



Grocery Salary Survey 2017



Excel Recruitment – Grocery Salary Survey

Excel Recruitment are a specialist Retail Recruitment company. We have a dedicated and experienced grocery team with backgrounds ranging from convenience to discount to symbol group supermarket retail. We are committed to '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 16 years and during this time we have grown our client and candidate database extensively to include 600 high profile clients and 60,000 experienced candidates.

We handle 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 Ireland's top job boards and other platforms we also use our strong social media presence and our extensive candidate database which is growing day by day.

In 2016, we were delighted to be awarded **Agency of the Year** at the prestigious National Recruitment Federation Awards. This year also saw Excel crowned Best Recruitment Provider for the second year in a row at the National Retail Supplier of the Year 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.

Grocery Retail Specialists

Salary Scale - Grocery Sector - 0-3 Years Experience						
	Forcourt	Convenience	Small Supermarket	Medium Supermarket	Large Supermarket	Hard Discounter
Fresh Food Manager	n/a	€26k	€28k	€30k	€25k	n/a
Deli Manager	€21	€23k	€24k	€24k	€23k	n/a
Deli Supervisor	€19k	€21k	€22k	€22k	€21k	n/a
Produce Manager	n/a	€23k	€24k	€24k	€30k	n/a
Butcher Manager	n/a	€26k	€26k	€27k	€30k	n/a
Butcher	n/a	€12 ph	€12 ph	€13 ph	€13 ph	n/a
Baker Manager	n/a	€27k	€30k	€32k	€35k	n/a
Baker / Confectioner	n/a	€12 ph	€12 ph	€13 ph	€13 ph	n/a
Fish Specialist	n/a	n/a	€12 ph	€13 ph	€13 ph	n/a
Cheese Monger	n/a	n/a	€11 ph	€11.50 ph	€12	n/a
Off-Licence Manager	n/a	n/a	€23k	€26k	€32k	n/a
Checkout Manager	n/a	n/a	€23k	€26k	€32k	n/a
Night Manager	€26k	n/a	€26k	€28k	€35k	n/a

Salary Scale - Grocery Sector - 3 - 10 Years Experience						
	Forcourt	Convenience	Small Supermarket	Medium Supermarket	Large Supermarket	Hard Discounter
Fresh Food Manager	n/a	n/a	€32k	€35k	€28k	n/a
Deli Manager	€23k	€27k	€28k	€26k	€28k	n/a
Deli Supervisor	€21k	€25k	€26k	€24k	€26k	n/a
Produce Manager	n/a	€25k	€26k	€26k	€33k	n/a
Butcher Manager	n/a	€30k	€32k	€34k	€37k	n/a
Butcher	n/a	€12 ph	€12 ph	€18 ph	€13 ph	n/a
Baker Manager	n/a	€29k	€32k	€34k	€37k	n/a
Baker / Confectioner	n/a	€13 ph	€13 ph	€15 ph	€15 ph	n/a
Fish Specialist	n/a	n/a	€13 ph	€15 ph	€15 ph	n/a
Cheese Monger	n/a	n/a	€12 ph	€12.50 ph	€13.50 ph	n/a
Off-Licence Manager	n/a	n/a	€25k	€27k	€35k	n/a
Checkout Manager	n/a	n/a	€27k	€30k	€35k	n/a
Night Manager	€28k	n/a	€27k	€30k	€38k	n/a

Grocery Managers

Salary Scale - Grocery Sector - 0-3 Years Experience						
	Forecourt	Convenience	Small Supermarket	Medium Supermarket	Large Supermarket	Hard Discounter
Regional Manager						
Area Manager	€40k	€35k	€50k	€65k	€80k	€60k
Store Manager	€32k	€30k	€38k	€40k	€60k	€50k
Assistant Manager	€25k	€25k	€25k	€35k	€35k	€38k
Department Manager	n/a	n/a	€23k	€25-30k	€30-40k	n/a
Trainee Manager	€21k	€21k	€21k	€23k	€26k	n/a
Supervisor	€10.20 ph	€10.00 ph	€11.00 ph	€11.50 ph	€11.50 ph	€13.50 ph

Salary Scale - Grocery Sector - 3 - 10 Years Experience						
	Forecourt	Convenience	Small Supermarket	Medium Supermarket	Large Supermarket	Hard Discounter
Regional Manager						
Area Manager	€60k	€50k	€70k	€90k	€120k	€90k
Store Manager	€40k	€40k	€50k	€60	€120k	€80k
Assistant Manager	€32k	€32k	€32k	€40k	€55k	€50k
Department Manager	n/a	n/a	€28k	€35k	€40k	n/a
Trainee Manager	€24k	€24k	€23k	€26k	€28k	n/a
Supervisor	€10.75 ph	€10.50 ph	€11.50 ph	€12 ph	€12 ph	€15.50 ph

Sales/Deli Assistants

Salary Scale - Grocery Sector - 0-3 Years Experience						
	Forcourt	Convenience	Small Supermarket	Medium Supermarket	Large Supermarket	Hard Discounter
Sales Assistant Year 1	€9.15 ph	€8.25 ph	€9.15 ph	€9.90 ph	€10.30 ph	€11.50 ph
Sales Assistant Year 2	€9.25 ph	€9.15 ph	€9.50 ph	€10.20 ph	€10.80 ph	€12.30 ph
Sales Assistant Year 3	€9.50 ph	€9.15 ph	€9.75 ph	€10.50 ph	€11.30 ph	€12.80 ph
Sales Assistant Year 4	€9.75 ph	€9.30 ph	€10.00 ph	€10.80 ph	€11.80 ph	€13.30 ph
Sales Assistant Year 5	€10.00 ph	€9.75 ph	€10.50 ph	€11.20 ph	€12.50 ph	€13.80 ph
Deli Assistant Year 1	€9.15 ph	€9.15 ph	€9.15 ph	€9.90 ph	€10.30 ph	n/a
Deli Assistant Year 2	€9.25 ph	€9.50 ph	€9.75 ph	€10.20 ph	€10.80 ph	n/a
Deli Assistant Year 3	€9.50 ph	€9.75 ph	€10.00 ph	€10.50 ph	€11.30 ph	n/a
Deli Assistant Year 4	€9.75 ph	€10.00 ph	€10.30 ph	€10.80 ph	€11.80 ph	n/a
Deli Assistant Year 5	€10.00 ph	€10.50 ph	€10.75 ph	€11.20 ph	€12.50 ph	n/a

Benefits

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

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



Barry Whelan

CEO of Excel Recruitment

barry@excelrecruitment.com
 0868543700

Founding Excel in 2001, Barry has over 15 years experience in Grocery Retail Management and 16 years in Retail Recruitment



Nikki Murran

Head of Grocery Retail

nikki@excelrecruitment.com
 0867299956

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

