

Salary Benchmarking Report

Multi-Site Operations Manager

GAUTENG · 2026 MARKET DATA

PURPOSE OF THIS REPORT

This report benchmarks salaries for Multi-Site and Branch Operations roles across Gauteng, drawing on current South African market data. It is designed to help employers set competitive, realistic offers and help candidates understand fair market value for these roles.

ROLE PROFILE

ROLE TITLE	Branch Manager / Area Manager / Regional Operations Manager
INDUSTRY	Multi-Site Retail, Franchise, Banking & Service Operations
REGION	Gauteng, South Africa
CORE RESPONSIBILITIES	Multi-branch oversight, staff management, operational standards, P&L accountability, regional coordination

SALARY BANDS BY EXPERIENCE

TIER	EXPERIENCE	ANNUAL SALARY RANGE (ZAR)
Junior	1-3 years	R220 000 – R350 000
Mid-Level	4-7 years	R350 000 – R550 000
Senior	8-12 years	R550 000 – R850 000
Specialist+	13+ years / Regional or National Ops Director	R850 000 – R1 150 000

Sources: Indeed South Africa, Glassdoor, PayScale, ERI SalaryExpert, BeBee (2026 market data).

MARKET AVERAGE SUMMARY

R540 000 NATIONAL AVERAGE	R650 000 GAUTENG AVERAGE	R550 000 MID-CAREER MEDIAN
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KEY FACTORS THAT INFLUENCE SALARY

- Number of branches or sites under direct oversight, and total headcount managed
- Sector — banking, FMCG and franchise retail typically pay above general single-brand retail
- P&L and budget accountability versus purely operational oversight
- Whether the role includes regional travel or oversight across provinces
- Track record scaling operations past a single location, which commands a premium

EJD RECOMMENDATION

As businesses scale past one location, the jump from a single branch manager to a true multi-site operator is where salary expectations shift most. For most Gauteng SMEs opening a second or third site, the Mid-Level band attracts a capable branch manager; once overseeing three or more sites with real P&L accountability, budget toward the Senior band.

RECOMMENDED STARTING BAND	Mid-Level (R350,000 – R550,000)
BEST FOR	SMEs operating 2–3 branches or sites
UPGRADE TO SENIOR IF	4+ sites, regional oversight, or full P&L accountability

This report reflects aggregated third-party market data as of 2026 and is intended as a general guide. Actual offers should account for specific role scope, company budget, and candidate experience.