



MARINE
RESOURCES



MARINE INDUSTRY SALARY SURVEY 2022

The Leisure Marine Industry's
most comprehensive census
on careers, salaries, and
workplace trends



Written: September 2022
Marine Resources



JAMES WARD

CEO & FOUNDER

"In 2019 we conducted the biggest ever Marine Industry Salary Survey lifting the lid on vitally important topics like salary benchmarking, gender pay gap and diversity issues within recruitment across the marine industry. Every day we help people make career decisions and equally we support businesses to have accurate intelligence of the marine market.

We are now back on a mission to generate the 'go to' salary survey results to support the industry with data to use to shape their businesses, their recruitment and to help understand current trends."

INTRODUCTION

Due to the success and demand of releasing our first national salary survey for the marine industry back in 2019. We are reassessing the landscape through the Marine Resources Salary Survey 2022, to understand and benchmark the leisure marine industry post pandemic.

Our focus in this year's Salary Survey 2022 was to be more employee and employer comprehensible with the aim to deliver a list of the core roles of the leisure marine industry.

The objective of the survey was to re-assess the leisure marine industry, compare against our 2019 Salary Survey, build a centralised resource for employees and employers to benchmark their current salaries to maintain a competitive advantage, and examine the data presented to us with key findings.

Throughout the survey we'll be looking at data from three key divisions:

- Skilled Trades
- Design, Engineering and Technical
- Sales, Marketing and Operations

It's our hope with this survey that we will be able to play a part in helping business owners and employees drive positive change, making the industry fairer and competitive to other sectors.

We would like to take this opportunity to stress that due to the wide range of entries and roles, this set of data presented is only a snapshot of the various nuances and exceptions we have found. If you'd like to discuss any specific roles then please get in touch with us directly on (0) 2380 633 399 or survey@marineresources.co.uk.



METHODOLOGY

The Marine Industry Salary Survey 2022 pulled its extensive data set from relevant and up to date sources. A voluntary online questionnaire which ran for 8 weeks, from May to July 2022, and data from our CRM system from the last 6 months.

The research surveyed the Leisure Marine Industry with a more significant focus on our three key divisions and circa 2,500 respondents, creating over 45,000 data points.

All salaries benchmarked inside this report are based on a 40 hour work week.

Participation in the survey was voluntary and it was promoted via email, across social media, at events, by industry press, and through channels managed by third party partners.

Employees were asked to provide responses to around 18 questions, all relating to their employment, remunerations, opinions on their current employment packages, and more. The responses were filtered to eliminate duplicate, erroneous or misleading responses, and all published results have been anonymised, removing any identifiable information. Not every participant provided all of the information requested. If the participant provided income data, plus information concerning at least one demographic characteristic, the response was included in the study.

Employers were asked to provide responses to 4 questions, looking at the job titles within their business and the associated salaries. All information from employers has also been anonymised, removing any identifiable data.

When displaying salary data, we have taken the lowest and highest salaries for any particular role. We have displayed a Mid Point and when there have been five or more separate job roles inputted of the same type we have displayed a Survey Average.

This survey was developed and managed by Marine Resources, with analysis of the report carried out internally.

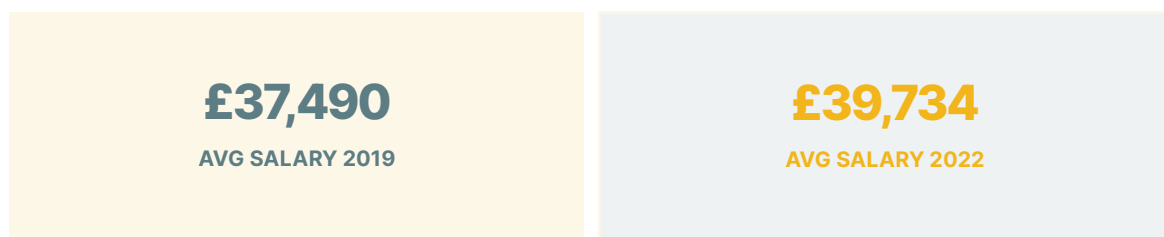
DATA BREAKDOWN

THE STATE OF THE MARKET

Throughout our data collection we found a number of key statistics that really stood out to us, giving us some knowledge on how the market feels about their current employment status, what matters to them, diversity metrics and comparisons to the 2019 Marine Industry Salary Survey.

AVERAGE SALARIES

Average salary in 2019 was £37,490. In 2022 the average salary is at £39,734 this is a 6% increase across the industry on average pre/post covid.



Based on the averages of all respondents the average salary in the Leisure Marine Industry in 2022 is £39,734.

The Office for National Statistics (ONS) average weekly earnings between November 2019 and September 2022 - shows an increase to 10.7% national average. Potentially meaning that the Leisure Marine Industry is falling behind national average salary increases.

We see the Leisure Marine Industry, on average, still falling approximately 5-9% behind compared to other competing industries.

6%
INCREASE SINCE 2019

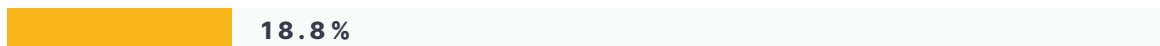
The report has shown us that most of the Survey Average figures are marginally below the Mid Point, suggesting that most of the industry's pay can improve, ensuring companies remain competitive across the wider industry.

WHAT IS YOUR GENDER?

MALE



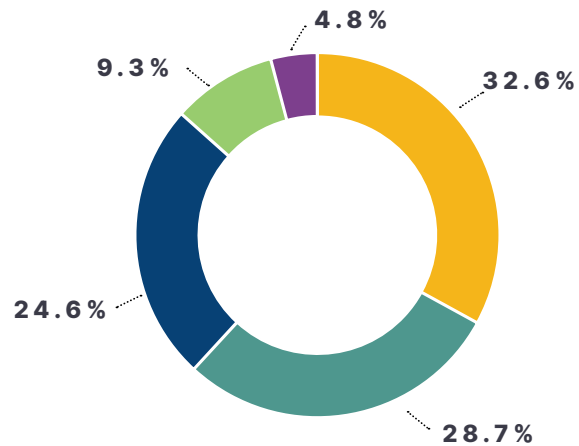
FEMALE



We're seeing a similar disparity between male and female genders compared to our 2019 survey; with 15.9% being female back in 2019. However we've seen a 2.9% increase from female respondents, meaning that there is some improvement in closing the gap.

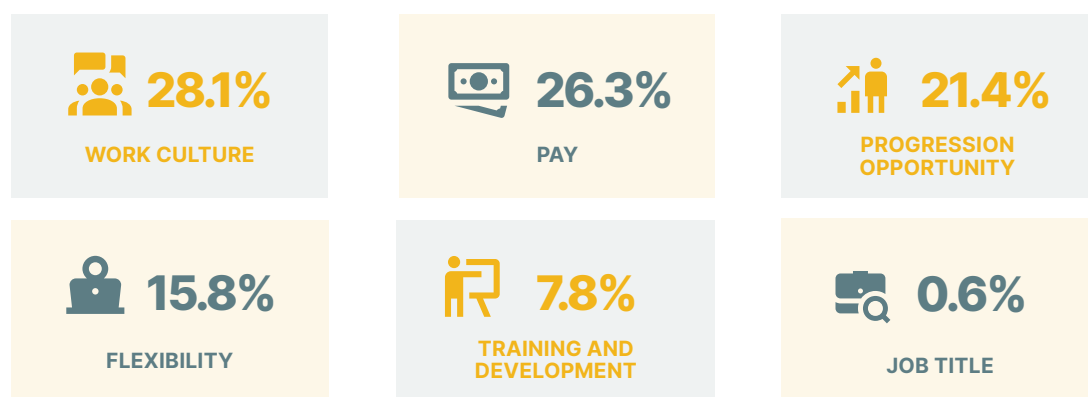
I BELIEVE I AM PAID FAIRLY RELATIVE TO MY MARKET

- Strongly Agree
- Agree
- Neither agree or disagree
- Disagree
- Strongly disagree



With 62.6% of respondents either feeling neutral or disagree with their pay, it seems like there is room for improvement with remuneration.

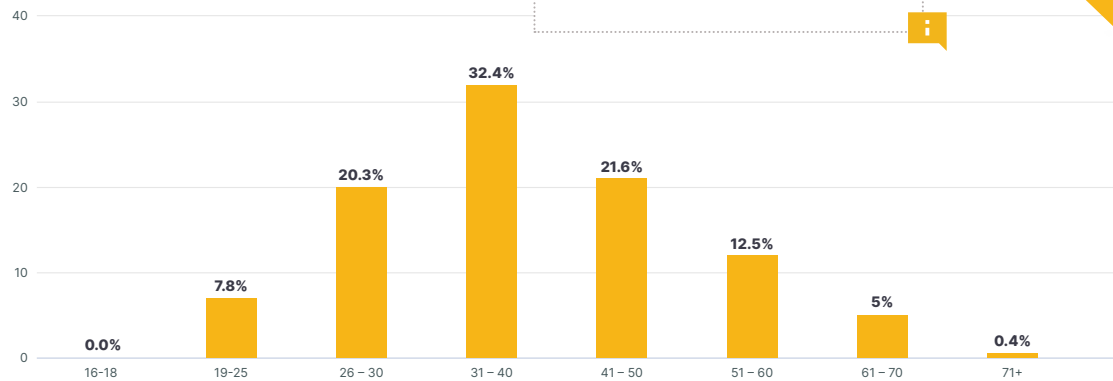
WHAT IS THE MOST IMPORTANT THING TO YOU IN YOUR JOB, OR WHEN LOOKING FOR A JOB?



Our data shows a leaning towards progression, pay and a good culture are important for employees and job seekers.

WHAT IS YOUR AGE?

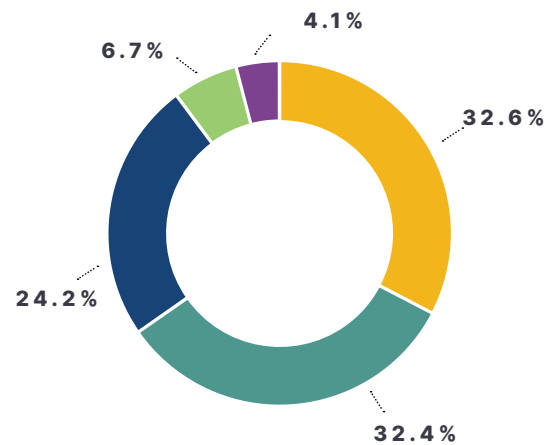
There seems to be a growing age gap, with a lack of younger individuals coming into the industry. This disparity could cause issues in 10-20 years.



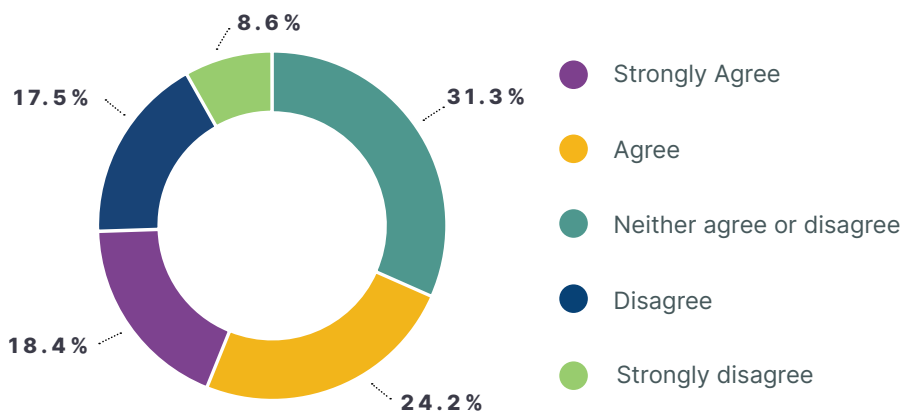
I AM CURRENTLY SATISFIED WITH MY OVERALL EMPLOYMENT PACKAGE

A lean towards satisfaction of employment packages, with a large percentage of people neutral with their employment package. Employers who improve their packages could retain talent.

- Strongly Agree
- Agree
- Neither agree or disagree
- Disagree
- Strongly disagree



I AM LOOKING TO CHANGE MY JOB IN THE NEXT 12 MONTHS



With over 70% of respondents either neutral or looking to change their job in the next 12 months it shows there may be some levels of dissatisfaction within businesses.

DIVISION BREAKDOWN

SKILLED TRADES

All rates and salaries are based on a 40 hours per week for both permanent and contract, not including overtime. Please remember that geographic differences need to be taken into account.

Refit is on the higher-end of the bracket comparative to production. We have seen outliers for some companies that do refit work, with a reputation for going above and beyond, requiring a higher skill set.

If you would like to discuss skilled trades roles in more detail relative to your unique situation contact us to find out more.

Job Title	Salary Min	Salary Max	Mid point	Survey Average	Hourly Min	Hourly Max	Mid point	Survey Average	Type
Boatbuilder	£24,000	£45,000	£34,500	£32,268	£12	£21	£16.50	£14	Permanent
					£20	£26	£23	£22.75	Contract
Carpenter	£24,000	£43,000	£33,500	£28,400	£12	£21	£16.50	£14	Permanent
					£18	£25	£21.50		Contract
Supervisor	£35,360	£49,920	£42,640	£40,170	£17	£24	£20.50	£19.31	Permanent
Finisher	£24,960	£37,440	£31,200	£27,784	£12	£18	£15	£13.35	Permanent
					£18	£23	£20.50		Contract
Laminator	£24,960	£39,520	£32,240	£30,674	£12	£19	£15.50	£14.74	Permanent
					£18	£26	£22		Contract
Marine Electrician / Electrical Engineer	£24,960	£43,680	£34,320	£28,724	£12	£21	£16.50	£13.80	Permanent
					£18	£26	£22		Contract
Marine Engineer / Marine Technician	£24,960	£43,680	£34,320	£30,633	£12	£21	£16.50	£14.72	Permanent
					£18	£26	£22		Contract
Painter/Sprayer	£24,960	£37,440	£31,200	£30,247	£12	£18	£15	£14.54	Permanent
					£18	£23	£20.50		Contract
Pipefitter/Plumber	£24,960	£33,280	£29,120		£12	£16	£14		Permanent
					£18	£25	£21.50		Contract
Welder	£24,960	£35,360	£30,160		£12	£17	£14.50		Permanent
					£18	£26	£22		Contract
CNC Setter/Operator	£24,000	£32,000	£28,000		£12	£16	£14		Permanent

1. Includes: Shipwrights

2. Includes: Joiners, Bench Joiners, Wood Machinists, Cabinet Makers

3. Includes: Team Leader, Manager, Charge hand, Foreman

4. Includes: GRP Finishers, GRP Repairers

5. Includes: Composite Technician, Tech Laminators

6. Includes: Electrical Fitter, Electrical Technician, Electrician

7. Survey average only displayed when five or more of the same role across five different businesses were recorded.

8. Some parts of industry have inflated pay outside these figures such as professional sports teams; i.e. America's cup, Sail Gp.

DIVISION INSIGHTS

DESIGN, ENGINEERING AND TECHNICAL

If you would like to discuss design, engineering and technical roles in more detail relative to your unique situation contact us to find out more.

DESIGN

Job Title	Salary Min	Salary Max	Mid point	Survey Average ¹
Design Engineer Junior	£25,000	£30,000	£27,500	£26,000
Design Engineer Mid-weight	£30,000	£50,000	£40,000	£36,167
Design Engineer Senior	£45,000	£70,000	£57,500	£53,333
Naval Architect Junior	£25,000	£35,000	£30,000	£31,367
Naval Architect Midweight	£30,000	£50,000	£40,000	£39,516
Naval Architect Senior	£40,000	£70,000	£55,000	£54,000
Draughtsperson Junior	£23,000	30,000	£26,500	
Draughtsperson Midweight	£26,000	£35,000	£30,500	£33,000
Draughtsperson Senior	£33,000	£45,000	£39,000	
Interior Designer Junior	£25,000	£35,000	£30,000	
Interior Designer Midweight	£35,000	£55,000	£45,000	
Interior Designer Senior	£55,000	£70,000	£62,500	
Exterior Designer Junior	£25,000	£35,000	£30,000	
Exterior Designer Midweight	£35,000	£55,000	£45,000	£35,750
Exterior Designer Senior	£55,000	£70,000	£62,500	
Project Management (Design) Junior	£25,000	£35,000	£30,000	
Project Management (Design) Midweight	£30,000	£55,000	£42,500	
Project Management (Design) Senior	£45,000	£70,000	£57,500	

TECHNICAL DESIGN ENGINEERING

Job Title	Salary Min	Salary Max	Mid point
System Engineer Junior	£30,000	£40,000	£35,000
System Engineer	£40,000	£55,000	£47,500
System Engineers Senior	£55,000	£75,000	£65,000
Software Engineer Junior	£30,000	£45,000	£39,500
Software Engineer	£45,000	£55,000	£47,500
Software Engineer Senior	£50,000	£75,000	£62,500

1. Survey average only displayed when five or more of the same role across five different businesses were recorded.

DIVISION BREAKDOWN

DESIGN, ENGINEERING AND TECHNICAL

PRODUCTION ENGINEERING

Job Title	Salary Min	Salary Max	Mid point	Survey Average ¹
Composite / FEA Engineer Junior	£25,000	£35,000	£30,000	
Composite / FEA Engineer	£30,000	£50,000	£40,000	
Composite / FEA Engineer Senior	£40,000	£70,000	£55,000	
Production Engineer Junior	£25,000	£30,000	£27,500	£28,134
Production Engineer	£30,000	£45,000	£39,500	
Production Engineer Senior	£40,000	£60,000	£50,000	
Quality Engineer Junior	£25,000	£30,000	£27,500	
Quality Engineer	£30,000	£45,000	£39,500	
Quality Engineer Senior	£45,000	£60,000	£52,500	
Project Management Junior	£25,000	£35,000	£30,000	£27,105
Project Management	£30,000	£50,000	£40,000	£43,774
Project Management Senior	£40,000	£70,000	£55,000	£55,045
CNC Programmer	£32,000	£50,000	£41,000	

1. Survey average only displayed when five or more of the same role across five different businesses were recorded.

DIVISION BREAKDOWN

SALES, MARKETING & OPERATIONS

Salary Minimum and Salary Maximum will vary depending on company size within this part of the industry. If you would like to discuss sales, marketing & operation roles in more detail relative to your unique situation contact us to find out more.

SALES AND MARKETING

Job Title	Salary Min	Salary Max	Mid point	Survey Average ³
Sales Admin	£20,000	£28,000	£24,000	£26,381
Sales Exec/Area Sales Exec	£25,000	£40,000	£30,000	£32,667
Sales Managers/Account Managers ¹	£30,000	£50,000	£39,250	£49,357
Senior Sales	£40,000	£80,000	£60,000	£58,125
Sales Directors ²	£60,000	£100,000	£72,500	£64,941
Yacht Broker	£25,000	£50,000	£37,500	£36,875
Senior Yacht Broker	£35,000	£60,000	£47,500	£51,300
Marketing Assistant	£20,000	£25,000	£22,500	£23,600
Marketing Executive	£26,000	£37,000	£31,500	£31,528
Marketing Manager	£32,000	£55,000	£43,500	£41,900
Head of Marketing/Marketing Director	£60,000	£100,000	£80,000	£73,400

MARINAS

Job Title	Salary Min	Salary Max	Mid point	Survey Average
Marina Operative	£19,000	£28,500	£23,750	£22,355
Marina Administrator	£19,500	£29,300	£24,450	£23,794
Dockmaster	£23,000	£31,000	£27,000	£25,851
Boatyard Foreman	£28,000	£35,000	£31,500	£31,125
Deputy/Duty Manager	£30,000	£42,000	£36,000	£34,573
Managers	£40,000	£65,000	£50,000	£45,443

1. Includes: Business Development Managers

2. Includes: Business Development Directors

3. Survey average only displayed when five or more of the same role across five different businesses were recorded.

DIVISION BREAKDOWN

SALES, MARKETING & OPERATIONS

OPERATIONS ¹

Job Title	Salary Min	Salary Max	Mid point	Survey Average ³
Operations Manager	£30,000	£55,000	£42,500	
Administrator Junior	£20,000	£23,500	£21,750	
Administrator	£23,500	£27,500	£25,500	£24,554
Administrator Senior	£27,500	£32,000	£29,750	
Accounts administrator	£19,000	£22,000	£20,500	
Head of Finance SME	£50,000	£65,000	£53,000	
Head of Finance Medium/large	£75,000	£120,000	£97,500	
Junior Buyer	£27,000	£32,000	£29,500	
Buyer	£33,000	£38,000	£35,500	£36,172
Senior Buyer	£38,000	£45,000	£41,500	
Supply Chain Manager	£50,000	£57,500	£53,750	
Head of Supply chain	£65,000	£80,000	£72,500	
Category Manager	£65,000	£60,000	£55,000	
Head of Procurement	£65,000	£85,000	£75,000	
HR administrator	£20,000	£25,000	£22,500	
HR Advisor (part qual CIPD)	£27,000	£35,000	£31,000	
HR Manager (CIPD Qualified)	£37,500	£55,000	£46,250	£42,889
HR Senior Manager	£55,000	£70,000	£62,500	
Head of HR /HRD	£70,000	£120,000	£95,000	
L&D Manager	£45,000	£50,000	£47,500	
Training/ People development Manager	£45,000	£50,000	£47,500	

WATERSPORTS

Job Title	Salary Min ²	Salary Max	Mid point
Chief Instructor	£24,000	£27,000	£25,500
Centre Manager	£30,000	£35,000	£32,500
Operations Managers	£40,000	£50,000	£45,000

1. Includes: Finance, Procurement, Supply Chain, Administration


2. We found these roles have quite an international coverage


3. Survey average only displayed when five or more of the same role across five different businesses were recorded.



Thanks for reading the Marine Industry Salary Survey 2022, please feel free to share with your network.

If you did not see the role you were looking to benchmark or to discuss these roles in more detail then contact us.

 (0) 2380 633 399

 survey@marineresources.co.uk



September 2022 - Marine Resources

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