

PORTUGAL

2017

Last year, Portugal enjoyed a period of strong economic growth, with a significant decrease in the national unemployment rate. Companies were active in hiring, bringing new opportunities across IT, manufacturing, engineering and sales, as well as mid and back office roles for banks and financial services companies.

In IT, Java, .Net, BI and outsystems developers were highly sought after, with many positions available for senior developers and software engineers with over seven years' experience.

Professionals specialising in maintenance and lean manufacturing were in high demand, as well as project managers within engineering and manufacturing. In particular, engineering professionals who could demonstrate business and commercial acumen were in a strong position when applying for a role. Technical sales and production experts were also required within these industries.

The continued growth of shared service centres also served to spur demand for professionals across a range of disciplines to provide back office support. Finance, HR and procurement specialists benefited from the wider availability of roles.

Despite the overall positive economic conditions and significant growth of IT and heavy industrial firms, salaries remained largely flat last year, with rises reflecting inflation.

96%

OF PROFESSIONALS IN PORTUGAL
ARE OPEN TO A JOB APPROACH
WHEN NOT ACTIVELY LOOKING

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Due to the growth in the number of available roles, employers are likely to struggle with candidate shortages.

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CRISTIANO ARON,
DIRECTOR,
PORTUGAL

2018

This year we expect the positive economic trends of 2017 to continue, with employer confidence remaining strong. Recruitment activity will be high as a result.

Due to growth in the number of roles, employers are likely to struggle with candidate shortages, particularly across areas such as IT where specialists are in notably high demand. Portugal's position as a major European hub for IT development is expected to grow and flourish, limiting the pool of talent available.

In addition to developers and software engineers, cyber security experts are expected to experience high demand for their skills in light of recent high

profile digital security breaches such as the Wannacry attack.

Due to the candidate short market, employers will have to offer competitive salaries. We anticipate that this will lead to higher salaries in 2018.

In addition, candidates are increasingly placing an emphasis on the potential for career progression. Employers who can demonstrate a clear path for promotion and offer an indication of timescales needed to achieve professional development will have a significant advantage over competitors.



Of professionals in Portugal are expecting a salary increase in 2018

1 Lisbon - Jobs up 12% year-on-year

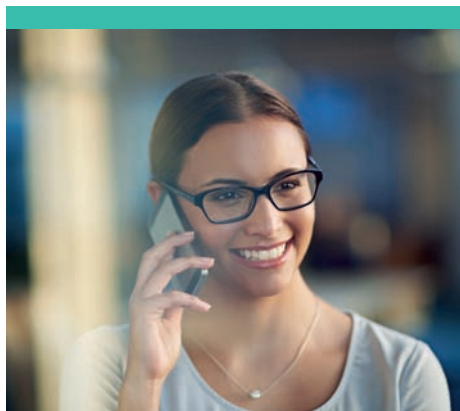


TOP FOUR FACTORS DETERMINING JOB SATISFACTION

- 1** Remuneration and benefits
- 2** Work-life balance
- 3** Status and level of responsibility
- 4** Day-to-day work

**All statistics are drawn from Robert Walters industry research*

OVERVIEW



48%

OF PROFESSIONALS IN
PORTUGAL WANT THE OPTION
TO WORK REMOTELY

ACCOUNTING & FINANCE

In 2017, employers were active in recruiting, with demand particularly high at the junior level. The number of senior positions available also rose, with accounting and finance managers, and tax and legal controllers highly sought after.

Demand for junior professionals came largely from smaller, start-up businesses, while mid and senior-level candidates were sought by larger firms looking to expand and develop new department functions to take advantage of the economic recovery.

In 2018, the industrial and tech sectors will boost the demand for senior finance professionals, particularly financial directors and controllers.

While employers are unlikely to face talent shortages, professionals with strong English language skills will be in short supply, as will those who can demonstrate strong experience in providing efficiency and profitability.

These top calibre professionals will be attracted to roles which can offer a wide range of strategic functions. However, salary will still be a top priority, along with work-life balance and the opportunity to gain international experience.

ENGINEERING & OPERATIONS

The economic upturn motivated many businesses to increase headcount in 2017. This resulted in the hiring of a large number of engineering and operations professionals. Technical sales professionals were popular as firms looked to increase their market share, as were experts in maintenance and quality.

Mid to senior level professionals were most in demand, particularly if they could demonstrate strong communication and stakeholder management skills, essential for driving business growth. Despite a more dynamic employment market, wages remained largely stable. As a result, many employers had difficulties attracting candidates who were still cautious about moving jobs.

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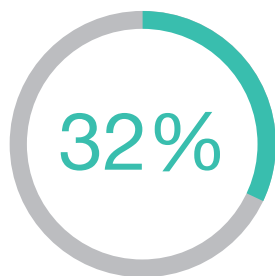
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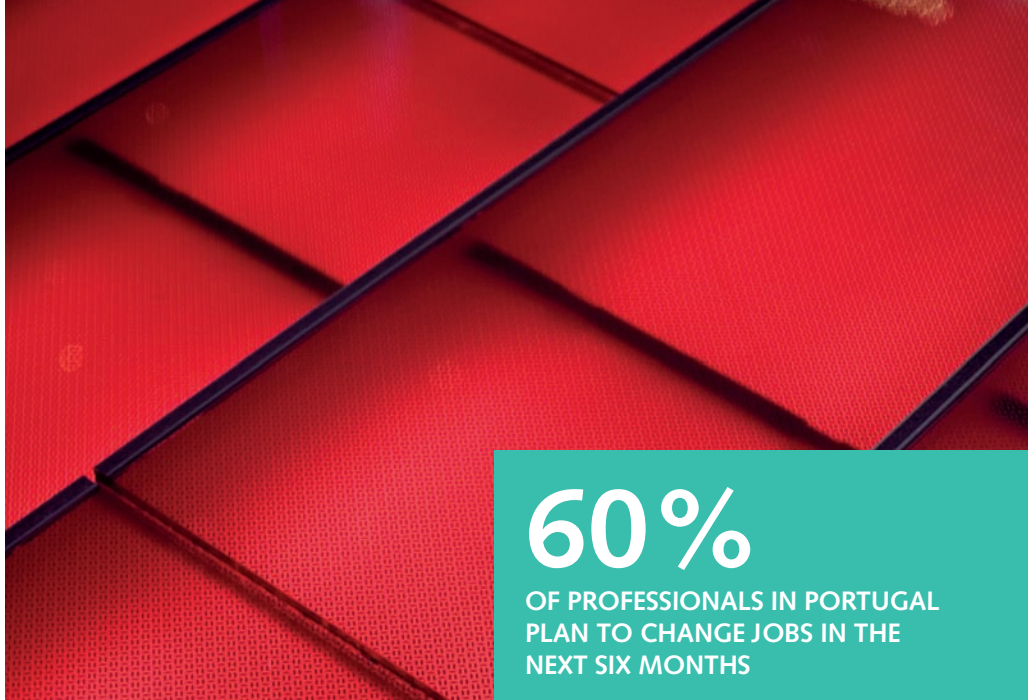
In 2018, demand for engineering and operations professionals will continue to increase, with logistics and procurement specialists being highly sought after; this will also be the case for those with a background in production.

The improvement in consumer and business confidence will lead to new roles appearing in heavy industry, automotive, transportation and distribution sectors, as well as FMCG. Employers are likely to struggle to secure talent if they are unwilling to increase salaries and expand their recruiting mindset by considering candidates from overseas, as demand for engineering professionals outstrips supply.

In response to pressure on talent pools, salaries are likely to rise by 4-6% as employers are forced to adapt. However, retaining the best candidates will also mean employers having to offer clear plans for career progression and a results-focused model.



Of professionals in Portugal would look for a new role to achieve better career progression



INFORMATION TECHNOLOGY

Tech and digital firms seeking to recruit talent, faced an acutely candidate short market in 2017. Mid to senior-level professionals in fields such as development, IT systems and cyber security were in higher demand.

Software houses and tech start-ups were the source of much of this demand, as these companies looked to grow in a highly receptive market. Developers with a background in Java, Microsoft tech, data and business intelligence were highly sought after by these employers.

Financial services firms were also keen to hire IT specialists, particularly cyber security professionals, in light of the growing threat presented by hackers and cyber criminals.

Pressure on talent pools led employers to increase salaries in 2017 in a bid to attract and retain top calibre professionals. This trend will continue through 2018 as skills shortages persist, with salaries rising by around 7%.

Demand will be highest for software developers with a background in Java and Microsoft and for infrastructure specialists, but IT professionals with all skills sets will be sought after.

Candidates will be looking for salary increases when moving roles, but their interest in the project and the quality of the working environment will be key too.

PORTUGAL

ACCOUNTING & FINANCE

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	2 - 5 YRS' EXP		5 - 10 YRS' EXP		10+ YRS' EXP	
	2017	2018	2017	2018	2017	2018
Generalist						
Chief Financial Officer	55 - 65k	60 - 70k	70 - 80k	75 - 85k	80 - 100k	85 - 110k
Finance Director - SME	40 - 50k	45 - 55k	55 - 65k	55 - 70k	60 - 75k	60 - 80k
FP&A Manager	30 - 35k	35 - 40k	35 - 40k	40 - 45k	45 - 50k	50 - 60k
Financial Controller	35 - 45k	35 - 45k	40 - 45k	45 - 50k	50 - 60k	50 - 60k
Accounting Manager	30 - 35k	30 - 40k	35 - 40k	40 - 45k	40 - 50k	45 - 55k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

ENGINEERING & OPERATIONS

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	2 - 5 YRS' EXP		5 - 10 YRS' EXP		10+ YRS' EXP	
	2017	2018	2017	2018	2017	2018
Manufacturing						
Operations Director	40 - 70k	45 - 75k	45 - 75k	48 - 80k	60 - 90k	60 - 130k
Plant Manager	40 - 55k	60 - 75k	60 - 75k	60 - 75k	75 - 110k	75 - 130k
Production Manager	30 - 40k	35 - 50k	40 - 60k	40 - 60k	55 - 75k	55 - 75k
Logistics Manager	30 - 40k	35 - 50k	35 - 50k	35 - 55k	40 - 60k	45 - 60k
Maintenance/Facility Manager	25 - 35k	30 - 50k	30 - 45k	40 - 50k	40 - 60k	45 - 60k
Purchasing Manager	28 - 35k	30 - 40k	35 - 43k	38 - 45k		
Procurement Manager	30 - 40k	30 - 40k	35 - 43k	38 - 45k		
Demand Planning	25 - 35k	25 - 40k	35 - 45k	35 - 45k		
Customer Service Manager	28 - 35k	28 - 35k	35 - 45k	35 - 50k		
QA/QC Manager	30 - 40k	30 - 40k	40 - 50k	40 - 55k		
R&D Manager	35 - 45k	35 - 45k	45 - 60k	45 - 65k	50 - 65k	50 - 65k
Continuous Improvement Manager	25 - 35k	30 - 40k	35 - 55k	40 - 60k		
Sales						
Sales Director			50 - 95k	50 - 95k	65 - 120k	65 - 120k
Business Development Manager	35 - 50k	40 - 50k	45 - 95k	45 - 95k	65 - 135k	65 - 135k
Regional Sales Manager	25 - 40k	35 - 50k	30 - 50k	30 - 50k	40 - 85k	40 - 85k
Sales Engineer	20 - 30k	30 - 50k	25 - 40k	25 - 40k	40 - 50k	40 - 50k
Construction & Energy						
Engineering Director	40 - 60k	40 - 60k	50 - 80k	60 - 90k	80 - 120k	85 - 140k
Project Director	35 - 50k	40 - 55k	60 - 90k	60 - 90k	65 - 110k	70 - 130k
Construction Director	50 - 70k	50 - 70k	60 - 80k	65 - 80k	70 - 100k	80 - 110k
Project Manager	25 - 45k	25 - 45k	40 - 70k	45 - 80k	65 - 85k	70 - 90k
Contract Manager			45 - 65k	45 - 65k	55 - 85k	55 - 85k
Site Manager	40 - 60k	40 - 60k	50 - 80k	60 - 90k	65 - 95k	65 - 100k
Commissioning Manager	35 - 50k	35 - 50k	40 - 55k	40 - 55k	50 - 80k	50 - 80k
Mechanical/Electrical Engineer	25 - 40k	25 - 45k	40 - 55k	40 - 55k		

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INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM EUR (€)					
	2 - 5 YRS' EXP		5 - 10 YRS' EXP		10+ YRS' EXP	
	2017	2018	2017	2018	2017	2018
Management						
Chief Information Officer	65 - 75k	75 - 80k	80 - 90k	80 - 95k	90 - 100k	90 - 110k
Chief Technology Officer	55 - 65k	60 - 70k	75 - 85k	85 - 90k	80 - 85k	90 - 95k
Chief Operations Officer	50 - 55k	55 - 60k	60 - 80k	80 - 90k	65 - 85k	85 - 95k
IT Manager			45 - 55k	50 - 60k	60 - 70k	65 - 80k
Development						
Development Director	45 - 55k	50 - 60k	60 - 70k	65 - 80k	65 - 75k	70 - 85k
Front-end Developer	30 - 40k	30 - 45k	45 - 60k	50 - 70k		
Back-end Developer	25 - 35k	25 - 35k	35 - 50k	40 - 60k		
DevOps Engineer	35 - 45k	40 - 50k	40 - 50k	55 - 70k		
Tester/QA Analyst	25 - 30k	25 - 35k	35 - 40k	35 - 45k		
ERPs						
SAP Manager	40 - 50k	45 - 55k	50 - 60k	50 - 60k	50 - 60k	55 - 70k
SAP Analyst	35 - 42k	35 - 45k	45 - 55k	45 - 60k	50 - 60k	55 - 65k
Security						
Chief Security Officer	40 - 60k	40 - 65k	50 - 70k	55 - 75k	60 - 80k	70 - 90k
Data & Analytics						
Data & Analytics Manager	50 - 60k	55 - 65k	55 - 65k	60 - 70k		
Data Architect	40 - 50k	45 - 55k	50 - 60k	55 - 65k		
BI Specialist	25 - 30k	30 - 35k	35 - 45k	45 - 50k		
Big Data Specialist	35 - 45k	40 - 50k				
Data Scientist	40 - 50k	45 - 55k				
Database Administrator	30 - 37k	32 - 37k	37 - 45k	40 - 45k	45 - 55k	45 - 55k

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