016	2015	2016
Management						
CTO/CIO	65 - 75k	70 - 80k	75 - 110k	80 - 110k	90 - 160k	100 - 160k
Chief Digital Officer	50 - 60k	55 - 60k	60 - 80k	70 - 90k	75 - 100k	90 - 150k
IT Director	50 - 65k	55 - 70k	65 - 95k	70 - 100k	80 - 105k	85 - 120k
Systems						
Systems Director	75 - 80k	80 - 85k	90 - 95k	95 - 100k	100 - 110k	110 - 130k
Systems Administrator	35 - 40k	40 - 45k	45 - 55k	55 - 60k		
Head of Infrastructure	55 - 60k	60 - 65k	65 - 70k	70 - 75k	80 - 85k	90 - 95k
Network Engineer	35 - 45k	40 - 50k	45 - 60k	45 - 60k	55 - 75k	60 - 80k
Chief Security Officer	45 - 60k	50 - 70k	50 - 70k	60 - 80k	65 - 90k	80 - 110k
Network Security Engineer	35 - 45k	40 - 50k	45 - 60k	45 - 60k	55 - 75k	60 - 80k
Reverse Engineer/Hacker	35 - 40k	40 - 45k	45 - 50k	55 - 60k		
Development						
Development Director	55 - 65k	55 - 70k	70 - 90k	70 - 95k	90 - 125k	90 - 125k
Enterprise Architect	65 - 85k	70 - 85k	65 - 100k	70 - 100k	90 - 135k	95 - 135k
Software Architect	40 - 50k	45 - 55k	45 - 55k	50 - 55k		
Development Project Manager	40 - 60k	45 - 60k	50 - 70k	55 - 70k	60 - 75k	60 - 80k
Front-end Developer	35 - 50k	40 - 50k	40 - 60k	45 - 65k	50 - 70k	55 - 80k
Back-end Developer	30 - 35k	35 - 40k				
Mobile (iOS/Android) Engineer	30 - 40k	35 - 45k				
Tester/QA Analyst	35 - 40k	40 - 45k				

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SPAIN

IT & DIGITAL

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	3 - 7 YRS' EXP		7 - 15 YRS' EXP		15+ YRS' EXP	
	2015	2016	2015	2016	2015	2016
Data & Analytics						
Data & Analytics Manager	40 - 60k	45 - 65k	50 - 65k	55 - 70k	60 - 85k	60 - 85k
BI Specialist	30 - 40k	35 - 40k	35 - 45k	40 - 50k	40 - 60k	45 - 65k
Big Data Specialist	30 - 35k	40 - 50k				
Data Scientist	35 - 50k	45 - 60k				
ERPs						
SAP Manager	45 - 50k	50 - 55k	47 - 50k	52 - 57k	60 - 65k	70 - 75k
SAP Analyst	40 - 45k	45 - 50k	45 - 50k	50 - 52k		
SAP Developer	35 - 40k	38 - 42k	42 - 45k	47 - 50k		
Sales						
Account Manager	40 - 45k	45 - 50k	50 - 60k	55 - 65k	75 - 80k	75 - 80k
Sales Director	55 - 60k	60 - 65k	60 - 65k	65 - 70k	75 - 85k	80 - 90k
Pre-sales Manager	40 - 55k	40 - 55k	50 - 65k	55 - 70k	60 - 75k	65 - 75k

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SPAIN

SALES & MARKETING

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	3 - 7 YRS' EXP		7 - 15 YRS' EXP		15+ YRS' EXP	
	2015	2016	2015	2016	2015	2016
Sales						
Sales Director	75 - 100k	80 - 100k	90 - 100k	100 - 120k	105 - 150k	105 - 150k
Trade Marketing Manager	45 - 60k	50 - 65k	65 - 90k	70 - 90k	80 - 110k	80 - 100k
National Account Manager	45 - 60k	60 - 70k	50 - 65k	75 - 90k	70 - 95k	75 - 100k
Key Account Manager	45 - 70k	50 - 70k	60 - 85k	70 - 85k	80 - 120k	75 - 120k
Marketing						
Marketing Director	70 - 90k	70 - 90k	80 - 120k	85 - 120k	105 - 150k	105 - 150k
Marcomms Manager	50 - 70k	55 - 70k	65 - 75k	65 - 75k	85 - 100k	80 - 105k
Brand Manager	40 - 60k	40 - 60k	50 - 70k	55 - 70k		
Digital						
Online Marketing Manager	45 - 75k	45 - 75k	75 - 90k	80 - 95k	95 - 115k	100 - 120k
Online Project Manager	45 - 65k	45 - 65k	50 - 70k	55 - 75k		
E-commerce Manager	45 - 70k	45 - 70k	75 - 110k	80 - 115k		
CRM Manager	30 - 45k	35 - 45k	45 - 70k	50 - 80k		
SEM/SEO Manager	30 - 40k	35 - 45k	45 - 55k	50 - 60k		
Account Manager	35 - 50k	35 - 50k	40 - 70k	45 - 70k		
Social Media Specialist	35 - 45k	35 - 45k	40 - 50k	40 - 50k		

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SPAIN

TAX & LEGAL

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	3 - 7 YRS' EXP		7 - 15 YRS' EXP		15+ YRS' EXP	
	2015	2016	2015	2016	2015	2016
In-house						
Legal Counsel	35 - 70k	35 - 75k	70 - 100k	70 - 100k	100 - 150k	100 - 150k
Tax Manager			70 - 100k	70 - 100k	100 - 150k	100 - 150k
Compliance Manager			70 - 100k	70 - 100k	100 - 150k	100 - 150k
Compliance Officer	35 - 70k	35 - 75k				
Private Practice - Law Firms						
Banking/Finance Lawyer	50 - 70k	50 - 75k	70 - 120k	75 - 130k	120 - 150k	120 - 160k
Corporate Lawyer	50 - 70k	50 - 75k	70 - 120k	75 - 130k	120 - 150k	120 - 160k
Litigation Lawyer	50 - 70k	50 - 75k	70 - 120k	75 - 130k	120 - 150k	120 - 160k
EU & Competition Lawyer	50 - 70k	50 - 70k	70 - 120k	70 - 120k	120 - 150k	120 - 160k
IP/IT Lawyer	45 - 65k	45 - 70k	65 - 100k	70 - 100k	120 - 150k	120 - 160k
Labour Lawyer	50 - 70k	50 - 70k	70 - 120k	70 - 120k	120 - 150k	120 - 160k

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