Q3 2025

EMMERSON KITNEY
RECRUIT DIFFERENT

EXECUTIVE LEADERSHIP: THE 2025 OUTLOOK

HUMBER REGION (SELECTED ROLES)

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EXECUTIVE LEADERSHIP IN THE HUMBER... THE 2025 OUTLOOK

KEY FINDINGS FROM ACROSS THE HUMBER REGION...

The Humber region is undergoing significant growth and transformation. From its renewable energy hubs to thriving manufacturing and logistics sectors, businesses face unique challenges when securing the leaders who will guide them through both opportunity and disruption.

Finding the **right executives** is no longer just about filling a role, it's about understanding the **local market,** anticipating **sector trends,** and aligning leaders with both **strategy and culture.**

MARKET TRENDS SHAPING EXECUTIVE SEARCH...

AI & TECHNOLOGY INTEGRATION

- Technology is increasingly central to identifying and assessing talent. AI tools now reduce recruitment costs by up to 30% and can predict employee turnover with 87% accuracy.
- At Emmerson Kitney, we complement these tools with Thomas International psychometric testing, providing deeper insight into candidate potential and ensuring leadership decisions are informed by both data and human judgement.

SKILLS-BASED RECRUITMENT

- Employers are shifting focus from traditional qualifications to practical skills and sector-specific expertise. In the Humber region, this is particularly relevant for executives in renewable energy, logistics, and manufacturing, where specialised technical knowledge is essential.
- Over half of UK employers now prioritize skills over formal credentials, reflecting the need for adaptable leaders who can respond to emerging technologies and market shifts.

DIVERSITY, EQUITY & INCLUSION (DEI)

- DEI has moved from compliance to strategic imperative. 57% of UK businesses consider it central to recruitment decisions.
- For Humber businesses, attracting diverse talent strengthens leadership teams, improves decision-making, and drives innovation, especially in sectors like green technology and advanced manufacturing.

REGIONAL CHALLENGES IN LEADERSHIP RECRUITMENT

WHAT MAKES EXECUTIVE RECRUITMENT IN THE HUMBER UNIQUELY TOUGH?

Skills Gaps:
Emerging sectors such as renewable energy require executives who understand both traditional and green technologies.

Retention Pressures:
Leadership continuity is critical in a region where high turnover can impact growth and operational stability.

Sector Complexity:
Manufacturing, logistics, and ports each have distinct talent requirements, from operational know-how to strategic vision.

CASE IN POINT:
THE RIGHT LEADER AT THE RIGHT TIME

5 years ago, when Brocklesby Ltd faced the double blow of a devastating fire and the Covid-19 pandemic, the East Yorkshire business needed more than a safe pair of hands, it needed a proven leader.

Emmerson Kitney identified Neil Taylor as the standout candidate to succeed founder Rob Brocklesby as MD. With a track record of growing businesses and leading them through change, Neil is still in post 5 years on and has led multi million pounds reinvestment, following the rebuild of the site, helped sales surpass pre-lockdown levels and in 2022 was involved with realising shareholder value for Rob through the sale of Brocklesby to Nodic energy giant ST1.

This was a critical appointment that simply had to be right, and the results speak for themselves.

SME EXECUTIVE SALARY BENCHMARKS HUMBER REGION (SELECTED ROLES)

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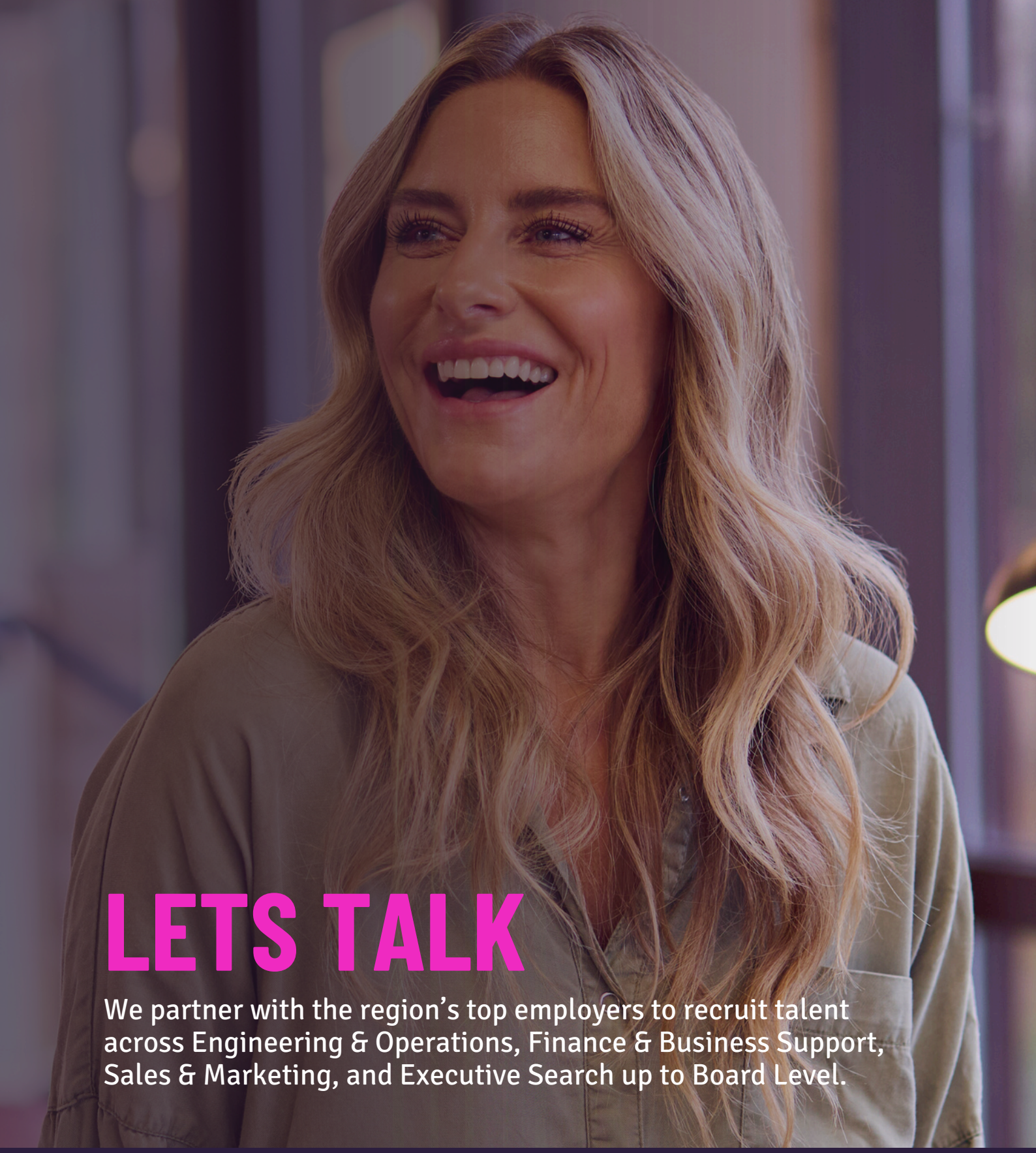
Sector	Managing Director	Finance Director	Operations Director	Sales Director*
Renewable Energy	£100-150k	£80-120k	£75-120k	£80-120k
Manufacturing & Engineering	£100-150k	£75-120k	£75-120k	£75-120k
Logistics & Ports	£100-130k	£70-100k	£70-120k	£75-100k

***Sales Director roles will also have an additional bonus structure attached to the basic salary.**

Please note these are basic salary benchmarks and illustrate the competitive landscape for leadership talent in Humber's key sectors, highlighting where strategic investment in executive recruitment can make a significant impact.

We believe that by observing these trends, understanding regional nuances, and leveraging tailored assessment tools, organisations can make more informed decisions about their next generation of leaders.



LETS TALK

We partner with the region's top employers to recruit talent across Engineering & Operations, Finance & Business Support, Sales & Marketing, and Executive Search up to Board Level.

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