

HR Salary Survey 2022

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Introduction



We are delighted to share with you the results of our 2022 HR Salary Survey. The aim of this report is to provide HR professionals with an accurate guide as to what levels of compensation they might expect in a particular position.

Neon River is an executive search firm that specializes in working with internet, software, games and broader technology companies to find the best leaders around the world.

If you ever need help in building out your team, or need advice in terms of how to manage your career, please don't hesitate to get in touch.

hello@neonriver.com



We work across Europe



We specialize in the technology sector



We hire leaders across all functions

Salary Ranges for HR Leaders in the UK

Role	Gross Salary £	
	SME (<250 employees)	Large organizations (>250 employees)
HR Director	75,000-150,000	125,000-200,000+
HR Business Partner	55,000-90,000	65,000-100,000
Head of Diversity & Inclusion	55,000-105,000	75,000-135,000+
Head of Learning & Development	50,000-90,000	75,000-120,000+
Head of Compensation & Benefits	55,000-100,000	65,000-120,000+
Head of Talent	65,000-95,000	80,000-135,000+

Notes

The “HR Director” title represents “the most senior person in the HR organisation” rather than just those with that specific job title. They could be Chief People Officers, VPs of HR and so forth.

Very large organisations often pay HR leaders more than the typical range suggested here. There is a considerable difference between a company with 300 and 30,000 employees of course.

Salary Ranges for HR Leaders in Europe

Role	Gross Salary €	
	SME (<250 employees)	Large organizations (>250 employees)
HR Director	60,000-130,000	115,000-175,000
HR Business Partner	40,000-80,000	55,000-95,000
Head of Diversity & Inclusion	50,000-90,000	65,000-115,000
Head of Learning & Development	50,000-85,000	55,000-100,000
Head of Compensation & Benefits	45,000-95,000	55,000-105,000
Head of Talent	60,000-105,000	75,000-125,000

Notes

Whilst salary levels are generally lower for roles in Europe compared to the UK, it's worth bearing in mind that there is huge variation in typical wages and living costs across Europe. A candidate in Paris or Berlin is likely to earn more than one based in Lisbon.

With the rise in remote working, many candidates can benefit from earning a relatively high salary whilst living in a lower cost country. Increasingly companies are looking to hire talent abroad, which can offer cost savings compared to hiring talent in the more popular tech hubs such as London or Berlin.



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