

# Pure Salary Survey 2019

Accountancy | Human Resources | Technology  
Marketing and Digital | Professional Office | Pure Executive

Cambridge | Chelmsford | Ipswich | Norwich



**compare**  
mysalary  
.co.uk



Cambridge	•	01223	209888
Chelmsford	•	01245	708808
Ipswich	•	01473	250990
Norwich	•	01603	216450
Executive	•	01223	666455

[www.pureexecutive.com](http://www.pureexecutive.com)  
[www.prs.uk.com](http://www.prs.uk.com)

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# Introduction

Our consultants are often asked for advice on salary and career opportunity trends in our region. We know how important it is for you to have access to the latest salary information and insight into how to attract and retain top talent.

As professional recruitment consultants, we have extensive experience of the region's recruitment market and knowledge on the employment trends in the area. Supported with real time analysis from our **Compare My Salary** tool, this report will provide valuable information for all businesses in Cambridgeshire, Essex, Norfolk and Suffolk.

Here at Pure, we are continuing to support many clients with the recruitment and development of highly engaged employees and we are still seeing many organisations growing and investing in our region. Regardless of the many political and economic uncertainties, unemployment levels have never been lower, at 2.9% for the East of England compared to the 3.8% national average. This means the competition for talent remains fierce and organisations still need to work hard to attract and retain the best employees.

While we also recognise that some businesses may be cautious about making any permanent hiring decisions, there are still many areas of recruitment planning employers can focus on, whatever the outcomes.

We are delighted to share our **2019 Pure Salary Survey** which provides detailed remuneration information for the East of England and will help you and your organisation with your recruitment decisions.

## What is Compare My Salary?

Compare My Salary is our free salary comparison tool that enables candidates to benchmark their salary and benefits against real time like-for-like job roles in the region. It is also used as a benchmark for organisations to gauge salaries to acquire and retain top employees.

The Pure logo, consisting of five overlapping circles in orange, red, pink, blue, and green, with the word "Pure" in white text in the center.

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# An overview

Our region is home to a diverse range of businesses.

In Cambridgeshire, Essex, Norfolk and Suffolk we have everything from large, national and international companies through to thriving SMEs. There are award winning companies and organisations within diverse sectors including Energy, Digital and Technology, Public sector, Financial Services, Life Sciences, Food and Agriculture, Tourism and Advanced Manufacturing. This business diversity provides a wealth of exciting challenges and opportunities for our candidates and these companies are looking to recruit talented people at all levels who will help to shape and grow their business.

The breadth of business size and sectors in our region means we see more organisations providing employees with the chance to gain a more rounded experience, take on more responsibility and have the opportunity to develop new skills.

## **Like many organisations in our region, we are passionate about developing the region's talent pipeline.**

Salaries in the eastern region are competitive and should be considered alongside the considerably lower cost of living in comparison to London.

The latest statistics from [www.comparemysalary.co.uk](http://www.comparemysalary.co.uk) shows that the average salaries in our region range from £25,000 for Professional Office roles through to £44,000 for Technology roles. We have also seen an increasing trend in organisations in our region offering more attractive benefit packages.

Considering people spend the majority of their waking hours at work, additional lifestyle benefits such as extra annual leave, flexible working and wellbeing initiatives can all make a big difference to day-to-day life as well as people's own engagement levels and motivation to progress. Compare My Salary shows that the top benefits desired by available to employees in our region include flexible working, additional annual leave and company paid training, alongside benefits which impact on the overall remuneration package such as health insurance, life insurance and free car parking. Homeworking and mobile phone allowance also appear in our technology and marketing reports.

Working with clients across the Eastern region, our consultants have observed an increase in organisations developing their workplace cultures. Through our Best Employers Eastern Region initiative and sponsorship of local Best Employer awards, we have seen an increasing number of organisations who are committed to creating positive working environments which bring out the best in their people.



The logo for Pure Executive features the word "Pure" in white text inside a dark blue circle, which is part of a larger graphic of overlapping colored circles (orange, red, pink, green, yellow, blue). To the right of the logo, contact details are listed for various locations and an executive line.

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# Accountancy

People count, but they're not numbers.

	CAMBRIDGESHIRE			NORFOLK			ESSEX			SUFFOLK		
	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical
Accounts Assistant/ Clerk	£23,000	£25,000	£24,000	£20,000	£25,000	£21,000	£18,000	£25,000	£20,000	£22,000	£24,000	£23,000
Accounts Payable	£22,000	£25,000	£24,000	£18,000	£22,000	£20,000	£20,000	£25,000	£22,000	£18,000	£22,000	£21,000
Accounts Receivable	£22,000	£26,000	£24,000	£18,000	£26,000	£23,000	£22,000	£28,000	£25,000	£20,000	£24,000	£21,000
AP/ AR Manager	£30,000	£40,000	£35,000	£30,000	£45,000	£35,000	£30,000	£45,000	£35,000	£29,000	£35,000	£33,000
Credit Control	£22,000	£25,000	£24,000	£19,000	£28,000	£24,000	£23,000	£30,000	£26,000	£22,000	£24,000	£23,000
Credit Control Manager	£35,000	£55,000	£35,000	£30,000	£50,000	£35,000	£30,000	£45,000	£35,000	£38,000	£46,000	£42,000
Assistant Accountant	£28,000	£35,000	£32,000	£24,000	£28,000	£25,000	£24,000	£28,000	£22,000	£25,000	£27,000	£26,000
Part Qualified/ Finalist ACCA or CIMA	£30,000	£36,000	£35,000	£28,000	£38,000	£35,000	£30,000	£40,000	£35,000	£28,000	£30,000	£28,000
New Qualified ACCA/ CIMA/ ACA	£45,000	£50,000	£48,000	£35,000	£40,000	£35,000	£40,000	£50,000	£48,000	£40,000	£45,000	£42,000
Bookkeeper	£25,000	£32,000	£31,000	£25,000	£35,000	£30,000	£20,000	£25,000	£22,000	£26,000	£32,000	£30,000

*NB - Additional financial benefits could include car allowance and bonus*



	CAMBRIDGESHIRE			NORFOLK			ESSEX			SUFFOLK		
	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical
<b>Company turnover £30 - £100m</b>												
Financial Controller	£65,000	£85,000	£70,000	£50,000	£90,000	£75,000	£50,000	£85,000	£70,000	£50,000	£85,000	£70,000
Group Financial Controller	£55,000	£80,000	£65,000	£85,000	£115,000	£95,000	£70,000	£100,000	£95,000	£55,000	£80,000	£65,000
Finance Director/ CFO	£85,000	£120,000	£90,000	£85,000	£150,000	£100,000	£80,000	£125,000	£90,000	£85,000	£140,000	£95,000
<b>Company turnover £100m+</b>												
Finance Director/ CFO	£100,000	£200,000	£165,000	£100,000	£180,000	£150,000	£100,000	£175,000	£150,000	£100,000	£180,000	£150,000
Financial Controller	£70,000	£100,000	£90,000	£90,000	£130,000	£110,000	£70,000	£100,000	£90,000	£80,000	£120,000	£100,000
Finance Manager	£50,000	£60,000	£55,000	£45,000	£60,000	£47,000	£45,000	£65,000	£60,000	£45,000	£60,000	£45,000
Management Accountant/ Business Partner	£45,000	£60,000	£55,000	£40,000	£50,000	£45,000	££40,000	£65,000	£55,000	£40,000	£50,000	£42,000
Payroll Assistant/ Clerk	£25,000	£35,000	£28,000	£18,000	£25,000	£21,000	£20,000	£25,000	£20,000	£23,000	£25,000	£24,000
Payroll Manager	£35,000	£60,000	£50,000	£28,000	£42,000	£35,000	£30,000	£40,000	£35,000	£38,000	£40,000	£39,000
Systems Accountant	£45,000	£55,000	£50,000	£40,000	£60,000	£50,000	£40,000	£65,000	£55,000	£35,000	£60,000	£50,000
Tax Accountant	£42,000	£55,000	£51,000	£42,000	£55,000	£51,000	£42,000	£70,000	£60,000	£42,000	£55,000	£51,000
Head of Tax	£55,000	£85,000	£65,000	£45,000	£90,000	£75,000	£65,000	£110,000	£85,000	£50,000	£90,000	£75,000
Treasury Accountant	£48,000	£60,000	£55,000	£45,000	£60,000	£52,000	£40,000	£65,000	£55,000	£45,000	£60,000	£52,000

*NB - Additional benefits could include car allowance and bonus. There may be variance depending on company funding and listing status. Please do not hesitate to talk to your Pure consultant for further clarification.*



# Accountancy Practice

Time well invested.

	CAMBRIDGESHIRE			NORFOLK			ESSEX			SUFFOLK		
	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical
Part Qualified	£20,000	£32,000	£27,000	£19,000	£32,000	£24,000	£22,000	£33,000	£27,000	£19,000	£31,000	£23,000
Newly Qualified	£40,000	£45,000	£42,000	£32,000	£40,000	£35,000	£30,000	£42,000	£38,000	£32,000	£40,000	£36,000
Assistant Manager (or equivalent)	£45,000	£55,000	£50,000	£32,000	£48,000	£42,000	£35,000	£50,000	£45,000	£38,000	£45,000	£42,000
Manager	£50,000	£60,000	£55,000	£45,000	£60,000	£50,000	£45,000	£65,000	£55,000	£45,000	£55,000	£48,000
Senior Manager	£60,000	£70,000	£65,000	£50,000	£70,000	£55,000	£55,000	£75,000	£65,000	£50,000	£75,000	£65,000
Director	£85,000	£145,000	£100,000	£70,000	£120,000	£85,000	£70,000	£120,000	£80,000	£70,000	£120,000	£85,000
Partner	£125,000	£300,000	£210,000	£120,000	£275,000	£185,000	£120,000	£300,000	£210,000	£100,000	£275,000	£200,000

# Human Resources

100% Human, 100% Resourceful.

	CAMBRIDGESHIRE			NORFOLK			ESSEX			SUFFOLK		
	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical
HR - Administrator	£20,000	£25,000	£23,000	£18,000	£20,000	£18,000	£20,000	£26,000	£23,000	£20,000	£22,000	£21,000
HR - Assistant	£22,000	£27,000	£25,000	£18,000	£22,000	£20,000	£22,000	£27,000	£25,000	£22,000	£24,000	£22,000
HR - Business Partner	£45,000	£60,000	£55,000	£35,000	£60,000	£45,000	£40,000	£65,000	£48,000	£42,000	£50,000	£45,000
HR - Consultant	£50,000	£80,000	£61,000	£30,000	£70,000	£45,000	£50,000	£80,000	£38,000	£50,000	£60,000	£45,000
HR - Co-ordinator	£23,000	£28,000	£26,000	£18,000	£24,000	£20,000	£24,000	£28,000	£28,000	£23,000	£28,000	£32,000
HR Director	£80,000	£150,000	£110,000	£65,000	£95,000	£75,000	£80,000	£130,000	£95,000	£80,000	£120,000	£95,000
Head of HR	£60,000	£90,000	£80,000	£50,000	£80,000	£65,000	£60,000	£80,000	£70,000	£50,000	£75,000	£60,000
HR Manager	£45,000	£60,000	£52,000	£30,000	£65,000	£40,000	£40,000	£60,000	£50,000	£42,000	£60,000	£49,000
HR- Office/ Advisor	£26,000	£36,000	£35,000	£22,000	£35,000	£28,000	£30,000	£45,000	£34,000	£32,000	£35,000	£33,000
Internal Recruiter	£28,000	£35,000	£32,000	£20,000	£40,000	£30,000	£25,000	£45,000	£35,000	£28,000	£35,000	£32,000
Internal Recruitment Assistant	£23,000	£26,000	£24,000	£18,000	£20,000	£18,000	£20,000	£28,000	£26,000	£20,000	£22,000	£21,000
Internal Recruitment Manager	£45,000	£60,000	£52,000	£25,000	£40,000	£35,000	£35,000	£60,000	£48,000	£42,000	£50,000	£45,000
Learning and Development Assistant	£22,000	£27,000	£24,000	£18,000	£22,000	£20,000	£20,000	£26,000	£23,000	£20,000	£24,000	£22,000
Learning and Development Manager	£40,000	£50,000	£45,000	£35,000	£50,000	£40,000	£30,000	£60,000	£42,000	£42,000	£50,000	£45,000
Organisational Development	£50,000	£70,000	£58,000	£35,000	£60,000	£45,000	£40,000	£60,000	£48,000	£50,000	£75,000	£60,000
Remuneration and Benefits Specialist	£40,000	£65,000	£55,000	£40,000	£65,000	£50,000	£50,000	£80,000	£60,000	£55,000	£65,000	£58,000

*NB - Additional financial benefits could include car allowance and bonus*



# Marketing

Entrust your brand to Pure.

	CAMBRIDGESHIRE			NORFOLK			ESSEX			SUFFOLK		
	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical
Brand Manager	£40,000	£60,000	£50,000	£40,000	£60,000	£50,000	£40,000	£60,000	£50,000	£35,000	£45,000	£40,000
Category Manager	£40,000	£60,000	£50,000	£38,000	£60,000	£40,000	£40,000	£60,000	£50,000	£38,000	£60,000	£42,000
Product Manager	£40,000	£80,000	£50,000	£35,000	£60,000	£45,000	£40,000	£80,000	£50,000	£35,000	£60,000	£45,000
Database Analyst/ CRM Manager	£40,000	£50,000	£45,000	£35,000	£45,000	£40,000	£35,000	£48,000	£43,000	£35,000	£45,000	£40,000
Digital Marketing Executive	£25,000	£40,000	£30,000	£23,000	£30,000	£28,000	£25,000	£40,000	£30,000	£24,000	£30,000	£28,000
Digital Marketing Manager	£40,000	£55,000	£45,000	£30,000	£42,000	£35,000	£40,000	£55,000	£45,000	£30,000	£50,000	£35,000
Events Manager	£30,000	£50,000	£40,000	£25,000	£35,000	£30,000	£30,000	£50,000	£40,000	£25,000	£35,000	£32,000
Marketing Assistant/ Co-ordinator	£19,000	£25,000	£22,000	£17,000	£22,000	£20,000	£19,000	£23,000	£21,000	£18,000	£22,000	£20,000
Marketing Executive	£25,000	£40,000	£30,000	£23,000	£30,000	£28,000	£25,000	£40,000	£30,000	£25,000	£30,000	£28,000
Marketing Manager	£40,000	£55,000	£45,000	£30,000	£42,000	35,000	£40,000	£55,000	£45,000	£30,000	£50,000	£35,000
Marketing Director	£70,000	£120,000	£90,000	£65,000	£95,000	80,000	£70,000	£120,000	£90,000	£80,000	£120,000	£85,000
PR Assistant	£19,000	£28,000	£25,000	£20,000	£25,000	£23,000	£19,000	£25,000	£23,000	£18,000	£25,000	£22,000
PR Manager	£35,000	£45,000	£42,000	£30,000	£45,000	£35,000	£35,000	£45,000	£40,000	£30,000	£45,000	£40,000
SEO/ SEM Manager	£30,000	£45,000	£42,000	£30,000	£40,000	£38,000	£30,000	£40,000	£35,000	£22,000	£32,000	£28,000
Social Media Executive	£20,000	£30,000	£28,000	£20,000	£28,000	£25,000	£20,000	£30,000	£26,000	£22,000	£28,000	£25,000
Social Media Manager	£35,000	£45,000	£40,000	£30,000	£40,000	£35,000	£32,000	£42,000	£38,000	£30,000	£40,000	£35,000

# Professional Office

Another good day at the office.

	CAMBRIDGESHIRE			NORFOLK			ESSEX			SUFFOLK		
	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical
Administration	£18,000	£25,000	£23,000	£16,000	£20,000	£19,000	£17,000	£23,000	£22,000	£16,000	£21,000	£18,000
Senior Administrator	£25,000	£35,000	£28,000	£22,000	£25,000	£23,000	£21,000	£25,000	£22,000	£20,000	£24,000	£22,000
Contracts Administration	£20,000	£28,000	£25,000	£17,000	£19,000	£18,000	£17,000	£23,000	£21,000	£16,000	£21,000	£18,000
Data Entry Clerk	£20,000	£25,000	£24,000	£16,000	£18,000	£17,000	£16,000	£19,000	£18,000	£16,000	£20,000	£17,000
Personal Assistant	£25,000	£35,000	£32,000	£25,000	£30,000	£25,000	£22,000	£30,000	£25,000	£25,000	£30,000	£28,000
Executive Assistant	£30,000	£45,000	£38,000	£30,000	£37,000	£32,000	£25,000	£37,000	£30,000	£25,000	£35,000	£30,000
Junior Office Assistant	£18,000	£22,000	£21,000	£16,000	£18,000	£17,000	£16,000	£20,000	£28,000	£16,000	£18,000	£16,000
Office Manager	£25,000	£38,000	£30,000	£25,000	£30,000	£29,000	£25,000	£30,000	£29,000	£24,000	£35,000	£30,000
Receptionist	£18,000	£26,000	£21,000	£19,000	£21,000	£19,000	£17,000	£20,000	£18,000	£16,000	£20,000	£18,000
Customer Service Administrator	£19,000	£25,000	£22,000	£18,000	£20,000	£19,000	£18,000	£22,000	£21,000	£17,000	£21,000	£18,000
Customer Service Manager	£22,000	£28,000	£24,000	£22,000	£25,000	£23,000	£25,000	£35,000	£32,000	£25,000	£35,000	£30,000
Secretary	£23,000	£28,000	£26,000	£18,000	£22,000	£20,000	£22,000	£27,000	£25,000	£18,000	£22,000	£20,000



# Technology

Make IT work for you.

	CAMBRIDGESHIRE			NORFOLK			ESSEX			SUFFOLK		
	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical
CIO/ IT Director	£60,000	£110,000	£80,000	£55,000	£90,000	£70,000	£70,000	£111,000	£75,000	£55,000	£90,000	£70,000
1st Line Support	£19,000	£25,000	£22,000	£16,000	£22,000	£18,000	£18,000	£23,000	£20,000	£16,000	£22,000	£18,000
2nd Line Support	£28,000	£35,000	£30,000	£24,000	£28,000	£26,000	£23,000	£27,000	£25,000	£24,000	£28,000	£26,000
3rd Line Support	£30,000	£40,000	£35,000	£30,000	£45,000	£40,000	£35,000	£50,000	£40,000	£30,000	£45,000	£35,000
Business Analyst	£27,000	£44,000	£38,000	£26,000	£35,000	£31,000	£30,000	£38,000	£34,000	£25,000	£35,000	£30,000
Senior Data Analyst	£28,000	£40,000	£35,000	£26,000	£35,000	£30,000	£28,000	£38,000	£32,000	£30,000	£40,000	£35,000
Data Analyst	£24,000	£32,000	£28,000	£20,000	£30,000	£26,000	£24,000	£32,000	£26,000	£24,000	£32,000	£28,000
Database Administrator	£26,000	£28,000	£27,000	£24,000	£49,000	£36,500	£25,000	£55,000	£27,000	£25,000	£45,000	£30,000
Data Scientist	£35,000	£60,000	£50,000	£30,000	£45,000	£37,000	£33,000	£45,000	£40,000	£33,000	£45,000	£38,000
Developer (mid-tier)	£27,000	£42,000	£35,000	£25,000	£40,000	£34,000	£27,000	£42,000	£35,000	£25,000	£40,000	£34,000
Embedded Software Developer	£40,000	£55,000	£47,500	£40,000	£55,000	£47,500	£40,000	£55,000	£47,500	£40,000	£55,000	£47,500
DevOps	£45,000	£70,000	£60,000	£40,000	£55,000	£47,000	£45,000	£65,000	£55,000	£40,000	£55,000	£50,000
Enterprise Architect	£60,000	£85,000	£72,000	£55,000	£85,000	£63,000	£60,000	£85,000	£72,000	£55,000	£85,000	£63,000
Hardware Engineer	£24,000	£55,000	£39,750	£22,000	£50,000	£36,000	£28,000	£55,000	£41,500	£22,000	£50,000	£36,000
Head of Development	£50,000	£70,000	£60,000	£50,000	£70,000	£60,000	£50,000	£70,000	£60,000	£50,000	£70,000	£60,000
Help/ Service Desk	£19,000	£25,000	£22,000	£15,000	£22,500	£19,000	£18,000	£23,000	£20,000	£16,000	£22,000	£18,000



	CAMBRIDGESHIRE			NORFOLK			ESSEX			SUFFOLK		
	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical	Min	Max	Typical
IT Director/ HOIT - SME	£55,000	£100,000	£70,000	£50,000	£80,000	£70,000	£55,000	£75,000	£70,000	£50,000	£80,000	£70,000
IT Manager	£40,000	£60,000	£50,000	£38,000	£53,000	£45,000	£40,000	£60,000	£50,000	£38,000	£53,000	£45,000
IT Manager - SME	£35,000	£50,000	£40,000	£30,000	£45,000	£38,000	£30,000	£50,000	£40,000	£28,000	£40,000	£35,000
IT Security Analyst	£28,000	£45,000	£36,000	£30,000	£38,000	£34,000	£35,000	£45,000	£40,000	£30,000	£38,000	£34,000
IT Security Manager	£40,000	£55,000	£50,000	£35,000	£45,000	£40,000	£35,000	£45,000	£40,000	£40,000	£55,000	£50,000
Junior BA	£22,000	£32,000	£28,000	£24,000	£28,000	£26,000	£23,000	£31,000	£28,000	£22,000	£30,000	£26,000
Junior Developer	£18,000	£30,000	£24,000	£22,000	£30,000	£25,000	£24,000	£32,000	£28,000	£22,000	£30,000	£26,000
Lead BA	£45,000	£60,000	£52,000	£40,000	£50,000	£45,000	£40,000	£60,000	£50,000	£40,000	£50,000	£45,000
Lead Developer	£50,000	£65,000	£55,000	£27,000	£55,000	£50,000	£50,000	£65,000	£55,000	£48,000	£55,000	£50,000
Network Administration	£25,000	£33,000	£27,400	£24,000	£30,000	£26,500	£25,000	£32,000	£27,500	£24,000	£35,000	£26,000
Network Engineer	£30,000	£50,000	£40,000	£28,000	£38,000	£35,000	£30,000	£45,000	£37,000	£26,000	£35,000	£30,000
Project Management	£40,000	£60,000	£50,000	£35,000	£45,000	£40,000	£35,000	£50,000	£44,000	£35,000	£45,000	£40,000
Solutions Architect	£45,000	£75,000	£60,000	£45,000	£70,000	£58,000	£45,000	£75,000	£60,000	£45,000	£70,000	£58,000
System Administrator	£25,000	£40,000	£34,000	£25,000	£35,000	£30,000	£25,000	£35,000	£30,000	£25,000	£35,000	£30,000
Systems Analyst	£28,000	£45,000	£36,500	£28,000	£42,000	£34,500	£32,000	£45,000	£31,500	£25,000	£40,000	£33,000
Test Manager	£40,000	£60,000	£50,000	£35,000	£52,000	£40,000	£40,000	£60,000	£50,000	£35,000	£52,000	£40,000
Testing and QA	£21,000	£40,000	£34,000	£25,000	£48,000	£38,000	£25,000	£40,000	£34,000	£25,000	£40,000	£34,000
Trainer	£18,000	£35,000	£26,500	£25,000	£35,000	£30,000	£25,000	£40,000	£32,500	£25,000	£36,000	£31,000
UI/ UX Manager	£40,000	£65,000	£55,000	£35,000	£60,000	£47,000	£35,000	£60,000	£47,000	£40,000	£65,000	£55,000
Web Designer - Inc. UI/ UX	£32,000	£47,000	£39,000	£28,000	£45,000	£35,000	£32,000	£50,000	£40,000	£34,000	£48,000	£36,000

# Benefits

With more candidates becoming reluctant to move on salary alone, the regions' companies have to offer more added value benefits to attract new talent and be more competitive.

Key Benefits include:

- 1 Private health insurance
- 2 Flexible working hours
- 3 Free car parking
- 4 Life assurance
- 5 Additional annual leave
- 6 Company paid training
- 7 Home working
- 8 Cycle to work scheme
- 9 Mobile phone/ phone allowance
- 10 Enhanced pension
- 11 Car/ car allowance
- 12 Enhanced maternity/ paternity
- 13 Stock/ share options
- 14 Buying/ selling holiday
- 15 Overtime payments



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# About Pure

Pure is the professional recruitment company for the East of England, specialising in Accountancy, Human Resources, Technology, Marketing & Digital and Professional Office roles. We recruit across all levels from short term temporary cover to longer term contracts and permanent recruitment. Pure Executive is dedicated to board level appointments.

Our specialist sector knowledge is the primary reason why companies choose to work with us and our consultants have in-depth experience and recruitment market knowledge of your specific professional sector. They are experts in their different disciplines and invest time developing and maintaining a strong network of contacts. This dedicated focus connects us to the best people and enables us to source high-quality and 'hard to find' candidates for our clients.

From four offices located across the Eastern region, we have a comprehensive understanding of local employment trends as well as within our specialist sectors. Our reach, networks and insights extend beyond this and we have a strong track-record of attracting talent from outside the region.

We don't just find high-calibre candidates, we also support organisations through induction, development and beyond. Most importantly, we work with you to recruit the right people and to support them at every stage of their career.

If you like our approach, please contact us to discuss how we can support you, your business and your people.

## Services include

- Permanent recruitment
- Temporary recruitment and fixed term contracts
- Board level search
- Salary benchmarking
- Psychometric and personality profiling
- Competency-based interview training
- Design and facilitation of assessment centres
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- Bespoke leadership development



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