



excel recruitment

BUYING AND MERCHANDISING SALARY GUIDE

2024



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2024

CULTIVATING WORKPLACE WELL-BEING

In today's dynamic market, prioritising wellness in the workplace has become imperative for fostering a thriving and productive environment. Candidates are now looking beyond salary considerations, recognising the importance of work-life balance. The emphasis on positive employee health and behaviour, coupled with a nurturing company culture, has become a key factor in their job choices. Employers are responding by enriching their packages, incorporating increased annual leave, flexible work options, including remote days, and comprehensive wellness support like healthcare and exercise classes. In essence, a workplace that prioritises employee well-being has proven to be an excellent strategy for attracting and retaining top talent.

DEMAND FOR REMOTE WORK

The current market is witnessing a growing demand for remote working with an increasing number of candidates seeking fully remote positions. The majority of job seekers now prioritise roles that, at the very least, offer a hybrid work model. Recent studies indicate that employees who balance working from home with occasional office or hub-based work and travel report higher levels of satisfaction in both their professional and personal lives. Employers have observed that adopting agile working practices can lead to reduced operating costs through more efficient space management. Consequently, an agile workplace has become a compelling attraction for clients seeking to draw in new talent.

INDUSTRY OUTLOOK

In the current job market, candidates are actively exploring multiple opportunities, and delayed hiring timelines can increase the likelihood of candidates accepting offers from other organisations that move with greater urgency. Candidates are also adopting a holistic approach, focusing on the bigger picture when considering employment opportunities. Beyond immediate job responsibilities, individuals are increasingly prioritising roles that offer guaranteed career progression. Candidates are also making more deliberate decisions about applying for positions due to the evolving landscape. To tackle this trend, companies can elevate their employer branding, emphasising a compelling company culture and avenues for career advancement. The rising cost of living is reshaping candidate's priorities, prompting a greater emphasis on securing improved salaries and comprehensive benefits packages. Employers who are aware of these evolving priorities and embody a proactive talent acquisition approach are more likely to attract and retain top talent by offering competitive salaries, robust benefits, and streamlined interview processes. If you wish to discuss the findings of this guide or how we can assist with your recruitment needs, please feel free to contact us at www.excelrecruitment.com.

Alternatively, you can call us on 01 814 8747 or email Aoife at Aoife.McCaul@excelrecruitment.com.

Role	1+	3+	6+
Buying Salaries			
Department Store			
Head of Buying	€120k	€150k	€180k
Buyer	€75k	€85k	€95k
Assistant Buyer	€45k	€55k	€65k
Buying Admin/ Assistant	€33k	€36k	€40k
High Volume Lifestyle			
Head of Buying	€120k	€180k	€200k
Buyer	€75k	€85k	€95k
Assistant Buyer	€45k	€55k	€65k
Trainee Buyer	€36k	€40k	€45k
Buying Admin/ Assistant	€33k	€36k	€40k
Lifestyle Retailer			
Head of Buying	€120k	€150k	€180k
Buyer	€75k	€85k	€95k
Assistant Buyer	€45k	€55k	€65k
Buying Admin/ Assistant	€33k	€36k	€40k
Grocery Retailer			
Head of Buying	€120k	€150k	€180k
Buyer	€75k	€85k	€95k
Assistant Buyer	€45k	€55k	€65k
Buying Admin/ Assistant	€33k	€36k	€40k
Non-Food Retail			
Head of Buying	€110k	€150k	€180k
Buyer	€75k	€85k	€95k
Assistant Buyer	€45k	€55k	€65k
Buying Admin/ Assistant	€33k	€36k	€40k
Merch Salaries			
Department Stores			
Head of Merchandising	€100k	€150k	€180k
Merchandiser	€75k	€85k	€95k
Assistant Merchandiser	€45k	€55k	€65k
Merchandise Admin/ Assistant	€33k	€36k	€38k
High Volume Lifestyle			
Head of Merchandising	€120k	€180k	€200k
Merchandiser	€75k	€85k	€95k
Assistant Merchandiser	€45k	€55k	€65k
Trainee Merchandiser	€35k	€40k	€45k
Merchandise Admin/ Assistant	€33k	€36k	€40k
Lifestyle Retailer			
Head of Merchandising	€100k	€150k	€180k
Merchandiser	€75k	€85k	€95k
Assistant Merchandiser	€45k	€55k	€65k
Merchandise Admin/ Assistant	€33k	€36k	€40k

Get In Touch...

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