



MARKET TENDENCIES

As installed players and new investors continue to compete for the best talents, companies face some challenges to attract and retain the best candidates, but we can still affirm that the salaries are quite stable with the usual exceptions, more related with language skills like German, Flemish, Dutch, among others.

As the existing players reach an interesting maturity stage, delivering high quality work, great commitment, relatively low attrition rates and very interesting ROI rates, the tendency was/is, not only to bring more processes to our country, but also to enlarge the scope of the already existing ones.

It's expected that 2018 will be a very interesting year in what SSC recruitment is about and some SSC/BPO's are already searching for candidates living outside Portugal.

MANAGERS				
POSITIONS	LISBON		Oporto	
	MÍN	MÁX	MÍN	MÁX
Shared Service Centre Director	84.000€	140.000€	63.000€	120.000€
Procure-to-Pay Manager / Accounts Payable Manager	32.200€	49.000€	28.000€	42.000€
Order-to-Cash Manager / Acc.Recievable Manager	32.200€	49.000€	28.000€	42.000€
Record-to-Report Manager	32.200€	49.000€	28.000€	42.000€
Financial Planning & Analysis Manager	32.200€	42.000€	30.800€	39.200€
HR Manager	44.800€	80.000€	35.000€	56.000€
Migration / Transition Manager	35.000€	42.000€	28.000€	39.200€
Master Data Manager	42.000€	63.000€	N/A	N/A
Record-to-Report Manager	32.200€	49.000€	30.800€	42.000€

CLERKS				
POSITIONS	LISBON		Oporto	
	MÍN	MÁX	MÍN	MÁX
Purchase-to-Pay Clerk	9.800€	21.000€	9.800€	18.200€
Order-to-Cash Clerk	9.800€	21.000€	9.800€	18.200€
Record-to-Report Clerk	9.800€	21.000€	9.800€	18.200€
Financial Controller Clerk	15.400€	23.800€	14.000€	22.400€
Master Data Clerk	9.800€	21.000€	9.800€	19.600€
Travel Expenses Clerk	9.800€	21.000€	9.800€	19.600€
Intercompany Clerk	9.800€	21.000€	9.800€	19.600€

SPECIALISTS				
POSITIONS	LISBON		Oporto	
	MÍN	MÁX	MÍN	MÁX
Process Owner (O2C / P2P / R2R)	42.000€	63.000€	32.200€	46.200€
Purchase-to-Pay Specialist / Accounts Payable Sp	21.000€	28.000€	16.800€	22.400€
Order-to-Cash Specialist / Accounts Recievable Sp	21.000€	28.000€	18.200€	23.800€
Record-to-Report Specialist	21.000€	28.000€	N/A	N/A
Financial Controller Specialist	21.000€	32.200€	21.000€	30.800€
Master Data Specialist	21.000€	32.200€	14.500€	21.000€
TAX Specialist	23.800€	30.800€	21.000€	29.400€
HR Specialist	21.000€	55.400€	19.600€	35.000€
Travel Expenses Specialist	18.900€	23.800€	18.200€	22.400€
Payroll Specialist	21.000€	28.000€	18.200€	28.000€
Hire to Retire Specialist	19.600€	28.000€	N/A	N/A
Intercompany Specialist	21.000€	28.000€	18.200€	25.200 €



METHODOLOGY

This salary surveys made due to our market knowledge and contacts with diverse clients and candidates.

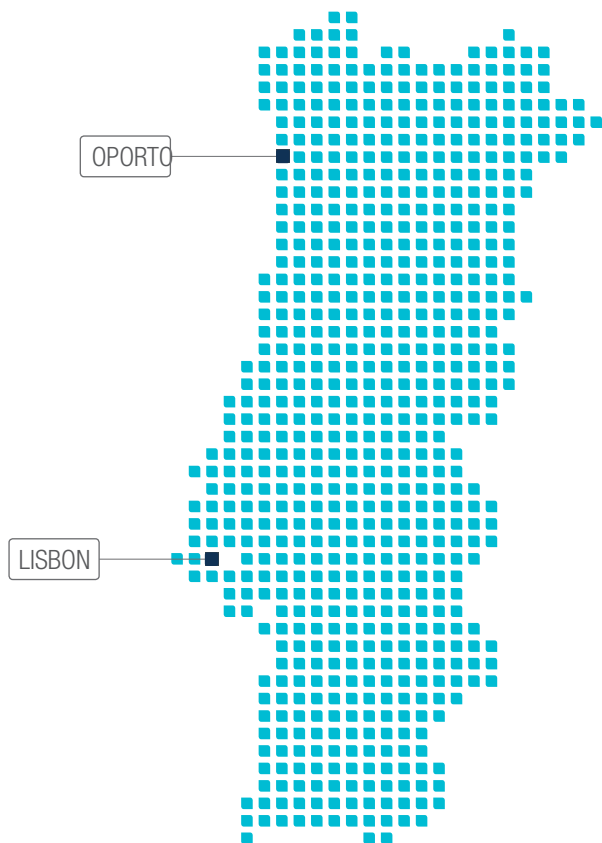
This study information is the result of three information sources:

- Database
- Clients and candidates inputs
- Published ads - internet and press

ABOUT

Established in 1976 in the United Kingdom, Michael Page is today recognised by clients and candidates the world over as the leading specialist consultancy in permanent recruitment, temporary staffing and interim management. From more than 150 offices in 35 countries, our consultants offer clients ranging from SMEs to global blue-chip organisations exclusive access to a pool of (inter)national talent.

Our consultants have many years of experience in the sector they recruit for. This experience and their know-how guarantee that they are highly qualified to recruit the candidates in a wide variety of sectors.



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