

2024 SALARY GUIDE



TABLE OF CONTENTS

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 The Netherlands, based on average monthly and yearly salaries.

03 [Market outlook 2024](#)

13 [Perks and benefits](#)

08 [How to use our salary tables](#)

16 [Methodology](#)

09 [Finance and accounting](#)

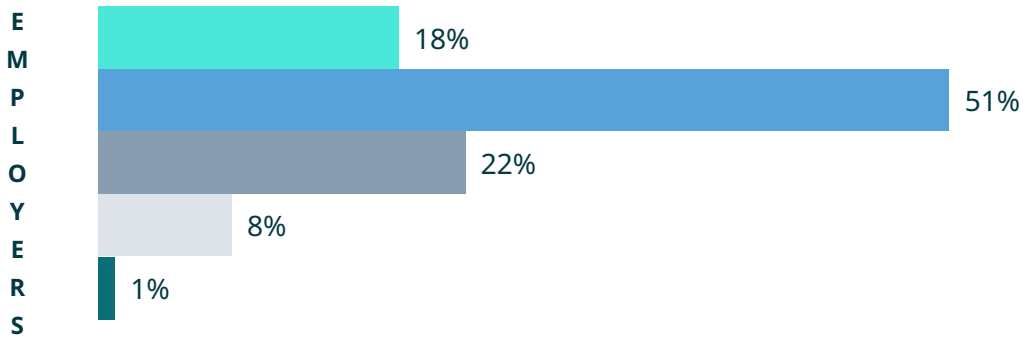
17 [About Robert Half](#)

11 [Administration, HR and customer support](#)

18 [Salary tables](#)

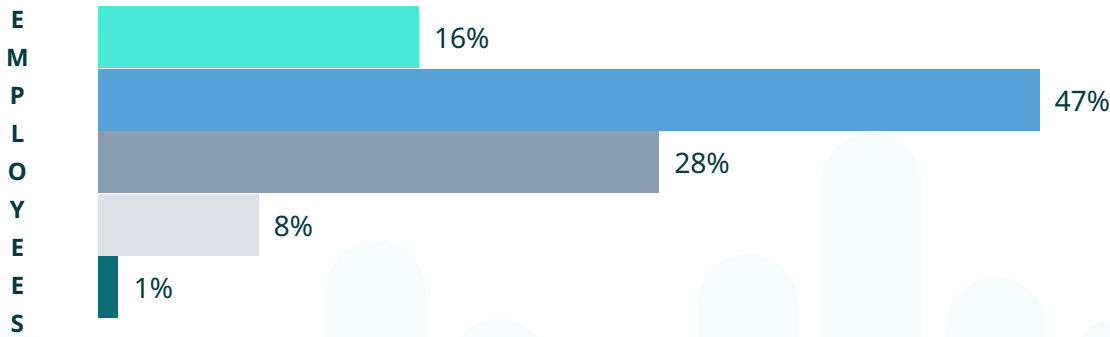
Despite the economic uncertainty, confidence in growth and the need to recruit still carry weight.

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

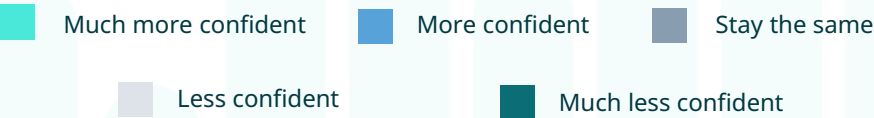


Increasing confidence anticipated for 2024 driven by:

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



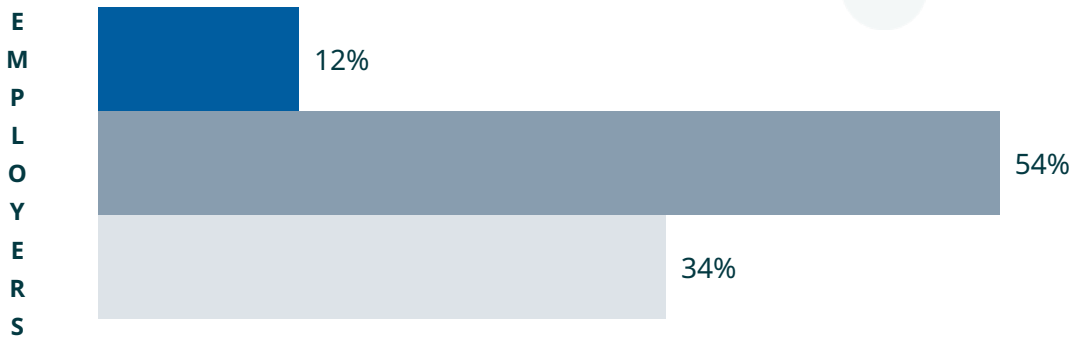
- Increased demand for products or services
- Improved economic situation
- More financial resources
- Increased headcount
- Speed of digitisation





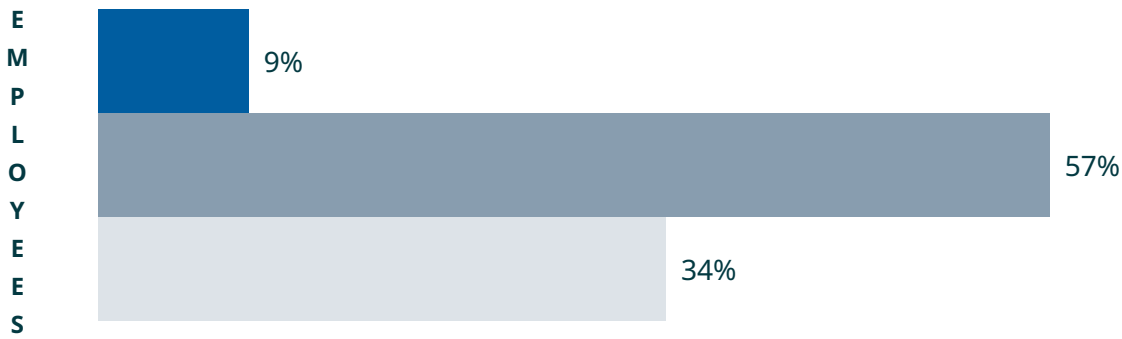
The job market continues to experience a strong recovery, with the search for talent complicated by record-low unemployment rates. Companies are understandably concerned about how to retain and attract staff.

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
- Poor work-life balance
- Poor remuneration compared to other jobs
- High burnout rates

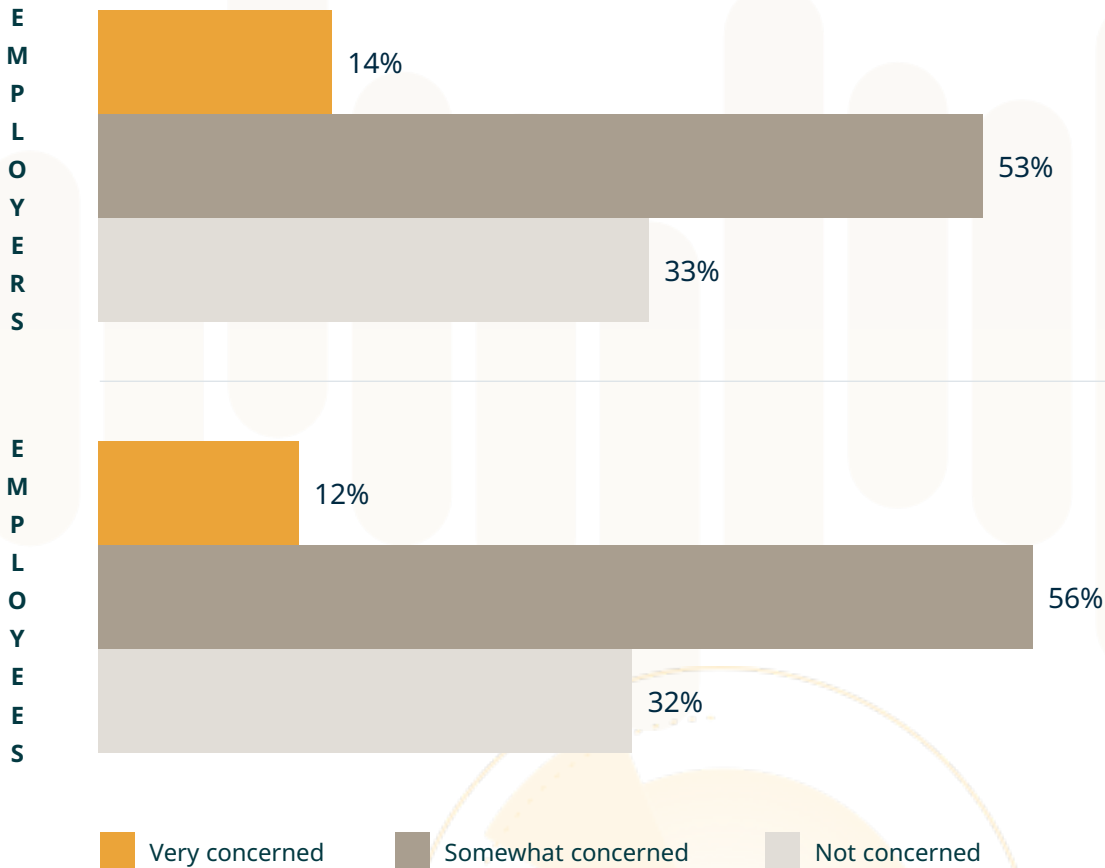


- Heavy or increased workload
- Talent being recruited by competitors
- Poor work-life balance
- High burnout rates
- Not happy with the corporate culture

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:

- Lack of flexibility
 - Speed of the recruitment process
 - Poor remuneration compared to other companies in the same industry
 - Lack of competitive fringe benefits
 - Poor work-life balance
-
- Speed of the recruitment process
 - Poor remuneration compared to other jobs
 - Poor remuneration compared to other companies in the same industry
 - Poor work-life balance
 - Limited career opportunities

Employers' intention to increase salaries

29%
A fixed percentage

28%
In line with inflation

14%
Performance-based increases

Employers' ability to increase salaries

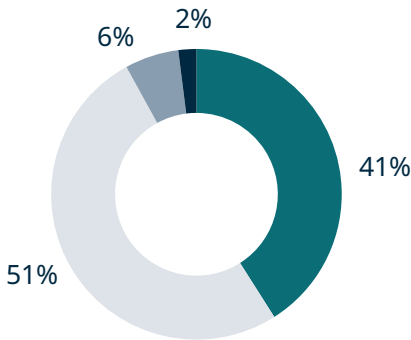
30%
Rising salaries impact my organisation's revenues and profits

30%
My organisation adjusts or modifies prices of our services and products

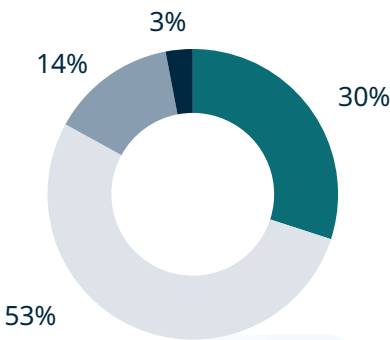
24%
My organisation will review the headcount to increase staff wages



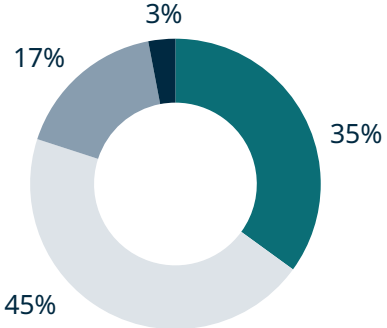
Hiring intentions for permanent jobs



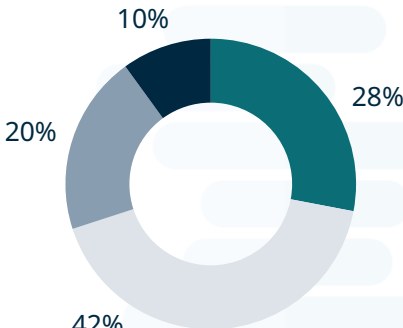
Hiring intentions for temporary jobs



Hiring intentions for project sourcing



Hiring intentions for freelancers

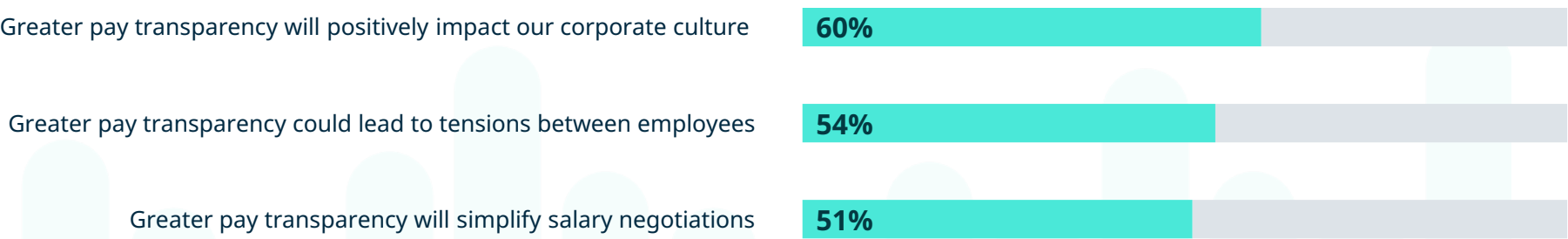


Adding Maintaining Freezing Reducing

How employers view greater salary transparency



How employees view greater salary transparency





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 monthly salary by dividing the yearly salary by 12,96. The gross yearly salary can be calculated by multiplying the monthly salary with 12,96. The salary indications do not include any bonuses, benefits or other compensations.

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.



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's decision-making process. Discover the latest trends.

Most in-demand permanent jobs

50th

Financial Controller	€ 75.125
Accounting Clerk	€ 38.880
Finance Manager	€ 95.482
Business Controller	€ 77.541
Senior Accountant	€ 68.754

Most in-demand temporary jobs

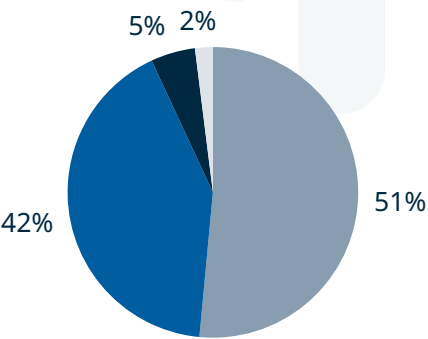
50th

Accounting Clerk	€ 38.880
AR / AP / Assistant Accountant	€ 39.112
Credit Controller	€ 51.841
Bookkeeper / GL Accountant	€ 55.130

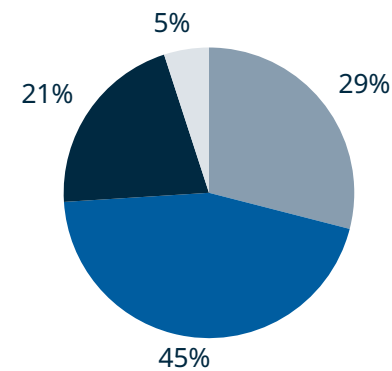
[Discover more salaries in finance and accounting](#)



Hiring intentions for permanent jobs



Hiring intentions for temporary jobs



Hiring trends

- Significant applicant shortage, but the strong demand is slowing slightly
- Companies are slightly more cautious in recruiting candidates
- Flexibility, especially teleworking, remains essential

Preferred benefits in addition to the existing package

- Mental health support
- Commuting discounts
- Dental insurance
- Allowance for purchasing/leasing a bike or e-bike
- Company car

Sectors that recruit the most

- Logistics
- Consumer Products
- FMCG
- Manufacturing
- Energy

Salary trends

- For reasons of inflation, salary is the main driver when making a decision
- It is not surprising that candidates go for the best pay when faced with multiple offers
- Strong salary negotiations
- Counteroffers are used to keep candidates on board

Decisive factors in salary increases

- 26%** Years of experience in general
- 16%** One-off exceptional performance
- 15%** Pro-active demand from the employee
- 13%** Continuous outstanding performance
- 10%** Years of experience on the job



Professional staff in administration, HR and customer support are at the very core of the company and are of undeniable value to its excellence and professional operation. Discover insights into profiles, skills and salaries.

Most in-demand jobs

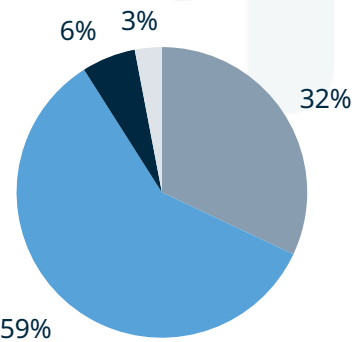
50th

Customer Service Representative	€ 2.673
All-Round Administrative Assistant	€ 2.656
HR Officer	€ 3.518
Office Manager	€ 3.265
Logistics Administrator	€ 2.622

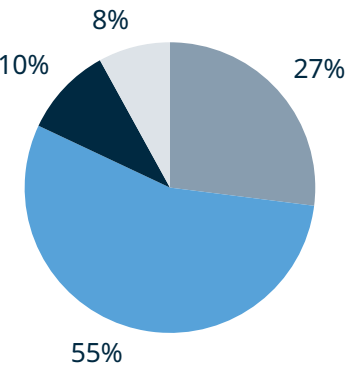
[Discover more salaries in
administration, HR and
customer support](#)



Hiring intentions for permanent jobs



Hiring intentions for temporary jobs



Hiring trends

Flexibility is still expected
Companies that require staff to work in the office more frequently struggle to find talent
Temp-to-perm jobs are more popular than ever
More demand for part-time jobs for a better work-life balance

Salary trends

Strong demand is reflected in high salaries
Counteroffers are made in order to retain talent
Increased demand for allowances for travel expenses
Options for leasing a bike or e-bike are becoming more popular

Sectors that recruit the most

Logistics
Consumer Products
Banking
Business Services
Manufacturing

Skills

Adaptability Quotient (AQ) is still relevant in a market in flux
Candidates should have the necessary knowledge of the most common IT tools, for reasons of digitisation
Less specific demands for hard skills in the context of flexibilisation

Decisive factors in salary increases

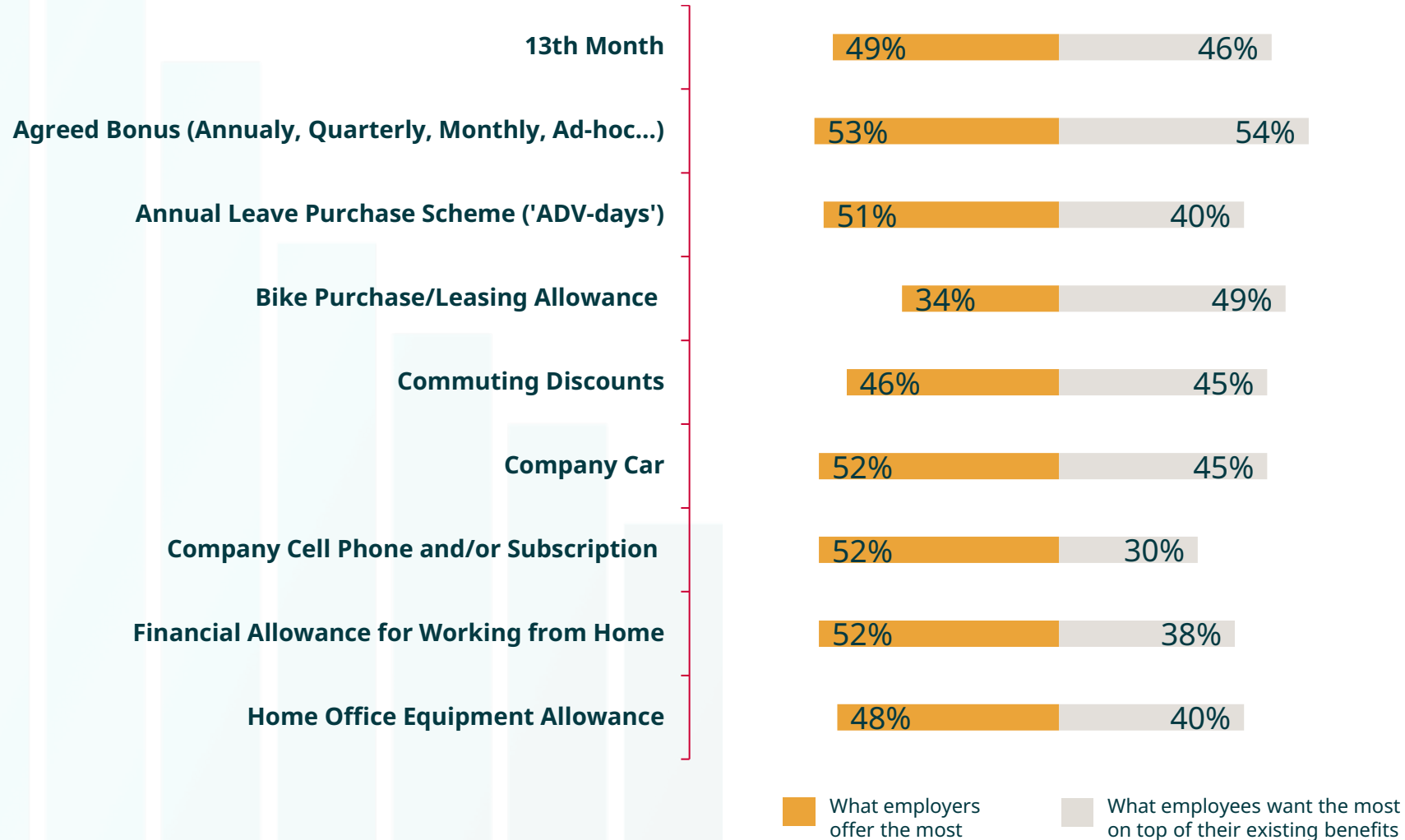
24%	Years of experience on the job
13%	Years of experience in general
11%	Continuous outstanding performance
11%	Pro-active demand from the employee
10%	Specialist skills

Preferred benefits in addition to the existing package

Commuting discounts
Bonus (annual, quarterly, monthly, etc.)
13th month
Health insurance
Dental insurance

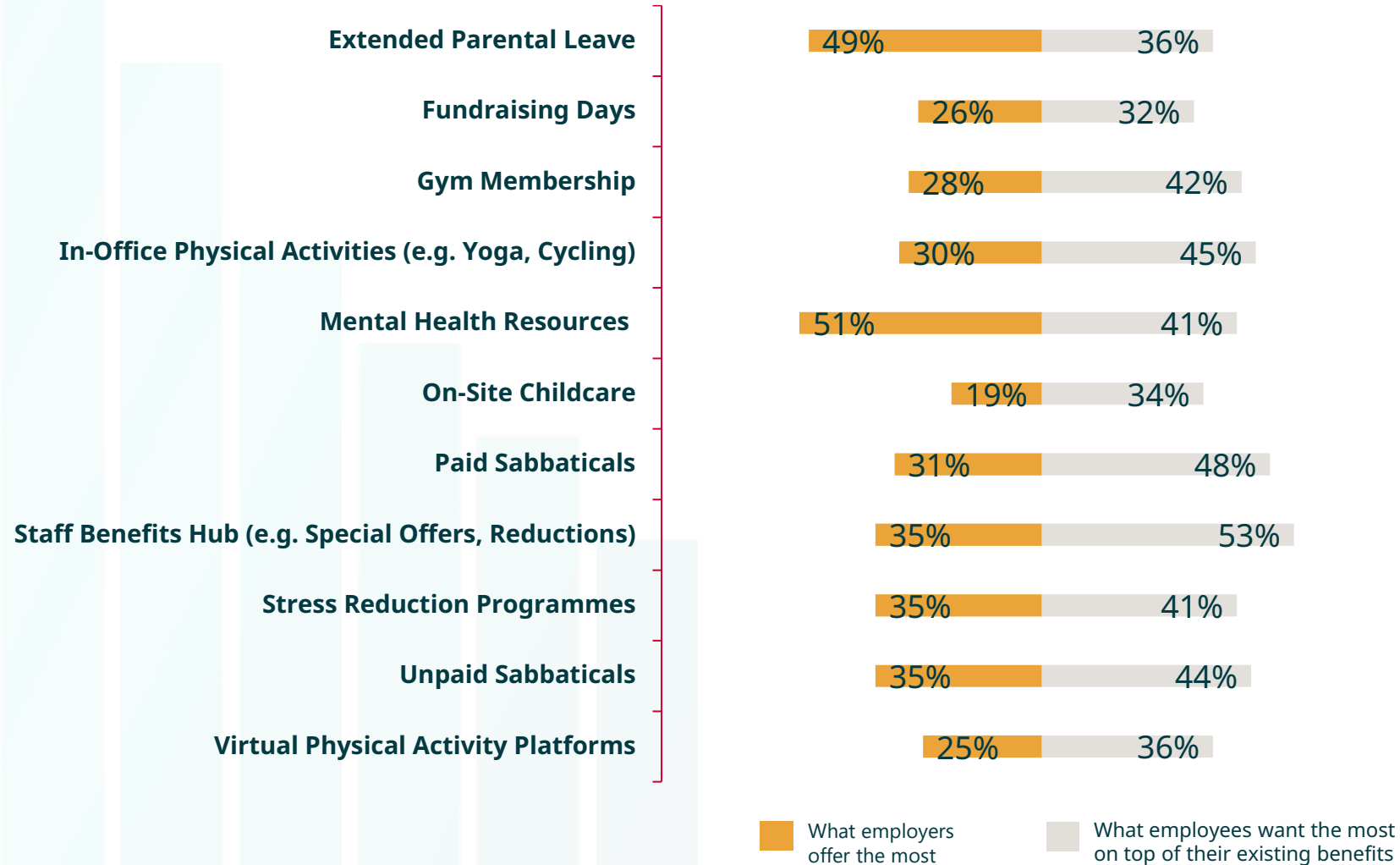


In a competitive market, companies need to present themselves as attractive employers in every possible way. And that includes, in addition to a competitive salary, an attractive package of benefits, perks and insurances.

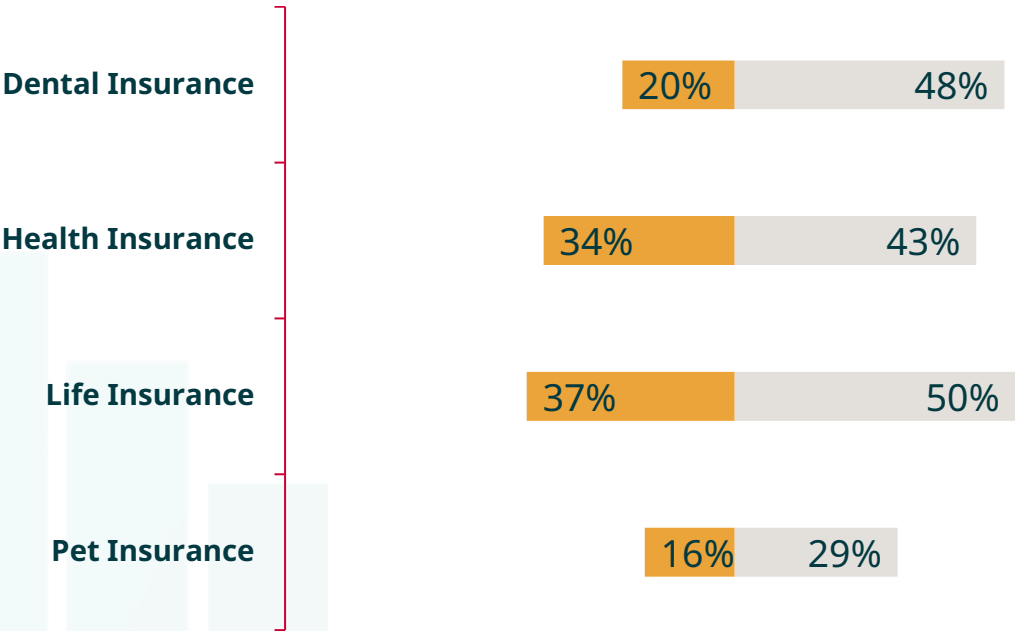




In a competitive market, companies need to present themselves as attractive employers in every possible way. And that includes, in addition to a competitive salary, an attractive package of benefits, perks and insurances.



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.

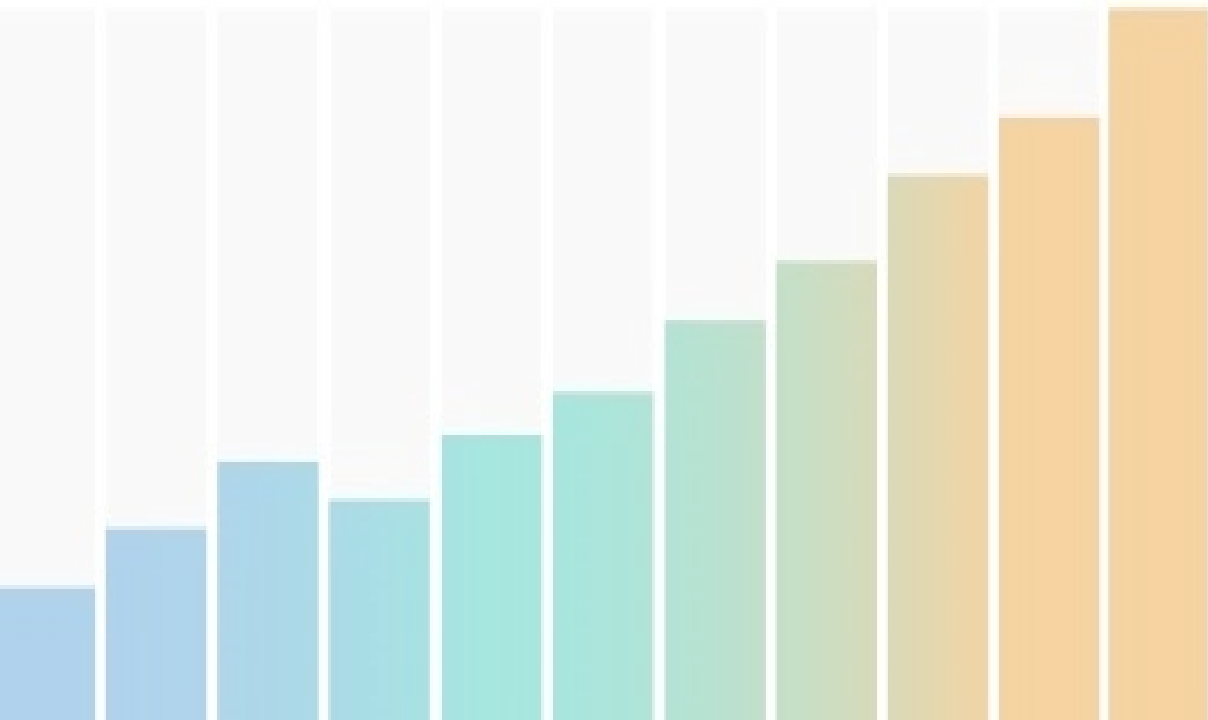


What employers offer the most What employees want the most on top of their existing benefits

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 750 respondents using an online data collection methodology. The respondents represent 250 employers and 500 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 Netherlands.



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 customer 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.

roberthalf.nl





	JOBTITLE	25th	50th	75th
Accounting	Accounting Clerk	35.013	38.880	46.656
	AR / AP / Assistant Accountant	35.733	39.112	47.223
	Assistant Controller	47.672	51.995	56.668
	Bookkeeper / GL Accountant	50.840	55.130	60.248
	AP / AR Team Lead	59.386	67.296	75.205
	Senior Accountant	61.527	68.754	81.157
	Head of Finance & Accounting	64.812	71.280	75.142
	Accounting Manager	68.190	76.541	85.092
Controlling	Plant Controller	67.312	79.452	91.312
	Business Controller	67.845	77.541	87.728
	Financial Controller	69.785	75.125	81.254
	Group Controller	79.329	93.221	115.088
Credit Management	Credit Collector	39.887	42.697	47.103
	Credit Controller	45.294	51.841	59.011
	Credit Manager	70.125	77.452	83.412



	JOBTITLE	25th	50th	75th
Financial Management	Finance Manager	81.564	95.482	108.756
	Finance Director	125.514	141.256	159.427
	CFO	147.211	170.879	220.125
Financial/Business Analysis	Reporting Specialist	63.545	74.512	82.645
	Financial / Business Analyst	66.524	75.419	82.887
	Financial Planning & Analysis Manager	75.865	86.425	98.426
Internal Audit	Internal Auditor	59.799	72.002	84.628
Student Jobs	Student	27.216	31.104	33.696



	JOBTITLE	25th	50th	75th
Human Resources	HR Assistant / Recruiting Assistant	2.406	2.811	3.373
	Payroll Assistant / Officer	2.643	3.185	3.749
	HR Officer	2.841	3.518	4.349
	HR Generalist	4.496	4.769	5.153
	Recruiter – Talent Acquisition Specialist	5.076	5.384	5.615
	HR Business Partner	5.384	5.769	6.153
Logistics & Purchasing	Logistics Administrator	2.319	2.622	2.850
	Transport Coordinator	2.475	2.757	3.385
	Purchasing Assistant	2.635	2.907	3.167
	Supply Chain Assistant / Officer	2.654	2.973	3.198
Management Support	Secretary	2.463	2.914	3.556
	Personal Assistant / Management Assistant	2.768	3.209	3.934
Marketing & PR	Marketing & PR Assistant	2.341	2.738	3.222
Office Support	Data Entry Administrator	2.309	2.598	2.722
	All-Round Administrative Support	2.381	2.656	2.851
	Receptionist	2.428	2.788	3.075
	Legal Assistant	2.587	2.889	3.369
	Office Manager	2.684	3.265	3.992



	JOBTITLE	25th	50th	75th
Sales	Sales Assistant	2.353	2.593	3.092
	Order Administrator	2.363	2.555	2.908
	Customer Service Representative	2.378	2.673	3.194
Student Jobs	Student	2.155	2.495	2.710