

Reed
...

Salary guide 2022

.....
Malta



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Why use Reed's salary guide?



The full picture

This guide covers salaries for some of the most popular roles across eight specialist industries in the country, at all seniorities, providing you with the knowledge you need to attract and retain the best talent or benchmark your own salary.



Important developments highlighted

We have highlighted the most interesting developments and market trends across our specialisms.



Expert insight

Our local industry experts have provided key insight into their sector.

About Reed

Founded by Sir Alec Reed CBE in 1960, Reed is the largest family-run recruitment company in the world, and a pioneer of specialist recruitment services, spanning the UK, Europe and Asia. Led since 1997 by Sir Alec's son, James, Reed is a leading specialist provider of recruitment solutions worldwide.

Reed's brand message is simple: 'Love Mondays' – at the heart of this message is the Reed family's firmly held belief that everyone should be able to find fulfilling work. The company's business values align with those of its founding family: we are fair, open and honest, we take ownership, and we work together.

Reed's purpose is 'improving lives through work', we believe in building businesses for the benefit of society and we're proud to make a positive difference to people's lives. Every time that we place someone new into a new role, we improve their life.

The first Reed office was opened in Hounslow, West London, in 1960. As an innovator of specialist recruitment services, Sir Alec fundamentally changed the recruitment market forever.

In 1995, Reed became the first high street recruitment company in the UK to have a presence on the internet. Reed.co.uk is the UK's number one job site, and has become one of Europe's biggest job boards, being used by 85% of the UK's top 100 recruitment firms.

When choosing to work with Reed, you are working with more than just a recruitment company. We take our social impact very seriously. In 1989, The Reed Foundation – a charity set up by Reed and the company's single biggest shareholder (18%) – invested over one million pounds of charitable funds to establish Ethiopiaid and Womankind Worldwide.

And in 2007, The Big Give, a non-profit match-funding platform was launched – allowing charities to fundraise and double donations from supporters. Since then, The Big Give has raised over £156 million for charity. Our passion for philanthropy sees Reed co-members work one day a week for charity, and every customer contributes to these causes by simply working with us.

Every time we find someone a job, we create opportunities for both the recruit and their new organisation to innovate and grow. Over the last seven decades, Reed has grown organically through continual innovation and first-class service.

At Reed, we are never afraid to ask: "What's next?", and in 2008, this organic growth included taking our family values global, opening offices in Turkey, Malta, Czech Republic, Hungary, and South Korea. In 2021, we launched Reed Franchise Partnerships with the aim of sharing knowledge and experience with recruitment partners further afield – to date we have partnered with franchisees in Singapore, Benelux, Poland and Switzerland.





The world of work is changing globally

A workplace revolution is upon us. Over the last two years the Covid-19 pandemic has helped shape and accelerate the emerging trends we are now seeing in business globally.

We are observing the biggest change in the way we live and work for at least a century. While lots of people can't work from home, for those who can the change is significant. Whether you like to call this 'hybrid' or 'dynamic' working, my belief is it's here to stay.

The pandemic gave many office-based workers a 'taste' of flexibility and an improved work-life balance. This is now a benefit which is demanded by most professionals, many of whom are refusing to return to a solely onsite working model.

This change is just one consequence of a shift which has resulted in more power and more choice being placed in the hands of working people – over the coming 12 months this will not only change the work-life balance of millions of workers, but also the balance of the global economy.

Those who do not have access to hybrid working will be looking for additional benefits from the roles they are carrying out – that's why companies must ensure they are paying competitive salaries to attract the most talented professionals to these opportunities.

On top of offering flexibility and competitive salaries and benefits, businesses should also remain open-minded when it comes to finding the right people. You will find some of your best workers by

taking on those who are slightly less experienced and then providing them with training and support to fit your business needs. Offering upskilling and training opportunities to both new and existing colleagues will put you in a good position.

In what are rapidly changing circumstances, our consultants are well placed to support and advise you on the best ways of finding people to help your business develop and grow.

The year 2022 will no doubt be another eventful year for business, but those companies that strive to be great places to work and to provide the best possible opportunities for their workforce will position themselves well for future success.

In the end it's great people who deliver great results.

My very best wishes for the year ahead.

James Reed
Chairman and Chief Executive,
Reed

Tourism sector bouncing back



Ella Dzierzanowska
Business Manager
Reed

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“ Malta has one of the lowest unemployment rates in Europe, so businesses are finding it difficult to find the talent they need, particularly in the iGaming and financial services sectors. However, as far as the economy is concerned, 2021 was a good year and businesses are now back to seeing growth after the turbulence caused by the pandemic.

Tourism is an important component in Malta’s economy, providing over 33,000 jobs - 14.9% the total employment rate. Tourism’s impact on Malta’s GDP was 12.8% in 2018, making the sector one of the top-five contributors to the economy.

When the pandemic hit, tourism suffered greatly – rebuilding this pillar of the economy is critical for the country’s performance in 2022. During the initial lockdown in 2020, borders closed, and the country was hit hard by the lack of tourists. During this time, businesses had to quickly adapt to the pandemic restrictions and, through its successful vaccination roll out, Malta became the first EU country to reach herd immunity.

When the country reopened its borders, the government introduced various schemes to encourage travellers to visit the island including offering them financial incentives relative to the star-rating of their chosen hotel. It wasn’t just hotels that offered discounts though, for example, English-language students that spent between 15 and 30 nights in Malta were given a €10 daily allowance for food and drink.

These incentives and the €20 million tourism recovery plan have begun to rebuild the tourism sector, which is set to create more opportunities for businesses and employees over the coming year.

Skills in demand

Over the past year, we have seen demand increase for certain skills. HR has become more specialised, and employers are now seeking people with higher levels of education for generalist roles.

Marketing functions have a growing need for professionals with digital experience, and there are greater requirements for talent in the manufacturing and

FMCG sectors - mostly situated in the south of Malta - and shipping and procurement roles in Valletta.

The technology sector has also seen demand increase for many roles, particularly in security, web development, and programming.

Temporary market thriving through challenges

The temporary jobs market has thrived through the pandemic. There are many people looking for temporary work across Malta, including students looking to make extra money during the summer, graduates going into their first jobs, candidates considering moving to a different industry and wanting to gain some experience first, and professionals going back to work after a career break.

While the pandemic initially had a negative impact on the temporary market in the tourism, restaurant, retail, and catering sectors. There has now been a modest recovery – led mostly by office-based positions, administration roles, and the insurance and financial services sectors.

A positive year ahead

2022 is the time for businesses to focus on the future, reflect on how the pandemic has shifted employees’ perspectives on employment, and look at their aspirations for the next 12 months.

There will also be many opportunities for professionals this year. Businesses are seeking professionals who are self-motivated, excellent team players, agile and willing to adapt to the changing environment, and open to learning new skills. Professionals who possess these skills will stand out from the competition and find themselves in the best position to secure their next role.

Salaries and benefits

One of the biggest challenges facing businesses in 2022 is attracting and retaining staff and the best way to do this is to offer competitive salaries and benefits packages.

The most common benefits that Maltese companies offer are health insurance and annual bonuses, but the most valuable, sought-after benefit is flexible working, which gives employees the opportunity to enjoy the beautiful climate and have a better work-life balance. In addition to flexible working, employees are increasingly seeking career development opportunities. Businesses that invest in these areas will be the most attractive to jobseekers.

One of the after effects of the pandemic has been the change in what employees are expecting from their employers. Now more than ever, companies need to support their workforces when it comes to safety, wellbeing, and mental health. Jobseekers will be attracted to organisations that have supported staff during the pandemic and continue to invest in employee wellbeing.

Ultimately, in order to retain existing talent, organisations need to listen to their employees' needs and ensure they feel heard. //



Accountancy & finance



Commerce & industry

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Finance Director	€60,000	€67,500	–	€67,500	€67,500	€67,500
Financial Controller	€50,000	€57,500	–	€57,500	€58,375	€57,500
Finance Manager	€35,000	€45,000	▲	€42,500	€50,625	€42,500
Qualified Accountant (3+ PQE)	€35,000	€40,000	–	€40,000	€45,125	€36,000
Newly Qualified Accountant	€30,000	€35,000	–	€35,000	€27,500	€27,500
Accounts Executive	€23,000	€26,500	▲	€25,000	€24,000	€24,000
Junior Accountant	€17,000	€19,500	▲	€18,500	€21,375	€20,500
Accounts Clerk	€16,000	€18,000	▲	€16,500	€16,500	€16,000

Corporate & professional services

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Finance Director	€55,000	€60,000	–	€60,000	€67,500	€67,500
Accounts Manager	€35,000	€40,000	–	€40,000	€42,500	€42,500
Senior Accountant (3 years PQE)	€30,000	€35,000	–	€35,000	€30,000	€29,500
Qualified Accountant	€30,000	€35,000	▲	€34,000	€27,500	€25,500
Audit Senior	€30,000	€35,000	–	€35,000	€32,750	N/A
Accounts Executive	€23,000	€26,500	–	€26,500	€22,500	€21,000
Junior Accountant	€20,000	€23,000	▲	€22,500	€20,375	€20,000
Bookkeeper	€16,000	€18,000	▲	€17,500	€17,500	€17,500
Accounts Clerk	€16,000	€18,000	▲	€17,500	€15,000	€15,000
Audit Assistant	€14,000	€17,000	▲	€16,000	€16,000	€16,000

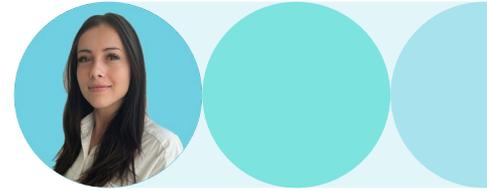
Financial services

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Senior Fund Accountant	€30,000	€35,000	–	€35,000	€37,875	€38,125
Fund Accountant	€25,000	€27,500	▲	€26,500	€23,000	€23,625

Market insight

// The accountancy and finance candidate market has picked up since the outbreak of the pandemic – and many professionals are now looking to see what opportunities are out there. However, many businesses are still struggling to find candidates with the experience and qualifications needed, as well as finding it difficult to meet their salary expectations.

Companies looking to attract and retain staff need to consider what salaries and benefits they are offering. Using this salary guide, companies can benchmark their salaries to what others are paying and stay ahead of competitors. Employees are increasingly looking for job security, more flexibility, and the ability to work from home, so businesses that offer this will put themselves in the best position to secure top talent. //

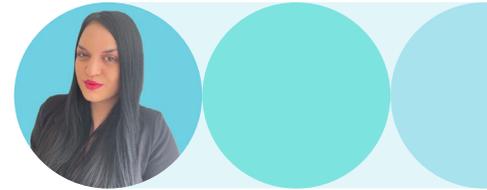


Angel Pizzuto
Accountancy & Finance
Recruitment Consultant
Reed

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// There are many opportunities for professionals in the sector this year. Companies are continuing to grow and starting to invest more time in training their employees and focusing on career progression opportunities.

Those that are looking to change roles should be realistic in terms of salaries and look at the company's entire benefits package before deciding to accept a position. Companies that are offering additional perks, such as health insurance, flexibility, and training and development, are worth working for – even if they are offering a slighter lower salary. //



Inna Georgieva
Recruitment Consultant
Reed

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// There are numerous accountancy jobs available, but the talent pool of accountants has become more limited. This is making it difficult for businesses to hire the right people.

Businesses are increasingly adopting hybrid working models following the widespread use of remote working through the pandemic. I expect these models to remain a permanent feature, rather than disappearing once the pandemic eases. //



Anonymous
Senior Accountant

Business support

Business support

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Executive Assistant	€28,000	€29,000 –	€30,000	€29,000	€27,500	€31,375
Secretary	€18,000	€21,000 ▼	€24,000	€22,500	€22,500	€20,750
Administrative Assistant (Financial Services)	€16,000	€20,500 ▼	€25,000	€21,000	€21,000	€20,750
Receptionist	€17,000	€18,500 ▲	€20,000	€18,000	€16,500	€14,500
Call Centre Agent	€18,000	€21,500 ▲	€25,000	€18,500	€16,000	€31,375

Senior/Executive level

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
CEO	€100,000	€110,000 ▼	€120,000	€145,000	€140,000	€125,125
MD	€90,000	€100,000 ▼	€110,000	€110,000	€115,000	N/A
COO	€95,000	€97,500 ▲	€100,000	€95,000	€100,000	€104,125
Head of Marketing	€85,000	€87,500 ▲	€90,000	€85,000	€80,000	€67,500
Operations Manager	€38,000	€59,000 ▲	€80,000	€47,500	€45,000	N/A
Office Manager	€25,000	€27,500 ▲	€30,000	€26,500	€23,500	€29,000

Market insight

// The business support sector in Malta is highly candidate driven at present and the best professionals will often receive multiple job offers at once. However, due to the pandemic, people are more open to the possibility of working anywhere in the country for the right opportunity, which has given businesses the ability to widen their talent pools. But, candidates are more likely to take a role outside of their town or city if the company offers remote or flexible working, therefore companies who do not offer this may find themselves losing out to their competitors.

In addition to offering flexible working, those looking to recruit should aim to provide a concrete progression plan, as this is highly valuable to professionals - they are more likely to invest in the company if they can see their growth within it. With it being such a competitive market, businesses may need to be realistic with their expectations and, instead of holding out for the 'perfect' candidate, look for someone with the right mindset, motivation, and drive, and provide them with the training and development programmes to upskill.

There have been some interesting developments across the business support sector this year. HR has become more specialised, and employers are looking for people who spent longer in education and have greater experience for generalist HR positions. Marketing is also becoming more specialist and we have seen an increase in e-commerce and digital marketing roles across the country.

There are many opportunities for professionals in the coming year. Those who speak fluent Maltese will be in highest demand and can often seek higher salaries, but we have also seen an increased interest in those who can speak Italian. Jobseekers should be mindful about why they are looking for a new opportunity and be flexible with their salary expectations. A role may be worth taking for a slighter lower salary if it offers excellent progression opportunities, a great company culture, and a better work-life balance. //



Jade Banavage
Recruitment Consultant
Reed

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Financial services



Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Chief Officer – Risk Management	€85,000	€90,000 –	€95,000	€90,000	€90,000	N/A
Compliance Manager	€50,000	€62,500 –	€75,000	€62,500	€60,000	€40,000
Risk Manager	€50,000	€60,000 ^	€70,000	€57,500	€53,000	€34,000
Senior Lawyer	€40,000	€50,000 v	€60,000	€55,500	€57,000	N/A
Investment Manager	€44,000	€54,500 v	€65,000	€55,000	€60,000	€39,000
Compliance Officer (Approved)	€50,000	€55,000 ^	€60,000	€50,000	€50,000	€33,250
Pensions Manager	€40,000	€45,000 v	€50,000	€47,500	€40,000	€42,500
Risk Officer	€38,000	€46,500 ^	€55,000	€44,000	€36,000	€26,000
Corporate Services Manager	€35,000	€45,000 ^	€55,000	€43,500	€43,000	€40,500
Insurance Manager	€35,000	€42,500 ^	€50,000	€40,000	€40,000	N/A
Senior Client Administrator	€30,000	€32,500 ^	€35,000	€32,000	€31,500	N/A
Lawyer	€28,000	€33,000 ^	€38,000	€31,500	€37,000	N/A
Corporate Executive	€30,000	€33,500 ^	€37,000	€31,000	€27,500	€23,500
Compliance Analyst	€27,000	€31,000 ^	€35,000	€30,500	N/A	N/A
Investment Analyst	€27,000	€31,000 ^	€35,000	€28,000	€28,000	€27,500
Senior Pensions Administrator	€28,000	€29,000 ^	€30,000	€27,500	€27,500	€27,500
Underwriter	€22,000	€24,500 v	€27,000	€25,000	€23,500	N/A
Corporate Administrator	€20,000	€24,000 ^	€28,000	€23,000	N/A	N/A
Junior Lawyer	€21,000	€23,000 –	€25,000	€23,000	€23,000	N/A
Trust Administrator	€20,000	€23,000 –	€26,000	€23,000	€23,000	€21,500
Junior Compliance Officer	€20,000	€22,500 –	€25,000	€22,500	€22,500	N/A
Pensions Administrator	€18,000	€20,500 ^	€23,000	€20,000	€22,500	€21,500
Insurance Officer – Junior	€18,000	€20,000 –	€22,000	€20,000	€20,000	N/A

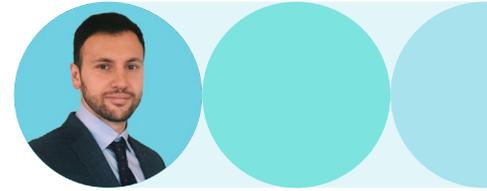
Market insight

// There is always high demand for qualified and experienced financial services professionals in Malta, and the biggest challenge for businesses this year is securing the best talent to help drive growth. At the beginning of the year, there was a level of uncertainty across the country and companies were being more careful when it came to their hiring plans. Additionally, jobseekers were seeking more reassurance when changing jobs. However, the market is now becoming more stable, and confidence is returning.

Over the past year, companies have struggled to secure candidates that have the right experience, and academic qualifications. Sectors such as pensions, insurance, and corporate services are a few industries where the candidate pool is becoming thinner, and businesses are looking for people with niche skill sets.

I would advise companies looking to recruit to make an offer as soon as possible if they find a suitable candidate after interview. Waiting to see if someone else might come along, or taking too long in shortlisting, may determine whether they secure or lose out on that candidate, further prolonging the recruitment process.

Professionals who are looking to change roles need to be sure that a new opportunity is what they really want. They should conduct thorough research into the role and company, make sure it is in line with their career goals, and consult with a specialist recruiter for advice. //



Luke Gauci
Executive Consultant
Reed

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Human resources

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
HR Director	€65,000	€67,500 ▲	€70,000	€65,000	€65,000	N/A
Head of HR	€55,000	€57,500 ▼	€60,000	€60,000	€55,000	N/A
HR Manager	€50,000	€52,500 ▼	€55,000	€55,000	€50,000	€43,500
HR Business Partner	€50,000	€52,500 ▲	€55,000	€47,500	€47,500	€40,000
HR Executive	€22,000	€25,500 ▼	€29,000	€27,500	€27,500	€22,625
Payroll Clerk	€17,000	€18,500 ▼	€20,000	€19,500	€20,000	€21,500
HR Administrator	€16,000	€18,000 ▼	€20,000	€19,000	€19,000	€18,000
Training Specialist	€28,500	€31,750 NEW	€35,000	N/A	N/A	N/A

Market insight

As companies are becoming more stable following the pandemic, many have been investing in their HR functions and looking to restructure and expand their teams. Historically in Malta, HR teams were always one of the smallest within the company, but this is now changing. Growth has created an abundance of jobs in the sector with even more specialist, niche positions, and an increased focus on training, organisational development, finance, and working with union representatives.

There are many professionals in the market looking for generalist HR positions, such as HR executives or managers. However, businesses have been struggling to find professionals with the expertise needed for specialist roles, such as those with experience in payroll or proficiency in HR systems like Shireburn or BambooHR. Companies who are not willing to consider professionals based on attitude, rather than just systems knowledge, may miss out on great candidates – you can easily train someone to use a system, but it’s a lot more difficult to train someone to have the right mindset.

Professionals looking to enter the sector should be flexible and realistic with their salary expectations – especially as this can increase quickly with experience. Jobseekers should look to find a company which is investing in its HR team, as this will provide a great opportunity to broaden their skill sets and learn new technologies. They should also consider working within a company which has specialised HR sectors, as this can promote career progression and ensure the workload is divided in a healthy and manageable way. //



Jade Banavage
Recruitment Consultant
Reed

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Procurement & supply chain



Role	2022			2021
	Lower	Average	Upper	Average
Procurement Director	€71,500	€73,250 ▲	€75,000	€71,630
Supply Chain Director	€63,500	€64,250 ▲	€65,000	€63,460
Supply Relationship Manager	€53,500	€54,250 ▲	€55,000	€53,723
Purchasing Manager	€50,000	€52,500 ▲	€55,000	€50,398
Supply Chain Manager	€43,500	€46,750 ▲	€50,000	€43,748
Logistics Manager	€39,500	€40,750 ▲	€42,000	€39,520
Procurement Manager	€30,000	€32,500 ▼	€35,000	€50,398
Warehouse Manager	€25,000	€32,500 NEW	€40,000	N/A
Supply Chain Co-ordinator	€24,000	€25,000 ▲	€26,000	€24,225
Purchasing Executive	€16,000	€20,500 ▼	€25,000	€31,445
Warehouse Operator	€19,000	€20,000 NEW	€21,000	N/A
Supply Chain Administrator	€18,000	€19,500 NEW	€21,000	N/A
Procurement/Purchasing Assistant	€18,000	€19,000 ▼	€20,000	€22,843

Market insight

There have been many interesting developments within the procurement and supply chain sector over the past year and we are now seeing many opportunities available across the country. This is particularly true within the manufacturing and FMCG sectors, of which the majority are situated in the south of Malta, and shipping and procurement roles in Valletta.

Some businesses have struggled to find candidates with the qualifications and experience needed – as well as those who speak fluent Maltese. This has led to some companies increasing their salaries in order to find the best talent in a competitive market. Those that are still struggling to find the right professionals need to be flexible with their requirements. As much as speaking fluent Maltese is a great asset, employers need to allow for a more dynamic and multi-cultural flow of talent. Additionally, decisions on whether to employ someone should not solely be based on education. Many professionals have years of experience and those with licences and certifications are still of great value.

In this candidate-driven market, businesses need to consider what they can offer beyond a great salary. Professionals are increasingly seeking employment with companies who invest in their logistics department, as many often have large, unmanageable workloads. There have also been historic stereotypes of the 'typical' professional working within the procurement and supply chain sector, and businesses that challenge these and create a more diverse and inclusive workforce, will better attract professionals.

Professionals looking to change jobs should invest in their education, look for opportunities that offer clear progression routes, and take the time to learn software such as SAP or Microsoft AX – this is a great addition to a CV and something that many businesses are looking for.



Jade Banavage
Recruitment Consultant
Reed

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Sales & marketing



Sales

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Sales Director	€58,000	€59,500 ▼	€61,000	€60,000	€60,000	N/A
Customer Service Manager	€38,000	€39,000 —	€40,000	€39,000	€37,500	€45,000
Business Development Manager	€27,000	€38,500 ▼	€50,000	€42,500	€45,000	€45,000
Sales Account Executive/Manager	€25,000	€35,000 NEW	€45,000	N/A	N/A	N/A
Sales Manager	€30,000	€31,500 ▼	€33,000	€50,000	€50,000	€45,000
Sales Executive	€15,000	€21,500 ▼	€28,000	€25,500	€22,500	€25,000
Customer Service Representative	€18,000	€21,500 ▲	€25,000	€20,500	€22,500	€20,000
Sales Clerk	€18,000	€20,500 NEW	€23,000	N/A	N/A	N/A

Marketing

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Marketing Director	€70,000	€75,000 —	€80,000	€75,000	€60,000	N/A
Marketing Manager	€59,000	€60,000 ▲	€61,000	€47,500	€45,000	N/A
Brand Manager	€39,000	€43,500 ▲	€48,000	€27,000	€27,500	N/A
E-commerce Manager	€40,000	€42,500 NEW	€45,000	N/A	N/A	N/A
Communications Manager	€35,000	€37,500 ▼	€40,000	€65,000	€55,000	N/A
Digital Marketing Analyst	€33,000	€36,500 NEW	€40,000	N/A	N/A	N/A
Marketing Executive	€25,000	€27,500 ▼	€30,000	€32,500	€27,500	N/A
Marketing Assistant	€23,500	€24,250 ▲	€25,000	€23,500	€22,500	N/A
Brand Executive	€23,000	€24,000 NEW	€25,000	N/A	N/A	N/A

Market insight

// The marketing sector in Malta is becoming more specialised, with an increased demand for professionals with digital, e-commerce, and analytical experience. There are a vast range of available marketing roles, which offers great opportunities for professionals who want to learn new skills and broaden their knowledge of the sector. However, one challenge that businesses are facing is finding people with strong software knowledge, and experience in the same industry.

Those that are struggling to recruit should be flexible with requirements and look at investing in training and developing candidates who possess the right mindset and attitude. They should also be flexible with salaries - the market is ever-changing and if salaries increase across the sector, businesses need to be willing to match them. If not, they will find it more challenging to recruit, might not get what they are looking for, and could lose candidates to competitors.

Within the sales market, professionals who are looking to continue working within the same industry have a better chance to reach more senior positions with larger salaries due to increased demand. Local candidates who can speak Maltese are still highly sought after as they can communicate effectively with challenging clients.

Professionals who are looking for a new sales position should consider what it is they are looking for from an employer. I would advise against changing jobs solely for a higher salary. Jobseekers should look at what additional benefits are offered, such as health insurance, flexible working, and company culture, and factor these in to their decision making. Sales professionals should always go above and beyond when presenting themselves in an interview, as this will give the employer insight into how they acquire new clients. //

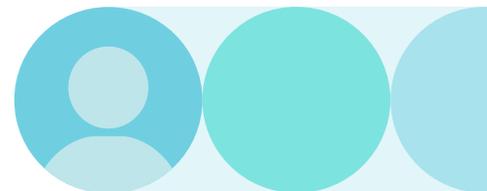
// I have found that people are much more accessible since they have been operating on a work-from-home basis. People have adapted well to working from home, and this has not affected any timelines or deadlines.

In the next 12 months, I expect companies to look to increase headcount back to pre-Covid levels to support their growth. //



Jade Banavage
Recruitment Consultant
Reed

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Anonymous
Sales Manager



Technology



Technical architect

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Expert Level	€65,000	€70,000 ▲	€75,000	€67,500	€60,000	€65,000

IT Project manager

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Senior Level	€45,000	€47,500 –	€50,000	€47,500	€50,000	€45,000
Intermediate Level	€35,000	€37,500 –	€40,000	€37,500	€35,000	€35,000
Junior Level Degree	€25,000	€27,500 ▲	€30,000	€26,500	€25,000	€27,500

Business intelligence

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Expert Level	€50,000	€52,500 –	€55,000	€52,500	€50,000	€45,500
Senior Level	€45,000	€47,500 ▲	€50,000	€46,500	€45,000	€40,500
Intermediate Level	€30,000	€35,000 ▼	€40,000	€37,500	€40,000	€29,000
Junior Level Degree	€25,000	€25,000 –	€25,000	€25,000	€25,000	€22,500

DevOps engineer

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Expert Level	€40,000	€42,500 –	€45,000	€42,500	€40,000	€45,500
Intermediate Level	€35,000	€36,500 –	€38,000	€36,500	€38,000	€35,000

Software dev. team lead

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Expert Level	€50,000	€52,500 –	€55,000	€52,500	€55,000	€53,500
Senior Level	€45,000	€47,500 ▲	€50,000	€46,500	€45,000	€45,500

Technology



Software developer

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Expert Level	€45,000	€47,500 –	€50,000	€47,500	€50,000	€44,000
Senior Level	€40,000	€42,500 ▲	€45,000	€39,000	€45,000	€35,000
Intermediate Level	€30,000	€32,500 ▼	€35,000	€33,500	€35,000	€27,500
Junior Level Degree	€22,000	€23,500 –	€25,000	€23,500	€25,000	€19,000

Security engineer

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Senior Level	€35,000	€40,000 ▲	€45,000	€36,500	€45,000	€30,250
Intermediate Level	€25,000	€27,500 ▼	€30,000	€31,000	€25,000	€22,875
Junior Level Degree	€20,000	€21,500 –	€23,000	€21,500	€20,000	€17,875

Web developer

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Senior Level	€37,000	€41,000 ▲	€45,000	€37,500	€45,000	€34,000
Intermediate Level	€30,000	€32,500 ▲	€35,000	€31,000	€35,000	€25,625
Junior Level Degree	€24,000	€25,500 –	€27,000	€25,500	€25,000	€17,000
Junior Level Diploma	€19,000	€19,500 ▲	€20,000	€19,000	€20,000	€14,250

NOC

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Senior Level	€30,000	€33,500 ▲	€37,000	€32,500	€40,000	€28,875
Intermediate Level	€25,000	€26,500 –	€28,000	€26,500	€35,000	€22,375
Junior Level Degree	€20,000	€20,500 ▲	€21,000	€19,000	€20,000	€17,875

Technology



System administrator

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Senior Level	€35,000	€37,500 ▲	€40,000	€36,500	€45,000	€32,000
Intermediate Level (2)	€28,000	€29,000 ▼	€30,000	€32,250	€40,000	€26,625
Intermediate Level (1)	€22,000	€25,000 ▼	€28,000	€29,000	€35,000	€22,625
Junior Level Degree	€20,000	€21,000 —	€22,000	€21,000	€20,000	€18,000

Product manager

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Intermediate Level (1)	€35,000	€37,500 —	€40,000	€37,500	€35,000	€42,500

First line support

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Expert Level	€22,000	€23,500 —	€25,000	€23,500	€28,000	€21,500
Intermediate Level (2)	€18,000	€19,000 —	€20,000	€19,000	€25,000	€18,000

Second line support

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Intermediate Level	€28,000	€29,000 ▼	€30,000	€30,000	€30,000	€27,250

Market insight

// The technology sector is continuing to grow, and tech professionals can find an incredible number of opportunities in Malta across different industries, from financial services to iGaming. One of the biggest challenges for Malta is the economic uncertainty which has been exacerbated by the travel restrictions imposed during Covid-19. Despite these challenges, the tech sector has continued to develop, and we have seen demand increase for many roles, particularly in security, web development, and programming.

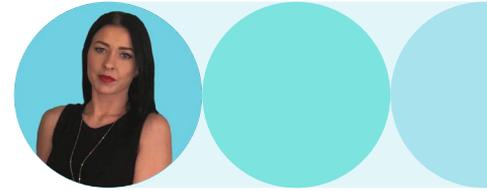
However, many businesses are still finding it difficult to attract the right talent in this highly candidate-driven market. To combat this, we have seen more businesses extend their talent search to Europe, and even worldwide. Many of these companies are offering attractive salaries and benefits packages, including relocation support to ease employees' transition to the Mediterranean lifestyle. This will likely open up the market to a more diverse workforce and give businesses the opportunity to access the best talent, not just in Malta, but worldwide.

This does mean that Maltese professionals face greater competition and need to ensure they stay up to date with the latest technology and showcase their skills and experience if they want to secure a new position.

Remote access, flexible hours, and a great work-life balance are the most valued benefits that organisations can offer to attract the best tech talent in Malta, those who fail to offer these will find themselves struggling to recruit. A new trend that has emerged as a result of the pandemic is hybrid working – and most businesses are adopting this approach due to the increased focus on team engagement. Therefore, professionals need to be realistic and flexible with their remote working requests, as they may find it a challenge to find a fully remote position. //

// Businesses in the sector are offering more opportunities where people are able to work from home, something which I expect to continue in the tech sector this year. Another trend I have witnessed is that companies want workers with an increased number of years of experience in entry job positions, which can be difficult for those entering the sector.

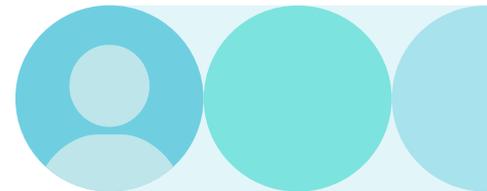
I expect that, over the coming year, the requirements of tech jobs will continue to increase but pay will not rise in line with these additional tasks. //



Ella Dzierzanowska

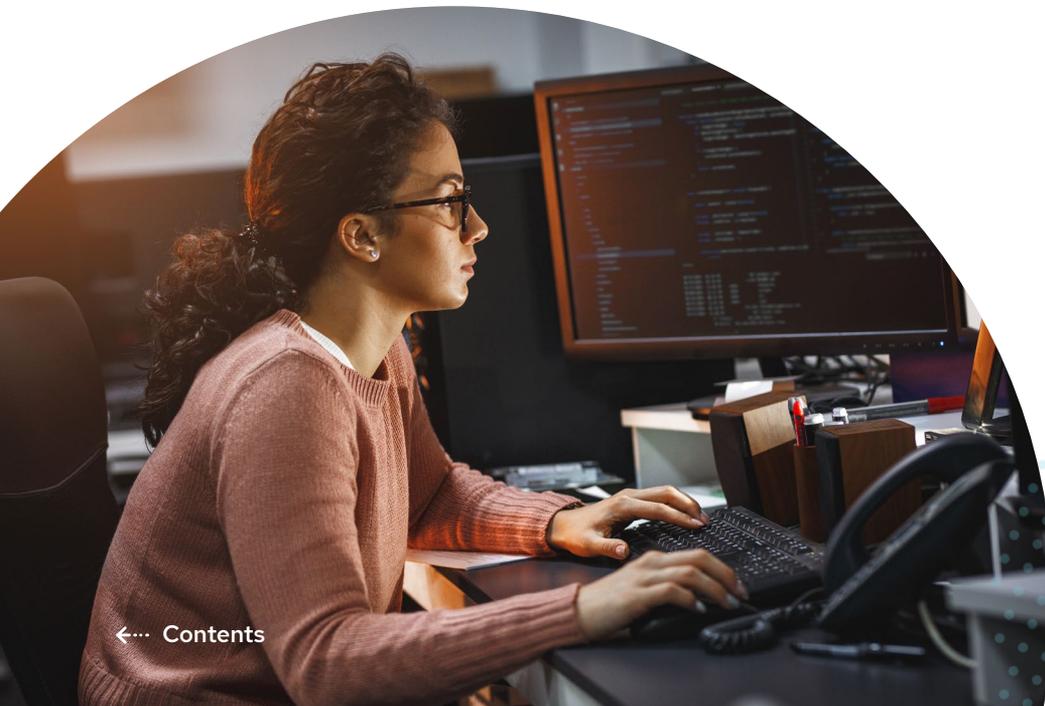
Business Manager
Reed

[Connect with Ella on LinkedIn](#) →



Anonymous

Software Developer



Temporary



Office and administration ^{NEW}

€ per hour

Role	2022		
	Lower	Average	Upper
Junior Compliance	€8	€9	€10
Junior Insurance Officer	€8	€9	€9
Receptionist	€8	€9	€9
Secretary	€8	€8	€9
Junior Office Clerk	€7	€8	€9
Junior Administrative Clerk	€7	€8	€9
Trainee HR Administrator	€7	€8	€8
Call-Centre Operator (out-bound)	€6	€7	€7

Retail ^{NEW}

€ per hour

Role	2022		
	Lower	Average	Upper
Butcher	€7	€9	€10
Delivery Driver	€6	€7	€7
Sales Assistant	€5	€6	€7
Cashier	€5	€6	€6
Shelf Stacker	€5	€6	€6
Temperature Reader	€5	€6	€6

Accounting ^{NEW}

€ per hour

Role	2022		
	Lower	Average	Upper
Qualified Accountant	€16	€17	€18
Semi-qualified Accountant	€12	€13	€13
Junior Accountant	€8	€8	€9

Temporary



Manufacturing NEW

€ per hour

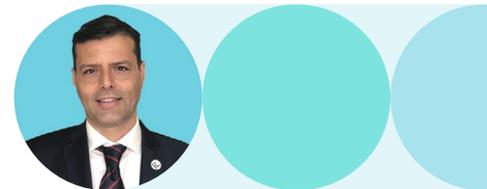
Role	2022		
	Lower	Average	Upper
Welder	€9	€11	€12
Technician	€7	€8	€9
Warehouse Clerk	€6	€7	€8
Machine Operator	€5	€6	€6

Market insight

“ The temporary market is thriving in Malta, with many professionals looking for temporary employment. There are students wanting to make extra money during the summer, graduates looking for their first job, candidates considering moving to a different industry to diversify their profile, and professionals wanting to go back to work after a career break. While the pandemic had a negative impact on the temporary market in tourism, restaurant, retail, and catering sectors, there has been a modest recovery – led in particular by office-based positions, administration roles, and the insurance and financial services sectors.

However, some industries, such as construction, delivery, transportation, private healthcare, and manufacturing are now struggling to find temporary workers. These sectors are largely served by candidates from non-EU countries, and since the pandemic, large numbers of workers left the island, leaving businesses short-staffed.

The challenges to hire local staff will continue to increase in 2022, so companies need to consider how they promote their temporary positions. There are many benefits to temporary work, such as using it as a stepping stone to a permanent position, the option to try out a new industry and gain experience, flexible working, filling a career gap, and often higher pay. The vast majority of temporary employees earn the same as their permanent counterparts, while a high proportion actually earn more. Businesses should ensure they effectively communicate these benefits to prospective employees if they want to expand their temporary workforce. ”



Giuseppe Buda

Temporary Division Manager
Reed

[Connect with Giuseppe on LinkedIn](#) →

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