

TELLURIDE



RECRUITMENT



HUMAN RESSOURCES LUXEMBOURG OVERVIEW 2022

TELLURIDE has undertaken to carry out a study of the industrial sector in Luxembourg. The purpose is to better understand the current issues and future risks of this industry by defining its characteristics and analysing its major Human Capital indicators. The study is focused on market overview, recruitment, retention and talent management issues, plus a salary benchmark and recruitment trends. This study is a compile of our industry data's representing over 27,000 professionals working in Luxembourg (employers' and employees' population). These results provide us with the necessary market insight, to give you the best possible advice when it comes to recruiting the best possible professionals. We wish you a pleasant read.



### OUR OVERVIEW PANEL OF THE INDUSTRIAL SECTOR IN LUXEMBOURG



296 companies of which 24 employing over 200 people



8% of the Luxembourg labour force (excluding public sector)

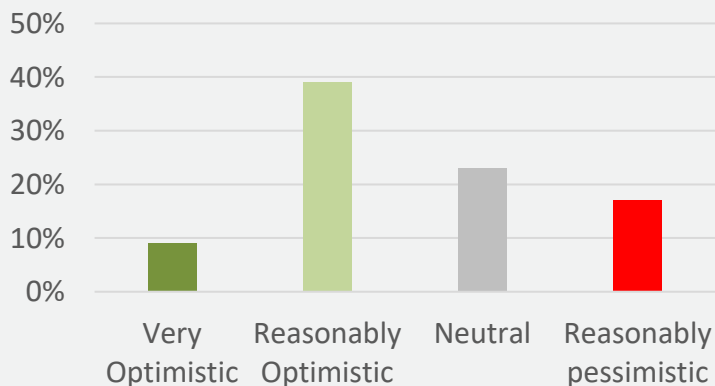


6740 people in corporate environments



29600 people in operational environments

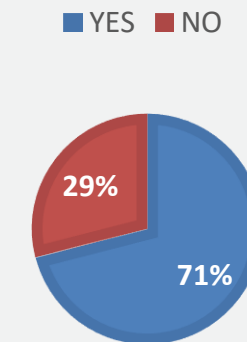
▪ AS EMPLOYERS, HOW OPTIMISTIC ARE YOU REGARDING THE FUTURE OF THE LUXEMBOURG INDUSTRIAL ECONOMY?



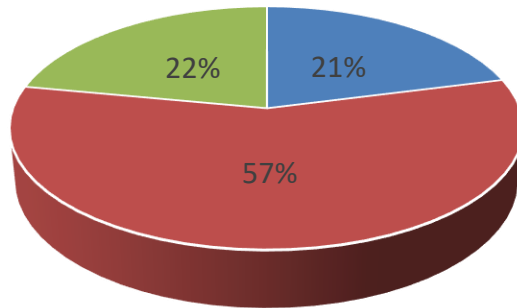
#### COMMENTS

Even if the latest socio-economic and political events (pandemic, war, inflation and the explosion of energy costs) have made managers more cautious and therefore less optimistic than usual, confidence in the future does not seem to have been affected too much and therefore remains the order of the day for a majority of them, despite certain postponements of investments.

▪ DOES YOUR COMPANY INTEND TO INVEST IN NEW PRODUCTION / OPERATION CAPACITIES IN LUXEMBOURG IN THE 2 COMING YEARS?



▪ EMPLOYER'S INTENTION TO INCREASE / DECREASE HEADCOUNT IN THE 12 COMING MONTHS



■ Decrease ■ Stabilize ■ Increase

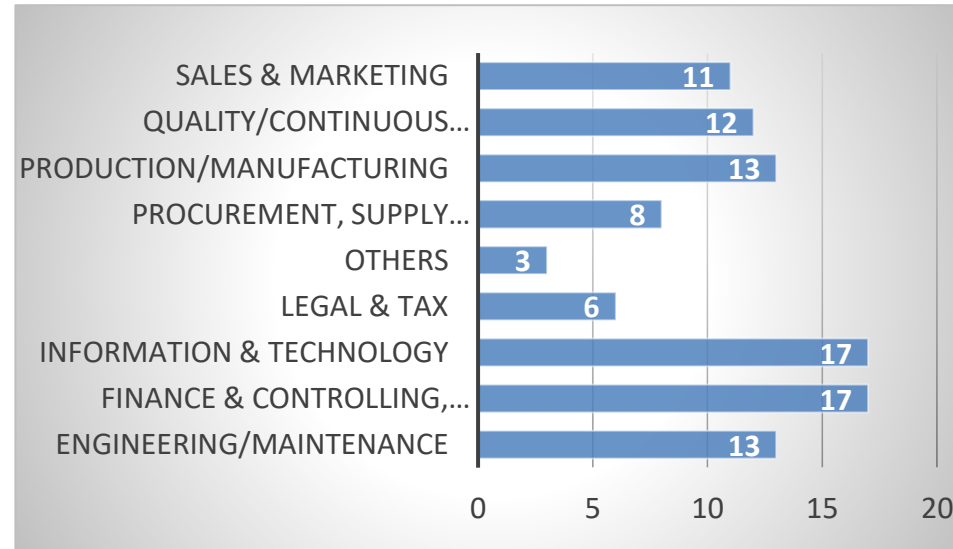
COMMENTS

The demand for new skills will remain strong unless there is a real slowdown in the economy.

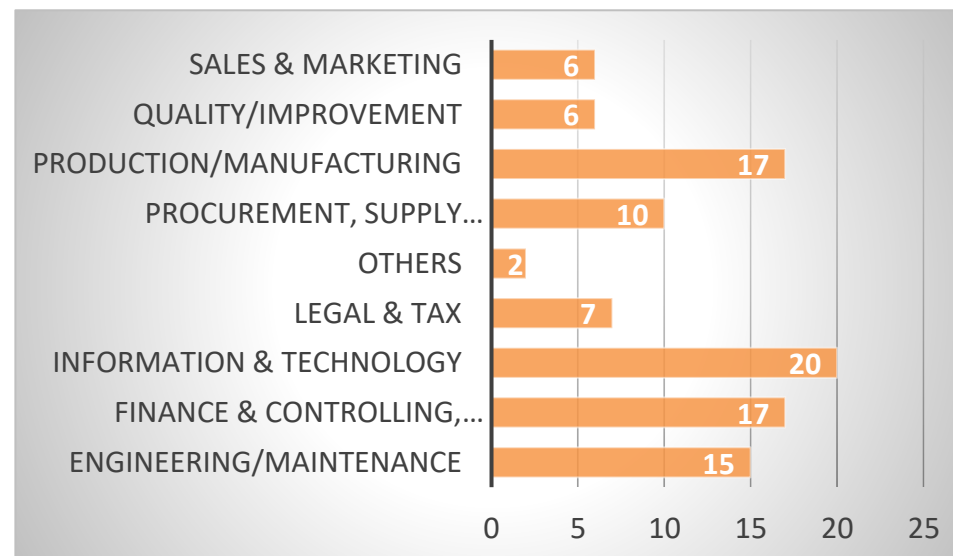
We note that the digitalization of the economy and new technologies sector continue to lead to the search for IT profiles that are in high demand and therefore in short supply, and to a lesser extent finance profiles.

A more recent development is the difficulty in making production, engineering and maintenance functions attractive, and therefore an increasing difficulty in finding the right profiles.

▪ RECRUITMENT, IN WHICH FUNCTIONAL AREAS?

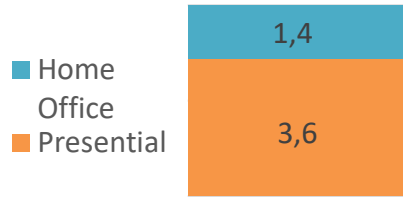


▪ SHORTAGE OF CANDIDATES, IN WHICH FUNCTIONAL AREAS?



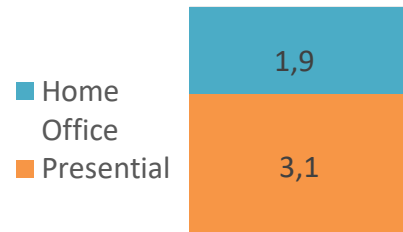
▪ EMPLOYER'S APPROACH TO HOME OFFICE POST PANDEMIC PERIOD

Working Days/Week



▪ EMPLOYEES WISHES

Working Days/Week

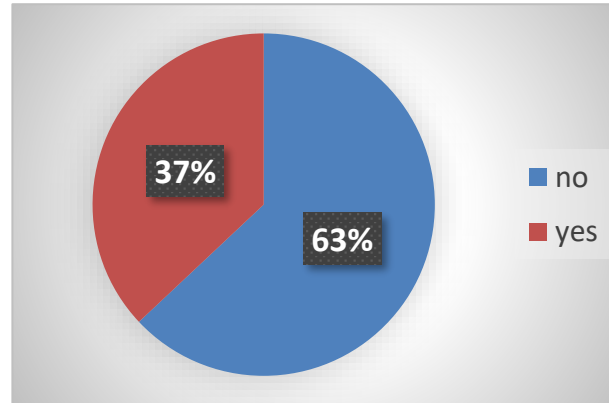


COMMENTS

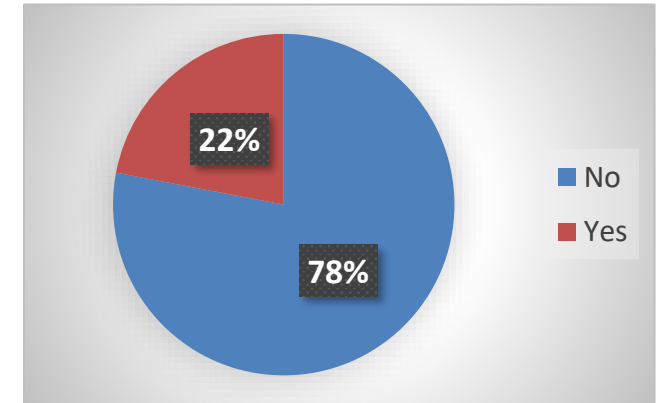
The pandemic has of course brought the home office into the working norm for the overwhelming majority of economic players, for eligible functions, which is not the case for "operations" environments in the industrial sector. Logically enough, there is a stronger expectation on the part of employees than on the part of employers. In any case, alignment will be achieved mainly within the limits of the tax framework for all border workers.

But the fact is that, even after the pandemic, this organization of work is now well established and should persist.

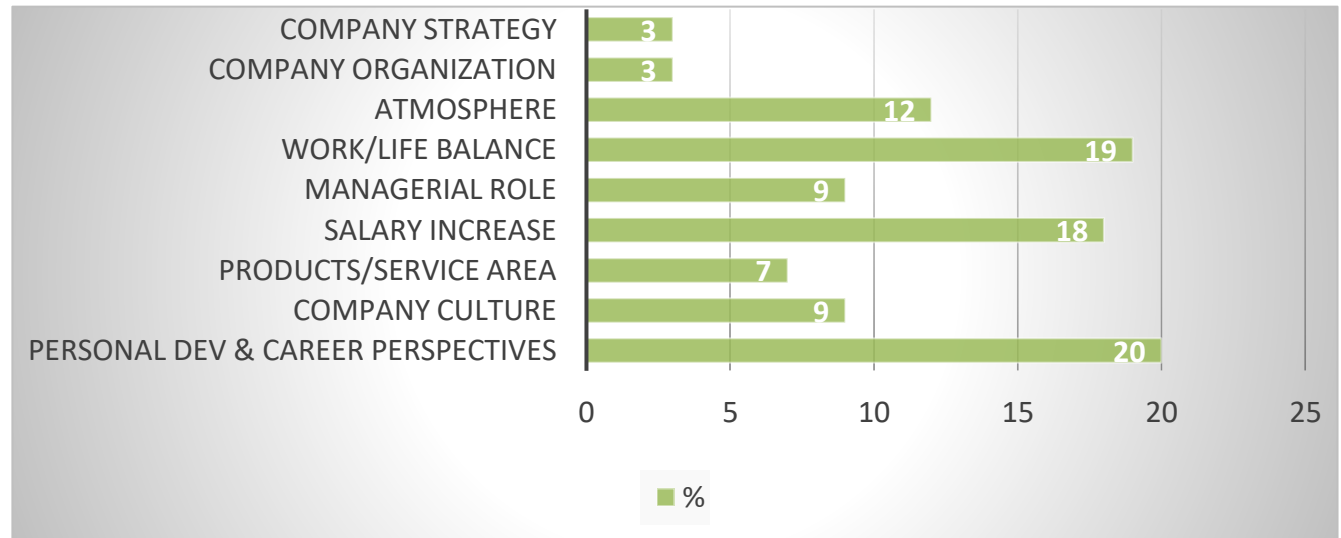
▪ INTEND TO CHANGE EMPLOYER IN THE NEXT 12 MONTHS



▪ IF YES, DO YOU EXPECT TO MOVE TO A DIFFERENT FUNCTIONAL AREA?

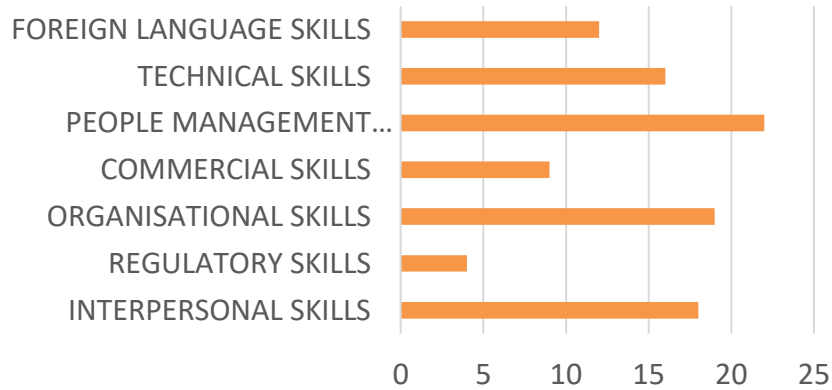


▪ MAIN MOTIVATION(S) FOR CHANGING EMPLOYER

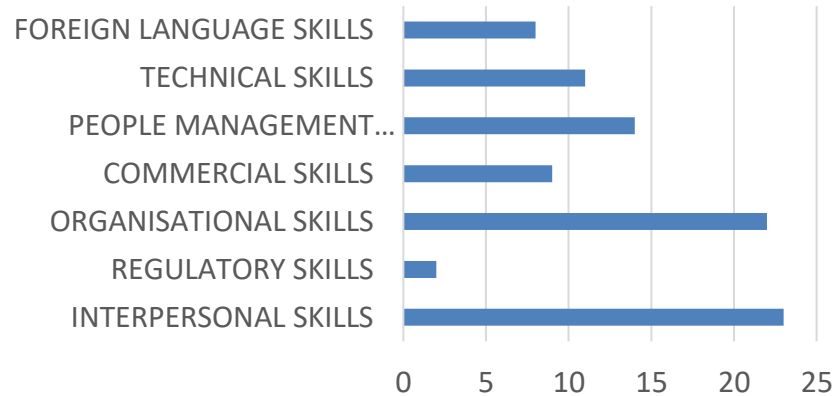


We are not yet witnessing the phenomenon (as in the United States, for example) of the "Great Resignation" in Luxembourg, but the desire to move on to other horizons remains important and growing, and also for some of them the desire to do "something else or new". We also note in the choices and motivations of candidates, the even greater importance of the Work-Life balance and the prospects for personal development within the company, beyond the simple salary...

▪ WHICH COMPETENCIES DO YOU HAVE TO DEVELOP IN ORDER TO IMPROVE YOUR EMPLOYABILITY?



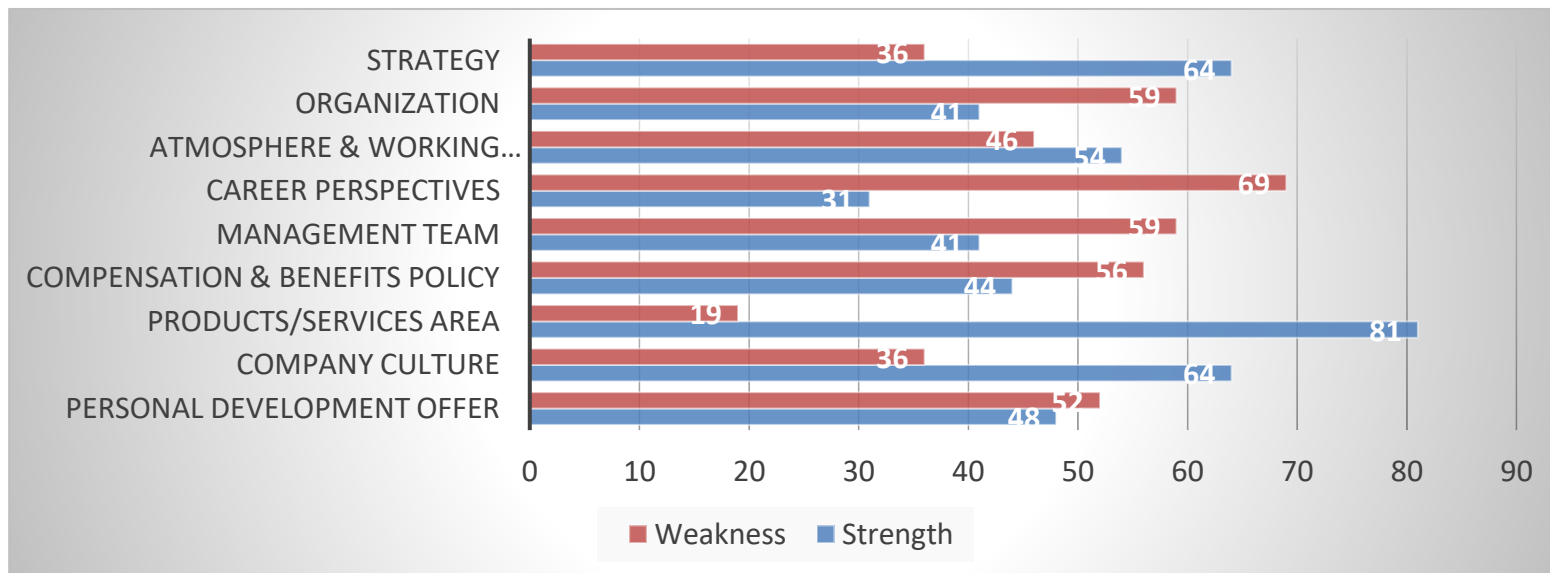
▪ WHICH COMPETENCIES DO YOUR EMPLOYEES HAVE TO DEVELOP IN ORDER TO IMPROVE YOUR COMPETITIVENESS?



COMMENTS

The only thing that is somewhat new is the strong and double expectation of employers on the ability of their employees and managers to adapt and organize themselves, as the pandemic has also passed through.

▪ EMPLOYEES VIEWS ON MAIN STRENGTHS & WEAKNESSES OF THEIR CURRENT EMPLOYER



COMMENTS

Once again, over and above the classic demands in terms of salary and means of accomplishing one's tasks, it is the expectation of employees to have real prospects for career development within the company and to be well managed and accompanied.

**Compensation and Benefit :**

Figures and information based on our survey results and from internal database informations (Blank if not relevant)  
 Base Salary = Average base gross salary for this area of function, depending on company size and global career seniority  
 Bonus = Average bonus in % of base salary (count as 0 in the calculation if no bonus) Car = Company Car is usual or not for this function

Company Size	<200 p									>200 p								
Global Seniority (years)	<5y			5y to 15y			>15y			<5y			5y to 15y			>15y		
FUNCTIONS	Base Salary K€	Bonus %	Car	Base Salary K€	Bonus %	Car	Base Salary K€	Bonus %	Car	Base Salary K€	Bonus %	Car	Base Salary K€	Bonus %	Car	Base Salary K€	Bonus %	Car
<b>R&amp;D</b>																		
Product Engineer	48	2	no	54	2	no	59	3	no	51	4	no	63	7	no	67	8	no
Laboratory Manager				61	8	no	64	10	no	55	6	no	71	8	no	77	9	no
<b>Supply Chain &amp; Procurement:</b>																		
Logistic or SC Manager				63	8	no	71	8	no				72	7	no	83	10	no
Head of Supply Chain				67	9	no	75	9	no				83	10	no	91	12	yes
Purchaser	52	4	no	57	6	no	71	10	no	58	7	no	73	8	no	80	9	no
Head of Procurement													92	11	yes	102	12	yes
<b>Production:</b>																		
Engineer	49	2	no	55	3	no	59	4	no	50	4	no	61	7	no	64	8	no
Production Team Leader	54	7	no	61	9	no	64	9	no	57	8	no	7	9	no	70	9	no
Production Manager				64	9	no	71	10	no				78	10	no	89	12	no
Head of Manufacturing				71	12	no	78	12	yes				87	12	yes	102	14	yes
Maintenance Engineer	54	4	no	58	4	no	68	8	no	58	6	no	63	8	no	70	8	no
Maintenance Manager				68	8	no	74	8	no				82	9	no	91	10	no
Plant Manager				87	15	yes	94	18	yes				114	20	yes	130	21	yes
<b>Quality, HSE &amp; Lean:</b>																		
Quality Engineer	50	4	no	58	6	no	61	6	no	52	7	no	62	7	no	69	8	no
Quality Manager				64	8	no	73	9	no				73	9	no	85	10	no
Lean/ Process Engineer	50	4	no	61	6	no	67	8	no	58	6	no	64	8	no	70	8	no
Lean & CI Manager				71	9	no	77	10	no				80	9	no	85	10	no
HSE/QHSE Manager				64	8	no	72	8	no				74	9	no	83	9	no
<b>Information &amp; Technology</b>																		
IT Manager				81	8	no	89	8	no				89	10	no	101	10	yes
CIO/ Head of IT				88	8	yes	101	12	yes				108	14	yes	130	15	yes

Compensation and Benefits

Company Size	<200 p									>200 p								
Global Seniority (years)	<5y			5y to 15y			>15y			<5y			5y to 15y			>15y		
FUNCTIONS	Base Salary	Bonus %	Car	Base Salary	Bonus %	Car	Base Salary	Bonus %	Car	Base Salary	Bonus %	Car	Base Salary	Bonus %	Car	Base Salary	Bonus %	Car
<b>Finance &amp; Controlling:</b>																		
Senior Accountant	48		no	61	4	no	67	6	no	51	4	no	62	6	no	71	8	no
Accounting Manager				70	8	no	78	8	no				74	9	no	89	10	no
Credit Manager													84	10	no	100	12	yes
Financial Controller & Analyst	50	3	no	62	5	no	69	8	no	54	6	no	67	8	no	73	8	no
Head of Controlling				69	9	no	81	9	no				82	12	yes	97	12	yes
Finance Manager	65	8	no	79	13	yes	91	14	yes				86	12	yes	101	14	yes
CFO													118	24	yes	142	27	yes
<b>Treasury</b>																		
Treasury Analyst										60	8	no	68	9	no	77	9	no
Treasury Manager													83	12	no	97	13	no
Head of Treasury													102	12	yes	124	16	yes
<b>Sales &amp; Marketing:</b>																		
Representative/KAM	53	13	yes	63	15	yes	71	18	yes	53	15	yes	66	20	yes	79	27	yes
Sales Manager/Head of				74	20	yes	83	22	yes				87	26	yes	114	30	yes
Product Manager	54	6	no	61	6	no	68	8	no	55	8	no	64	8	no	76	9	no
Marketing Manager/Head of				74	12	no	84	14	yes				86	13	yes	108	15	yes
<b>Tax &amp; Legal</b>																		
Tax Analyst										58	6	no	76	8	no	88	8	no
Tax Manager/ Head of													103	11	yes	126	14	yes
Legal Counsel										62	5	no	79	8	no	96	9	no
Legal Manager/ Head of													101	10	yes	127	14	yes
<b>Human Resources</b>																		
HR Business Partner	56	6	no	67	7	no	79	8	no	62	7	no	73	9	no	82	9	no
HR Manager				79	11	no	85	9	no				84	11	yes	96	12	yes
HR Director/Head of													99	12	yes	127	15	yes

TELLURIDE is a Luxembourg based recruitment agency specialised in the Industrial, Commerce and Services sectors.

As operational specialists in the recruitment of Industry experts, we take on recruitment & executive search mandates for four different types of experts:

- BOARD MEMBERS AND C-LEVELS
- SENIOR AND MIDDLE MANAGERS
- EXPERTS
- EARLY CAREER PROFESSIONALS

We aim to provide a high level of service to our clients and candidates in three different practices:

**INDUSTRIAL PRACTICE**

- Aerospace & Defense
- Automotive
- Chemicals
- Construction
- Electronic
- Energy & utilities
- Renewable environment
- FMCG
- Food production
- Manufacturing
- Pharmaceuticals
- Steel & Metal industry

**COMMERCE PRACTICE**

- Hotel and hospitality trade
- Restaurant and catering industry
- Retail
- Food distribution

**SERVICES PRACTICE**

- Facility management
- Healthcare
- Logistics & Transports
- Media & Telecoms
- Professional and consulting services
- Public sector
- Real estate
- IT providers/ support FSPs



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