



**JONATHAN LEE**

**SEARCH&SELECTION**

# **Talent Insights Report**

C-suite and Senior Management Insights





## About Us

For over four decades, Jonathan Lee Recruitment has been working in partnership with our clients, ranging from start-ups and SMEs to large corporates both in the UK and overseas.

**Our mission is to deliver solutions that help people to succeed and organisations to flourish, contributing to a better future for everyone.**

Our passionate, experienced team provides world-class permanent, contract and interim recruitment solutions supporting a wide range of roles.

With **over 85% repeat business** annually, we build relationships for the long-term.

## What to expect

Within this Talent Insights Report, we have utilised our technology-based solutions to provide you with up-to-date, real-world data, focusing on a wide range of C-suite and Senior Management roles within the automotive, EV and alternative fuel industries, as well as salary information on various roles in the UK.

The insights provided are collated from LinkedIn and Glassdoor, as well as from proprietary data and our experienced recruitment teams.

These insights are accurate as of August 2025. We hope you find this information of interest.

If you would like to discuss further or have any queries please contact the team at [website@jonlee.co.uk](mailto:website@jonlee.co.uk).

# Talent Pool Insights

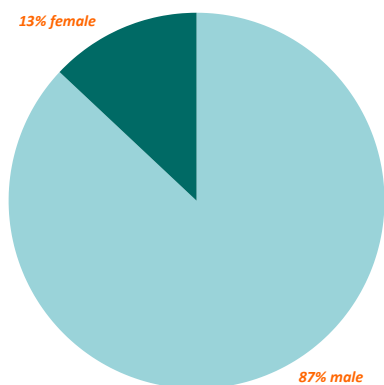
There were **67,527** of these professionals in the UK on LinkedIn. London was the top location in which they were based, followed by Manchester and Leeds.

Durham, West Midlands and West Sussex were all among the largest growth areas year-on-year in which these professionals were based.

The total number of professionals within this talent pool increased by **12%** in the last 12 months.



13% female



87% male

The gender diversity split of these professionals was **87% male** and **13% female**.

**2,871** of the **67,527** had changed jobs in the last year.

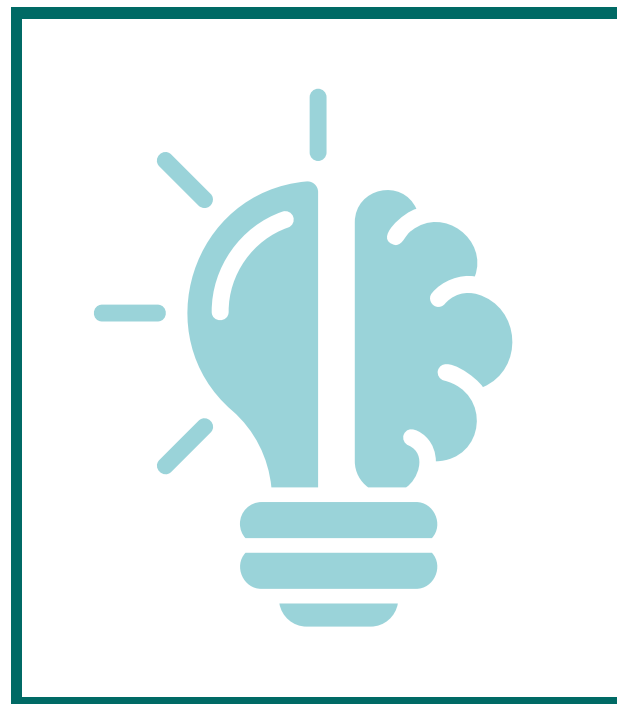
**63%** attained a **Bachelor's or Associate's Degree** and **23%** attained a **Master's Degree** as their highest level of education.

Based on the data found on LinkedIn the median tenure for these professionals was **3.6 years**. There were also **76 active job posts** for these roles advertised on LinkedIn as of 12 August 2025.

# Skills Insights

Based on the expertise of our recruitment consultants, the key skills typically associated with these roles include:

Operational Excellence | Innovation |  
Financial Acumen | Innovation and  
R&D Management | Stakeholder  
Communication | Risk + Compliance  
Oversight | Automotive Manufacturing  
Operations Management | Product  
Development | Continuous  
Improvement | Strategic Vision  
Team Leadership | Systems Integration  
Change Management



Over the last few years we have seen growth in a range of skills for these candidates including:

B2B Software | AI + Software Literacy |  
Cyber Security | Functional Safety | Client  
Retention Programs | Senior Stakeholder  
Management | People Management |  
Commercial Vehicle Data Analysis | Digital +  
Software Defined Vehicle Acumen | Strategic  
Sustainability + Circular Engineering | Strategic  
Agility | Innovation Management | Digital  
Transformation | Change Leadership | Adaptive  
Leadership + Creative Thinking



# Salary Ranges

Below we outline the average salary ranges for a variety of roles

Job Title	Pay Range
Chief Commercial Officer	£74,000 - £158,000
Managing Director	£68,000 - £150,000
Chief Executive Officer	£68,000 - £125,000
Chief Technology Officer	£80,000 - £151,000
Operations Director	£55,000 - £91,000
Sales Director	£67,000 - £109,000
Finance Director	£79,000 - £124,000
Human Resources Director	£73,000 - £121,000
Business Development Director	£57,000 - £93,000

## Jonathan Lee Search & Selection Team

Our search and selection recruitment services are tailored to identify and connect businesses with top-tier executive talent. Whether you're seeking executive-level professionals, board-level expertise, director or managerial appointments or comprehensive executive search and selection solutions, our dedicated team is committed to finding the perfect fit for your organisation.

If you would like any specific insights to help with your recruitment plans or talent management activities, we would be delighted to discuss how we can support you. Please get in touch: E: [search@jonlee.co.uk](mailto:search@jonlee.co.uk) | T: 01384 397555