

2020 ESTUDO DE REMUNERAÇÃO DEREMUNERAÇÃO ESTUDO NERAÇÃO 2020 ESTUDO



PORTUGAL SHARED SERVICES CENTRES

OVERALL MARKET TENDENCIES

Shared Services Centres are increasingly becoming an essential means of bundling teams with differing expertise into one central location. Since a company's core activities are typically administered by one main body, it is possible to achieve greater efficiency and results with a shared service centre model, not only for the benefit of the business but also for employees who are able to work collaboratively and across disciplines.

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.

WHAT OUR CLIENTS SEARCH FOR

Specialised professionals interested in working for SSC are in high demand in Portugal, generating big recruitment projects. Good academic background, experience in international environment and foreign languages knowledge are highly appreciated.

OUR CANDIDATES PREFERENCES

Recruitment processes are transforming, and this is a direct result of candidates' shifting expectations and evolving career motivators. The belief that money is the primary motivator for all professionals has long been proven to be inaccurate; businesses are moving away from a one-size-fits-all approach to job descriptions and interview processes to a greater focus on purpose and personalisation.

SALARIES 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.

ABOUT US

At the heart of our business are the thousands of people's lives we change, the outstanding service we provide to our clients and candidates and the exciting opportunities within our offices all over the world. We're proud to set the standard in the recruitment profession – our specialist service with a personal touch is how we change lives for people through creating opportunity to reach potential.

As an employer looking to hire, or a candidate aiming to grow your career, Michael Page offers you a team who understand your market, backed by the resources and expertise of a global network.

METHODOLOGY

Our Salary Factsheet benchmarks profiles across Portugal. The information provided in this survey comes from three different sources: our candidate profiles database, various recruitment assignments managed by our consultants, and years of experience within the Portuguese market.

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PORTUGAL SHARED SERVICES CENTRES

MANAGERS	LISBOA	PORTO
Shared Services Centre Director	84.000€ - 140.000€	79.800€ - 120.000€
Procure-to-Pay Manager / Accounts Payable Manager	35.000€ - 51.800€	35.000€ - 42.000€
Order-to-Cash Manager / Accounts Recievable Manager	35.000€ - 51.800€	35.000€ - 42.000€
Record-to-Report Manager	35.000€ - 56.000€	35.000€ - 42.000€
Financial Planning & Analysis Manager	35.000€ - 56.000€	37.800€ - 42.000€
HR Manager	35.000€ - 51.800€	40.600€ - 56.000€
Migration / Transition Manager	35.000€ - 42.000€	35.000€ - 40.600€
Master Data Manager	35.000€ - 51.800€	37.800€ - 49.000€
Procurement Manager	35.000€ - 51.800€	30.800€ - 42.000€
Sales Administration Manager	30.800€ - 52.000€	28.000€ - 46.200€
TEAM LEADERS	LISBOA	PORTO
Purchase-to-Pay Process / Accounts Payable Team Leader	23.800€ - 35.000€	23.800€ - 28.000€
Order-to-Cash Process / Accounts Recievable Team Leader	23.800€ - 35.000€	23.800€ - 28.000€
Record-to-Report Team Leader	26.600€ - 35.000€	26.600€ - 32.200€
Financial Controller Team Leader	28.000€ - 35.000€	28.000€ - 37.800€
Master Data Team Leader	23.800€ - 35.000€	21.000€ - 30.800€
HR Team Leader	26.600€ - 35.000€	25.200€ - 32.200€
Hire to Retire Team Leader	23.800€ - 32.200€	21.000€ - 25.200€
Intercompany Team Leader	23.800€ - 28.000€	23.800€ - 28.000€
CLERKS	LISBOA	PORTO
Purchase-to-Pay Clerk	12.600€ - 17.500€	12.600€ - 18.200€
Order-to-Cash Clerk	12.600€ - 17.500€	12.600€ - 18.200€
Record-to-Report Clerk	12.600€ - 17.500€	14.000€ - 21.000€
Financial Controller Clerk	16.800€ - 22.400€	16.800€ - 22.400€
Master Data Clerk	12.600€ - 17.500€	12.600€ - 21.000€
Travel Expenses Clerk	12.600€ - 17.500€	12.600€ - 18.200€
Intercompany Clerk	12.600€ - 17.500€	12.600€ - 18.200€
SPECIALISTS	LISBOA	PORTO
Purchase-to-Pay Specialist / Accounts Payable Specialist	17.500€ - 23.800€	19.600€ - 22.400€
Order-to-Cash Specialist / Accounts Recievable Specialist	17.500€ - 23.800€	19.600€ - 22.400€
Record-to-Report Specialist	17.500€ - 23.800€	19.600€ - 22.400€
Financial Controller Specialist	22.400€ - 28.000€	22.400€ - 32.200€
Master Data Specialist	17.500€ - 23.800€	15.400€ - 22.400€
TAX Specialist	19.600€ - 35.000€	22.400€ - 28.000€
HR Specialist	18.200€ - 26.600€	22.400€ - 37.800€
Travel Expenses Specialist	17.500€ - 23.800€	19.600€ - 23.800€
Payroll Specialist	21.000€ - 30.100€	18.200€ - 29.400€
Hire to Retire Specialist	17.500€ - 23.800€	21.000€ - 26.600€
Intercompany Specialist	17.500€ - 23.800€	21.000€ - 26.600€

*The salaries refer to annual gross salary, without considering bonus

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