

SPAIN

SUMMARY

After six years of economic downturn, Spain experienced a much-needed uplift in market confidence and recruitment activity in 2014. Unemployment reduced and GDP increased to 1.2%, which although traditionally not enough to stimulate job creation delivered a clear sign that the cycle of harsh economic conditions was coming to an end.

Following the high unemployment of recent years, Spain has seen a large number of online start-up enterprises emerging onto the

market. In 2014, these companies began to attract investment and started to grow, generating demand for IT, retail and digital specialists – all of which were in short supply. In addition, many international online companies from the UK, Netherlands, Germany and France, chose to move operations to Spain, attracted by the competitiveness of the labour market.

In more traditional areas, engineering, procurement and construction (EPC) companies

also began to see increased recruitment activity, with successful bids for overseas infrastructure projects driving demand for civil engineers, construction specialists, project managers and consultants. Project work of this kind was quiet during the downturn, meaning domestic talent was available in 2014, and plenty of skilled candidates were willing and able to take up EPC positions in overseas markets.

SPAIN

COUNTRY OVERVIEW



Tourism also made a strong recovery in 2014, leading to heightened consumer activity across Spain, with positive knock-on effects for recruitment within the retail,

FMCG and real estate sectors.

Spain's economy is likely to grow further in the year ahead and we predict an ongoing need in all areas for professionals with commercial mindsets who understand the business as a whole, not just its individual functions. Fluent English and business partnership capabilities will be essential, although such skills were in short supply during the downturn and will be even more difficult to source as demand increases. Salaries remained stable in 2014, although there were slight increases seen across e-commerce, tourism and EPC, but little movement in more traditional areas, such as real estate, professional services and FMCG, which account for 90% of the economy. However, in 2015, we expect a gradual increase in salaries as the market continues to improve.

ACCOUNTING & FINANCE

We saw an improvement in 2014 across the accounting and finance recruitment market compared to previous years with most of the demand created by the retail, FMCG, ICT and pharmaceutical sectors. Qualified accountants and finance professionals with five or more years' experience were in demand, as were business operations, business partnering, project and change management specialists. There was also a strong call for experts in

cost-cutting, business controlling, financial planning & analysis and process improvement.

Roles focusing on efficiency and change will continue to be the most sought-after in 2015. There will be intense competition to recruit professionals with experience in financial modelling combined with good communication skills. Overall, a 5% increase in salaries is expected, following last years steady salary levels.

ENGINEERING

During 2014, large Spanish EPC companies continued to impact the jobs market following international project wins, especially across the oil & gas and energy sectors. In 2015, we expect these companies will need to strengthen their local technical, engineering, construction and commissioning departments. Therefore, the most sought-after profiles will be related to construction, contracts, planning and costs. In the industrial area, the most in demand skill sets will be related to the development of the business and lean management – both in order to improve sales and increase productivity. Wages were stable in 2014 so a moderate rebound is expected in 2015.

INFORMATION TECHNOLOGY

2014 was a very good year for the IT sector following a rise in market confidence. Hiring managers were looking for professionals with specialist skills in mobile technology, and linked to this, user experience (UX) and the development of iOS and Android applications. However, big data and business intelligence continued to grow and professionals with skills across these specialist areas were sought-after. We expect a strong first

quarter in 2015, and a continuation of high recruitment levels through 2015.

Salaries were largely static in 2014 but are likely to grow significantly in 2015. We anticipate the start of a 'war for talent' as the demand for skills grows. Younger candidates, who began careers in start-ups three to five years' ago, will be most sought-after by larger companies.

SALES & MARKETING

In 2014, the improving global economy and an increase in business investment created new demand for professionals to manage marketing and sales strategy, including marketing managers, product managers and key account managers for online and offline channels. A key challenge for hiring managers was finding professionals with strong experience in very innovative areas, for example, digital experts in online advertising, social media branding and performance marketing.

The focus in 2015 will be on hiring professionals to develop brand strategy and support the growth of online channels. Traditional companies will continue to search for digital experts with the ability to advise the business on overall digital strategy.

Slight salary rises were experienced during 2014, and we anticipate increases in 2015 due to the gradual stabilisation of the market, especially in the e-commerce area. Mobile marketing and online advertising (real time bidding) may see higher rises as there will be a critical shortage of senior experts.

MADRID

SALARIES

ACCOUNTING & FINANCE

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	3 - 7 YRS' EXP		7 - 15 YRS' EXP		15+ YRS' EXP	
	2014	2015	2014	2015	2014	2015
Chief Financial Officer	60 - 70k	60 - 75k	70 - 90k	75 - 100k	90 - 120k	100 - 150k
Finance Director	50 - 60k	50 - 60k	60 - 75k	60 - 75k	75 - 100k	75 - 120k
Financial Controller	30 - 45k	30 - 50k	45 - 60k	50 - 65k	60 - 80k	65 - 90k
Internal Audit	30 - 45k	35 - 50k	45 - 60k	50 - 65k	60 - 85k	65 - 90k
Accounting Manager	30 - 40k	35 - 50k	40 - 55k	50 - 65k	55 - 65k	65 - 75k
Business Analyst	30 - 45k	35 - 50k	40 - 55k	50 - 65k	55 - 70k	65 - 80k
Credit Controller	30 - 40k	35 - 45k	40 - 55k	45 - 60k	55 - 70k	60 - 75k
SSC Accounting Manager	30 - 40k	30 - 45k	40 - 60k	45 - 65k	60 - 80k	60 - 85k
Plant Controller	35 - 40k	35 - 45k	40 - 60k	45 - 65k	60 - 80k	65 - 90k
Treasury Manager	30 - 40k	35 - 45k	40 - 60k	45 - 60k	60 - 80k	60 - 80k
Consolidation Manager	30 - 45k	35 - 50k	45 - 70k	50 - 70k	70 - 90k	70 - 90k
Tax Manager	40 - 50k	40 - 60k	50 - 80k	60 - 80k	80 - 100k	90 - 100k
Compliance	35 - 45k	35 - 50k	45 - 65k	50 - 65k	65 - 90k	65 - 90k
Financial Planning & Analysis	30 - 40k	35 - 50k	40 - 65k	50 - 65k	65 - 90k	65 - 100k
Project Finance Analyst	40 - 50k	40 - 60k	50 - 80k	60 - 80k	80 - 110k	80 - 120k
M&A Analyst	45 - 55k	45 - 60k	55 - 90k	60 - 90k	90 - 100k	90 - 120k
Risk Manager	40 - 55k	40 - 60k	55 - 80k	60 - 80k	80 - 90k	80 - 95k
Strategy Consulting	40 - 55k	40 - 60k	55 - 80k	60 - 80k	80 - 100k	90 - 120k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

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SALARIES

ENGINEERING

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	3 - 7 YRS' EXP		7 - 15 YRS' EXP		15+ YRS' EXP	
	2014	2015	2014	2015	2014	2015
Industry & Supply Chain						
Industrial/Plant Manager	45 - 55k	40 - 60k	50 - 60k	60 - 80k	60 - 70k	80 - 100k
Production Manager	35 - 45k	40 - 50k	50 - 60k	50 - 70k	60 - 70k	70 - 90k
Logistics/Supply Chain Manager	35 - 45k	30 - 40k	50 - 55k	40 - 60k	60 - 80k	60 - 80k
Sales Engineer	40 - 60k	40 - 50k	60 - 80k	50 - 70k	80 - 100k	70 - 90k
Purchasing Manager	35 - 40k	30 - 40k	40 - 70k	40 - 55k	70 - 90k	55 - 70k
Business Development Manager	50 - 60k	45 - 60k	70 - 90k	60 - 90k	100 - 120k	90 - 120k
Oil & Gas, Energy & Construction						
Business Development Manager	40 - 50k	45 - 60k	80 - 100k	80 - 100k	100 - 150k	100 - 160k
Operations Director			80 - 100k	80 - 100k	100 - 120k	100 - 120k
Project Director	40 - 50k	40 - 60k	65 - 80k	65 - 80k	80 - 100k	80 - 100k
Engineering Manager	40 - 50k	40 - 60k	70 - 75k	75 - 80k	80 - 100k	85 - 100k
Procurement Manager	45 - 50k	45 - 55k	50 - 60k	55 - 65k	70 - 90k	70 - 80k
Process Leader	35 - 40k	40 - 45k	50 - 75k	50 - 75k	75 - 80k	75 - 80k
Lead Mechanical Engineer	40 - 50k	45 - 50k	50 - 60k	55 - 60k	65 - 80k	65 - 80k
Site Construction Manager	75 - 85k	75 - 90k	80 - 100k	90 - 120k	100 - 120k	120 - 160k
Site Contract Manager			85 - 100k	90 - 120k	100 - 120k	110 - 150k
Site Commissioning Manager	75 - 85k	75 - 85k	100 - 120k	90 - 110k	120 - 140k	120 - 140k
Site Project Control Manager	65 - 75k	70 - 75k	75 - 85k	85 - 100k	100 - 140k	110 - 150k
Site HSE Manager	60 - 80k	60 - 80k	80 - 90k	80 - 90k	90 - 120k	90 - 120k
Infrastructure						
Project Director	70 - 80k	70 - 80k	80 - 90k	80 - 90k	120 - 140k	120 - 140k
Site/Construction Manager	65 - 75k	65 - 75k	75 - 85k	75 - 85k	85 - 110k	85 - 110k
Planning & Cost Manager	70 - 80k	70 - 80k	80 - 90k	80 - 90k	110 - 120k	110 - 120k

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SALARIES

INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	3 - 7 YRS' EXP		7 - 15 YRS' EXP		15+ YRS' EXP	
	2014	2015	2014	2015	2014	2015
Chief Technology Officer	65 - 75k	65 - 75k	75 - 105k	75 - 110k	90 - 160k	90 - 160k
IT Director	45 - 60k	50 - 65k	60 - 95k	65 - 95k	75 - 100k	80 - 105k
Enterprise Architect	60 - 80k	65 - 85k	65 - 95k	65 - 100k	90 - 130k	90 - 135k
Development Director	50 - 65k	55 - 65k	65 - 90k	70 - 90k	85 - 120k	90 - 125k
Systems Director	40 - 60k	45 - 60k	45 - 65k	50 - 70k	60 - 90k	65 - 90k
Business Intelligence Manager	45 - 55k	45 - 60k	50 - 65k	55 - 75k	70 - 100k	75 - 100k
Mobile Project Manager	40 - 60k	40 - 60k	45 - 70k	50 - 70k	50 - 70k	60 - 75k
Front/Back-End Developer	30 - 40k	35 - 50k	35 - 45k	40 - 60k	45 - 65k	50 - 70k
UX Designer	30 - 40k	35 - 45k	40 - 50k	45 - 60k	50 - 65k	50 - 70k
Network Engineer	35 - 45k	35 - 45k	45 - 55k	45 - 60k	55 - 70k	55 - 75k
Presales Manager	40 - 50k	40 - 55k	50 - 60k	50 - 65k	60 - 75k	60 - 80k

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SALARIES

SALES & MARKETING

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	3 - 7 YRS' EXP		7 - 15 YRS' EXP		15+ YRS' EXP	
	2014	2015	2014	2015	2014	2015
Sales						
Sales Director	80 - 100k	75 - 100k	90 - 115k	90 - 100k	100 - 150k	105 - 150k
Sales Manager	40 - 65k	45 - 60k	60 - 90k	65 - 90k	75 - 110k	80 - 110k
National Account Manager	40 - 60k	45 - 60k	40 - 60k	50 - 65k	65 - 100k	70 - 95k
Key Account Manager	40 - 70k	45 - 70k	60 - 80k	60 - 85k	75 - 120k	80 - 120k
Marketing						
Marketing Director	70 - 95k	70 - 90k	75 - 120k	80 - 120k	100 - 150k	105 - 150k
Marcom Manager	50 - 70k	50 - 70k	60 - 75k	65 - 75k	80 - 100k	85 - 100k
Brand Manager	35 - 60k	40 - 60k	40 - 65k	50 - 70k		
Digital						
E-Commerce Manager	40 - 60k	45 - 70k	70 - 100k	75 - 110k		
Online Marketing Manager	40 - 70k	45 - 75k	65 - 90k	75 - 90k	90 - 110k	95 - 115k
Account Manager	30 - 45k	35 - 50k	40 - 60k	40 - 70k		
Social Media Specialist	30 - 40k	35 - 45k				

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