

2024 SALARY GUIDE



BELGIUM

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Robert Half's Salary Guide is compiled annually to present an outlook on the job market. This guide uncovers insights and trends for 2024 and allows you to compare selected jobs in different industries and areas of expertise in Belgium, based on average monthly salaries.

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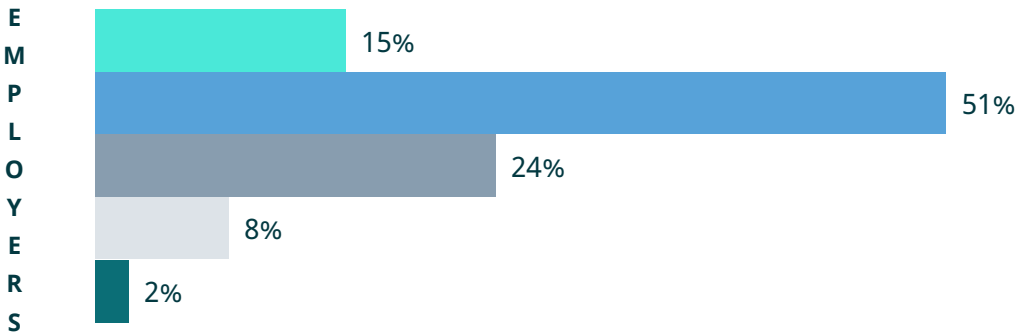
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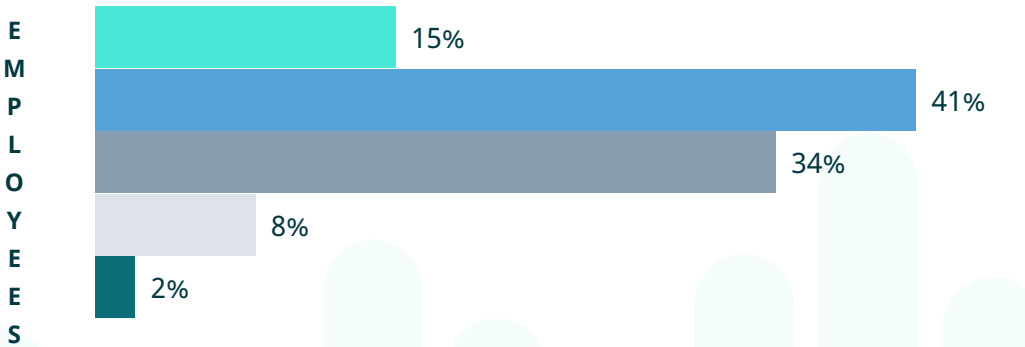
Despite the economic uncertainty and predicted recession, most of the Belgian companies are confident in their growth perspectives in 2024.

How confident are you about your company's growth prospects compared to 2023?



Increasing confidence anticipated for 2024 driven by:

- Improved economic situation
- Increased demand for products or services
- More financial resources
- More business opportunities
- Increased headcount

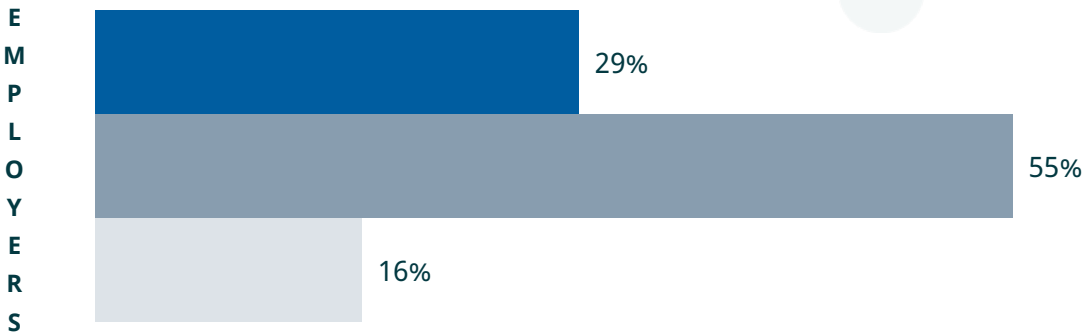


- Increased demand for products or services
- Improved economic situation
- More financial resources
- Increased headcount
- Speed of digitization



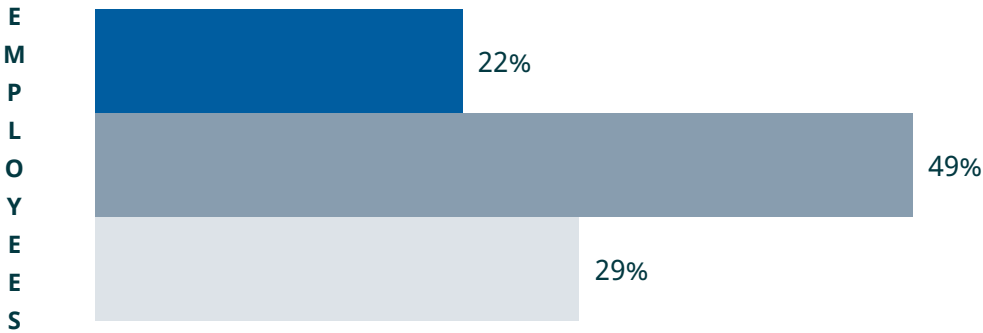
The job market continues to experience a strong recovery, with the search for talent complicated by record-low unemployment rates. Companies are understandably concerned about how to retain and attract staff.

How concerned are you about your company’s ability to retain employees in 2024?



Employee retention challenges in 2024:

- Heavy or increased workload
- Talent being recruited by competitors
- High burnout rates
- Poor work-life balance
- Poor remuneration compared to other companies in the same industry



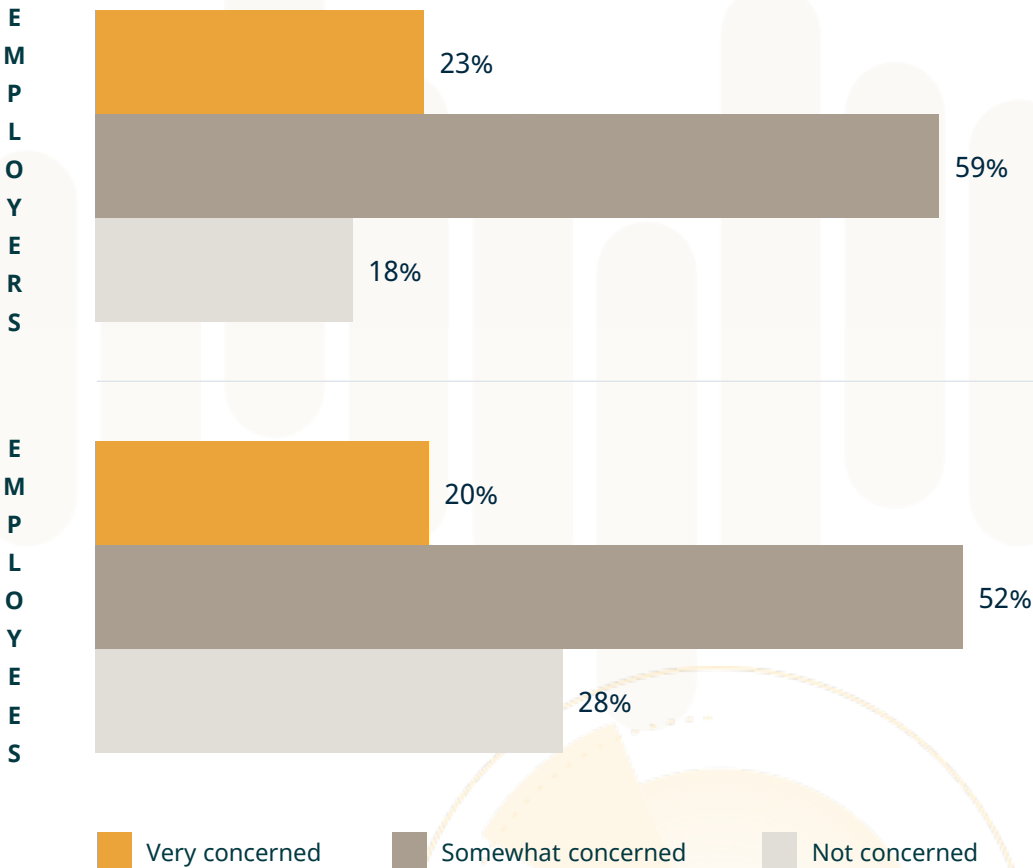
- Heavy or increased workload
- High burnout rates
- Poor remuneration compared to other jobs
- Poor remuneration compared to other companies in the same industry
- Talent being recruited by competitors

Very concerned Somewhat concerned Not concerned



The job market continues to experience a strong recovery, with the search for talent complicated by record-low unemployment rates. Companies are understandably concerned about how to retain and attract staff.

How concerned are you about your company’s ability to attract employees in 2024?



Employee attraction challenges in 2024:

- Poor remuneration compared to other companies in the same industry
 - Lack of competitive fringe benefits
 - Poor work-life balance
 - Poor remuneration compared to other jobs
 - Lack of flexibility
-
- Poor remuneration compared to other companies in the same industry
 - Poor remuneration compared to other jobs
 - Few opportunities for professional growth
 - Lack of competitive fringe benefits
 - Lack of flexibility



Employers' intention to increase salaries

35%

In line with inflation

22%

Fixed percentage in addition to indexation

16%

Performance-based increases in addition to indexation

Employers' ability to increase salaries

24%

My organization adjusts or modifies prices of our services and products

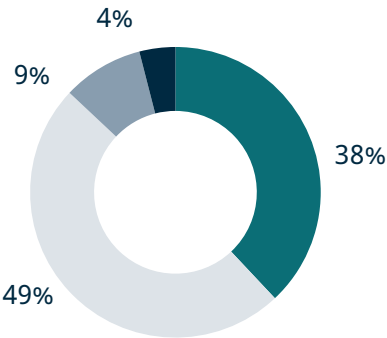
22%

Rising salaries impact my organization's revenues and profits

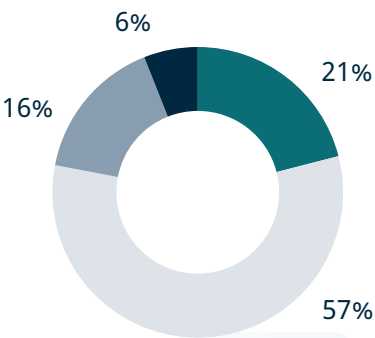
22%

My organization will not increase salaries any further than we have already

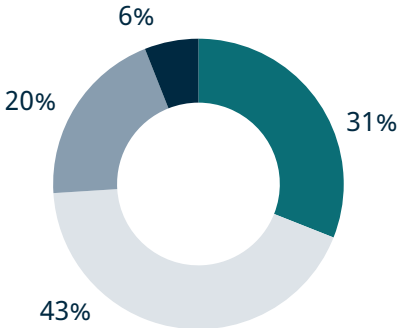
Hiring intentions for permanent jobs



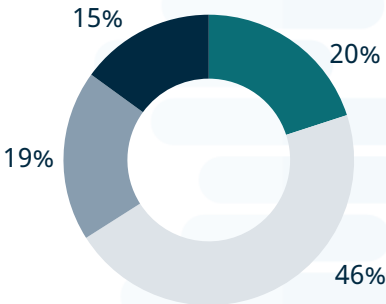
Hiring intentions for temporary jobs



Hiring intentions for project sourcing



Hiring intentions for freelancers



Adding Maintaining Freezing Reducing

How employers view greater salary transparency



How employees view greater salary transparency



HOW TO USE OUR SALARY TABLES

Salary percentiles

Starting salaries are not one-size-fits-all. That’s why we separate them into percentiles based on multiple factors. Any of these factors may apply when making or receiving a job offer. You can calculate the gross yearly salary by multiplying the monthly salary by 13.92. The salary indications do not include any bonuses, benefits or other compensations.

Regional variances

Due to the cost of living, availability of talent and other factors, starting salaries vary by market. We place candidates in all regions across Belgium and use what we learn each year to set regional variances to help you determine the salaries in your area. Simply increase or decrease the national starting salary by the percentage listed for various Belgian regions. The selected regions coincide with the office locations of Robert Half.

25th

The applicant has limited or no experience in the position and is still developing their skills.

50th

The applicant has an average level of experience and has most of the necessary skills.

75th

The applicant has above-average experience, has (nearly) all necessary skills, and may also have specialized qualifications.

Antwerp

+3%

Ghent

+1%

Nivelles

-2%

Brussels

+8%

Hasselt

-3%

Roeselare

-2%

Diegem

+5%

Liège

-4%

Wavre

0%



A company’s financial health is monitored by the Finance and Accounting Department. Over the years, this department has become a crucial part of the company in making strategic decisions. Explore the latest trends and salaries.

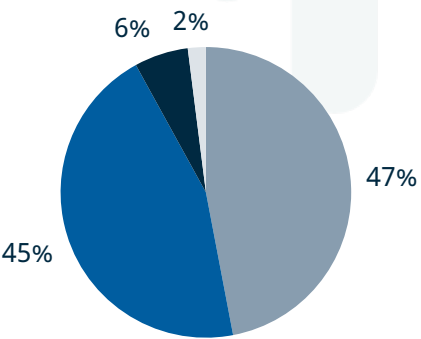
Most in-demand permanent jobs	50th
Business Controller	€ 5.602
Accounting Clerk	€ 3.252
Financial Controller	€ 5.060
Corporate Finance Manager	€ 7.604
Chief Accountant	€ 5.445

Most in-demand temporary jobs	50th
Accounting Clerk	€ 3.252
AR/AP Assistant Accountant	€ 3.214
Credit Collector	€ 3.737
Senior Accountant	€ 4.656
GL Accountant	€ 4.443

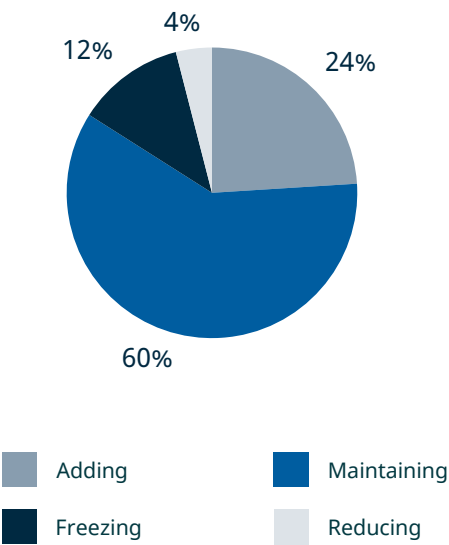
[Discover all salaries in finance and accounting](#)



Hiring intentions for permanent jobs



Hiring intentions for temporary jobs



Hiring trends

- There is a significant candidate shortage
- Accountants are in high demand – temporary staff are often used to absorb work at short notice
- Candidates play it tough on salaries
- Consequently, starting salaries are particularly high

Preferred benefits in addition to the existing package

- Guaranteed income insurance
- Bonus (annually, quarterly, monthly...)
- Dental Insurance
- Flexible Income Plan
- Company Car

Sectors that recruit the most

- Accountancy
- Logistics
- Food & Food Processing
- Chemicals Manufacturing
- Automotive

Finance Department within the company

- A finance department is no longer an isolated division
- As the CFO is often the second most important person, Finance plays an increasingly crucial role in the context of growth and/or project financing
- There is a high demand for controllers with strong analytical skills

Decisive factors in salary increases

- 16% One-off exceptional performance
- 15% Indexation
- 14% Years of experience in general
- 14% Specialist skill set
- 14% Educational level



In recent years, there have been no other departments that have become so deeply embedded in the overall corporate structure as the IT Department. Explore the latest trends, insights and salaries within this specialization.

Most in-demand jobs

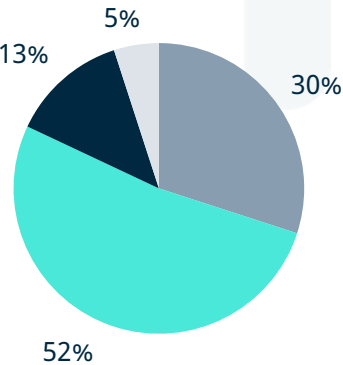
50th

IT Manager	€ 6.473
Systems Engineer	€ 4.397
Project Manager	€ 5.496
IT Coordinator	€ 4.575
ERP/Application Consultant	€ 4.066

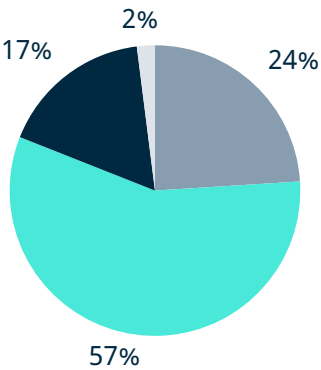
[Discover all salaries in IT](#)



Hiring intentions for permanent jobs



Hiring intentions for temporary jobs



Hiring trends

- The IT landscape is increasingly complex
- New security regulations are the top focus at many companies
- There are numerous requirements in terms of security and specific skills but few candidates
- Companies rely on interim managers for the technical side, then transfer to more generalist profiles

Preferred benefits in addition to the existing package

- Guaranteed income insurance
- Financial contribution for teleworking
- Financial contribution for leasing/purchasing a bike or electric bike
- Dental insurance
- Paid sabbaticals

Sectors that recruit the most

- Logistics
- Chemicals Manufacturing
- FMCG
- Assemblage
- Automotive

In-demand certificates

- Information Technology Infrastructure Library (ITIL)
- AWS Certified Cloud Practitioner
- Azure Certifications
- Agile
- Scrum

Decisive factors in salary increases

- 25% Indexation
- 16% Years of experience in general
- 14% Educational level
- 13% Years of experience on the job
- 9% Pro-active demand from the employee

Hard to find profiles

- Cyber Security profiles
- Cloud Specialists
- Business Intelligence Analysts
- SAP Analysts



Experienced staff in Administrative, HR and Office Support form the very core of any company and are of undeniable value for excellence and professional operations. Explore the most in-demand profiles, skills and salaries.

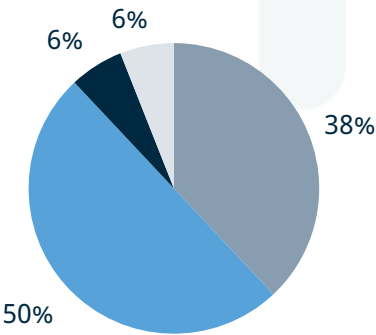
Most in-demand jobs	50th
Customer Service Agent	€ 3.357
Office Assistant	€ 2.931
Order Administrator	€ 2.838
All-round Administrative Employee	€ 2.984
Logistics Administrator	€ 3.001

Most in-demand jobs in HR	50th
Payroll Officer	€ 3.551
HR Officer	€ 3.577
HR Business Partner	€ 4.756
HR Manager	€ 5.508
Compensation & Benefits Manager	€ 5.873

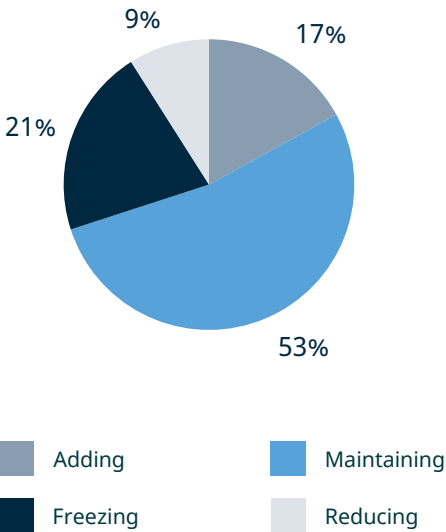
[Discover all salaries in administrative, HR and office support](#)



Hiring intentions for permanent jobs



Hiring intentions for temporary jobs



Hiring trends

- Candidates continue to have plenty of choice
- The impact of indexation on high salaries is low
- Candidates still expect flexibility which remains a breaking point
- They expect at least one to two days of teleworking, a reduction in working hours, and freedom to decide on holidays

Trends in HR

- There is a strong demand for purely HR profiles
- The role of HR has changed with an increase in project-based work
- A distinction is increasingly being made between payroll and compensation & benefits profiles
- Automation of processes such as payroll and reporting
- A positive user experience is key in recruitment processes to prevent losing candidates

Preferred benefits in addition to the existing package

- Dental Insurance
- Bonus (annually, quarterly, monthly...)
- Guaranteed income insurance
- Outpatient insurance
- Flexible Income Plan

Skills shortages

- Employers are more open to atypical profiles to deal with staff shortages
- There's a shift in roles: a receptionist's duties may be expanded to include administrative tasks

Decisive factors in salary increases

- 27% Indexation
- 17% Years of experience in general
- 15% Educational level
- 11% Continuous outstanding performance
- 2% Pro-active demand from the employee

Sectors that recruit the most

- Manufacturing
- Logistics
- Retail
- Food & Food Processing
- Construction



With increasing regulation and new legislation, a well-run legal department in a company is crucial. Explore the current trends, insights and salaries.

Most in-demand jobs**50th**

Legal Counsel	€ 5.028
Compliance Officer	€ 4.862
Data Protection Officer	€ 4.879
Real Estate Legal Counsel	€ 4.684

[Discover all salaries in legal](#)



General trends

Increasing cybersecurity requirements lead to more jobs in compliance

IT Legal is also on the rise, though it is limited for now

ESG (Environmental, Social and Governance) is set to grow in importance in the coming years

There are more hybrid functions, combining the purely legal side with the business side

Trends in fringe benefits

In the private sector, a minimum of 30 days' leave is expected

Flexibility is still essential and can be a breaking point in recruitment

Candidates aspire to do teleworking at least two days a week

Company cars are expected

Candidates prefer net allowances

Legal Department

The increasing level of regulation in companies means the legal department now plays a crucial role

This department is increasingly regarded as a business partner

That's why communication skills are key in profiling to be able to communicate complex subject matter to other departments

Sectors that recruit the most

Commercial Banking

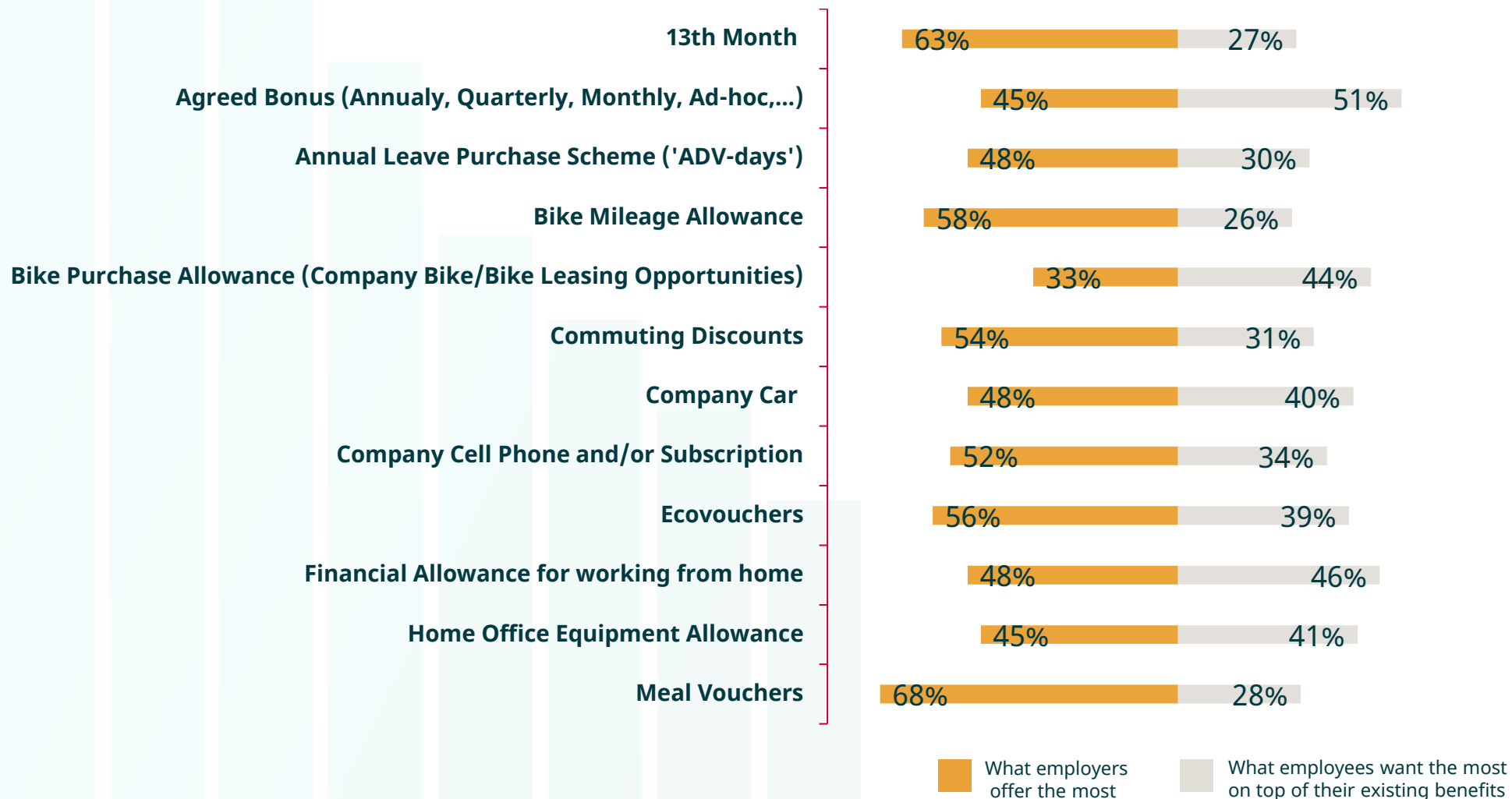
Insurance

Logistics

Real Estate

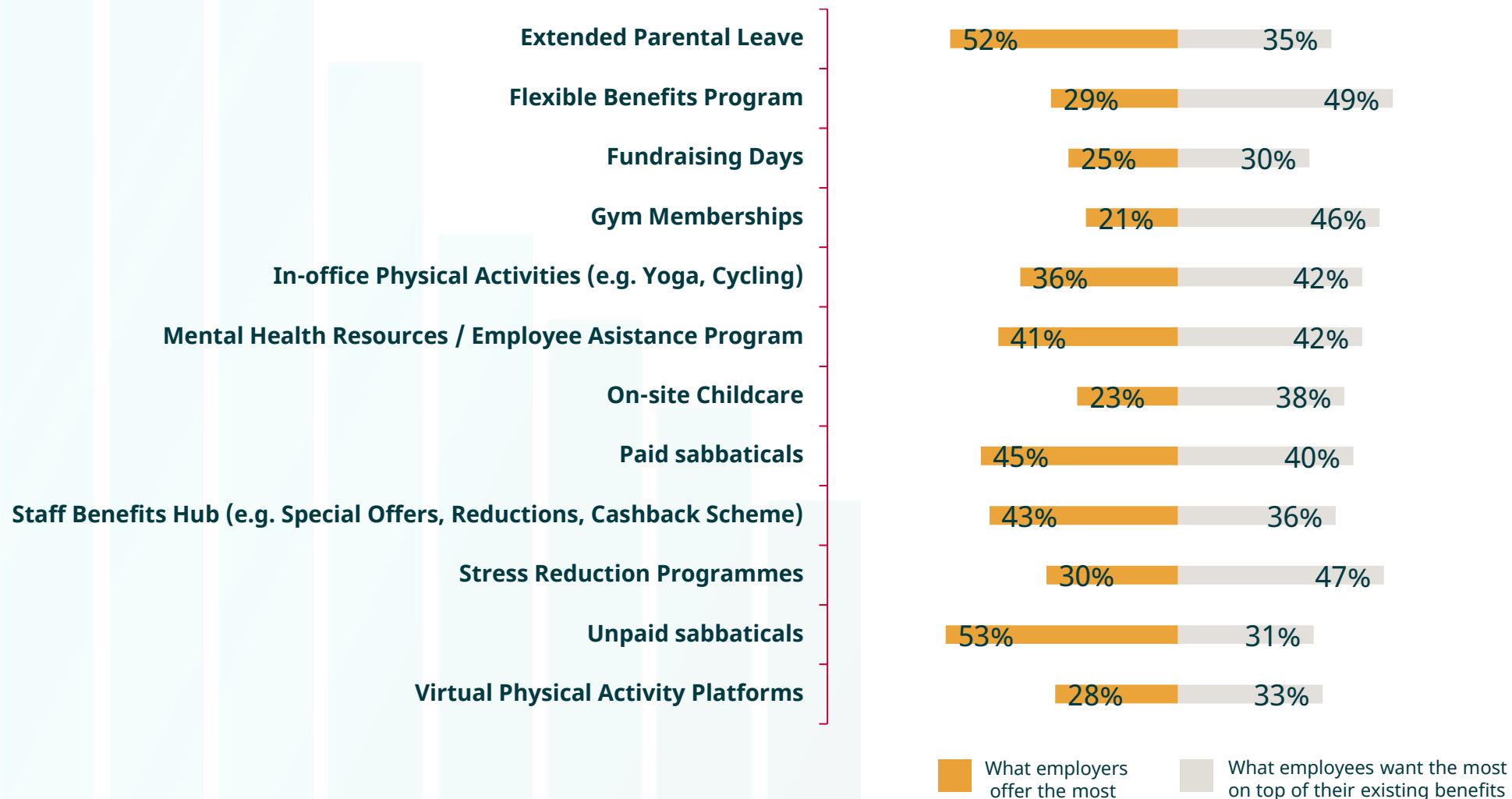


In a competitive market, companies need to present themselves as attractive employers in every possible way. And that includes, in addition to a competitive salary, an attractive package of benefits, perks and insurances.



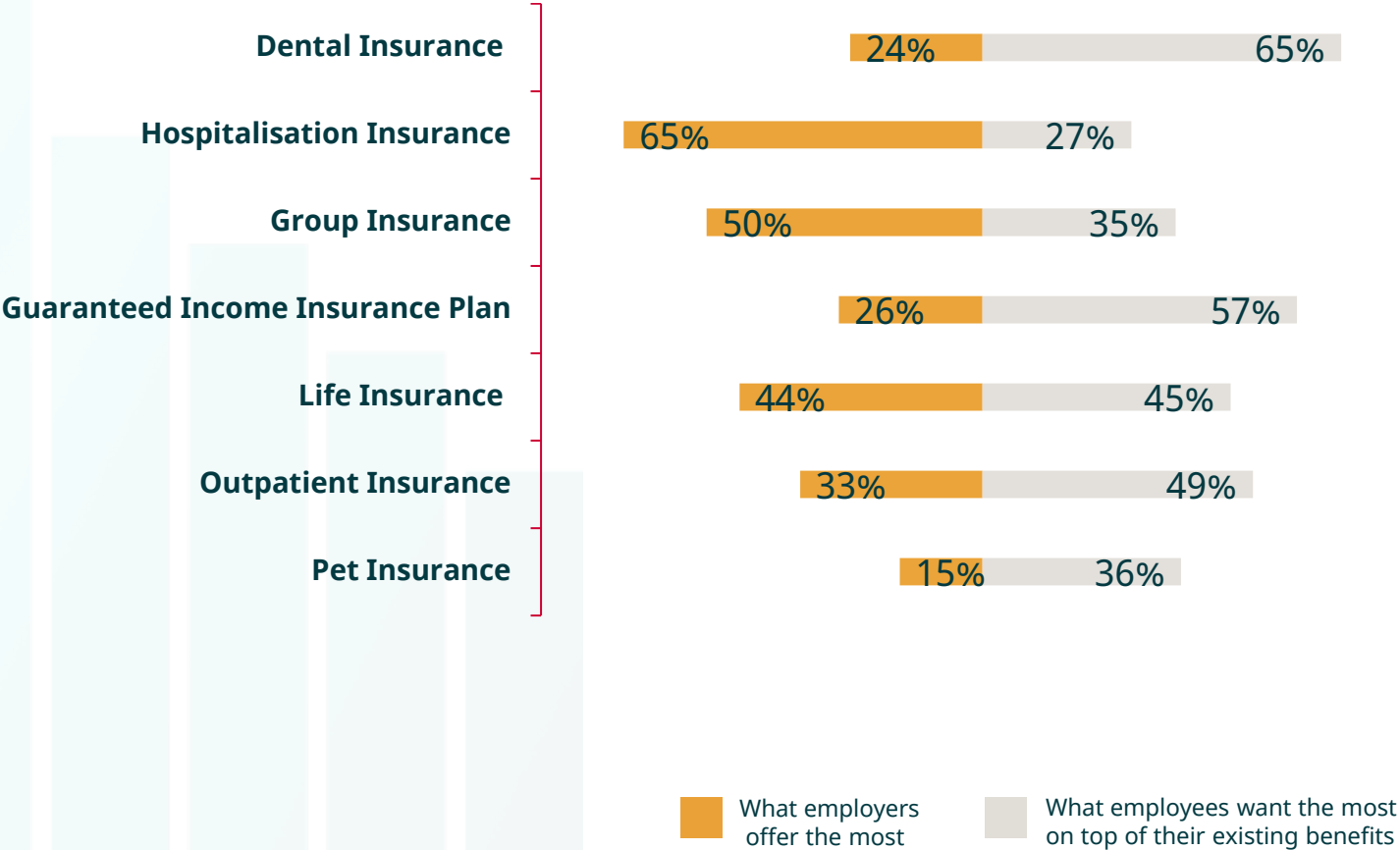


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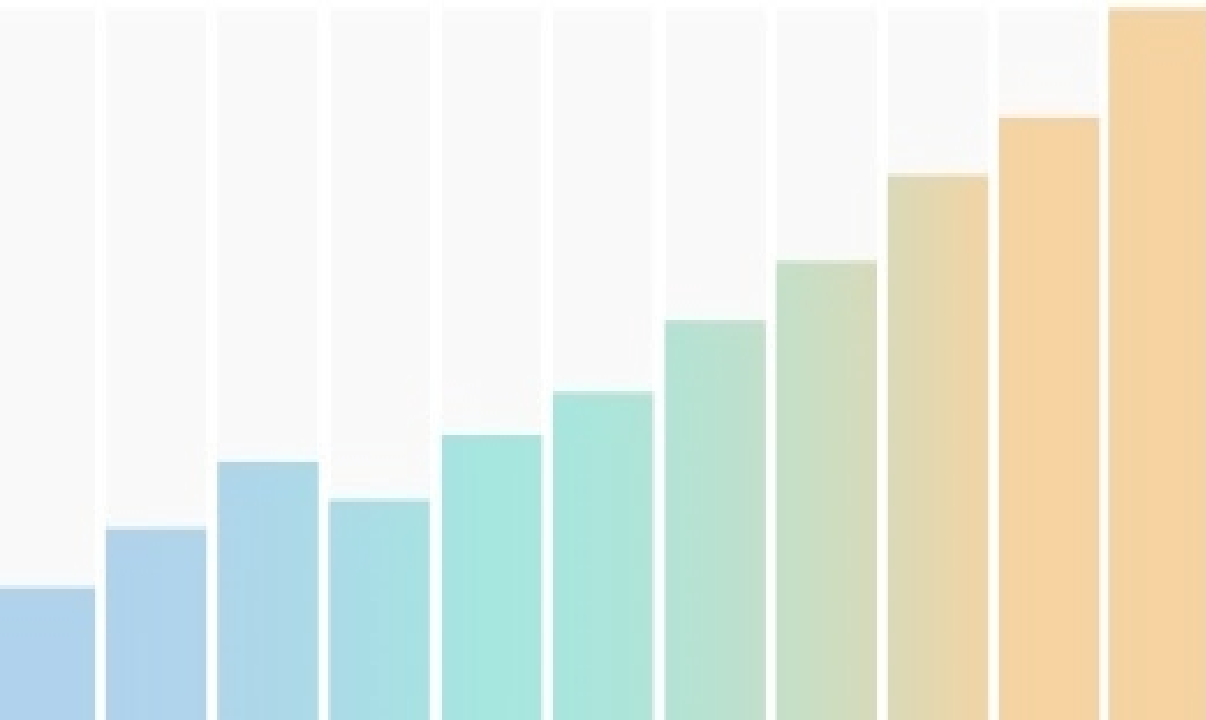
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METHODOLOGY



Data referenced in this Salary Guide is based on an online survey developed by Robert Half and conducted by an independent research firm. During June and July 2023 Robert Half commissioned research amongst 1500 respondents using an online data collection methodology. The respondents represent 500 employers and 1000 employees in Finance, HR, Operations / Administration and Tech departments. Respondents are drawn from a sample of SME and large organizations from public sector, private and publicly listed businesses across the regions in Belgium.



ABOUT ROBERT HALF



Robert Half is the world's first and largest specialized talent solutions firm that connects companies with highly skilled job seekers. We offer contract and permanent placement solutions in the fields of finance and accounting, IT, administrative, HR and office support and legal. Robert Half has more than 300 locations worldwide, including nearly 100 locations in 18 countries outside the United States.

Robert Half is the parent company of Protiviti, a global consulting firm that provides internal audit, risk, business, and technology consulting solutions. Robert Half, including Protiviti, has been named a Fortune® Most Admired Company™ and a Forbes Best Employer for Diversity. Robert Half and Protiviti have also each been named to the Fortune 100 Best Companies to Work For® list.

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	JOB TITLE	25th	50th	75th
Accounting	Assistant Accountant (Public)	2.299	2.655	3.063
	Accountant (Public)	2.652	3.119	3.615
	Senior Accountant (Public)	3.414	3.977	4.892
	Accounting Clerk	2.412	3.252	4.001
	AR / AP Assistant Accountant	2.820	3.214	4.179
	Assistant Accountant	2.472	2.812	3.304
	Cost Accountant	2.828	3.384	4.121
	GL Accountant	3.231	4.443	4.893
	Senior Accountant	4.173	4.656	5.213
	AR / AP Team Leader	4.655	5.119	5.774
	Chief Accountant	4.729	5.445	6.466
	Accounting Manager	5.372	6.386	8.538
	Accounting Director	6.317	8.022	10.653
Audit	Auditor (Public)	2.786	2.978	3.518
	Senior Auditor (Public)	3.052	3.635	3.886
	Audit Manager (Public)	4.554	5.148	5.688
Business Advisory	Advisor (Public)	3.206	3.644	4.117

	JOB TITLE	25th	50th	75th
Business Advisory	Analyst (Public)	4.067	4.858	5.649
	Manager (Public)	4.462	5.075	5.743
	Senior Manager (Public)	5.303	6.576	7.032
Consolidation	Consolidation Specialist	4.453	5.385	6.520
	Group Consolidation Manager	6.615	8.489	9.911
Controlling	Financial Controller	4.041	5.060	6.031
	Business Controller	4.438	5.602	6.856
	Cost / Plant Controller	5.089	6.135	7.114
	Regional Controller	6.346	7.728	8.860
	Controlling Manager / Group Controller / FP&A Manager	6.678	8.315	9.771
Corporate Finance	Corporate Finance Analyst	4.089	4.844	5.947
	Corporate Finance Manager	6.620	7.604	8.537
	Corporate Finance Director	8.620	10.128	11.537
Credit Management	Credit Collector	3.285	3.737	3.980
	Credit Controller	3.033	4.048	4.932
	Credit Manager	5.048	6.044	6.840
Financial/Business Analysis	Financial / Business Analyst	3.507	4.282	5.402

	JOB TITLE	25th	50th	75th
Financial Management	Finance & Administration Manager	5.491	7.081	8.078
	Finance Director	6.678	8.284	10.393
	CFO	10.603	18.693	32.166
Internal Audit/Control	Internal Auditor / Controller	4.078	4.843	5.547
	Internal Audit / Control Manager	5.687	6.631	8.044
	Internal Audit / Control Director	9.267	11.338	12.963
Student Jobs	Student Jobs	2.224	2.411	2.697
Tax	Tax Specialist (Public)	3.106	3.531	4.059
	Tax Consultant (Public)	2.799	3.147	3.398
	Senior Tax Consultant (Public)	3.291	3.802	4.313
	Senior Tax Manager (Public)	5.483	6.201	7.030
	Tax Manager (Public)	4.928	5.372	6.154
	Tax Specialist	4.078	4.725	5.995
	Tax Manager	5.858	7.588	9.878
	Tax Director	7.381	8.893	10.405
Treasury	Treasury Analyst	3.519	4.284	5.298
	Treasury Manager	6.801	8.146	9.783
	Treasury Director	7.207	9.292	12.739



	JOB TITLE	25th	50th	75th
Business Analysis	ERP / Application Consultant	3.557	4.066	4.814
	Functional Analyst	3.645	4.166	5.055
	IT Business Analyst	3.703	4.283	5.777
Data & Business Intelligence	Business Intelligence Consultant	3.641	4.345	5.040
	Business Intelligence Analyst	3.993	4.816	5.321
Digital & Innovation	Digital / Innovation Analyst	3.778	4.368	5.893
	Digital / Innovation Manager	5.911	6.726	8.631
IT Infrastructure	IT Service Desk Agent	2.669	3.114	3.420
	IT Support Engineer	2.931	3.542	4.275
	Systems Engineer	3.542	4.397	5.496
	Network Engineer	4.020	5.008	5.877
	Service Delivery Manager	4.641	5.496	5.993
IT Management	IT Coordinator	3.864	4.575	4.986
	IT Manager	5.741	6.473	7.328
	Application Manager	5.863	6.595	8.463
	IT Director	7.573	8.550	10.382



	JOB TITLE	25th	50th	75th
IT Project Management	IT Project Manager	4.397	5.496	6.596
	PMO Manager	6.351	7.084	8.305
Product Management	Product Owner	4.139	5.207	5.919
	Product Manager	5.286	5.819	6.520
Software Development	Software Developer	3.975	4.397	5.252



	JOB TITLE	25th	50th	75th
Facilities	Facilities Assistant	2.834	3.454	3.809
Finance	Administrative Support	2.632	2.842	3.411
Human Resources	Payroll Officer	2.873	3.551	4.547
	HR Assistant	2.483	2.846	3.428
	HR Officer	2.877	3.577	4.227
	HR Business Partner	4.173	4.756	5.478
	HR Manager	4.762	5.508	6.762
	Payroll Manager	4.634	5.398	6.732
	Compensation & Benefits Manager	5.429	5.873	7.036
	Recruitment Manager	3.769	4.357	5.384
Legal	Legal Assistant	2.865	3.256	4.203
Logistics & Purchasing	Logistics Administrator	2.678	3.001	3.532
	Forwarder / Transport Planner	2.802	3.424	3.773
	Purchasing Assistant	2.851	3.054	3.411
	Supply Chain Assistant/Officer	2.885	3.566	4.025
	Purchaser	2.903	3.698	4.483



	JOB TITLE	25th	50th	75th
Management Support	Management Assistant	2.514	3.172	4.055
	Personal Assistant/Executive Assistant	3.112	3.957	4.568
Marketing & PR	Marketing / Communication Assistant	2.274	2.632	3.046
	Marketing / Communication Officer	2.545	3.141	3.739
	Online Marketeer	2.938	3.411	3.787
Office Support	All-Round Administrative Employee	2.324	2.984	3.398
	Data Entry Administrator	2.515	2.816	3.062
	Receptionist	2.611	2.860	3.229
	Office Assistant	2.632	2.931	3.411
	Office Manager	2.842	3.392	4.009
Sales	Sales Assistant	2.337	3.074	3.678
	Order Administrator	2.617	2.838	3.189
	Customer Service Agent	2.820	3.357	4.000
Student Jobs	Student Jobs	2.143	2.218	2.467



	JOB TITLE	25th	50th	75th
Legal	Legal Counsel	3.486	5.028	6.603
	Head of Legal	7.292	9.415	12.194
	Head of Legal (Independent)	8.039	11.515	15.194
	Compliance Officer	3.507	4.862	8.573
	Corporate Legal Counsel	3.875	4.763	6.893
	Corporate legal Counsel (Independent)	5.638	7.863	12.739
	Real Estate Legal Counsel	3.652	4.684	6.203
	Real Estate Legal Counsel (Independent)	5.152	7.948	11.749
	Data Protection Officer	3.469	4.879	7.192