

A GUIDE TO SALARIES & SKILLS 2020

FINANCE & ACCOUNTING HR SALES TECHNOLOGY LEGAL PROCUREMENT & SUPPLY CHAIN
ENGINEERING & MANUFACTURING LEGAL **SOUTH AFRICA** SALES AND MARKETING TECHN



About **this guide**

The Michael Page Salary & Skills Guide 2020 is developed as a reference for hiring managers and job seekers to make informed employment decisions in South Africa. It provides an overview of market and employment trends, including observations such as job seekers' sentiments.

You will find salary benchmarks for various job functions across the following sectors:

- Human Resources
- Legal
- Procurement & Supply Chain
- Engineering & Manufacturing
- Finance & Accounting
- Sales & Marketing (B2B & B2C)
- Technology

Report methodology

Data for the salary benchmark is derived from our proprietary database capturing job advertisements and placements throughout 2019. It is supplemented with data and insights from our other studies such as our quarterly job market surveys, validated against insights from our leaders' and consultants' interactions with clients and candidates.



An introduction from **Paul Newman**

Associate Director
PageGroup, South Africa

The last year has proven to be challenging for the professional labour market within South Africa, due to various economic and political reasons. The year started cautiously, with the General Elections held 8th May, and investors adopting a 'wait and see' approach. This has, however, continued with policy uncertainty such as expropriation of land without compensation, underlined by the highest unemployment rate since comparable data was recorded in 2008, peaking at 29.1% in Q3.

Overall, we have seen a decline in demand across most industries within South Africa, with certain industries feeling the impact more than others. Companies are looking for ways to increase output and productivity, while at the same time cutting costs. Therefore, automation, robotics, artificial intelligence, digital and in broader terms, technology is playing a bigger role in achieving the above mentioned goals. We have also seen an increased need for strong commercial leaders with the capabilities to steer businesses through these challenging economic times, focusing on guiding and leading the workforce, and increasing the bottom line. South Africa is also facing a brain drain of highly skilled labour who are opting to emigrate; this is creating a talent gap in the market, further contributing to the challenges of investing in the economy.

For South Africans, 2019 will also be fondly remembered as the year the Springboks won the 2019 Rugby World Cup and Miss South Africa was crowned Miss Universe. There is a renewed sense of hope and achievement spreading across the country. South Africans are resilient and have overcome many challenges in the past. There are some real success stories to celebrate all over the country, from innovative start-ups showing phenomenal growth and a fresh new approach to doing business in Africa, to larger multi-nationals with world-renowned structures and processes continuing to be pillars of the economy.

Given the skills gap and the organisational challenges, as the leading international recruitment firm in Africa, we at Michael Page are well-placed to provide recruitment services and career opportunities on a local, regional and global level.

PageGroup

PageGroup is a world-leading specialist recruitment company with over four decades of expertise. With 7,772 employees and operations in 36 countries, PageGroup provides recruitment services and career opportunities on a local, regional and global level.



Michael Page South Africa



Specialist **South Africa** recruiter since 2006



Multilingual consultants (12 languages)



B-BBEE contributor



Our brands: Page Executive and Michael Page



30+ consultants in Johannesburg



Management team with over **70 years** of recruitment experience

Our Recruitment Expertise

- Banking & Financial Services
- Finance & Accounting
- Engineering and Manufacturing
- Executive Search
- Human Resources
- Legal
- Sales & Marketing (B2B & B2C)
- Procurement and Supply Chain / Logistics
- Technology
- Temporary / Contract

Job Market Trends in South Africa*



One of the top reasons people are looking for a new job is because their current role **isn't offering opportunities for further development**. Job seekers wanting their **responsibilities to broaden**, as well as seeking a **better salary package**, are other reasons motivating their job search



Top three channels people trust most with their job search: **Recruitment firms**, **professional networking platforms** and **personal networks**

63%

think that **less than 3 months** is required to find a new job

46%

of job seekers are not optimistic about the current job market and economic situation and **62%** believe that the situation will get better in the next 6 months

Salary guide | Human Resources



HUMAN RESOURCES		MNC		
Categorised by Function	From	Average	To	
GENERALIST				
VP HR / Chief HR Officer	2,600	2,900	3,200	
HR Director	1,500	1,950	2,400	
Head of HR	1,400	1,800	2,200	
Regional HR Manager / HR Business Partner	700	1,000	1,300	
HR Manager	750	975	1,200	
HR Officer	400	475	550	
LEARNING & DEVELOPMENT / TRAINING				
Head of Learning Development / Director	1,200	1,350	1,500	
Learning & Development / Training Manager	800	1,000	1,200	
Learning & Development / Training Officer	450	525	600	
REWARD				
Head of Reward / C&B	1,200	1,350	1,500	
Compensation & Benefits Manager	800	1,000	1,200	
Compensation & Benefits Officer / Analyst	450	525	600	
RECRUITMENT/ TALENT ACQUISITION				
Head of Talent Acquisition / Director	1,250	1,400	1,550	
Talent Acquisition Manager	900	1,050	1,200	
Talent Acquisition Specialist	500	650	800	

TRENDING SKILLS	
1	Employee Relations
2	Talent (People) Management – Attraction, retention and development of people in an organisation, also in line with the organisation's Employee Value Proposition
3	Transformation and Diversity in an organisation

Salary guide | Legal



LEGAL

Categorised by Role	From	Average	To
IN HOUSE			
General Counsel	1,500	2,250	3,000
Senior Legal Counsel	1,000	1,250	1,500
Legal Counsel	700	850	1,000
Junior Counsel	500	600	700
Legal Secretary	300	400	500
TOP SA			
Partner	1,500	2,750	4,000
Senior Associate	800	1,000	1,200
Associate	400	500	600
Candidate Attorney	250	300	350
Legal Secretary	300	400	500
BOUTIQUE LAW FIRM			
Partner	1,000	2,000	3,000
Senior Associate	700	850	1,000
Associate	400	550	700
Candidate Attorney	250	300	350
Legal Secretary	200	300	400
INTERNATIONAL LAW FIRM			
Partner	1,500	3,250	5,000
Senior Associate	800	1000	1,200
Associate	500	600	700
Candidate Attorney	250	300	350
Legal Secretary	300	400	500

LEGAL

Categorised by Role	From	Average	To
COMPANY SECRETARY			
Group Company Secretary	1,500	1,800	2,100
Company Secretary	1,000	1,250	1,500
Assistant Company Secretary	700	850	1000
LEGAL COMPLIANCE			
Head of Compliance	1,600	2,000	2,400
Senior Compliance Manager	1,000	1,250	1,500
Compliance Manager	600	800	1,000

TRENDING SKILLS

- 1 Commercial drafting, vetting and negotiating
- 2 Compliance & Regulatory
- 3 Company Secretarial

Salary guide | Procurement and Supply Chain



PROCUREMENT

Role	SME			MNC		
	From	Average	To	From	Average	To
VP of Procurement	1,200	1,400	1,600	1,800	2,300	2,800
Procurement Director	1,200	1,400	1,600	1,600	1,900	2,200
Head of Procurement	900	1,050	1,200	1,200	1,400	1,600
Procurement Manager	600	700	800	900	1,050	1,200
Category Manager	600	700	800	900	1,050	1,200
Category Specialist	500	575	650	750	825	900
Buyer / Procurement Specialist / Purchasing Officer	250	375	500	550	650	750
Assistant Buyer	250	300	350	400	450	500

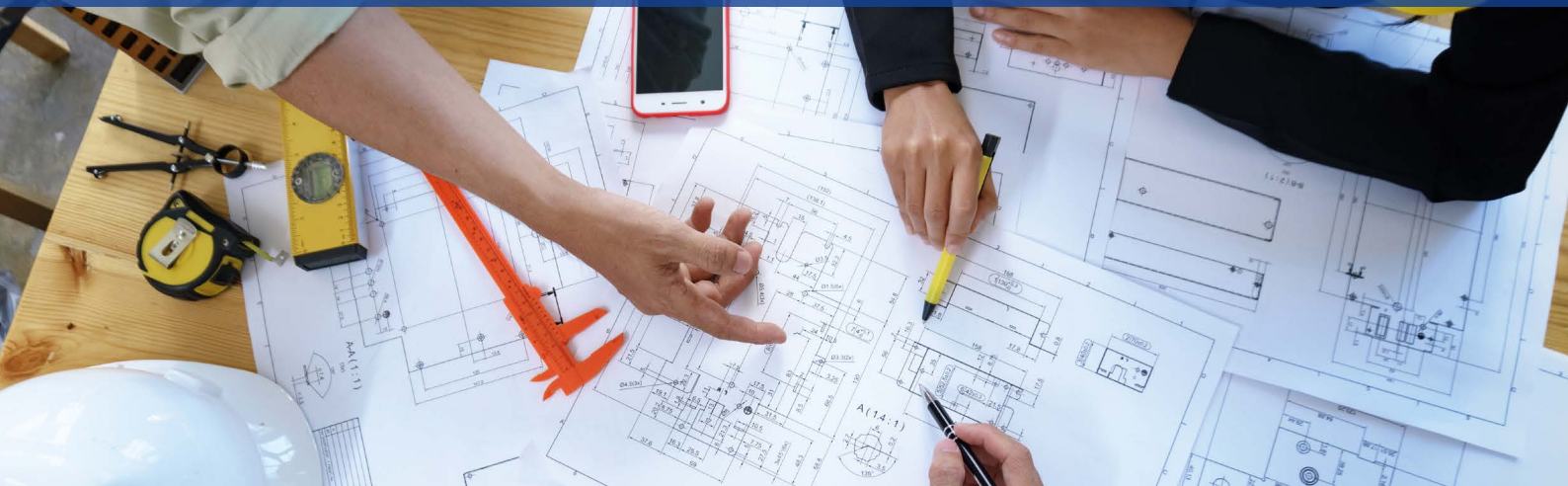
SUPPLY CHAIN

Role	SME			MNC		
	From	Average	To	From	Average	To
VP of Supply Chain	1,400	1,600	1,800	2,400	3,100	3,800
Supply Chain / Logistics Director	1,200	1,400	1,600	1,750	2,275	2,800
Supply Chain Manager	600	725	850	900	1,150	1,400
Demand Planning Manager	600	675	750	800	1,000	1,200
Customer Service Manager	600	700	800	800	950	1,100
Distribution Manager	500	625	750	650	725	800
Supply Planning Manager	450	550	650	800	900	1,000
Logistics Manager	450	525	600	800	1,050	1,300
Fleet / Transportation Manager	400	475	550	700	800	900
Warehouse Manager	400	525	650	700	800	900
Demand / Supply / Inventory Planner	300	400	500	550	625	700
Logistics Executive / Coordinator / Specialist	250	300	350	350	415	480
Warehouse Supervisor	180	240	300	400	525	650
Supply Chain Coordinator	180	240	300	350	400	450

TRENDING SKILLS

- 1 Automation of the Procurement & Supply Chain function
- 2 Moving from an operationally driven procurement / supply chain division to that of a strategic partner to business
- 3 Demonstrating cost-saving initiatives

Salary guide | Engineering and Manufacturing



ENGINEERING & MANUFACTURING

Categorised by Function	SME			MNC		
	From	Average	To	From	Average	To
Manufacturing Director	1,000	1,200	1,400	1,500	1,700	2,300
Factory / Plant Manager	800	850	900	900	1,200	1,600
Production Manager	650	700	750	750	950	1,200
Production Engineer	450	500	550	550	700	900
Quality Manager (QA / QC)	500	550	600	600	750	950
Quality Engineer (QA / QC)	400	450	500	500	600	700
Maintenance Manager	600	700	800	800	900	1,050
Maintenance Engineer	400	450	500	500	750	900
HSE Manager	400	500	600	600	750	950
HSE Engineer	350	400	450	500	700	900
R&D / NPD Director	800	1,000	1,200	1,400	1,700	1,900
R&D / NPD Manager	650	700	750	750	900	1,200
R&D / NPD Engineer	450	550	650	650	700	950
Regulatory Affairs Director	800	1,000	1,200	1,200	1,400	1,700
Regulatory Affairs Manager / Associate	500	550	600	600	850	1,100
Regulatory Affairs Engineer	400	450	500	550	750	800
Continuous Improvement Engineer	600	650	700	700	800	900
Project Director	1,000	1,200	1,400	1,600	1,700	2,000
Project Manager	600	700	800	800	950	1,200
Project Engineer	500	550	600	650	700	850
Design Manager	450	500	550	550	650	750

TRENDING SKILLS

- 1 Continuous Improvement
- 2 Project Management Principles
- 3 Maintenance Methodologies
- 4 Digital Transformation and Automation in Factories

Salary guide | Finance and Accounting



FINANCE & ACCOUNTING

Categorised by Function	SME			MNC		
	From	Average	To	From	Average	To
SENIOR FINANCE						
Group / Regional CFO	2,000	2,500	3,000	3,000	4,000	5,000
Finance Director	1,500	1,850	2,200	2,000	3,000	3,500
Financial Controller	650	725	800	800	1,000	1,200
CONTROLLING ROLES						
Credit Manager	550	625	700	700	800	900
Finance Manager	750	825	900	850	1,200	1,250
Senior FP&A Analyst	750	800	850	800	1,000	1,200
Finance Analyst / Associate	500	600	700	600	700	800
Financial Accountant CA (SA)	500	600	700	650	750	850
Head: Finance Shared Service				1,200	1,400	1,600
Finance Shared-Service Manager				800	1,000	1,200
Financial Planning & Analysis Manager	650	700	750	700	800	900
Financial Accountant (Standard)	350	400	450	400	475	550
AUDIT						
Chief Audit Officer				1,600	2,000	2,400
Head of Internal Audit				1,100	1,250	1,400
Audit Manager				800	900	1,000
Senior (Internal) Auditor				700	800	900
(Internal) Auditor				450	550	650
OTHER						
Head of Treasury				1,000	1,250	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
TAX						
Tax Director	1,000	1,300	1,500	1,600	1,900	2,200
Tax Manager	600	700	800	800	900	1,000
Senior Tax Manager	800	1,000	1,200	1,000	1,200	1,400
Tax Accountant	400	500	600	500	650	800

TRENDING SKILLS

1	Financial Reporting
2	Finance Planning
3	Budgeting and Forecasting

Salary guide | Sales and Marketing (B2C)



SALES AND MARKETING (B2C)				SME			MNC		
Categorised by Function	From	Average	To	From	Average	To	From	Average	To
SALES									
General Manager	1,600	2,000	2,300	1,800	2,200	2,600			
VP of Sales	1,350	1,600	2,300	1,500	1,800	2,600			
Head of Sales / Sales Director	1,200	1,500	1,800	1,400	1,600	2,000			
Country Manager	1,350	1,500	2,000	1,500	1,700	2,200			
Regional Sales Manager	1,000	1,200	1,350	1,100	1,350	1,500			
National Key Account Manager	900	1,000	1,200	1,000	1,200	1,400			
Key Account Manager	750	900	1,000	800	1,000	1,200			
MARKETING									
CMO	1,600	2,000	2,300	1,800	2,200	2,600			
Head of Marketing / Marketing Director	1,350	1,600	2,000	1,500	1,800	2,200			
Marketing Manager / Group Product Manager	1,000	1,200	1,350	1,200	1,350	1,500			
Category Manager	900	1,000	1,100	1,000	1,100	1,200			
Senior Brand Manager	800	1,000	1,100	900	1,100	1,300			
Brand Manager	750	800	900	800	900	1,000			
Assistant Brand Manager	550	650	750	600	700	800			
TRADE MARKETING									
Head of Trade Marketing	1,200	1,400	1,600	1,300	1,500	1,700			
Regional Trade Marketing Manager / Shopper Marketing (Africa Scope)	1,100	1,200	1,300	1,200	1,300	1,400			
Trade Marketing Manager / Shopper Marketing	800	900	1,000	900	1,100	1,200			
Trade Marketing Assistant	650	750	850	750	850	950			
CONSUMER INSIGHTS									
Consumer Insights Director	1,000	1,100	1,350	1,100	1,300	1,500			
Consumer Insights Manager	650	850	1,000	750	950	1,100			
Consumer Insights Assistant	550	650	850	600	700	900			

Salary guide | Sales and Marketing (B2B)



SALES AND MARKETING (B2B)

Categorised by Function	SME			MNC		
	From	Average	To	From	Average	To
SALES						
General Manager	1,600	1,900	2,500	1,800	2,200	2,800
Head of Sales / Sales Director	1,300	1,500	1,600	1,500	1,650	1,800
Regional Sales Manager	1,100	1,400	1,500	1,200	1,500	1,700
Business Development Executive (Africa Scope)	1,000	1,200	1,400	1,100	1,300	1,600
Project Sales Manager	750	900	1,100	800	1,000	1,200
Key Account Manager / Area Sales Manager	750	900	1,100	850	1,000	1,200
Business Development Manager	800	900	1,100	900	1,000	1,200
Sales Engineer / Specification Specialist	800	1,000	1,200	900	1,100	1,300

TRENDING SKILLS

1	Sales & Marketing roles are being combined in organisations, hence marketing is becoming more sales focused and lean in organisations
2	Africa experience/ exposure is in high demand especially as many companies are looking to expand in Africa
3	Applying for roles are becoming increasingly challenging for candidates as clients are more specific in their requirements and require niche skill sets such as e-commerce, solution sales or industry specific knowledge

Salary guide | Technology



TECHNOLOGY	SME			MNC		
Categorised by Function	From	Average	To	From	Average	To
EXECUTIVE / LEADERSHIP						
Chief Information Officer (CIO)	1,100	1,300	1,500	1,200	1,700	2,000
Chief Technology Officer (CTO)	900	1,100	1,300	1,000	1,400	1,800
Chief Information Security Officer (CISO)	900	1,200	1,300	1,000	1,400	1,800
IT Director	800	1,300	1,400	1,200	1,600	2,000
Head of IT	900	1,200	1,400	1,200	1,600	1,800
IT Manager	750	800	1,000	900	1,200	1,400
IT SECURITY						
IT Security Manager	700	800	850	1,200	1,200	1,500
IT Security Engineer	600	750	800	800	800	1,000
IT Security Analyst	100	350	500	350	400	600
APPLICATIONS						
IT Applications Director	950	1,000	1,300	1,000	1,300	1,650
Business Application Manager	700	800	900	900	1,100	1,400
Applications Developer	300	800	1,200	400	900	1,100
Technical / Functional Consultant	600	900	1,200	700	850	1,200
BUSINESS ANALYSIS & PROJECT MANAGEMENT						
Head of PMO	900	1,100	1,400	1,200	1,400	1,600
Business Intelligence Manager	500	800	900	1,200	1,400	1,600
IT Business Partner	600	750	900	900	950	1,800
Programme Manager	700	800	900	1,000	1,200	1,400
IT Project Manager	500	650	800	800	950	1,100
Senior IT Business Analyst	500	650	800	500	750	1,100
Technology	300	450	500	300	500	800
BI Analyst	300	450	500	300	600	800
ARCHITECTURE						
Chief Enterprise Architect	1,000	1,200	1,600	1,500	1,700	2,000
Senior Information Architect	700	850	950	700	900	1,200
Enterprise Architect	800	950	1,100	900	1,100	1,500
Information Architect	600	700	750	600	750	900

Cont/d over...

Salary guide | Technology (cont/d)



TECHNOLOGY	SME			MNC		
Categorised by Function	From	Average	To	From	Average	To
NETWORKING						
Network Architect	350	650	750	700	900	1,200
Network Manager	450	550	650	600	800	1,100
Network Engineer	200	350	600	200	350	700
Network Administrator	150	250	480	150	350	500
DATA / DATABASE ADMINISTRATION						
Data Architect	900	950	1,100	1,100	1,300	1,600
Database Administrator	650	800	950	650	850	900
Database Developer	400	800	890	400	800	950
Data Analytics Manager	650	850	1,000	1,100	1,300	1,500
Data Scientist	650	700	850	650	1,200	1,600
Data Analyst	300	450	600	300	300	750
TECHNICAL SERVICES						
Technical Support Manager	480	600	700	480	600	700
IT Support Engineer	200	350	450	200	400	500
Applications Support Analyst	450	550	750	450	550	750

POSITIONS IN DEMAND	
1	Data Scientist
2	Data Architect
3	Chief Data Officer

Get in touch



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