



# Engineering & Technical

Salary Survey – South Wales & South West  
2025

# Our Services



Looking for someone brilliant? We'll find them. We track down perfect candidates, helping businesses fill vacancies quickly.

## Talent Team

Talent Team is our premium service offering, a complete partnership approach to recruitment, embedded into your business.

## On Demand

You pay us once we've placed a permanent candidate in your business.

## Contract

Capable, referenced, ready-and willing temporary candidates to cover long or short-term gaps in your workforce.

## Retained Search

We're in it together. You pay an upfront fee, so you're invested and we're invested. And we guarantee a 100% fill rate.

## Temporary

This is where we find you an individual contract worker, or an entire contract workforce, to step into your business.

## Executive

Through our sister company City Executive Search, we recruit for executive-level roles throughout Europe.

# Our Verticals



Design



Maintenance  
Engineering



Industrial  
Engineering



Procurement  
& Supply Chain



Quality, Health  
& Safety



Skilled  
Production &  
Leadership

# Our Sectors



Aerospace &  
Aviation



Automotive



Chemical



Consumer  
Goods



Pharmaceutical



Energy



Food & Drink



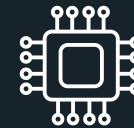
Medical Devices



Packaging



Precision  
Engineering



Electronic  
Manufacturing



Oil & Gas





In a competitive and rapidly evolving employment market, understanding salary benchmarks is key to attracting, retaining and motivating a skilled workforce. Yolk's 2025 Engineering & Technical Salary Survey provides a clear and comprehensive overview of salaries across the South Wales & South West region to allow you to make informed decisions about compensation strategies.

We understand salary expectations aren't one-size-fits-all and vary widely depending on sector, local region and specific role requirements. Whether you're curious about emerging trends in specific industries, regional demand for niche skillsets or how to position yourself as an employer of choice, our team can deliver personalised insights to give you a competitive edge.

## Engineering & Technical Salary Survey – South Wales & South West

2025

# Engineering & Technical – Salary Survey – 2025



## Quality, H&S and Technical

Job title	South Wales Min.	South Wales Max.	Avg.	South West Min.	South West Max.	Avg.
Quality Inspector	£26,000	£37,000	£33,000	£28,000	£38,000	£34,000
Quality Technician	£32,000	£45,000	£38,000	£32,000	£45,000	£38,500
Quality Engineer	£35,000	£48,000	£41,000	£40,000	£55,000	£47,500
Quality Systems Engineer	£38,000	£50,000	£42,000	£40,000	£55,000	£47,500
Supplier Quality Engineer	£35,000	£50,000	£42,500	£38,000	£58,000	£44,500
Validation Engineer	£42,500	£60,000	£48,000	£40,000	£60,000	£47,500
Compliance Engineer	£35,000	£48,000	£42,000	£35,000	£48,000	£42,000
Quality Manager	£45,000	£70,000	£52,000	£50,000	£70,000	£61,000
QHSE Manager	£40,000	£65,000	£53,000	£42,000	£70,000	£58,000
H&S/HSE Advisor	£30,000	£45,000	£38,500	£32,000	£48,000	£39,500
H&S Manager	£40,000	£70,000	£53,000	£40,000	£70,000	£55,000
Metallurgist	£40,000	£50,000	£45,000	£35,000	£55,000	£45,000

# Engineering & Technical – Salary Survey – 2025



## Quality, H&S and Technical (Food)

Job title	South Wales Min.	South Wales Max.	Avg.	South West Min.	South West Max.	Avg.
NDT Technician	£28,000	£45,000	£38,000	£28,000	£46,000	£39,000
Regulatory Associate	£30,000	£40,000	£36,000	£35,000	£45,000	£40,000
Senior Regulatory Associate	£40,000	£65,000	£56,000	£40,000	£65,000	£56,000
Regulatory Manager	£65,000	£110,000	£85,000	£65,000	£110,000	£90,000
Regulatory Engineer	£42,500	£55,000	£48,000	£45,000	£65,000	£51,000
Laboratory Manager	£37,000	£46,000	£42,000	£35,000	£54,500	£46,000
Laboratory Technician	£24,500	£38,000	£34,000	£25,000	£40,000	£34,500
NPD Technologist	£28,000	£38,000	£35,000	£26,000	£38,000	£35,000
NPD Manager	£42,000	£55,000	£47,500	£45,000	£60,000	£55,000
Process Technologist	£30,000	£38,000	£35,000	£35,000	£50,000	£42,500
Packaging Technologist	£36,000	£50,000	£41,000	£35,000	£45,000	£42,000
Specifications Technologist	£30,000	£40,000	£35,000	£30,000	£45,000	£41,000

## Maintenance

Job title	South Wales Min.	South Wales Max.	Avg.	South West Min.	South West Max.	Avg.
Maintenance Team Leader	£45,000	£55,000	£50,000	£50,000	£55,000	£52,500
Maintenance Manager	£50,000	£60,000	£55,000	£55,000	£65,000	£60,000
Engineering Manager	£65,000	£80,000	£65,000	£65,000	£80,000	£72,500
Automation Engineer	£45,000	£65,000	£50,000	£45,000	£60,000	£50,000
Reliability Technician	£35,000	£40,000	£35,000	£40,000	£50,000	£45,000
Reliability Engineer	£40,000	£52,000	£46,000	£50,000	£55,000	£52,500
Maintenance Planner	£40,000	£45,000	£42,500	£45,000	£55,000	£50,000
Field Service Engineer (Local Area)	£40,000	£45,000	£42,000	£40,000	£50,000	£45,000

## Maintenance Shifts

Pattern	South Wales Min.	South Wales Max.	Avg.	South West Min.	South West Max.	Avg.
Days	£35,000	£40,000	£37,500	£38,000	£43,000	£41,000
2 Shifts	£40,000	£44,000	£42,000	£42,000	£46,000	£44,000
3 Shifts	£43,000	£45,000	£44,000	£45,000	£47,000	£45,000
4 On, 4 Off	£45,000	£55,000	£48,000	£48,000	£58,000	£53,000
Panama (2 On, 2 Off, 3 On, 3 Off)	£45,000	£55,000	£48,000	£48,000	£58,000	£51,500

Manufacturing						
Job title	South Wales Min.	South Wales Max.	Avg.	South West Min.	South West Max.	Avg.
Head of Manufacturing	£55,000	£90,000	£78,000	£60,000	£90,000	£75,000
Operations Manager	£50,000	£80,000	£57,500	£50,000	£80,000	£62,500
Production Manager	£40,000	£65,000	£55,000	£45,000	£65,000	£57,000
Shift Manager	£36,000	£48,000	£44,000	£37,000	£48,000	£44,000
Production Engineer	£55,000	£85,000	£76,000	£65,000	£90,000	£85,000
CNC Machinist	£31,000	£45,000	£40,000	£35,000	£48,000	£39,000
Production Operator	£24,000	£32,000	£26,000	£24,000	£32,000	£27,000
Manufacturing Engineer	£35,000	£58,000	£48,000	£42,000	£63,000	£54,000
Production Engineer (CNC)	£35,000	£60,000	£43,000	£38,000	£60,000	£45,000
Process Engineer	£33,000	£50,000	£39,000	£45,000	£60,000	£53,000
CI/Lean Engineer	£43,000	£60,000	£53,000	£45,000	£60,000	£53,000
Industrial Engineering Manager	£55,000	£85,000	£76,000	£65,000	£90,000	£85,000



## Design

Job title	South Wales Min.	South Wales Max.	Avg.	South West Min.	South West Max.	Avg.
Mechanical Design Engineer	£32,000	£70,000	£45,000	£40,000	£70,000	£47,000
CAD Technician	£30,000	£45,000	£36,000	£28,000	£45,000	£34,000
Electrical Design Engineer	£35,000	£65,000	£55,000	£40,000	£65,000	£52,000
Electronics Engineer	£35,000	£85,000	£52,000	£35,000	£85,000	£55,000
Embedded Engineer	£35,000	£85,000	£59,000	£35,000	£85,000	£59,000
Test Engineer	£30,000	£44,000	£38,000	£35,000	£45,000	£37,000
Project Engineer	£36,000	£50,000	£42,000	£38,000	£50,000	£45,000
Applications Engineer	£30,000	£42,000	£35,000	£32,000	£50,000	£38,000
Engineering Project Manager	£40,000	£70,000	£53,000	£50,000	£80,000	£60,000
Mechanical Design Engineer	£65,000	£85,000	£75,000	£65,000	£85,000	£72,000

## Design (Contract)

Job title	Min. Rate	Max. Rate	Avg.
Mechanical Design Engineer	£30/hour	£45/hour	£37/hour
CAD Technician	£27/hour	£35/hour	£31/hour
Electrical Design Engineer	£35/hour	£45/hour	£39/hour
Electronics Engineer	£40/hour	£55/hour	£50/hour
Embedded Engineer	£40/hour	£55/hour	£52/hour

## Procurement & Supply Chain

Job title	South Wales Min.	South Wales Max.	Avg.	South West Min.	South West Max.	Avg.
Buyer	£30,000	£45,000	£39,000	£29,000	£47,000	£40,000
Senior Buyer	£40,000	£60,000	£50,000	£35,000	£60,000	£42,500
Category Manager	£45,000	£60,000	£52,000	£45,000	£65,000	£55,000
Contracts Manager	£50,000	£65,000	£57,000	£50,000	£70,000	£60,000
Purchasing Manager	£40,000	£65,000	£50,000	£42,000	£72,000	£55,000
Procurement Assistant	£26,000	£35,000	£30,000	£27,000	£35,000	£32,000
Procurement Manager	£50,000	£70,000	£60,000	£50,000	£70,000	£65,000
Head of Procurement	£70,000	£100,000	£90,000	£70,000	£100,000	£85,000
Procurement Director	£90,000	£120,000	£105,000	£80,000	£120,000	£110,000
Supply Chain Director	£80,000	£120,000	£105,000	£80,000	£120,000	£100,000
Supply Chain Manager	£50,000	£70,000	£60,000	£45,000	£70,000	£60,000
Planning Manager	£45,000	£55,000	£50,000	£45,000	£65,000	£55,000

## Procurement & Supply Chain (cont.)

Job title	South Wales Min.	South Wales Max.	Avg.	South West Min.	South West Max.	Avg.
Demand Manager	£50,000	£60,000	£55,000	£40,000	£65,000	£52,000
Demand Planner	£35,000	£45,000	£40,000	£28,000	£40,000	£34,000
Production Planner	£30,000	£50,000	£37,000	£30,000	£48,000	£38,000
Materials Scheduler	£28,000	£35,000	£31,500	£28,000	£40,000	£34,000
Warehouse Supervisor	£25,000	£35,000	£30,000	£25,000	£35,000	£30,000
Warehouse Manager	£35,000	£65,000	£42,500	£40,000	£70,000	£50,000
Logistics Manager	£40,000	£55,000	£47,000	£40,000	£60,000	£50,000
Production Planner	£30,000	£50,000	£37,000	£30,000	£48,000	£38,000
Materials Scheduler	£28,000	£35,000	£31,500	£28,000	£40,000	£34,000
Warehouse Supervisor	£25,000	£35,000	£30,000	£25,000	£35,000	£30,000
Warehouse Manager	£35,000	£65,000	£42,500	£40,000	£70,000	£50,000
Logistics Manager	£40,000	£55,000	£47,000	£40,000	£60,000	£50,000

## Market Insight

"The Engineering sector in South Wales and the South West remains candidate-short, reflecting broader national hiring challenges. Competition for skilled candidates is intensifying, making it essential for employers to reassess compensation and working conditions to attract and retain talent.

Experienced candidates are prioritising salary, closely followed by holiday allowance and consideration of broader benefits packages. Roles with less desirable shifts as ever require significantly higher pay or allowances, while a demand for flexibility such as multiple start time options to avoid traffic or hybrid working is growing, even in traditionally on-site roles. Younger professionals and graduates increasingly seek employers who prioritise work life balance and sustainability in their operations, a notable trend for several years and showing signs of increasing. Business that align with these values, alongside offering competitive salaries and professional development opportunities will have the edge in securing high calibre talent. While salaries have risen since 2024, investment in apprenticeships, graduate schemes and internal upskilling has helped moderate these increases while strengthening the long-term talent pipeline. Companies that adapt quickly to these shifting expectations will be best positioned for success in an evolving employment market."



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For more information about current Engineering market trends and recruitment into each of these areas, please contact a member of the Engineering & Technical team:



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If you'd like to hear more about how Yolk  
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& Technical



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Services