



# *Executive Salary Guide*

## FOR SCOTLAND IN 2025/26

When you're searching for an exceptional professional to lead your organisation or play a pivotal role in its success, offering the right salary and benefits package makes all the difference.

## Executive Search & Recruitment Specialists

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## How to use this guide :

This guide outlines typical salaries for key executive roles across select sectors in Scotland. It's a useful reference, but to be confident your offer is truly competitive, we recommend speaking directly with an *Eden Scott* consultant.

That way, you'll receive tailored guidance based on:

- ➔ The size and growth stage of your organisation
- ➔ Detailed, sector-specific insights
- ➔ Industry trends and market dynamics
- ➔ Talent supply and demand
- ➔ Competitor compensation packages

Whether you're ready to hire or just curious to learn if the salary you're offering is truly competitive, get in touch - the Eden Scott team is happy to help.

### Startup salaries

Looking for startup executive salaries?  
Speak directly with *TalentSpark*, Eden Scott's  
startup division.



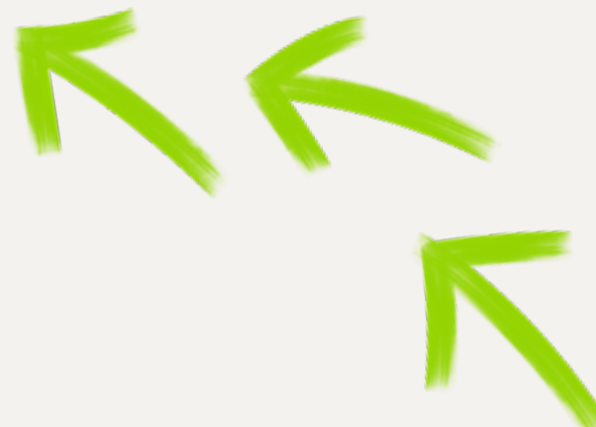
# Executive benefits packages

At this level, compensation goes beyond salary.

Typical executive packages may include:

- ➔ Performance-based bonuses
- ➔ Equity or stock options
- ➔ Company car or car allowance
- ➔ Additional holiday entitlement
- ➔ Travel and wellness benefits

Want more guidance on benefits packages?  
**Speak to an *Eden Scott* consultant.**



# Executive Salaries

## in Scotland by Sector

### Accountancy & Finance

ROLE	MINIMUM SALARY	AVERAGE SALARY	MAXIMUM SALARY
Global Financial Director	160,000	200,000	260,000
Chief Financial Officer (CFO)	150,000	180,000	250,000
Global Financial Controller	100,000	120,000	150,000
Finance Director	100,000	120,000	150,000
Head of Finance	90,000	100,000	120,000

### Manufacturing & Engineering

ROLE	MINIMUM SALARY	AVERAGE SALARY	MAXIMUM SALARY
Chief Executive Officer (CEO)	120,000	146,667	173,333
Site Director	73,000	84,000	95,000
Chief Operations Officer (COO) / Engineering / Technical Director	102,500	116,250	130,000
	76,000	83,000	90,000

### Tech & Digital

ROLE	MINIMUM SALARY	AVERAGE SALARY	MAXIMUM SALARY
Chief Executive Officer (CEO)	120,000	146,667	173,333
Chief Information Officer (CIO)	108,000	133,750	159,467
Chief Information Security Officer (CISO)	94,000	123,438	152,875
Chief Technology Officer (CTO)	95,931	113,795	131,659
IT Director	85,025	103,288	121,550
Head of Data	64,980	72,593	80,205
Head of IT	66,780	79,468	92,155

## Supply Chain & Procurement

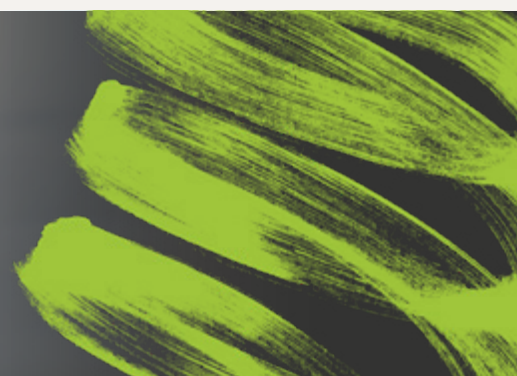
ROLE	MINIMUM SALARY	AVERAGE SALARY	MAXIMUM SALARY
Operations Director	100,000	125,000	150,000
Procurement Director	113,750	127,500	141,250
Supply Chain Director	77,350	86,950	96,550

## Public Sector (mid-size organisations)

ROLE	MINIMUM SALARY	AVERAGE SALARY	MAXIMUM SALARY
Chief Executive Officer (CEO)	80,500	110,000	140,000
Chief Operations Officer (COO)	65,000	105,000	140,000
Director of Finance	80,000	105,000	130,000

### Largescale Public Sector

Looking for largescale public sector organisations like the NHS? Speak directly with **Sarah Gracie**, Eden Scott's public sector expert. [sarah.gracie@edenscott.com](mailto:sarah.gracie@edenscott.com)



### Speak to a consultant

Ready to appoint a talented executive leader to your organisation, or need some advice before you hire? Speak to an *Eden Scott* consultant today.



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the people business



# The Eden Scott difference: Your trusted hiring partner

When it comes to finding employees that can hit the ground running, *Eden Scott* is here to help. With several specialist teams within our organisation, we bring to-the-minute market insight to the table.

## Here's what sets us apart

- **In-depth sector understanding**  
With experts in 19 sectors across Scotland and the wider UK, we have the network and industry expertise to help you appoint the right talent.
- **Bespoke recruitment models**  
We develop custom recruitment strategies to meet and exceed our clients' requirements.
- **Relationship-driven approach**  
Our relationships are everything - we build meaningful working relationships with our clients and candidates to create the perfect match.
- **Seamless hiring process**  
With a truly transparent approach to talent acquisition, you can trust us to deliver exceptional service and an outstanding candidate experience.  
  
With Eden Scott, you gain a reliable partner dedicated to finding the best fit for your organisation. We'll handle all the complexities of hiring, so you can focus on what you do best - growing your business.

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For specialist recruitment support, get in touch.

[Contact us](#) to get started.

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