



*In the upcoming year, starting salaries are expected to rise, with a minimum wage of £24,000 for a 40-hour working week. This is a positive development for recent graduates and those entering the workforce.*



Job Title	London		Outside of London	
<b>Design</b>				
	From:	Up To:	From:	Up To:
Graduate Designer (Entry Level)	£24,000.00	£24,000.00	£24,000.00	£24,000.00
Assistant Designer / Junior Designer	£24,000.00	£28,000.00	£24,000.00	£26,000.00
Designer	£30,000.00	£45,000.00	£28,000.00	£35,000.00
Senior Designer	£45,000.00	£70,000.00	£35,000.00	£60,000.00
Head of Design / Design Manager	£70,000.00	£120,000.00	£60,000.00	£110,000.00
<b>Buying</b>				
	From:	Up To:	From:	Up To:
Buyers Admin Assistant (BAA)	£24,000.00	£26,000.00	£24,000.00	£26,000.00
Assistant Buyer	£26,000.00	£38,000.00	£25,000.00	£31,000.00
Junior Buyer	£35,000.00	£45,000.00	£30,000.00	£35,000.00
Buyer	£45,000.00	£55,000.00	£35,000.00	£43,000.00
Senior Buyer	£55,000.00	£65,000.00	£43,000.00	£55,000.00
Buying Manager	£65,000.00	£90,000.00	£55,000.00	£70,000.00
<b>Retail Merchandising</b>				
	From:	Up To:	From:	Up To:
Merchandise Admin Assistant (MAA)	£24,000.00	£26,000.00	£24,000.00	£26,000.00
Assistant Retail Merchandiser	£26,000.00	£32,000.00	£26,000.00	£33,000.00
Junior Retail Merchandiser	£30,000.00	£40,000.00	£28,000.00	£35,000.00
Merchandiser	£30,000.00	£45,000.00	£30,000.00	£45,000.00
Senior Merchandiser	£45,000.00	£60,000.00	£45,000.00	£55,000.00
Merchandise Manager / Head of Merchandising	£60,000.00	£85,000.00	£55,000.00	£75,000.00
<b>Import Merchandising</b>				
	From:	Up To:	From:	Up To:
Assistant Import Merchandiser	£24,000.00	£30,000.00	£24,000.00	£32,000.00
Import Merchandiser	£28,000.00	£40,000.00	£26,000.00	£38,000.00
Senior Import Merchandiser	£40,000.00	£50,000.00	£38,000.00	£48,000.00
<b>Technical &amp; Compliance</b>				
	From:	Up To:	From:	Up To:
Technical Admin Assistant	£24,000.00	£24,000.00	£24,000.00	£24,000.00
Assistant / Junior Tech	£25,000.00	£32,000.00	£25,000.00	£30,000.00
Technologist / QA	£32,000.00	£45,000.00	£29,000.00	£38,000.00
Senior Technologist	£45,000.00	£60,000.00	£38,000.00	£46,000.00
Technical, Quality or Compliance Manager	£50,000.00	£70,000.00	£45,000.00	£60,000.00
<b>Pattern Cutter</b>				
	From:	Up To:	From:	Up To:
Pattern Cutter	£28,000.00	£45,000.00	£28,000.00	£42,000.00

*Approximately 51% of employees currently have some form of flexible working arrangement, but overall, product led teams are moving back to at least three days in the office - Striking the right balance between remote and in-person work is crucial*



*Cost of living "crisis" - we appreciate budgets are not bottomless pits. However, Employers cannot afford the cost of passivity. Upskilling staff, offering flexible solutions, and a keener ear to financial worries could be pivotal, as is a robust strategy around well-being support.*



### Production & Sourcing

	From:	Up To:	From:	Up To:
Assistant / Admin	£24,000.00	£28,000.00	£24,000.00	£27,000.00
Production Coordinator	£28,000.00	£40,000.00	£26,000.00	£35,000.00
Production Manager / Sourcing Manager	£40,000.00	£60,000.00	£35,000.00	£55,000.00
Head of Production /Sourcing	£50,000.00	£80,000.00	£45,000.00	£70,000.00

*Pay Gaps - The gap between less and more experienced candidates is narrowing! We are seeing more experienced, skilled workers hitting a glass ceiling on earning potential whereas the less experienced market entrants' expectations has soared – this trend is set to continue into 2024 with the generous increase in the national minimum wage coming in to force in April.*



### Sales Manager

	From:	Up To:	From:	Up To:
Account Coordinator / Sales Admin	£24,000.00	£26,500.00	£24,000.00	£26,000.00
Assistant Account Manager	£26,000.00	£35,000.00	£25,000.00	£30,000.00
Wholesale/ Account Manager	£38,000.00	£55,000.00	£35,000.00	£45,000.00
Sales Manager	£50,000.00	£65,000.00	£45,000.00	£65,000.00
Head of Sales / Wholesale	£70,000.00	£100,000+	£65,000.00	£100,000+

### Digital & Ecommerce

	From:	Up To:	From:	Up To:
Social Media / Content Executive	£24,000.00	£35,000.00	£24,000.00	£32,000.00
Ecommerce / Digital Marketing Manager	£40,000.00	£80,000.00	£38,000.00	£70,000.00
CRM Manager	£32,000.00	£55,000.00	£28,000.00	£50,000.00
Digital Graphic Designer	£35,000.00	£50,000.00	£28,000.00	£45,000.00
Head of Marketing / Digital	£65,000.00	£120,000.00	£50,000.00	£90,000.00

*Redundancies coupled with a decrease in the availability of senior roles means many experienced professionals are having to settle for lower-paying roles, explore alternative career paths, embrace retraining opportunities, or even consider entrepreneurial ventures*

