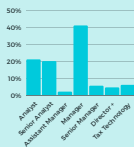


INDIRECT TAX SALARIES 2023

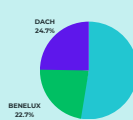
COMMERCE & INDUSTRY CHEAT SHEET

WHO'S IN DEMAND?

GRADE



LOCATION



INDUSTRIES

- 1 PHARMACEUTICALS 15%
- 2 TECHNOLOGY 14.5%
- 3 MANUFACTURING & ENGINEERING 12%

HIGHLIGHTS

- ▶ HUNGARIANS RANKED AMONG THE **LEAST SATISFIED** WITH THEIR REMUNERATION FOLLOWED BY UK INDIRECT TAX PROFESSIONALS. BELGIUM RANKED AMONGST THE 'MOST SATISFIED' WITH THEIR REMUNERATION.
- ▶ IN THE LAST 3 YEARS, THE UK MEDIAN SALARY HAS SEEN THE FASTEST RATE OF **GROWTH** (32.9%), WHILE GERMANY HAS EXPERIENCED THE SLOWEST GROWTH (19.4%)
- ▶ THE **SHARP RISE** IN MEDIAN SALARIES HAVE LARGELY BEEN IMPACT BY THE UPSWING OF ANALYST AND MANAGER REMUNERATION.
- ▶ ON AVERAGE, **45%** OF VACANCIES EACH QUARTER ARE PITCHED AT THE MANAGER LEVEL.
- ▶ IN THE PAST YEAR, WE'VE SEEN SKYROCKETING DEMAND FOR VAT COMPLIANCE SPECIALISTS. IN GENERAL, WE'LL FREQUENTLY SEE **60%** OF ALL IN-HOUSE VACANCIES BEING COMPLIANCE BASED.
- ▶ THE GROWING EMPHASIS ON PRODUCING CLEAN DATA HAS RESULTED IN AN UPTICK OF ANALYST HIRES ACROSS THE UK & EUROPE. WITH SALARIES IN THIS AREA REACHING AS HIGH AS **€95,000** IN THE UK AND **€70,000** IN EUROPE

BENEFITS

- 21%** WANTED INCREASED EMPLOYER PATERNITY LEAVE
- 58%** WANTED TO SEE A 4 DAY WORK WEEK INTRODUCED
- 42%** WANTED TO SEE THE INTRODUCTION OF PAID MENTAL HEALTH DAYS
- 21%** OF FEMALE RESPONDENTS WANTED TO GET MORE MENOPAUSE SUPPORT

UK & EUROPE

GRADE	UNITED KINGDOM (GBP)	IRELAND (EUR)	GERMANY (EUR)	NETHERLANDS (EUR)
ANALYST	35,000 - 65,000	42,000 - 65,000	40,000 - 66,000	42,000 - 72,000
ASSISTANT MANAGER	48,000 - 75,000	60,000 - 78,000	60,000 - 82,000	62,000 - 85,000
MANAGER	65,000 - 105,000	75,000 - 100,000	82,000 - 112,000	80,000 - 120,030
SENIOR MANAGER	85,000 - 135,000	90,000 - 140,000	90,000 - 155,000	95,000 - 160,000
DIRECTOR	115,000 - 160,000	110,000 - 160,000	130,000 - 200,000	130,000 - 200,000

SWITZERLAND (CHF)	LUXEMBOURG (EUR)	HUNGARY (HUF)	SPAIN & ITALY (EUR)	BELGIUM (EUR)
90,000 - 110,000	48,000 - 75,000	6.5M - 13M	31,000 - 45,000	40,000 - 65,000
110,000 - 140,000	60,000 - 80,000	11M - 15.5M	38,000 - 55,000	55,000 - 80,000
125,000 - 175,000	80,000 - 130,000	13M - 20M	50,000 - 70,000	80,000 - 110,000
150,000 - 210,000	100,000 - 155,000	16.5M - 25M	70,000 - 95,000	96,000 - 150,000
210,000 - 320,000	135,000 - 210,000	23M - 36M	90,000 - 160,000	130,000 - 210,000

*Salaries are presented using the most common 'low' through to the most common 'high' from our market research

60%
VOTED THEIR SALARY SATISFACTION BELOW A 7 OUT OF 10

DIVERSITY, EQUITY & INCLUSION



**Based on data from across our tax salary guides

BANKING & FINANCIAL SERVICES UK&I

- 17.8%** SENIOR ANALYSTS WORKING IN FINANCIAL SERVICES ARE PAID 17.8% MORE THAN THOSE WORKING IN COMMERCE & INDUSTRY
- 15.1%** MANAGERS WORKING IN FINANCIAL SERVICES ARE PAID 15.1% MORE THAN THOSE WORKING IN COMMERCE & INDUSTRY
- 5-10%** THE AVERAGE BONUS FOR THOSE WORKING IN FINANCIAL SERVICES IS 5-10% HIGHER THAN THOSE IN OTHER SECTORS.

GRADE	UK (GBP)	BONUS
ANALYST	44,000 - 65,000	10-15%
ASSISTANT MANAGER	60,000 - 75,000	15-20%
MANAGER	75,000 - 110,000	15-20%
SENIOR MANAGER	90,000 - 145,000	20-30%
DIRECTOR	120,000 - 215,000	30%+