

A black and white photograph of a rocket launch. The rocket is ascending vertically, leaving a thick trail of white smoke and fire. The launch pad and surrounding structures are visible in the background. In the foreground, there is a body of water reflecting the scene. A large, blue, stylized graphic element, resembling a four-lobed flower or a cross with rounded ends, is overlaid on the right side of the image. The text "Our role is to help you excel" is written in white, with "excel" positioned inside the blue graphic.

Our role is to help you excel

Buying & Merchandising Salary Guide 2022

Buying & Merchandising Outlook

Virtual Interviews

Clients and candidates have adapted really well to what has become the new normal with virtual interviews now replacing the traditional face-to-face interviews.

Both clients and candidates have found online interviews effective due to the flexibility of rescheduling.

Clients have also discovered that they can conduct more interviews in less time by doing it virtually rather than in person.

In addition to this, the flexibility and availability of scheduling an interview for employed candidates is really appealing. People can simply log into their computer for an interview rather than taking a day off work to complete it in person and this is one of the top benefits of online interviews.

Some candidates can't easily travel due to any number of circumstances, and virtual interviews allow them a level of flexibility that they didn't previously have.

Furthermore, this modern way of interviewing candidates expands the talent pool for employers and will remain a key part of the interviewing process both now and well into the future.

Agile Working

The Pandemic has proven that working remotely can be extremely successful.

It allows flexibility for both clients and candidates and improves quality of life and work-life balance. It gives employees increased freedom and autonomy along with improved well-being and job satisfaction.

Clients have also found that agile working can reduce operating costs due to better space management. Clients are increasingly finding that an agile workplace is an excellent drawcard for attracting new talent.

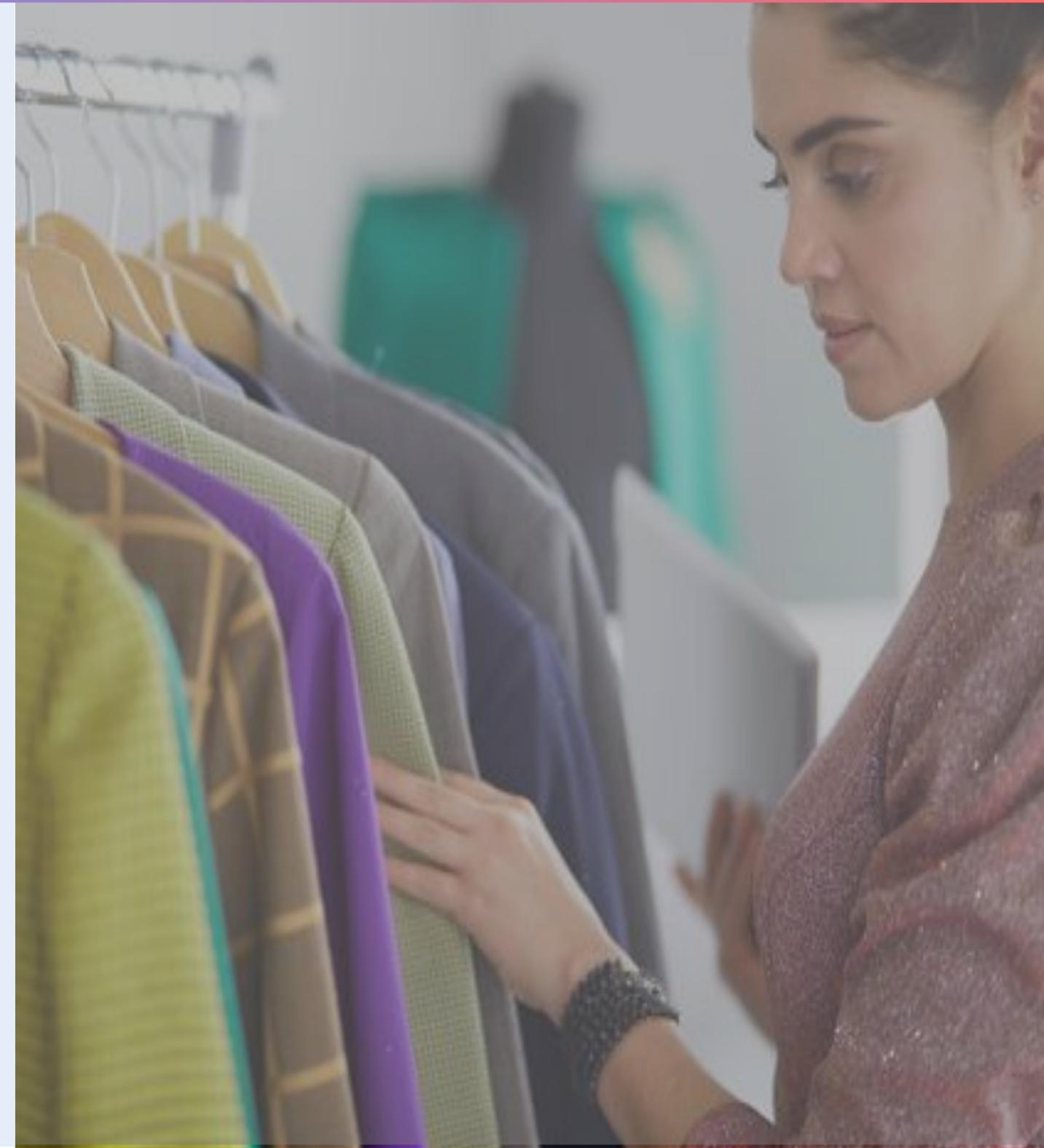
Industry Outlook

So far, the Industry Outlook for Fashion & Merchandising looks positive for 2022. Whilst the pandemic is still ongoing, clients have adapted very well to the current situation and are finding positive solutions to fulfil their recruitment needs.

It is a candidate-driven market with a lot of options available to them and there's also good opportunities in the labour market.

A trend that is also becoming apparent is "green careers" which is tied in with sustainability.

All in all, we anticipate a busy year ahead with a huge demand for candidates across this sector.



Buying & Merchandising Salary Guide

Buying Salaries

Department Store	1+	3+	6+
Buying Director			€250 - 400k
Head of Buying	€100k	€150k	€180k
Buyer	€60k	€70k	€80k
Assistant Buyer	€40k	€45k	€50k
Trainee Buyer	€30k	€35k	€40k
Buying Admin/ Assistant	€28k	€32k	€35k

High Volume Textile	1+	3+	6+
Buying Director			€250 - 450k
Head of Buying	€120k	€180k	€200k
Buyer	€60k	€70k	€80k
Assistant Buyer	€45k	€50k	€55k
Trainee Buyer	€35k	€40k	€45k
Buying Admin/ Assistant	€30k	€35k	€38k

Lifestyle Retailer	1+	3+	6+
Buying Director			€150 - 300k
Head of Buying	€95k+	€120k	€150k
Buyer	€60k	€70k	€80k
Assistant Buyer	€35k	€40k	€45k
Trainee Buyer	€30k	€33k	€35k
Buying Admin/ Assistant	€28k	€32k	€35k

Grocery Retailer	1+	3+	6+
Buying Director			€180 - 500k
Head of Buying	€120k+	€150k	€180k
Buyer	€60k	€70k	€80k
Assistant Buyer	€40k	€45k	€50k
Trainee Buyer	€30k	€35k	€40k
Buying Admin/ Assistant	€28k	€32k	€35k

Non-Food Retail	1+	3+	6+
Buying Director			€180 - 250k
Head of Buying	€100k+	€150k	€180k
Buyer	€50k	€60k	€70k
Assistant Buyer	€35k	€40k	€45k
Trainee Buyer	€30k	€35k	€40k
Buying Admin/ Assistant	€28k	€32k	€35k

Merchandising Salaries

Department Store	1+	3+	6+
Head of Merchandising	€100k+		
Merchandiser	€60k	€70k	€80k
Assistant Merchandiser	€40k	€45k	€50k
Trainee Merchandiser	€30k	€35k	€40k
Merchandise Admin/ Assistant	€28k	€30k	€32k

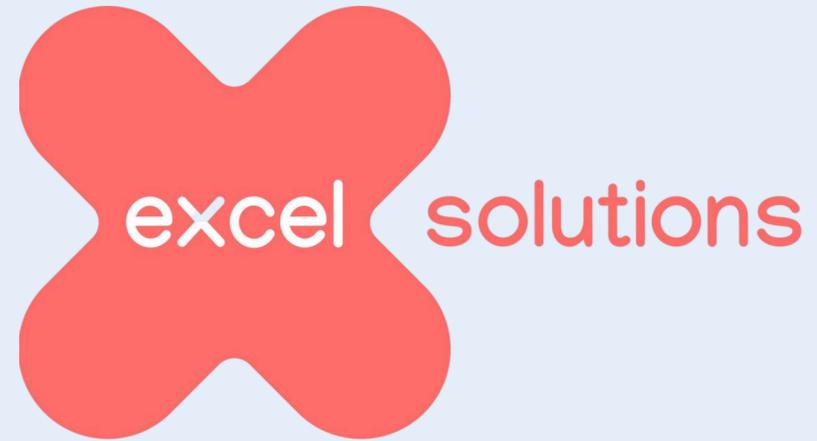
High Volume Lifestyle	1+	3+	6+
Head of Merchandising	€120k+		
Merchandiser	€60k	€70k	€80k
Assistant Merchandiser	€40k	€45k	€50k
Trainee Merchandiser	€30k	€35k	€40k
Merchandise Admin/ Assistant	€28k	€30k	€32k

Lifestyle Retailer	1+	3+	6+
Head of Merchandising	€100k+		
Merchandiser	€50k	€60k	€70k
Assistant Merchandiser	€35k	€40k	€45k
Trainee Merchandiser	€30k	€33k	€35k
Merchandise Admin/ Assistant	€25k	€28k	€30k



Aoife McCaul
Recruitment Consultant

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