



2009
Maximus ERP salary survey



Introduction to the 2009 Maximus ERP salary survey

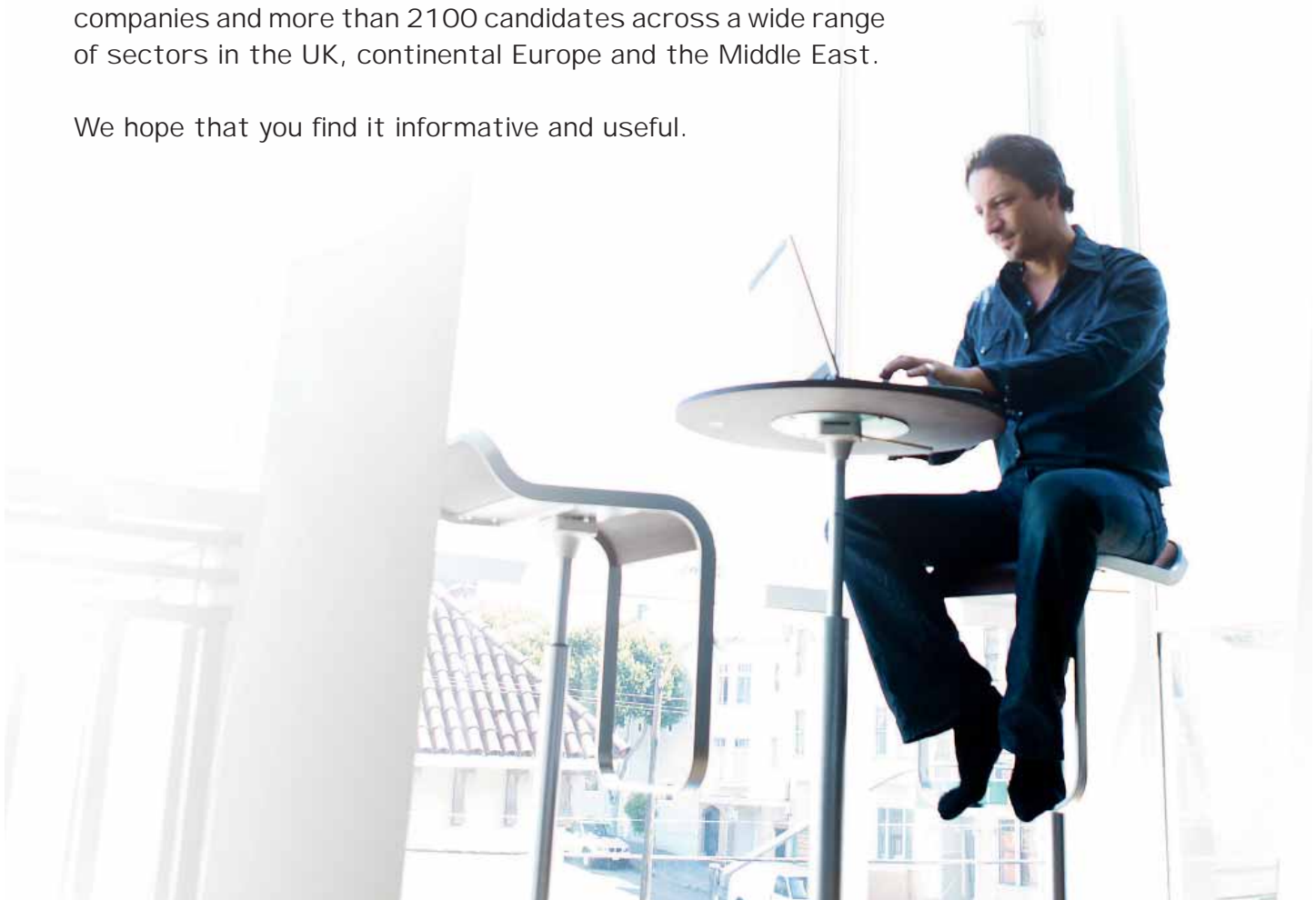
Despite the global credit crunch really taking hold towards the end of 2008, the ERP market has remained remarkably resistant to its effects. In the UK and throughout Europe and the Middle East, there is still strong demand for experienced ERP professionals, which this report will document.

This survey is the first in a series from Maximus IT, where we aim to provide a detailed account of the ERP market, including current pay for ERP professionals and likely hiring and reward trends. This initial survey focuses specifically on roles in the Oracle arena and is based on information from over 60 different companies and more than 2100 candidates across a wide range of sectors in the UK, continental Europe and the Middle East.

We hope that you find it informative and useful.

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Maximus

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UK

Perm

Position	Level	Annual Salary - Consultancy	Annual Salary - End Users
HRMS Functional Consultant	Senior	£65,000	£55,000
	Middle	£55,000	£50,000
Financials Technical Consultant	Senior	£60,000	£53,000
	Middle	£50,000	£45,000
Apps DBA	Senior	£60,000	£50,000
	Middle	£50,000	£40,000

Contract

Position	Level	Daily Rate - Consultancy	Daily Rate - End Users
HRMS Functional Consultant	Senior	£525	£525
	Middle	£475	£475
DBA	Senior	£340	£340
	Middle	£340	£340
Applications Project Manager	Senior	£550	£550
	Middle	£550	£550
Supply Chain Functional Consultant	Senior	£600	£600
	Middle	£600	£600

With the economic downturn hitting a wide range of sectors, salaries for Oracle professionals have dropped slightly since early 2008 with permanent consultants now expecting to earn 10% - 12% less than during the spring. This is especially true of private companies and end users which are now becoming more reluctant to take people on board on high basic salaries. In comparison, consultancies are still experiencing a strong demand for their services and can afford to be more generous in terms of both salaries and benefits. On the contract side there have been varying declines in rates, with some roles, for example a middle-level HRMS consultant, dropping by as little as £25 a day in the second half of 2008 and others by a lot more – a DBA is now commanding up to £135 a day less than earlier in the year.

However in terms of demand for Oracle professionals, the market remains relatively buoyant, with companies continuing to buy and implement ERP solutions. There is a limited amount of forward commitment from organisations due to fear of the current climate but projects requiring experienced Oracle personnel are continuing at a consistent pace. Rates and salaries may have decreased a fraction but hiring levels have remained consistent with a small drop in the private and end user market. The public sector has become a substantial hub of activity with more demand

for ERP staff than from both consultancies and other sectors. Local Authorities and Government organisations now account for around 25% of all vacancies across the UK.

With Oracle's acquisition of Hyperion and the economic downturn making the management of costs and budgets a top priority for businesses, those with Hyperion experience are now in great demand. When it comes to candidates who possess rare skills, notably OPM, Demantra and Discrete Manufacturing, rates have in fact remained largely unchanged throughout 2008. Contract staff with these skills are still able to command around £650 - £700 per day. Individuals in possession of these skills are always in demand due to their great scarcity – only a small fraction of consultants throughout the world can really claim to be specialists in these areas.

In what has become an increasingly client led market, employers are now being more selective in their recruitment processes. Extending the criteria for their prospective candidates, they are now demanding wider skill sets, requiring perhaps a very particular kind of experience or a foreign language. For those generalists in the Oracle arena it is becoming tougher – we are definitely entering the age of the specialist.

Europe

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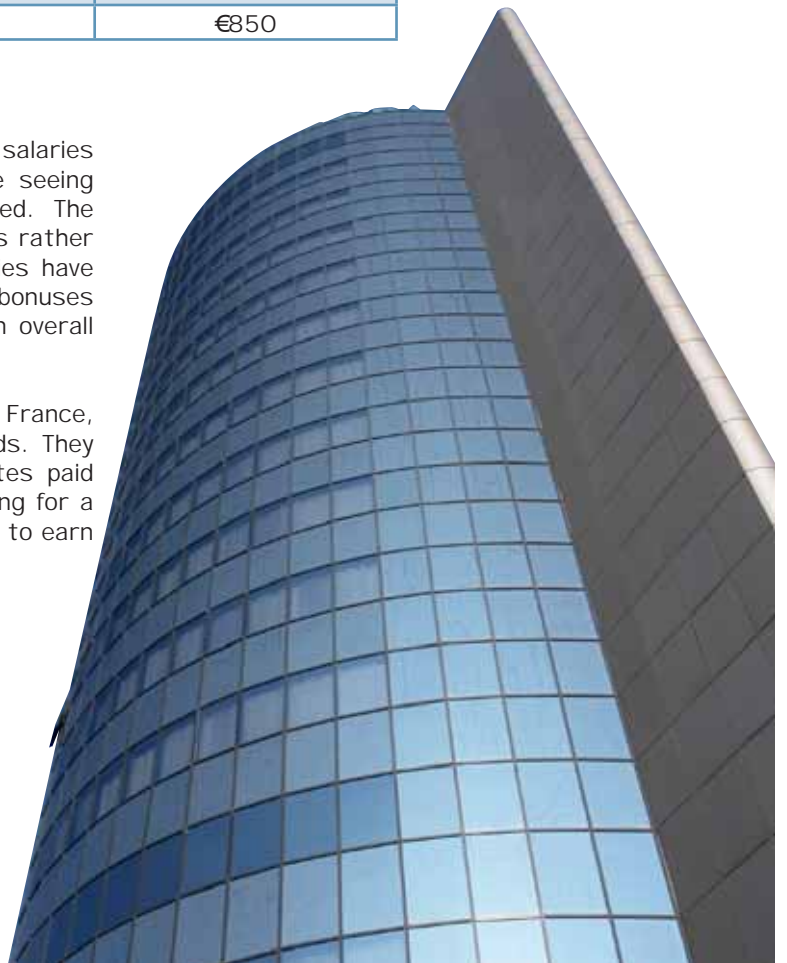
Position	Level	Annual Salary
HRMS Functional Consultant	Senior	€75,000
	Middle	€60,000
Financials Technical Consultant	Senior	€70,000
	Middle	€60,000
Apps DBA	Senior	€55,000
	Middle	€45,000

Contract

Position	Level	Daily Rate – Consultancy
HRMS Functional Consultant	Senior	€600
	Middle	€550
DBA	Senior	€420
	Middle	€420
Applications Project Manager	Senior	€700
	Middle	€700
Supply Chain Functional Consultant	Senior	€850
	Middle	€850

Despite the credit crunch hitting worldwide, salaries for Oracle professionals in Western Europe are seeing small fluctuations but remain largely unchanged. The trend is very much towards permanent resources rather than contract workers here, and although salaries have decreased marginally for these roles, benefits and bonuses have risen, accounting for the minimal change in overall earnings.

These figures are for Western Europe - namely France, Germany, Spain, Switzerland and the Netherlands. They cover both consultancies and end users, as rates paid by the two are very similar, although when working for a consultancy it is possible for Oracle professionals to earn up to €50 a day extra through better expenses.



Middle East

Perm

Position	Level	Annual Salary (USD)
HRMS Functional Consultant	Senior	\$96,500
	Middle	\$77,000
Financials Technical Consultant	Senior	\$90,000
	Middle	\$77,000
Apps DBA	Senior	\$71,000
	Middle	\$58,000

Contract

Position	Level	Daily Rate (USD)
HRMS Functional Consultant	Senior	\$770
	Middle	\$700
DBA	Senior	\$540
	Middle	\$540
Applications Project Manager	Senior	\$900
	Middle	\$900
Supply Chain Functional Consultant	Senior	\$1100
	Middle	\$1100

With regard to roles in Saudi Arabia and the UAE, salaries and rates that organisations are offering seem to be very similar to those paid by their European counterparts. Considering the problematic global economy and the ways in which this has affected the European markets, in relative terms the Middle East is currently booming. With projects continuing in construction, oil and gas and government, there is a big need for functional skills in the region.

Too many of the recent systems implemented in recent times in this region seem to suffer from inflexibility and rigidity, not being able to deviate from their base purpose. To increase the efficiency of their systems and business companies in the area are therefore now beginning to focus on the recruitment of more flexible and experienced personnel who have already worked on cutting edge projects. This has created more opportunities for Oracle professionals from the UK and Western Europe who meet these criteria and with British contractors more flexible about working overseas in the current climate, we have experienced an upsurge in candidates from the UK taking roles in these locations.



Conclusion

Companies are understandably being cautious in these uncertain times, but beyond this vigilance which is reflected in the dip in salaries and rates, the market for Oracle professionals is in good health. There may be plenty of doom and gloom in the media but the reality is that there is a steady stream of demand in the ERP arena and a strong availability of roles in the UK, Western Europe and Middle East. Salaries may have decreased slightly towards the end of 2008 in the UK but the market is still strong for these candidates and there are a range of opportunities overseas if they are looking for a new challenge. We expect to see these trends continue well into 2009 as demand for ERP projects and the professionals to staff them, continues at a steady rate.

About Maximus IT

Maximus specialises in permanent and contract recruitment in the ERP and E-business sectors and specifically in Oracle and SAP. It handles a complete range of Oracle and SAP jobs, both in the UK and around the globe in such key markets as the Middle East and continental Europe.

Because of our focus and our commitment to providing tailored recruitment and career development services, we are the preferred option for many of ERP's leading companies and technical professionals across the world.

Awarded ISO 9001 accreditation in 2007 for the high quality of its services and procedures, Maximus has also been recognised as one of the UK's fastest growing companies with a top 40 position in the Sunday Times Fast Track 100 listing.



Contact us

If you would like any further information on the material included in this survey or would like to receive a copy of the next Maximus ERP salary survey,

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