



Grocery Salary Survey 2016



Excel Recruitment – Grocery Salary Survey

We at Excel Recruitment are a specialist Retail Recruitment company. We have a dedicated and experienced grocery team who have backgrounds ranging from convenience to discount to symbol group supermarket retail. We are committed to our objective of 'Placing Great People With Great Companies' which is why we have adopted this as our company mantra.

We have been in the recruitment business for 15 years and during this time we have developed our client and candidate database extensively to include 600 high profile clients and 45,000 experienced candidates.

We take care of each step of the recruitment process on behalf of our clients, we advertise vacancies, screen CVs and meet prospective candidates. This ensures a smooth and efficient recruitment process for our clients. We also like to go the extra mile and conduct in depth research into our client's companies and culture to gain an insight into what works best for their organisation.

We are pro-active when it comes to finding suitable candidates for our clients, not only do we advertise vacancies across all platforms, we also use our strong social media presence and our extensive candidate database which is growing day by day.

In 2015, our business was delighted to be awarded the accolade of Best Recruitment Provider 2015 at the National Retail Supplier of the year awards. We also enjoyed a finalist position at the NRF, National Recruitment Awards.

We have compiled this guide which is supported by data from the best Retail Managers across the country. This guide is designed to give our clients a guide as to the current market prices for the various roles within the Irish grocery market.

Salary Scale - Grocery Sector

| | Petrochemical Sites | Symbol Convenience | Symbol Supermarket | High Volume Retailer 100-350K T/O | High Volume Retailer 350K+ | Hard Discounter |
|---------------------------|---------------------|--------------------|--------------------|-----------------------------------|----------------------------|-----------------|
| Store Manager | €32-40k | €35-40k | €38-50k | €40-60k | €60-120k | €50-80k |
| Assistant Manager | €25-35k | €25-35k | €25-35k | €35-40k | €35-55k | €33-50k |
| Senior Department Manager | n/a | n/a | €35k-40k | €35-40k | €35-55k | n/a |
| Department Manager | €22-28k | €22-28k | €30-36k | €25-30k | €30-40k | n/a |
| Area Manager | €40-60k | €35-50k | €50-120k | €50-120k | €80-120k | €61-92k |
| Fresh Food Manager | n/a | n/a | €28-32k | €30-35k | €25-28k | n/a |
| Fresh Food Charge hand | n/a | €25-30k | €26-30k | €28-35k | €30-38k | n/a |
| Trainee Manager | €21-24k | €21-24k | €21-23k | €23-26k | €26-28k | n/a |
| Supervisor | €10.50ph | €10.50ph | €11.50ph | €11.50ph | €11.50ph | n/a |
| Deli Manager | €21-23k | €23-27k | €24-28k | €24-26k | €23-28k | n/a |
| Deli Supervisor | €19-21k | €21-25k | €22-26k | €22-24k | €21-26k | |
| Head Butcher | n/a | €26-30k | €26-35k | €26-30k | €30k | n/a |
| Butcher | n/a | €12.00ph | €12.00ph | €13-18ph | €13ph | n/a |
| Head Baker | n/a | €30k | €30-35k | €32-38k | n/a | n/a |
| Baker | n/a | €12.- 13h | €12- 13ph | €13-18ph | n/a | n/a |
| Deli Sales Assistant | €10.00ph | €10.00ph | €10.50ph | €10.50ph | €10.50ph | €11.50ph |
| General Sales Assistant | €9.15ph | €9.15ph | €10.00ph | €10.00ph | €10.00ph | €11.50ph |

| Benefits - Grocery Sector | | | | | | |
|---------------------------|---------------------|--------------------|--------------------|----------------------------|----------------------|-----------------|
| Sunday/ Bank Holiday Pay | Petrochemical Sites | Symbol Convenience | Symbol Supermarket | High Volume Irish Retailer | High Volume Retailer | Hard Discounter |
| Pension | Y | Y | Y | Y | Y | Y |
| Health Cover | Y | Y | Y | Y | Y | Y |
| Company Car | N | N | N | N | N | N |
| Christmas Bonus | Y | Y | Y | Y | Y | N |
| Performance Related Bonus | Y | Y | Y | Y | Y | Y |
| Paid Holidays | Y | Y | Y | Y | Y | Y |
| Store Discount | N | N | N | Y | N | N |

Our extensive database of experienced, high quality candidates includes all fields of grocery retail from Deli Management, Butchers and Bakers to Symbol group trainees, Senior Store Managers and Area Managers.

If you would like to discuss any of our findings, need advice on your manpower planning, or indeed require assistance with your recruitment needs please feel free to contact our Grocery Team on the contact details below.



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Over 15 years experience in Grocery Retail Management and 13 in Retail Recruitment.

Nikki, a Graduate of NCI, is the most knowledgeable Grocery Retail Recruiter in the industry with 15 years experience in Grocery Retail.

