



**KINGSWOOD GROUP**

HR SOLUTIONS  
RECRUIT • OUTSOURCE • CONSULT

# Kingswood Group Salary Survey

## East of England (Essex and Surrounding Areas)

The Kingswood Group Salary Survey provides reliable and up-to-date insights into HR salary trends for Essex and the surrounding areas. This survey is designed to help businesses make informed salary decisions to attract and retain top talent.

### Methodology

Our salary data is compiled from:

- Successfully recruited roles.
- Input from clients and candidates.
- Expertise from our specialist recruitment team.

We aim to equip clients with actionable insights that account for variations between sectors, industries, and market conditions. For tailored insights specific to your industry, contact our team for bespoke support.

### HR Salary Benchmarks (Ranked by Minimum Salary)

Role	Min Salary (£)	Avg Salary (£)	Max Salary (£)
HR Administrator	26,000	29,000	34,000
HR Coordinator	28,000	32,000	37,000
Talent Acquisition Consultant	35,000	38,000	44,000
HR Advisor	30,000	40,000	46,000
Employee Relations Advisor	36,000	40,000	46,000
HR Manager	45,000	50,000	58,000
Learning & Development Manager	48,000	52,000	61,000
Talent Acquisition Manager	50,000	55,000	63,000
Reward Analyst	40,000	55,000	63,000
HR Operations Manager	45,000	55,000	63,000
HR Business Partner	50,000	55,000	63,000
HR Director	70,000	80,000	95,000
Chief People Officer (CPO)	85,000	95,000	116,000
Chief Human Resources Officer (CHRO)	90,000	100,000	126,000

Note: The salary figures in the table below do not account for potential 2025 pay awards. For the most current data, consult Kingswood Group for tailored insights.

## Trends and Observations

**Demand for Specialists:** Roles in Talent Acquisition and Reward Analysis are seeing increased demand due to the competitive job market.

**Sector Variations:** Salaries can vary significantly by industry, with financial services and technology sectors often offering the upper ranges.

**Retention Strategies:** Competitive salaries combined with strong benefits packages are key to retaining talent in the region.

**Remote Working:** The option to work from home remains a crucial factor in candidates' decision-making processes. Employers offering flexible or hybrid working arrangements are more likely to attract top talent.

## Additional Benefits

Many roles now offer enhanced benefits packages to attract and retain talent. These may include:

- **Performance-Related Bonuses:** Rewards tied to individual or company performance.
- **Medical Benefits:** Private healthcare or health insurance schemes.
- **Holiday Entitlement Enhancements:** Additional leave days beyond the statutory minimum.
- **Flexible Working Options:** Hybrid or fully remote arrangements to support work-life balance.

Employers who incorporate these benefits into their packages are better positioned to compete in the current job market.

## How Kingswood Can Support

Our expertise in recruitment ensures we deliver tailored services to meet your hiring needs. We specialise in:

- Identifying top talent across HR roles.
- Streamlining the recruitment process to save time and resources.
- Offering market insights to inform competitive offers.
- Supporting long-term retention through strategic hiring practices.

Contact us today to discuss how we can support your recruitment needs.

## About Kingswood Group

Kingswood Group has been delivering HR and Recruitment solutions since 2018, supporting businesses across Essex and beyond. Our commitment to providing tailored, high-quality services ensures our clients achieve their growth and employee engagement goals.

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