

# THE SOUTH AFRICA SALARY SURVEY 2019



SOUTH AFRICA SALARY TRENDS IN SPECIALIST RECRUITMENT



## ■ PAGEGROUP – FTSE 250 – SINCE 1976

PageGroup is a world-leading specialist recruitment consultancy with four decades of expertise. It has more than 141 offices in 36 countries, comprising of three core brands: Page Executive, Michael Page and Page Personnel.

Key Stats:

- 7,457 Staff Worldwide
- 25 Specialist Businesses

A lot has changed in the last forty two years at PageGroup and the recruitment industry as a whole. One thing that remains unchanged is our commitment to the professional success of our clients, candidates and employees.



## ■ MICHAEL PAGE AFRICA SINCE 2006

Our South African business operates across 2 of our 3 global brands: Michael Page and Page Executive. Established in 2006, we recruit for both multinationals and medium-to-large African companies across all major cities in South Africa, based out of our office in Nelson Mandela Square, Johannesburg.

Over the last 12 years, Michael Page has developed a market leading position within the recruitment sector resulting in a total headcount of over 60 employees and a management team with more than 100 years of PageGroup experience.

Key statistics in 2018:

- 10 specialist disciplines
- Over 1,000 job placements worked on in 2018
- Over 100,000 candidates in our database
- [www.michaelpageafrica.com](http://www.michaelpageafrica.com) has more than 40,000 unique users every month
- A dedicated Sub-Saharan Africa business with 12 consultants
- Launched Western Cape desk with 5 experienced consultants

## ■ 2019 OUTLOOK - SOUTH AFRICA



The South African labour market has once again been unpredictable. Despite a short recovery observed in South Africa in the first half of 2018 and the emergence from a recession with a +2.2% GDP growth in the third quarter, the official unemployment rate is back at its 2017 level. This is due to weak investment & consumer confidence, along with continued limited household spending & private investment. With the economic stimulus package announced in September 2018 and a heightened commitment to attract foreign investment, we are expecting a positive economic impact on the GDP growth and the unemployment rate for 2019. While the majority of sectors remain under pressure, significant drivers for a more positive development will come from the Banking & Financial Services, IT and Transportation sectors.

As a result of limited household spending and private investment over the last 3 years, local and international organisations continue to be cautious when expanding into the African markets. Despite organizations' reservations, our specialized Rest of Africa (RoA) recruitment teams have managed to improve year-on-year results by 63%. The RoA region has also created a significant demand for recruitment services in South Africa, with many head offices based mainly in Johannesburg or Cape Town.

Whether it is management level positions based in South Africa or technical/niche roles based in Johannesburg which entail extensive regional travel, the growth of these markets is propelling the South African labour market. Finally, salaries and bonuses have tended to follow a consistent pattern over the past 5 years, with steady increases to reflect inflationary pressures. In the current market, there are a number of candidates with niche skill sets or relevant experience who are able to command higher salaries, due to a low supply of talent.

Lars Fischer  
Operating Director  
Michael Page Africa



## FINANCE & ACCOUNTING

FINANCE & ACCOUNTING	SME			MNC		
Categorised by Function	From	Average	To	From	Average	To
SENIOR FINANCE						
Group / Regional CFO	2.500	3.000	3.500	3.500	4.750	6.000
Finance Director	1.500	1.850	2.200	2.000	2.750	3.500
Financial Controller	650	725	800	800	945	1.200
CONTROLLING ROLES						
Credit Manager	550	625	700	700	800	900
Finance Manager	750	825	900	850	1.025	1.200
Senior FP&A Analyst	650	700	750	700	800	900
Finance Analyst / Associate	500	550	600	550	625	700
Financial Accountant CA (SA)	600	650	700	650	700	750
Head: Finance Shared Service				1.600	1.700	1.800
Finance Shared-Service Manager				800	1.000	1.200
Financial Planning & Analysis Manager	750	800	850	900	1.050	1.200
Financial Accountant (Standard)	400	450	500	500	550	600
TAX						
Tax Director	1.400	1.700	2.000	1.800	2.300	2.800
Senior Tax Manager	1.000	1.200	1.400	1.400	1.600	1.800
Tax Manager	800	900	1.000	900	1.150	1.400
Tax Accountant	400	550	700	500	650	800
Senior (Internal) Auditors	800	900	1.000	900	1.050	1.200
AUDIT	SME			MNC		
Chief Audit Officer	1.750	2.125	2.500			
Head of Internal Audit	1.100	1.250	1.400			
Audit Manager	850	925	1.000			
Senior (Internal) Auditors	700	800	900			
(Internal) Auditors	450	550	650			
OTHER	SME			MNC		
Head of Treasury				1.000	1.200	1.400
Treasury Manager				750	925	1.100
General Manager: Finance				1.400	1.600	1.800
Senior Plant Controller				1.400	1.600	1.800
Plant Controller				800	1.000	1.200
Commercial Manager				800	1.000	1.200
Factory Finance Manager				900	1.150	1.400

Salaries are shown per year in thousands of South African Rand.





# MichaelPage

Engineering &  
Manufacturing



## Engineering & Manufacturing

Categorised by Function	From	Average	To
Manufacturing Director	1.400	1.600	2.300
Factory / Plant Manager	900	1.200	1.600
Production Manager	750	950	1.200
Production Engineer	550	700	900
Quality Manager (QA / QC)	600	750	950
Quality Engineer (QA / QC)	500	600	700
Maintenance Manager	850	950	1.100
Maintenance Engineer	550	750	900
HSE Manager	600	750	950
HSE Engineer	550	750	900
R&D / NPD Director	1.400	1.700	1.900
R&D / NPD Manager	750	900	1.200
R&D / NPD Engineer	650	700	950
Regulatory Affairs Director	1.200	1.400	1.700
Regulatory Affairs Manager / Associate	600	850	1.100
Regulatory Affairs Engineer	550	750	800
Continuous Improvement Engineer	700	800	900
Project Director	1.600	1.700	2.000
Project Manager	750	850	1.100
Project Engineer	650	700	850
Design Manager	550	650	750



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Human Resources



## Human Resources

Categorised by Role	From	Average	To
<b>GENERALIST</b>			
VP HR / Chief HR Officer	2.500	2.900	3.200
HR Director	1.500	1.900	2.200
Head of HR	1.400	1.800	2.000
Regional HR Manager / HR Business Partner	750	900	1.300
HR Manager	800	1.000	1.200
HR Officer	400	450	500
<b>LEARNING &amp; DEVELOPMENT / TRAINING</b>			
Head of Learning Development / Director	1.000	1.200	1.400
Learning & Development / Training Manager	700	850	1.000
Learning & Development / Training Officer	400	450	500
<b>REWARD</b>			
Head of Reward / Compensation & Benefits	1.000	1.200	1.400
Compensation & Benefits Manager	700	800	950
Compensation & Benefits Officer / Analyst	400	500	600
<b>RECRUITMENT/ TALENT ACQUISITION</b>			
Head of Talent Acquisition / Director	1.000	1.200	1.500
Talent Acquisition Manager	700	900	1.100
Talent Acquisition Specialist	450	600	700



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## LEGAL

Categorised by Role	From	Average	To
<b>IN HOUSE</b>			
GC	1.500	<b>1.800</b>	5.000
Senior Legal Counsel	1.000	<b>1.200</b>	1.500
Legal Counsel	700	<b>900</b>	1.000
Junior Counsel	400	<b>500</b>	700
Legal Secretary	300	<b>450</b>	500
<b>TOP SA</b>			
Partner	1.400	<b>2.000</b>	4.000
Senior Associate	750	<b>900</b>	1.200
Associate	500	<b>600</b>	700
Legal Secretary	300	<b>450</b>	500
Candidate Attorney	300	<b>350</b>	400
<b>BOUTIQUE LAW FIRM</b>			
Partner	1.000	<b>1.800</b>	3.000
Senior Associate	700	<b>900</b>	1.000
Associate	400	<b>500</b>	600
Candidate Attorney	250	<b>300</b>	350
Legal Secretary	150	<b>200</b>	300
<b>INTERNATIONAL LAW FIRM</b>			
Partner	1.500	<b>2.000</b>	5.000
Senior Associate	750	<b>900</b>	1.200
Associate	500	<b>600</b>	700
Legal Secretary	300	<b>450</b>	500
Candidate Attorney	300	<b>350</b>	400
<b>COMPANY SECRETARY</b>			
Group Company Secretary	1.500	<b>1.800</b>	3.000
Company Secretary	1.000	<b>1.200</b>	1.500
Assistant Company Secretary	600	<b>750</b>	900
<b>LEGAL COMPLIANCE</b>			
Head of Compliance	1.600	<b>2.000</b>	3.000
Senior Compliance Manager	1.000	<b>1.200</b>	1.500
Compliance Manager	600	<b>700</b>	900



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## PROCUREMENT

Role	SME			MNC		
	From	Average	To	From	Average	To
VP of Procurement	1.200	<b>1.400</b>	1.600	1.800	<b>2.300</b>	2.800
Procurement Director	1.200	<b>1.400</b>	1.600	1.600	<b>1.800</b>	2.000
Head of Procurement	900	<b>1.050</b>	1.200	1.200	<b>1.400</b>	1.600
Procurement Manager	600	<b>700</b>	800	700	<b>950</b>	1.200
Category Manager	600	<b>700</b>	800	900	<b>1.050</b>	1.200
Category Specialist	500	<b>575</b>	650	900	<b>1.050</b>	1.200
Buyer / Procurement Specialist / Purchasing Officer	250	<b>375</b>	500	550	<b>650</b>	750
Assistant Buyer	120	<b>235</b>	350	400	<b>450</b>	500

## SUPPLY CHAIN & LOGISTICS

Role	SME			MNC		
	From	Average	To	From	Average	To
VP of Supply Chain	1.300	<b>1.450</b>	1.600	2.000	<b>2.900</b>	3.800
Supply Chain / Logistics Director	1.200	<b>1.400</b>	1.600	1.600	<b>2.200</b>	2.800
Supply Chain Manager	600	<b>725</b>	850	900	<b>1.150</b>	1.400
Demand Planning Manager	600	<b>675</b>	750	600	<b>900</b>	1.200
Customer Service Manager	600	<b>700</b>	800	750	<b>925</b>	1.100
Distribution Manager	500	<b>625</b>	750	580	<b>665</b>	750
Supply Planning Manager	450	<b>550</b>	650	550	<b>700</b>	850
Logistics Manager	450	<b>525</b>	600	700	<b>900</b>	1.100
Fleet / Transportation Manager	400	<b>475</b>	550	550	<b>625</b>	700
Warehouse Manager	400	<b>525</b>	650	550	<b>725</b>	900
Demand / Supply / Inventory Planner	300	<b>400</b>	500	480	<b>540</b>	600
Logistics Executive / Coordinator / Specialist	250	<b>300</b>	350	350	<b>385</b>	420
Warehouse Supervisor	180	<b>240</b>	300	240	<b>320</b>	400
Supply Chain Coordinator	180	<b>240</b>	300	240	<b>295</b>	350

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## SALES & MARKETING (CONSUMER)

Categorised by Function	From	Average	To
<b>SALES</b>			
General Manager	1.700	<b>2.200</b>	2.600
VP of Sales	1.200	<b>1.700</b>	2.600
Head of Sales / Sales Director	1.200	<b>1.500</b>	2.000
Regional Sales Manager / GCC Sales Manager	1.000	<b>1.300</b>	1.500
Country Manager	1.500	<b>1.700</b>	2.200
Key Account Manager / National Account Manager	900	<b>1.200</b>	1.500
Key Account Executive	700	<b>1.000</b>	1.200
<b>MARKETING</b>			
CMO	1.800	<b>2.200</b>	2.600
Head of Marketing / Marketing Director	1.500	<b>1.800</b>	2.000
Marketing Manager / Group Product Manager / Category Manager	1.100	<b>1.300</b>	1.500
Senior Brand Manager	800	<b>900</b>	1.100
Brand Manager	600	<b>750</b>	900
Assistant Brand Manager / Marketing Executive	500	<b>650</b>	800
<b>TRADE MARKETING</b>			
Head of Trade Marketing	1.000	<b>1.300</b>	1.500
Trade Marketing Manager / Shopper	800	<b>1.000</b>	1.200
Marketing Manager (Regional Role)	1.100	<b>1.300</b>	1.500
Trade Marketing Manager / Shopper Marketing Manager (Country Specific)	800	<b>900</b>	1.100
Trade Marketing Executive	600	<b>750</b>	800
<b>CONSUMER INSIGHTS</b>			
Consumer Insights Director	900	<b>1.200</b>	1.500
Consumer Insights Manager	600	<b>800</b>	1.000
Consumer Insights Executive	500	<b>650</b>	800

## SALES & MARKETING (BUSINESS TO BUSINESS)

Categorised by Function	From	Average	To
<b>SALES</b>			
General Manager	1.700	<b>2.200</b>	2.800
Head of Sales / Sales Director	1.200	<b>1.500</b>	1.800
Regional Sales Manager	1.200	<b>1.500</b>	1.800
Business Development Manager	900	<b>1.200</b>	1.500
Project Sales Manager	800	<b>1.000</b>	1.200
Key Account Manager / Area Sales Manager	700	<b>900</b>	1.200
Business Development Executive	800	<b>1.000</b>	1.200
Sales Engineer / Specification Specialist	800	<b>1.000</b>	1.200



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## TECHNOLOGY

Categorised by Function	SME			MNC		
	From	Average	To	From	Average	To
<b>EXECUTIVE / LEADERSHIP</b>						
Chief Information Officer (CIO)	1.200	<b>1.350</b>	1.600	1.400	<b>1.650</b>	2.200
Chief Technology Officer (CTO)	1.000	<b>1.200</b>	1.400	1.100	<b>1.450</b>	1.800
Chief Information Security Officer (CISO)	1.100	<b>1.250</b>	1.400	1.400	<b>1.500</b>	1.600
IT Director	900	<b>1.400</b>	1.500	1.400	<b>1.650</b>	2.200
Head of IT	900	<b>1.400</b>	1.500	1.400	<b>1.650</b>	2.000
IT Manager	800	<b>900</b>	1.200	900	<b>1.300</b>	1.400
<b>IT SECURITY</b>						
IT Security Manager	900	<b>1.000</b>	1.100	1.100	<b>1.300</b>	1.600
IT Security Engineer	700	<b>800</b>	900	900	<b>950</b>	1.000
IT Security Analyst	400	<b>400</b>	550	500	<b>450</b>	600
<b>APPLICATIONS</b>						
IT Applications Director	1.000	<b>1.100</b>	1.400	1.100	<b>1.400</b>	1.700
Business Applications Manager	800	<b>850</b>	950	1.000	<b>1.200</b>	1.500
Applications Developer	400	<b>650</b>	1.200	400	<b>700</b>	1.400
Technical / Functional Consultant	600	<b>900</b>	1.100	700	<b>900</b>	1.200
<b>BUSINESS ANALYSIS &amp; PROJECT MANAGEMENT</b>						
Head of Project Management Office	1.100	<b>1.200</b>	1.400	1.300	<b>1.500</b>	2.000
Business Intelligence Manager	600	<b>850</b>	1.000	1.200	<b>1.500</b>	1.600
IT Business Partner	700	<b>800</b>	1.000	900	<b>1.000</b>	1.400
Programme Manager	800	<b>900</b>	1.000	1.100	<b>1.400</b>	1.700
IT Project Manager	600	<b>650</b>	800	800	<b>950</b>	1.200
Senior IT Business Analyst	600	<b>700</b>	800	500	<b>800</b>	1.200
Business Analyst	400	<b>500</b>	600	400	<b>600</b>	900
BI Analyst	400	<b>500</b>	650	500	<b>650</b>	900
<b>ARCHITECTURE</b>						
Chief Enterprise Architect	1.000	<b>1.200</b>	1.300	1.200	<b>1.400</b>	2.000
Enterprise Architect	900	<b>1.000</b>	1.100	1.100	<b>1.300</b>	1.700
Senior Information Architect	800	<b>900</b>	1.000	800	<b>1.000</b>	1.500
Information Architect	700	<b>800</b>	900	800	<b>850</b>	1.200
<b>NETWORKING</b>						
Network Manager	500	<b>600</b>	750	800	<b>900</b>	1.200
Network Architect	450	<b>700</b>	800	800	<b>900</b>	1.300
Network Engineer	300	<b>350</b>	650	300	<b>400</b>	800
Network Administrator	200	<b>250</b>	500	300	<b>350</b>	600
<b>DATA / DATABASE ADMINISTRATION</b>						
Data Architect	900	<b>950</b>	1.200	1.200	<b>1.200</b>	1.700
Data Analytics Manager	700	<b>900</b>	1.100	1.200	<b>1.400</b>	1.600
Data Scientist	700	<b>800</b>	900	800	<b>1.200</b>	1.600
Database Administrator	650	<b>750</b>	950	700	<b>850</b>	950
Database Developer	500	<b>650</b>	900	500	<b>750</b>	900
Data Analyst	400	<b>500</b>	700	400	<b>500</b>	800
<b>TECHNICAL SERVICES</b>						
Technical Support Manager	500	<b>650</b>	700	500	<b>700</b>	800
Application Support Analyst	500	<b>600</b>	700	500	<b>600</b>	800
IT Support Engineer	300	<b>400</b>	500	300	<b>500</b>	600

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