

# Hays Salary Guide

### Contractors: Estimator

Region	Typical salary 2023	Min salary 2023	Max salary 2023
East Midlands	£50,000	£45,000	£55,000
East of England	£56,000	£52,000	£62,000
London	£62,500	£50,000	£70,000
North East England	£43,000	£36,000	£46,000
North West England	£44,000	£38,000	£45,000
Northern Ireland	£45,000	£40,000	£50,000
Scotland	£44,000	£36,000	£45,000
South East England	£67,000	£62,000	£72,000
South West England	£53,000	£50,000	£60,000
Wales	£48,000	£45,000	£60,000
West Midlands	£48,000	£40,000	£60,000
Yorkshire and the Humber	£41,000	£34,000	£44,000
National average	£50,125	£44,000	£55,750
% increase year on year: 3.5%			

### Contractors: Project engineer

Region	Typical salary 2023	Min salary 2023	Max salary 2023
East Midlands	£42,000	£38,000	£45,000
East of England	£51,000	£46,000	£56,000
London	£60,000	£50,000	£65,000
North East England	£38,500	£33,000	£43,000
North West England	£43,000	£35,000	£45,000
Northern Ireland	£37,000	£35,000	£40,000
Scotland	£43,000	£32,000	£44,000
South East England	£54,000	£48,000	£56,000
South West England	£45,000	£43,000	£47,000
Wales	£42,000	£40,000	£44,000
West Midlands	£43,000	£33,000	£48,000
Yorkshire and the Humber	£39,500	£36,000	£46,000
National average	£44,833	£39,083	£48,250
% increase year on year: 5.9%			

### Contractors: Project manager

Region	Typical salary 2023	Min salary 2023	Max salary 2023
East Midlands	£55,000	£50,000	£60,000
East of England	£56,000	£46,000	£62,000
London	£75,000	£65,000	£85,000
North East England	£49,000	£45,000	£55,000
North West England	£50,000	£40,000	£50,000
Northern Ireland	£44,000	£42,000	£50,000
Scotland	£48,000	£34,000	£49,000
South East England	£69,000	£62,000	£72,000
South West England	£54,000	£52,000	£57,000
Wales	£45,000	£45,000	£55,000
West Midlands	£55,000	£45,000	£60,000
Yorkshire and the Humber	£53,000	£45,000	£55,000
National average	£54,417	£47,583	£59,167
% increase year on year: 5.9%			

### Contractors: Senior contracts manager

Region	Typical salary 2023	Min salary 2023	Max salary 2023
East Midlands	£60,000	£52,000	£65,000
East of England	£65,000	£56,000	£70,000
London	£78,000	£65,000	£90,000
North East England	£48,000	£39,000	£51,000
North West England	£58,000	£50,000	£68,000
Northern Ireland	£60,000	£55,000	£65,000
Scotland	£50,000	£42,000	£52,000
South East England	£73,000	£67,000	£74,000
South West England	£63,000	£58,000	£65,000
Wales	£60,000	£56,000	£63,000
West Midlands	£61,000	£52,000	£70,000
Yorkshire and the Humber	£45,000	£42,000	£52,000
National average	£60,083	£52,833	£65,417
% increase year on year: 5.7%			

## # Hays Salary Guide: Your 2024 Compensation Benchmark

Are you wondering what your skills are truly worth in today's competitive job market? Feeling uncertain about whether your salary aligns with industry standards? Navigating salary expectations can be tricky, but understanding market rates is crucial for career progression and financial security. This comprehensive Hays Salary Guide will equip you with the knowledge and insights you need to confidently negotiate your compensation. We'll delve into the key factors influencing salaries across various sectors, providing you with a clear picture of what to expect in 2024 and beyond.

## Understanding the Hays Salary Guide

The Hays Salary Guide isn't just a list of numbers; it's a powerful tool for professionals at all levels. Compiled annually by Hays, a leading global recruitment specialist, this guide provides detailed

salary data based on extensive market research and real-world recruitment experience. It's a reliable resource that helps individuals understand their earning potential and employers to ensure competitive compensation packages.

This blog post aims to provide a digestible overview of the key information typically found within the Hays Salary Guide, highlighting its value and how you can use it to your advantage.

## **Key Factors Influencing Salary According to Hays**

The Hays Salary Guide considers numerous factors when determining salary benchmarks. Understanding these elements will help you interpret the data more effectively and understand your individual position within the market.

### **Experience and Skillset:**

This is arguably the most significant factor. Entry-level positions naturally command lower salaries than those requiring years of specialized experience. Highly sought-after skills, such as proficiency in specific software or languages, significantly boost earning potential. The Hays guide often breaks down salary ranges based on years of experience, allowing for precise comparisons.

### **Industry and Sector:**

Salaries vary considerably across different industries. High-demand sectors like technology, finance, and healthcare generally offer higher compensation packages than others. The Hays Salary Guide provides detailed sector-specific breakdowns, highlighting the nuances within each field.

### **Location:**

Geographic location is another critical element. Salaries in major metropolitan areas often exceed those in smaller cities or rural regions due to factors like higher cost of living and competition for talent. The Hays guide often provides regional salary comparisons to account for these variations.

### **Company Size and Type:**

Larger multinational corporations tend to offer more competitive salaries and benefits packages

compared to smaller businesses or startups. The type of company – public, private, non-profit – also influences compensation strategies. The Hays guide often differentiates between these types of organizations.

## **Education and Qualifications:**

Formal education and professional qualifications significantly impact earning potential. A Master's degree or professional certification can translate into a substantial salary increase. The Hays Salary Guide acknowledges the value of advanced education in its salary ranges.

## **How to Utilize the Hays Salary Guide Effectively**

Once you have access to the Hays Salary Guide (usually available on their website or through recruitment consultants), here's how to use it most effectively:

### **Identify Your Role and Sector:**

Locate the section relevant to your profession and industry. Pay close attention to the specific job title descriptions to ensure accurate comparison.

### **Assess Your Experience Level:**

Compare your experience to the guide's experience bands. This will help you pinpoint your appropriate salary range.

### **Consider Location:**

Account for your location to understand the regional variations in compensation.

### **Evaluate Your Skills:**

Identify any specialized skills you possess that might command a higher salary.

## Negotiate Confidently:

Use the data from the Hays Salary Guide to confidently negotiate your salary during job interviews or salary reviews. The guide provides a strong foundation for your requests.

## Conclusion

The Hays Salary Guide is an invaluable resource for professionals seeking to understand their market value. By understanding the factors influencing salaries and effectively using the guide's data, you can confidently navigate salary negotiations and make informed career decisions. Remember to always consider your individual skills, experience, and location when interpreting the information.

## FAQs

Q1: Is the Hays Salary Guide free to access?

A1: Access to the full Hays Salary Guide often requires registration on their website. While some summary information might be publicly available, the detailed data is usually reserved for registered users.

Q2: How often is the Hays Salary Guide updated?

A2: The Hays Salary Guide is typically updated annually, reflecting the latest market trends and salary adjustments.

Q3: Does the Hays Salary Guide include benefits information?

A3: While the primary focus is on salary, some Hays guides may include brief overviews of common benefits packages, but detailed benefits information is usually not the central focus.

Q4: Can I use the Hays Salary Guide to negotiate a raise in my current job?

A4: Absolutely! The data provides compelling evidence to support your request for a salary increase.

Q5: Is the Hays Salary Guide applicable internationally?

A5: Yes, Hays operates globally, and their salary guides often cover multiple countries and regions, providing regionally specific data. However, remember to select the guide relevant to your location.

**hays salary guide: More Than Half the Sky ?** Bettina Al-Sadik-Lowinski, 2017

**hays salary guide: Are We Screwed?** Geoff Dembicki, 2017-08-22 A declaration of resistance, and a roadmap for radical change, from the generation that will be most screwed by climate change. The Millennial generation could be first to experience the doomsday impacts of climate change. It's also the last generation able to do something about them. With time ticking down, 31-year-old journalist Geoff Dembicki journeyed to Silicon Valley, Canada's tar sands, Washington, DC, Wall Street and the Paris climate talks to find out if he should hope or despair. What he learned surprised him. Millions of people his age want to radically change our world, and they are at the forefront of resistance to the politicians and CEOs steering our planet towards disaster. In *Are We Screwed?*, Dembicki gives a firsthand account of this movement, and the shift in generational values behind it, through the stories of young people fighting for their survival. It begins with a student who abandons society to live in the rainforest and ends with a Muslim feminist fomenting a political revolution. We meet a Brooklyn artist terrifying the oil industry, a Norwegian scientist running across the melting Arctic and an indigenous filmmaker challenging the worldview of Mark Zuckerberg. *Are We Screwed?* makes a bold argument in these troubled times: A safer and more equitable future is more achievable than we've been led to believe. This book will forever change how you view the biggest existential challenge of our era and redefine the generation now battling against the odds to solve it.

**hays salary guide: Human Resource Management** Jonathan Crawshaw, Pawan Budhwar, Ann Davis, 2020-05-30 A comprehensive introduction to HRM for students who are new to the field, but who will be seeking employment in a global market, working with diverse colleagues and across international borders. Broken down into three parts covering Strategic Issues in HRM, HRM in Practice and HRM in Context, and weaving international and cross-cultural perspectives throughout, the text explores the ever-changing world of human resource management. The various theories, practices and debates that populate this field are examined, and the challenges and controversies that arise when theory meets practice are explored. The international dimensions of HRM, including cross-cultural working, diversity, equality and international business, have been considered throughout. Practical learning features have been included to help students develop skills they can apply to their course and in graduate employment. In the new edition, all chapters have been thoroughly updated and the authors have included an additional chapter on Digitization and Artificial Intelligence in HRM. The book is supported by a wide range of online resources and tools for both lecturers and students, including access to SAGE journal articles, chapter specific podcasts, SAGE video, PowerPoint slides, interactive multiple choice questions and SAGE Business Cases. Suitable for undergraduates and post-graduate students looking for a strategic and international perspective of HRM.

**hays salary guide: Human Resource Management** Jonathan Crawshaw, Pawan Budhwar, Ann Davis, 2023-11-10 This comprehensive introduction examines key theories, practices and debates and treats international, strategic and contemporary issues as central to the study and practice of Human Resource Management.

**hays salary guide: Digital Economy and the New Labor Market: Jobs, Competences and Innovative HR Technologies** Svetlana Igorevna Ashmarina, Valentina Vyacheslavovna Mantulenko, 2020 This proceedings book contains papers presented at the XI International Online Forum named after A.Ya. Kibanov Innovative Personnel Management,, which took place in Moscow, Russian Federation, 15th April-5th May 2020. Organized by Moscow State University of Management, the Forum chiefly focused on HR management issues under conditions of active penetration of IT into the management and economic sphere. The authors of contributions included in this book examine both the theoretical basis for the development of the labor landscape in our digital future, and specific practical issues related to the real business practice. The book includes results of multidisciplinary studies on the following issues: employment and the labor market: a future perspective; current trends of HR management development in digital conditions; IT for creating healthy work conditions; digital transformation and new architecture of the labor market;

innovative, strategic HR management and HR analytics; leadership, etc. The book consists of six parts corresponding to thematic areas of the Forum. The first part deals with the transformation of the labor market under the influence of digitalization and international economic relations. The second part is devoted to the analysis of the current changes in the HR management caused by digitalization, as well as issues of creating a healthy work environment and managing well-being with information technology. New architecture of the labor market is considered in the third part of the book in the face of the global uncertainty and the application of digital technology in entrepreneurial activities. The fourth part investigates innovative approaches to the personnel development: from resource management to capacity management. The fifth part presents strategic HR management and HR analytics in the context of current macro-calls. And finally, the sixth part is aimed at considering leadership aspects and relations between investments in the human capital and needed business results. This book is a combination of different scientific opinions and research works of scholars from different countries and regions, offering us a colorful picture of the future labor landscape: jobs, competences and skills that will be in demand.

**hays salary guide:** *Transfer Pricing in SMEs* Veronika Solilova, Danuse Nerudova, 2017-10-31 This book provides a detailed assessment of current approaches to transfer pricing in the context of small- and middle-sized enterprises (SMEs), including the newest update of Transfer Pricing Guidelines from 10 July 2017. It analyzes the transfer pricing rules for SMEs across the European Union (EU) and explores two alternative approaches as suitable solutions for current transfer pricing issues. The authors evaluate and discuss alternative approaches like Safe Harbour and Common Consolidated Corporate Tax Base (CCCTB). Taking into account the prominent role of SMEs in the European Union's economy, the book also puts forward policy recommendations to achieve the long-term goals of the EU's 2020 agenda.

**hays salary guide:** *Managing Resource Abundance and Wealth* Jonathon W. Moses, Bjørn Letnes, 2017-05-12 *Managing Resource Abundance and Wealth: The Norwegian Experience* describes the sundry and significant challenges, both economic and political, facing petroleum-producing countries. The volume outlines the pitfalls that policymakers encounter in the aftermath of a major resource discovery, and what they can do to protect their countries from the most adverse consequences. These lessons are derived from two very different sources: The broader-if still underdeveloped-social science literature that examines the 'Paradox of Plenty' in its disparate forms; and the experience of a country that has successfully managed its natural resources over several decades. As a small country on the margins of Europe, Norway has stood up to powerful international interests in one of the world's most powerful industries. Norway has exerted sovereign control over its natural environment, and exploited its resources in a way that has delivered significant wealth to its citizens. This volume explains how Norway has largely avoided the 'Paradox of Plenty'. It aims to demonstrate the variety of policy tools that are available to states rich in natural resources, and how these tools can be adjusted to changing (domestic and international) contexts. It considers a number of questions, such as how countries need to administer and regulate the industry to consider the costs and benefits associated with various contract and licensing regimes, and fiscal arrangements; to maintain competitiveness and avoid becoming too dependent upon the sector; to maximize local content; and to protect the broader economy from the volatility of petroleum prices. The volume shows how the industry can be managed in a democratic, just, and ethical manner, and for the benefit of the general population.

**hays salary guide:** **Review of Civil Litigation Costs** Great Britain. Ministry of Justice, Rupert M. Jackson, 2010 In January 2009, the then Master of the Rolls, Sir Anthony Clarke, appointed Lord Justice Jackson to lead a fundamental review of the rules and principles governing the costs of civil litigation. This report intends to establish how the costs rules operate and how they impact on the behavior of both parties and lawyers.

**hays salary guide:** Cross-Cultural Management Mai Nguyen-Phuong-Mai, 2019-09-02 *Cross-Cultural Management: With Insights from Brain Science* explores a broad range of topics on the impact of culture in international business and vice versa, and the impact of businesses and

individuals in shaping a culture. It provides critical and in-depth information on globalization, global/glocal leadership, cross-cultural marketing, and cross-cultural negotiation. It also discusses many other topics that are not typically found in the mainstream management textbooks such as diversity management, bias management, cross-cultural motivation strategies, and change management. While most literature in the field is dominated by the static paradigm, that is, culture is fixed, nation equates to culture, and values are binary, this book takes a different approach. It regards national values as a first-best-guess and balances it with an introduction of the dynamic paradigm. This school of thought posits that culture is not static, context is the software of the mind, opposing values coexist, change is constant, and individuals can develop a multicultural mind. A unique feature of this book is the contribution of an interdisciplinary approach. It's the first textbook of cross-cultural management that incorporates latest findings from the emerging discipline of cultural neuroscience and evolutionary biology in the discussion. Such a holistic approach is meant to help readers gain a deeper and broader understanding of the subjects.

**hays salary guide:** *Let's Talk Culture* Shane Michael Hatton, 2022-04-26 Packed with research-based insights from leading workplaces, *Let's Talk Culture* is the how-to guide for people leaders who want to shape a world-class team culture by design. Successful leaders and organizations know that culture is the unseen advantage of world-class teams. But can it be influenced? And what role do managers play in building and shaping it? Author and expert in leader communication, Shane Michael Hatton, says the research suggests it can be influenced and that the people leader plays a crucial role - but it all starts with effective communication. Based on extensive research with people leaders on the ground, *Let's Talk Culture* reveals the five practical conversations people leaders need to have to design a world-class team culture within their organization. An easy-to-understand guide for future culture champions, this book will give you the tools to build a team that attracts and retains your top talent, confidently address cultural inconsistencies in the workplace and meaningfully reward the behaviors that strengthen your team culture.

**hays salary guide:** *Transitions from Education to Work* Roslyn Cameron, Subas Dhakal, John Burgess, 2017-11-22 Labour markets are becoming more dynamic in response to pressures from globalisation, new technologies and trade agreements, as well as cross-border migration, inter-generation differences, changing education imperatives and employer expectations. By focusing on several Asia Pacific countries, this book explores the differences in their workforces: ageing, or abundant in labour but lacking in skilled employees. One similarity these countries share is the difficulty in attracting and retaining employees with the required skillset and capabilities, and these constraints can stymie national economic growth and long term development. This book brings together national and international perspectives on employability challenges faced by selected countries in the Asia Pacific region. While the region is forecast to enjoy high growth in the coming decade, a recurring challenge is addressing skill shortages and ensuring effective transition from training colleges and universities into employment. Consequently, the book focuses on the roles of multiple stakeholders, primarily: governments, education providers and employers - in more effectively addressing these key socio-economic challenges.

**hays salary guide:** *Real Estate, Construction and Economic Development in Emerging Market Economies* Raymond Talinbe Abdulai, Franklin Obeng-Odoom, Edward Ochieng, Vida Maliene, 2015-10-23 Real Estate, Construction and Economic Development in Emerging Market Economies examines the relationships between real estate and construction sectors and explores how each sector, and the relationships between them, affect economic development in emerging market economies (EMEs). Throughout the book, the international team of contributors discuss topics as diverse as real estate finance and investment, housing, property development, construction project management, valuation, sustainability and corporate real estate. In doing so the book demonstrates how the relationship between construction and real estate impacts on economic development in countries such as Argentina, Brazil, Colombia, China, Ghana, Nigeria, Turkey, Lithuania, Hungary and Slovenia. Topics include: the role of real estate brokerage in improving the living standards of

citizens; the effect of a mineral boom on construction cycles, real estate values and the socio-economic conditions of people in boom towns and cities; corporate real estate management practices and how they affect economic growth; and the synergies between construction and real estate and how they, in turn, affect economic development. This book will be of interest to those studying and researching real estate, construction, development studies, urban economics and emerging market economies.

**hays salary guide:** Inequality and Inclusive Growth in Rich Countries Brian Nolan, 2018-05-31 Rising inequality in income and wealth across the OECD has been widely recognised and identified as a major concern; *Inequality and Inclusive Growth in Rich Countries* links this phenomenon with stagnation in wages and incomes for ordinary working households in order to address the challenge of promoting growth and prosperity. The concentration of wealth at the top of society is now seen as a threat to social and political stability. *Inequality and Inclusive Growth in Rich Countries* aims to identify what structures and policies are associated with success or failure in limiting the rise in inequality and promoting income growth for those in the middle and lower reaches of the income distribution. It analyses the varying experiences of ten rich countries over recent decades in depth, revealing that there are indeed responses that governments and societies can adopt, and that stagnation and rising inequality do not have to be accepted, but can be combatted given the political will and capacity.

**hays salary guide:** *Big Picture Economics* Joel Naroff, Ron Scherer, 2014-03-21 Navigate the economy with this insightful new book The world is awash with economic information. Governments release reports. Pundits give their interpretation on television. And the stock market may go its own way, confusing everyone. How can you better understand what it means for you? *Big Picture Economics*, a new book by award-winning columnist and futurist Joel Naroff and veteran journalist Ron Scherer, says the thread that ties everything together is context. The authors show how consumers, business, the Federal Reserve, and government take into account what's going on around them to make critical decisions like buying new products, building new factories, changing interest rates, or setting budget goals. The book provides a clear roadmap to understanding the whole story behind the global economy. *Big Picture Economics* helps readers understand how context impacts decisions and decision makers. - The Federal Reserve and Congress in formulating economic policy - Consumers in a shopper nation and what makes us buy or not buy - Corporations making decisions on whether to build new factories and buy other companies - The federal budget that must deal with complex issues, including the reduction of health care spending - A simple test for tax cuts or increases: will they help the economy grow? - Where to produce and where to sell in a global economy that is more like a Mobius strip than a flat world - International events that can ripple through the economy and ultimately affect workers in the Midwest - Technology, such as intelligent drones to wearable computers, are changing the future Experts laud the book for its perceptive insights: It all sounds like common sense, but it is actually based on a close, expert reading of economic history and what that history implies for the future. Read this book to become a more educated judge of economic policy. —Robert Moffitt, Krieger-Eisenhower Professor of Economics at Johns Hopkins University Naroff and Scherer show how seemingly unrelated things like an upgrade of the Panama Canal, a Tex-Mex restaurant's menu change, or how many Americans are overweight turn out to be intricately linked to our daily experiences. What brings the book to life is the authors' focus on these hidden interconnections. —Brendan Conway, blogger and columnist, Barron's

**hays salary guide:** The Question of Skill in Cross-Border Labour Mobilities Gracia Liu-Farrer, Brenda S.A. Yeoh, Michiel Baas, 2023-03-31 Selecting migrants based on skill has become a widely practised migration policy in many countries around the world. Since the late 20th century, research on 'skilled' and 'highly skilled' migration has raised important questions about the value and ethics of skill-based labour mobility. More recent research has begun to question the concept of skill and skill categorisation in both government policy and academic research. Taking the view that 'skills' are socially constructed categories and highly malleable concepts in practice, this edited volume



centres the discussion on the following questions: Who are the arbitrators of skill? What constitutes skill? And how is skill constructed in the migration process and in turn, how does skill affect the mobility? The empirical studies in this volume show that diverse actors are involved in the process of identifying, evaluating and shaping migrant skill. The interpretation of migrants' skill is frequently distorted by their ascriptive characteristics such as race, ethnicity, gender and nationality, reflecting the influence of colonial legacy, global inequality as well as social stratification. Finally, this edited volume emphasises the complex, and frequently reciprocal, relationship between skill and mobility. This book will be of interest to researchers and advanced students of Sociology, Human Geography, Politics, Social Anthropology, Economics, and Social Work. It was originally published as a special issue of the Journal of Ethnic and Migration Studies.

**hays salary guide: Management practices of Russian companies. Vol.2** Коллектив авторов, 2022-12-27 The HSE Graduate School of Business continues to support the initiative of involving the faculty members into the case studies development. The second group of GSB professors has completed the certification program in case writing from The Case Centre, one of the top case clearing houses. The cases included into this volume explore a spectrum of managerial challenges from a multidisciplinary angle. The collection is intended for professors and business school students, as well as for managers who are interested in understanding the peculiarities of modern Russian business and the specifics of managerial approaches of international companies operating in Russia.

**hays salary guide: Global Logistics and Supply Chain Strategies for the 2020s** Rico Merkert, Kai Hoberg, 2022-12-08 Logistics and supply chain management is facing disruptive economic, technological and climate change developments that require new strategies. New technologies such as the Internet-of-Things, digital manufacturing or blockchain are emerging quickly and could provide competitive advantage to those companies that leverage the technologies smartly while managers that do not adopt and embrace change could be left behind. Last but perhaps most important for mankind, sustainability aspects such as low-carbon transportation, closed loop supply chains or socially-responsible supply chain setups will become essential to operate successfully in the future. All these aspects will affect logistics and supply chains as a whole as well as different functional areas such as air cargo, maritime logistics or sourcing/procurement. This book aims to dive into several of these functional topics to highlight the key developments in the next decade predicted by leading global experts in the field. It features contributions and key insights of globally leading scholars and senior industry experts. Their forward-looking perspectives on the anticipated trends are aimed at informing the reader about how logistics and supply chain management will evolve in the next decade and which academic qualities and skills will be required to succeed in the new normal environment that will be characterized by volatile and increasingly disrupted business eco-systems. Future scenarios are envisaged to provide both practitioners and students with insights that will help them to adapt and succeed in a fast changing world.

**hays salary guide: Emiratization in the UAE Labor Market** Georgia Daleure, 2016-09-29 This book combines classic and recent studies investigating challenges to Emiratization - full employment of Emirati nationals who make up only about 10% of the total workforce - in the United Arab Emirates (UAE). The book offers a comprehensive overview of the events leading to the country's rapid growth and development, as well as important social and cultural issues arising as the country transitioned from an isolated traditional economy to an open globalized one, and explores the specific challenges of incorporating Emiratis in their own vibrant economy. This topic is of interest to scholars, policymakers, and those considering investing or seeking employment in the UAE since it emerged as a Western-friendly, politically stable, and prospering oil-producing country in a region plagued by political, social, and economic turmoil.

**hays salary guide: Business and Management in Asia: Digital Innovation and Sustainability** Tobias Endress, Yuosre F. Badir, 2022-11-17 This book focuses on digital innovation and sustainability in the Asian region in the context of business and management. Managers and policy makers rely on digital technologies to face the region's sustainability challenges and solve

sustainability problems. From business perspective, sustainability is defined as the adoption of business strategies, activities, and operations that meet the needs of the firm and its stakeholder today while protecting, sustaining, and enhancing the human and natural resources that will be needed in the future. Digital innovation refers to the application of digital technologies to existing business problems as well as the development of the firm's strategy, culture, and human resources talent to deal and use digital technologies to solve sustainability issues. There is a consensus among scholars and practitioners that organizations need digital innovation to stay competitive. Businesses that are digital innovators consider new ways to solve old and new sustainability problems facing the Asian region. This book, with its practical examples, gives the reader impulses for new Asian's approaches and encourages the readers to dare to think and act in new ways. This book is the first annual compilation of innovative ideas and valuable managerial solutions produced by the region's managers and decision-makers who think and act creatively, helmed by Tobias Endress and Yuosre F. Badir from the School of Management at the Asian Institute of Technology.

**hays salary guide:** *How To Get A Job You Love 2015-2016 Edition* Lees, John, 2014-09-01 How to Get a Job You Love, the UK's definitive careers guidebook, has undergone its biggest update in over a decade. This revamped and substantially updated edition reflects the latest changes in the rapidly evolving UK job market.

**hays salary guide:** *Property, Institutions, and Social Stratification in Africa* Franklin Obeng-Odoom, 2020-03-26 In this book, Franklin Obeng-Odoom seeks to debunk the existing explanations of inequalities within Africa and between Africa and the rest of the world using insights from the emerging field of stratification economics. Using multiple sources - including archival and historical material and a wide range of survey data - he develops a distinctive approach that combines traditional institutional economics, such as social protection and reasonable value, property and the distribution of wealth with other insights into Africa's development. While looking at the Africa-wide situation, Obeng-Odoom also analyses the experiences of inequalities within specific countries; he primarily focuses on Ghana while also drawing on experiences in Botswana and Mauritius. Comprehensive and engaging, *Property, Institutions, and Social Stratification in Africa* is a useful resource for teaching and research on Africa and the Global South.

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**hays salary guide:** *Finders Keepers* Joydeep Hor, Louise Keats, 2008 How do you find and keep talented staff? In the face of a growing skills shortage, this is one of the biggest issues facing business and HR managers today. In *Finders Keepers: How To Attract and Retain Great Employees* , ten Australian businesses tell us the secrets of their success. *Finders Keepers*, based on genuine Australian case studies, provides practical and legal tips on how to be a great 'finder' and 'keeper' of employees in a tight employment market. Learn from companies such as St George Bank, Sensis, Roche Products, KPMG and Integral Energy.

**hays salary guide:** *Taking Charge of Your Career* Camilla Arnold, Jane Barrett, 2017-01-12 The world of work is changing dramatically and jobs for life have become a thing of the past. Even people moving up the corporate ladder are questioning their choices and considering new possibilities, such as work/life balance or portfolio working. If you want to take charge of your career but don't know where to start, change can feel unobtainable - a pipe dream. This action-oriented and pragmatic book will help you overcome the barriers to deciding on a career and changing career, giving you a proven roadmap to achieve your goals. *Taking Charge of Your Career* will lead you step-by-step through the process of building your career strategy and making it happen. Full of exercises and self-assessment tools to help you make the right choices, it also includes real-life stories of successful career changers.

**hays salary guide:** *Strategic Human Resource Management* Karen Beaven, 2019-02-03 FINALIST: Business Book Awards 2020 - HR & Management Category HR's contribution to the business goes beyond its traditional role of managing hiring, discipline and payroll. *Strategic Human Resource Management* is a practical guide for all those in HR roles to support wider organizational goals and objectives whilst developing and engaging individual employees through focussing on the

concept of 'People Experience'. Drawing upon tools, exercises and case studies, this complete resource covers the core areas that are essential to achieving competitive advantage through understanding yourself, your business, your industry and your profession. Strategic Human Resource Management shows how to hone the personal skills needed to excel in HR and leadership positions, such as authenticity, network building and managing stakeholder relationships, alongside the importance of focussing on self-care and mental wellbeing. This book provides guidance on building competitor awareness, markets and channels, trends and forecasting and interpreting financial results in order to build commercial acumen. Career frameworks, professional accreditation and the importance of continued personal and professional development are also explored, in addition to technological trends and the future of work in a changing business environment. This comprehensive toolkit is an indispensable resource for HR professionals who want to implement HR practices that benefit the business and its workforce, and make an impact within their organization and profession.

**hays salary guide: *Building Industries at Sea - 'Blue Growth' and the New Maritime Economy*** Kate Johnson, Ian Masters, Gordon Dalton, 2022-09-01 Throughout the world there is evidence of mounting interest in marine resources and new maritime industries to create jobs, economic growth and to help in the provision of energy and food security. Expanding populations, insecurity of traditional sources of supply and the effects of climate change add urgency to a perceived need to address and overcome the serious challenges of working in the maritime environment. Four promising areas of activity for 'Blue Growth' have been identified at European Union policy level including Aquaculture; Renewable Energy (offshore wind, wave and tide); Seabed Mining; and Blue Biotechnology. Work has started to raise the technological and investment readiness levels (TRLs and IRLs) of these prospective industries drawing on the experience of established maritime industries such as Offshore Oil and Gas; Shipping; Fisheries and Tourism. An accord has to be struck between policy makers and regulators on the one hand, anxious to direct research and business incentives in effective and efficient directions, and developers, investors and businesses on the other, anxious to reduce the risks of such potentially profitable but innovative investments. The EU H2020 MARIBE (Marine Investment for the Blue Economy) funded project was designed to identify the key technical and non-technical challenges facing maritime industries and to place them into the social and economic context of the coastal and ocean economy. MARIBE went on to examine with companies, real projects for the combination of marine industry sectors into multi-use platforms (MUPs). The purpose of this book is to publish the detailed analysis of each prospective and established maritime business sector. Sector experts working to a common template explain what these industries are, how they work, their prospects to create wealth and employment, and where they currently stand in terms of innovation, trends and their lifecycle. The book goes on to describe progress with the changing regulatory and planning regimes in the European Sea Basins including the Caribbean where there are significant European interests. The book includes: • Experienced chapter authors from a truly multidisciplinary team of sector specialisms • First extensive study to compare and contrast traditional Blue Economy with Blue Growth • Complementary to EU and National policies for multi-use of maritime space

**hays salary guide: *The Dark Secrets of the Global Economic Crisis Revealed*** Nabil Perdana Putra, 2024-09-07 For those who want to understand the root causes of the global economic crisis, *The Dark Secrets of the Global Economic Crisis Revealed: Revealing the Hidden Factors Behind the Global Economic Crisis* is must-read. This book offers a fresh perspective and in-depth analysis of the complexities of the global economic system, from classical economic theories to the latest developments, uncovering the hidden causes behind global economic crises by exploring often overlooked factors. Complex economic concepts are simplified to be accessible to all readers, from students to professionals. This book is designed to challenge common thinking, encourage readers to question assumptions about economics, and provide tools to think more critically when facing economic changes.

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**hays salary guide: Congressional Record** United States. Congress, 1970 The Congressional Record is the official record of the proceedings and debates of the United States Congress. It is published daily when Congress is in session. The Congressional Record began publication in 1873. Debates for sessions prior to 1873 are recorded in The Debates and Proceedings in the Congress of the United States (1789-1824), the Register of Debates in Congress (1824-1837), and the Congressional Globe (1833-1873)

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**hays salary guide: Development Asia—Beyond the MDGs** Asian Development Bank, 2013-11-01 This issue of Development Asia discusses the post-2015 development agenda and its implications for Asia and the Pacific. The Millennium Development Goals (MDGs) have served humanity well. They galvanized global attention for helping the world's poor and vulnerable. In less than 3 years, a new development agenda will take up the challenge of delivering a sustainable future for humanity. The successor goals will benefit from the MDG's focus. But they must accomplish much more in a world that has changed dramatically since the MDGs were conceived. A global conversation is underway to frame the new goals. It's early days, but the vision is bold: a world without acute poverty, where the marginalized lead productive lives, and where economic growth doesn't strain the planet to breaking point. The goals will likely be universal, measurable, few in number, and easily understood. The developing world's strong voice in the consultation process is likely to result in goals that are both emphatic and far-reaching. The post-2015 development agenda, and the goals that will drive it, will be a moment of truth for the world. This issue of Development Asia goes further into these pivotal issues and their implications for Asia and the Pacific.

**hays salary guide: Handbook of Research on Higher Education in the MENA Region: Policy and Practice** Baporikar, Neeta, 2014-06-30 This book examines the need for a paradigm shift in the area of post-secondary education and innovation in the emerging, yet relatively understudied, MENA region--Provided by publisher.

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**hays salary guide:** *World Ocean Assessment* Alan Simcock, 2017-04-17 This United Nations report examines the current state of knowledge of the world's oceans, for policymakers, and provides a reference for marine science courses.

**hays salary guide:** **The Age of Increasing Inequality** Lars Osberg, 2018-09-11 Canada is in a new era. For 35 years, the country has become vastly wealthier, but most people have not. For the top 1%, and even more for the top 0.1%, the last 35 years have been a bonanza. Canadians know very well that there's a huge problem. It's expressed in resistance to tax increases, concerns over unaffordable housing, demands for higher minimum wages, and pressure for action on the lack of good full time jobs for new graduates. This book documents the dramatic and rapid growth in inequality. It identifies the causes. And it proposes meaningful steps to halt and reverse this dangerous trend. Lars Osberg looks separately at the top, middle and bottom of Canadian incomes. He provides new data which will surprise, even shock, many readers. He explains how trade deals have contributed to putting a lid on incomes for workers. The gradual decline of unions in the private sector has also been a factor. On the other end of the scale, he explains the growing high salaries for corporate executives, managers, and some fortunate professionals. Lars Osberg believes that increasing inequality is bad for the country, and its unfairness is toxic to public life. But there is nothing inevitable about this, and he points to innovative measures that would produce a fairer distribution of wealth among all Canadians.

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