

Retail

HEAD OFFICE

	Ireland €
Operations Manager	60,000 - 80,000
Senior Buyer	50,000 - 70,000
Buyer	40,000 - 60,000
Assistant Buyer	32,000 - 45,000
Buying Administrator	25,000 - 35,000

MULTIPLES

	Ireland €
Area Manager	65,000 - 95,000
Store Manager (>100 staff)	55,000 - 85,000
Store Manager (<100 staff)	40,000 - 70,000
Assistant Manager	30,000 - 40,000
Department / Section Manager	28,000 - 38,000
Supervisor	25,000 - 30,000

SYMBOL GROUPS / FORECOURT

	Ireland €
Area Manager	45,000 - 70,000
Retail Operations Advisor	32,000 - 45,000
Store Manager	35,000 - 50,000
Assistant Manager	25,000 - 35,000
Retail Assistant	18,000 - 26,000

FASHION / HIGH STREET

	Ireland €
Area Manager	55,000 - 80,000
Store Manager (>100 staff)	50,000 - 75,000
Store Manager	35,000 - 60,000
Regional Visual Merchandiser	45,000 - 60,000
Visual Merchandiser	25,000 - 40,000
Assistant Manager	28,000 - 40,000
Supervisor / Sales Manager	23,000 - 28,000

NON FOOD MULTIPLES

	Ireland €
Area Manager	70,000 - 110,000
Store Manager	40,000 - 65,000
Deputy Manager	30,000 - 45,000
Assistant Manager	30,000 - 40,000
Department Manager	28,000 - 32,000
Trainee Manager	24,000 - 28,000
Visual Merchandiser	28,000 - 45,000

Retail

Salaries in the retail sector have varied wildly in the last two years depending on the level of the roles. At senior management, salaries have risen by at least 10% across all the major big box retailers. In niche areas such as pharmacy, we have seen an increase of 10-15% increase in salaries as demand has risen particularly in regional areas. However, at the lower end of the management scale, salaries have stalled and we haven't seen any significant changes. Companies are now making concerted efforts to train their existing staff and promote from within where possible rather than having to work at attracting retail professionals into roles that are hard to fill merely because of the salary level that can be offered. In a bid to upskill their existing staff and to keep their interest, employers in the retail sector have been providing training courses that include systems, legislation, stock control, food safety and HACCP as well as the softer skills such as people management and customer service.

Retail will be one of the obvious victims of any impact Brexit may have in 2020. Import prices for Irish retailers will be affected by the exchange rate and tariffs which could potentially discourage investment and subsequent growth of the sector. Consumer spending will be affected by any negative consequences of Brexit and will have a direct impact on the sector. Retailers too have to ensure supplies are in place if there are long queues and delays at ports. All of these challenges will have far-reaching effects on the retail sector including pressures on hiring budgets.

With very little movement on most salaries other than senior management, retail employers are trying to offer as much as they can within their remuneration packages. Flexible hours (within reason), staff discounts and bonuses depending on KPIs are seen as standard. Some of the larger retailers may offer health insurance and shares to their senior management.

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