



Executive Summary

Salaries in Spain decreased on average by 0.4% last year, according to our 2015 salary survey. The Spanish economy has undergone a major turnaround since emerging from its worst recession in decades, but it is perhaps unsurprising that salaries have declined during this period of prolonged recovery.

A marked rise in household consumption, however, as well as growth of the country's gross domestic product is evidence that the environment has changed for the better and it's encouraging to see that the number of people in work has increased significantly. With recruitment back on the agenda for many companies, increased competition for talent could see salaries increase by the end of 2015.

Executive salaries have seen the largest decrease at 6%, on average, compared to last year. Notably, those working in Sales and Supply Chain and Procurement Director or equivalent roles, experienced the highest pay decreases, while those at CEO and Managing Director level, as well as other functional directors, and tended to report no change from the previous year.

At management level, salaries actually increased slightly by 1.1% overall across the Marketing, Sales and Operations functions included in our annual survey. Those in marketing received, on average, a 3.9% increase overall with those working within digital marketing, in particular, commanding higher rates of pay. Those working in Sales reported slightly lower rates of increase at 0.2%, while managers working in operations reported no increase overall.

The Nigel Wright Group salary review is based on the details we hold on our database and is supplemented with the information that we have collected as part of our annual salary and benefits survey. Whilst we make every possible attempt to ensure the data we provide are accurate it should be noted that salary levels can vary depending on company size, industry sector and the availability of candidates in a specific discipline

We hope you find the data in the report useful and should you have further questions, please do not hesitate to contact a member of our team who would be more than happy to clarify any of the information presented.

Miriam Cruz, Country Manager Iberia & LATAM
