



Expert Recruiters in Digital
Procurement & Supply Chain



The Edbury Daley Procurement Tech Salary Report 2022

May 2022



Introduction

In this report, we detail the salary ranges currently required to successfully recruit experienced people from the digital procurement and supply sector. The figures are based on what we have observed in the market in 2022 and represent what is required to be competitive in such a buoyant market. The top end of each range illustrates what the best paying organisations are able to offer, whilst the midpoint is a typical average for the relevant function.

In section one we cover high-demand areas for software vendors including senior management, sales, customer success, presales and implementation across the major economies in Europe.



Salary report 2022

Job / Experience	UK	Germany	France	Nordics	Benelux	Southern Europe - Italy, Spain etc
SALES - Base salaries assuming 50/50 model giving double OTE						
Account Executive	£70-90k	€70-90k	€65-85k	€70-90k	€65-85k	€60-75k
Senior Account Executive	£90-110k	€90-110k	€85k-100k	€90-110k	€85k-100k	€75k-90k
Sales Director	£130-150k	€130-150k	€120-135k	€130-150k	€120-135k	€100k-125k
Regional Vice President	£140-180k	€140-180k	€140-180k	€140-180k	€140-180k	€140-180k
ACCOUNT MANAGEMENT / CUSTOMER SUCCESS - Bonus potential ranges 20-50%						
AM/CS	£70-85k	€70k-85k	€65-80k	€70k-85k	€65-80k	€50-65k
Senior AM/CS	£80-100k	€80-100k	€70-90k	€80-100k	€70-90k	€60-75k
Director	£100-120k	€100-120k	€90-110k	€100-120k	€90-110k	€80-100k
PRESALES / VALUE ENGINEERING - Bonus potential ranges between 20-50%						
Solution Consultant	£60-£80k	€60-80k	€60-80k	€60-80k	€60-80k	€50-75k
Senior Solution Consultant	£80-100k	€80-100k	€80-100k	€80-100k	€80-100k	€80-100k
Director	£90-110k	€90-110k	€90-110k	€90-110k	€90-110k	€80-100k
IMPLEMENTATION & PROGRAM/PROJECT MANAGEMENT						
Director	£85-125k	€90-110k	€90-110k	€90-110k	€90-110k	€80-100k
Senior Project Manager	£70-90k	€70-£90k	€70-90k	€70-90k	€70-90k	€65-85k
PM	£50-75k	€50-75k	€50-75k	€50-75k	€50-75k	€50-70k
OTHER LEADERSHIP - up to 100% bonus potential						
Country Manager	£150-200k	€150-200k	€150-200k	€150-200k	€150-200k	€150-200k
COO	£150-200k	€150-200k	€150-200k	€150-200k	€150-200k	€150-200k
CMO	£110-140k	€110-140k	€110-140k	€110-140k	€110-140k	€100-130k
DIGITAL TRANSFORMATION & IMPLEMENTATION CONSULTING - UK Only						
Director	£120-160k					
Senior Manager	£100-120k					
Manager	£85k-100k					
CORPORATE ROLES - UK Only						
Digital Transformation Leader	£130-150k					
5-10 years	£60-90k					
10 years +	£90-110k					



How are we able to gather all this information?

Talent Intelligence explains how and why.

TALENT INTELLIGENCE

- + HIGHLY SPECIALISED**
Totally focused on the procurement technology world. It's all we do
- + INTERNATIONAL**
Roles filled in 14 European countries and four different continents demonstrates our global reach
- + ACROSS THE ECOSYSTEM**
Our knowledge and network encompasses everything from end to end platforms to best of breed solutions, partners and end-users
- + A VISIBLE COMMITMENT**
Regular attendance at international industry events drives our sector presence and fuels our market intelligence
- + TALENT MAGNET**
Senior people in the sector come to us first for career guidance and access to job opportunities. Our clients often hire them
- + EXPERTISE**
We've been solving recruitment problems in our specialist markets for years. We are quicker, more effective and credible than your alternatives. Why wouldn't you use the leading experts?

By edburydaley



Our team



Andrew Daley

Managing Director, Digital Procurement & Supply Chain

Andrew is the leader of the Digital Procurement & Supply Chain practice. He is vastly experienced in a range recruitment projects across the digital procurement ecosystem with a particular specialism in senior leadership appointments and client facing, revenue generating roles like sales, presales, account management, customer success and transformation consulting.

His clients include the leading solution providers and emerging best of breed tools, their corporate customers and the consultancies who specialise in the associated digital procurement transformation projects.

Andrew's career in Executive Recruitment started when he joined The PSD Group in 1995. In 1998 he created and led their new Purchasing & Supply Chain division and has specialised in procurement ever since. He was one of the founders of Edbury Daley in 2005.

Andrew was educated at William Hulme's Grammar School in Manchester before graduating from the University of Sheffield with an honours degree in Economics in 1993.

Outside of work he is dedicated to his family, reducing his golf handicap and going to the gym.

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Simon Edbury

Executive Director

A graduate of London University, Simon has been in the recruitment industry since 1996 when he joined PSD. After six years, he joined Ajilon Executive to help start a new executive recruitment team.

Following a successful career with corporate recruiters, 2005 saw Simon and Andrew establish Edbury Daley which provides a highly specialist senior level recruitment service to the procurement and supply chain technology ecosystem. Simon has a passion for the ESG solutions now becoming an integral part of procurement decision making.

Simon is renowned for his professional, reliable, direct approach to both clients and candidates. His no nonsense approach combined with deep industry knowledge has earned him an outstanding reputation.

Outside of work he enjoys family life, playing golf and following the NFL

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Peter Brophy
VP Digital Procurement & Supply Chain

Peter specialises in procurement following five years leading recruitment at Proxima. His in-house recruitment background gives him a unique approach to talent attraction, blending expertise in best practice recruitment techniques and methodologies with a full understanding of the latest practices in talent identification and sourcing.

He has more than 18 years' experience spanning a number of sectors including aerospace engineering, manufacturing, professional services and corporate functions such as HR, finance and procurement. He began his recruitment career in MRI / Humana, a niche executive search specialist, in 1996. In 2000 he moved in-house to head-hunt a new management team for Manpower, and then led a complete transformation of the recruitment process at Rolls-Royce plc. He then joined BDO Stoy Hayward to head up its Resourcing team, before moving to Proxima in 2009.

Peter is a Fellow of the Chartered Institute of Personnel and Development and has a Master's degree in Human Resource Management, as well as a degree in Geography. Outside of work he has two teenage sons, is a long-suffering Newcastle United supporter and is a keen walker.

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