



Industrial & Warehousing

2025 Salary Guide, Northern Ireland

Industrial & Warehousing Market Overview

The **industrial sector** in Northern Ireland remains strong, particularly in the areas of manufacturing, logistics, and construction. However, the sector still faces significant challenges including a growing a shortfall of skilled tradespeople, due to many older workers retiring and fewer young people entering the industry.

Key Challenges for the Industrial Sector in 2025:

Skills Shortages:

Recruitment remains a key challenge, with a skills shortage in advanced manufacturing, engineering, welding, and machine operation roles. This may be alleviated in the long-term with the expansion of Government-backed apprenticeship schemes in engineering and construction which have been designed to attract more young people. However, in the short term, businesses will continue to struggle to fill critical roles.

Economic Pressures:

Additional challenges include energy price increases and supply chain disruptions, and these continue to impact industrial businesses, with Brexit remaining an ever-present thorn in the side. The Windsor Framework has eased some trade issues, but businesses still face regulatory challenges when moving goods between Northern Ireland and Great Britain. More support is needed for these businesses in navigating post-Brexit trade complexities.



Key Trends Shaping the Industry

- Sustainable Manufacturing & Innovation
- Artificial Intelligence & Automation

Sustainable Manufacturing

Northern Ireland's industrial sector is witnessing significant investment in sustainable manufacturing and innovation, driving job creation and economic growth. Notable projects include:

- **Wrightbus** £50 million electric bus factory in Ballymena
- The landmark £150 million **Enkalon Business Park by Errigal Group**, encompassing new warehouses, light industrial units, retail showrooms, and research/design offices - set to create 690 new jobs
- The £100 million **Advanced Manufacturing Innovation Centre (AMIC)**, projected to create up to 1,500 jobs across Northern Ireland
- **Artemis Technologies** is leading zero-emission maritime vessel innovation, with the launch of the Pioneer of Belfast. Off the back of this Belfast Harbour is seeing increased investment in warehousing and distribution, boosting logistics employment

The Rise of Artificial Intelligence & Automation

AI is coming for this sector too, transforming everything from manufacturing to logistics. It is also being brought in to increase energy efficiency and worker safety with the ability to monitor for industrial hazards like gas leaks or unsafe practices. It can even predict accidents before they happen! Perhaps the biggest challenge will be in workforce transformation with AI changing job roles, with workers focusing more on managing AI driven systems rather than manual tasks. This will result in the need to encourage digital upskilling for workers adapting to automation.

2025 Outlook

Northern Ireland's industrial sector is at a turning point. While workforce shortages, economic pressures, and Brexit-related challenges create difficulties for the industry, substantial investment in sustainable manufacturing and AI-driven innovation present exciting opportunities. Addressing skills gaps and digital transformation will be crucial in ensuring the sector remains competitive and sustainable in the years ahead.



Industrial & Warehousing Salary Guide	Low	Average	Good
Warehouse Manager	£40,000	£45,000	£50,000
Assistant Warehouse Manager	£29,500	£32,500	£34,600
Reach Counterbalance Operative	£23,900	£25,600	£27,300
PPT Operative	£23,900	£24,850	£25,700
Handballer	£23,900	£24,950	£26,000
Rigid Truck Driver	£25,000	£30,000	£38,000
Artic Truck Driver	£30,000	£32,000	£38,000
Skilled Fitter	£24,000	£27,000	£30,000
General Operative	£24,500	£26,100	£27,800
Production Administrator	£23,900	£25,000	£28,000
Forklift Operative	£25,200	£27,400	£29,600
Transport Manager	£45,000	£52,000	£60,000
Transport Planner	£32,000	£35,000	£42,000
Transport Coordinator	£30,000	£34,000	£40,000
Operations Manager	£45,000	£52,000	£60,000
Supply Chain Manager	£45,000	£52,000	£60,000
Supply Chain Specialist	£45,000	£52,000	£60,000
Planning Manager	£45,000	£52,000	£60,000
Demand Planner	£45,000	£52,000	£60,000
Freight Forwarder	£30,000	£35,000	£38,000
Customs Agent	£25,000	£32,000	£35,000
Customs Administrator	£23,800	£25,000	£27,000
Health & Safety Manager	£45,000	£52,000	£60,000
Health & Safety Advisor	£35,000	£40,000	£45,000
Health & Safety Officer	£30,000	£33,000	£35,000



For further information contact:

David Dunlop
Recruitment Resourcer

 028 91422 190

 david.dunlop@excelrecruitment.com

 www.excelrecruitment.com



Dublin Office:

The Capel Building, Mary's Abbey, Dublin 7, D07 DH99

Cork Office:

Unit 1C, Ground Floor, Penrose Wharf, Co. Cork, T23VP9T

Kildare Office:

Unit C3, Wolfe Tone House, Naas Town Centre, Co. Kildare, W91 C8X0

Galway Office:

7a Raven's Terrace, Fr. Griffin road, Galway, H91THF9

Belfast Office:

Suite 301, Arthur House 41 Arthur Street Belfast BT1 4GB