

Once again we have seen the National Living Wage rise for the less experinced or industry entrants, and like last year the gap continues to tighten against the more experinced and skilled Candidates.



Job Title	London		Outside of London	
Design				
	From:	Up To:	From:	Up To:
Graduate Designer (Entry Level)	£25,500.00	£26,000.00	£25,500.00	£26,000.00
Assistant Designer / Junior Designer	£26,000.00	£32,000.00	£26,000.00	£30,000.00
Designer	£32,000.00	£50,000.00	£30,000.00	£45,000.00
Senior Designer	£45,000.00	£70,000.00	£40,000.00	£60,000.00
Head of Design / Design Manager	£70,000.00	£120,000.00	£60,000.00	£90,000.00

In the last 12 months we have seen a decline in the available talent pool for Designers. A number of factors have been identified, candidates lacking motivation to make a move and in a number of cases candidates choosing a career outside of industry offering more flexibility and better benefits!




Buying				
	From:	Up To:	From:	Up To:
Buyers Admin Assistant (BAA)	£25,500.00	£29,000.00	£25,500.00	£29,000.00
Assistant Buyer	£29,000.00	£40,000.00	£29,000.00	£40,000.00
Junior Buyer	£40,000.00	£50,000.00	£40,000.00	£50,000.00
Buyer	£50,000.00	£65,000.00	£50,000.00	£65,000.00
Senior Buyer	£65,000.00	£80,000.00	£65,000.00	£80,000.00
Buying Manager	£75,000.00	£100,000.00	£75,000.00	£100,000.00
Retail Merchandising				
	From:	Up To:	From:	Up To:
Merchandise Admin Assistant (MAA)	£25,000.00	£26,000.00	£25,000.00	£26,000.00
Assistant Retail Merchandiser	£30,000.00	£40,000.00	£30,000.00	£40,000.00
Junior Retail Merchandiser	£35,000.00	£45,000.00	£35,000.00	£45,000.00
Merchandiser	£40,000.00	£50,000.00	£40,000.00	£50,000.00
Senior Merchandiser	£45,000.00	£65,000.00	£45,000.00	£65,000.00
Merchandise Manager / Head of Merchandising	£60,000.00	£85,000.00	£60,000.00	£85,000.00
Buying and Retail Merchandising Roles outside of london are offering comparable salaries due to HQ's based in the Midlands and North West.				
Import Merchandising				
	From:	Up To:	From:	Up To:
Assistant Import Merchandiser	£25,500.00	£30,000.00	£25,500.00	£28,000.00
Import Merchandiser	£30,000.00	£40,000.00	£28,000.00	£35,000.00
Senior Import Merchandiser	£35,000.00	£50,000.00	£32,000.00	£45,000.00

Compensation packages are a major draw for candidates, particularly younger or junior candidates who value work-life balance and wellness. These perks can make all the difference in attracting and retaining talent.

Flexible working hours and start times . Hybrid working . Ample holidays . Sick pay . Breakfast clubs . Early finishes . Wellbeing fund . Wellness days . Monthly massages . Gym memberships . Healthcare . Health screenings . Mental health support . Opportunities for training . Courses & Career advancement.



Garment Technical				
	From:	Up To:	From:	Up To:
Technical Admin Assistant	£25,500.00	£26,000.00	£25,500.00	£26,000.00
Assistant / Junior Tech	£26,000.00	£33,000.00	£25,500.00	£30,000.00
Technologist / QA	£33,000.00	£45,000.00	£30,000.00	£40,000.00
Senior Technologist	£40,000.00	£60,000.00	£35,000.00	£50,000.00
Technical, Quality or Compliance Manager	£60,000.00	£85,000.00	£50,000.00	£65,000.00
Pattern Cutter				
	From:	Up To:	From:	Up To:
Pattern Cutter	£28,000.00	£45,000.00	£26,000.00	£35,000.00

Production & Sourcing				
	From:	Up To:	From:	Up To:
Assistant / Admin	£25,500.00	£29,000.00	£25,500.00	£28,000.00
Production Coordinator	£30,000.00	£42,000.00	£26,000.00	£38,000.00
Production Manager / Sourcing Manager	£40,000.00	£65,000.00	£38,000.00	£55,000.00
Head of Production /Sourcing	£50,000.00	£90,000.00	£48,000.00	£70,000.00
<i>We are hearing more and more from hiring managers, based in the main cities, who find they are having to pay higher salaries to cover travel, or season tickets in order to attract, and compensate candidates that have in recent years moved out of the cities.</i>				
Sales & Account Management				
	From:	Up To:	From:	Up To:
Sales Admin	£25,500.00	£35,000.00	£25,500.00	£30,000.00
Assistant Account Manager	£30,000.00	£40,000.00	£25,500.00	£35,000.00
Wholesale/ Account Manager	£35,000.00	£45,000.00	£30,000.00	£40,000.00
Sales Manager	£40,000.00	£70,000.00	£35,000.00	£50,000.00
Head of Sales / Wholesale	£70,000.00	£100,000.00	£50,000.00	£90,000.00
<i>Hybrid and remote working continue to be high on the list of priorities for today's job seekers, yet product focused roles need teams in house. We are seeing more clients embrace flexible hours, meaning employees can travel outside of rush hour; on off peak tickets, and also fit in school runs and other commitments, whilst also being in the office for a set period of core hours 3-4 days a week.</i>				