



DESPITE UNCERTAINTY AROUND THE EU REFERENDUM, BUSINESSES MAINTAINED A ROBUST ATTITUDE TOWARDS RECRUITMENT. EXPORTERS, TECHNOLOGY FIRMS AND SHARED SERVICE CENTRES DROVE DEMAND ACROSS A RANGE OF DISCIPLINES.

2016 INSIGHT

Uncertainty around the EU referendum and the 'leave' result made recruiting within some areas of the market more challenging in 2016, particularly financial services. However, hiring levels did not decline dramatically as some had predicted and recruitment was robust across non-financial services markets.

In addition to large companies taking on staff, SMEs and start-ups represented major growth areas and opportunities for recruitment, particularly across fintech and other digital-related firms. Following the referendum, the comparatively low value of the pound provided a boost to manufacturing and exports by increasing sales, creating opportunities for supply chain, procurement and finance professionals.

Regional hubs experienced high levels of recruitment, driven by local business growth and an increasing number of multinational shared

service centres creating and migrating middle and back office associated roles.

2017 EXPECTATIONS

Initial plans communicated by the government around timelines and the process for leaving the EU provided some certainty for businesses, and in turn, increased confidence levels among jobseekers and employers.

Financial services and related industries may continue to be impacted by global macroeconomic and geopolitical factors, including the knock-on effects from elections in the USA and Europe. However, the control functions of risk, compliance and audit should continue growing strongly. With the possibility of financial market instability, some hedge funds, broker/dealers and other investment management firms could benefit from changing economic conditions, and therefore may look to increase headcount.

Outside financial services, we anticipate that corporate hiring trends will be consistent with the second half of 2016, particularly in the growing digital and technology sector. E-commerce, fintech and big data analytics should represent growth areas in the UK, with specialists in these fields highly sought after.

The reduced value of the pound will continue to benefit exporters and encourage investment from overseas entities, where the relative value of the pound has made the UK an attractive prospect for international investors. As the government begins directly negotiating trade agreements outside the EU, we anticipate growth in demand for legal negotiators, project managers and financial specialists, as the UK establishes new international trading relationships.

Salaries were largely stable throughout 2016 and we expect this to continue in 2017. Specialist skill sets will still command a premium, particularly in areas suffering from candidate shortages. Experts in emerging fields such as fintech should be able to negotiate relatively high salaries compared to other more established industries. Finance, procurement, supply chain, digital and technology will also continue providing a premium to those candidates with in-demand skills.

In 2017, attracting top professionals will require flexibility around hiring criteria (at all levels), with many employers being required to focus on transferable skills. For more senior roles, employers are increasingly considering hiring professionals from outside their sector to bring fresh perspectives.



Global macroeconomic trends, in parallel with Brexit, will create a changing environment for financial services, resulting in more opportunities for risk, compliance, legal and projects professionals.



MOTIVATION FOR CHANGING JOBS

42% (Pay & Bonus Survey 2016)

Of professionals motivated by career progression

28% (Pay & Bonus Survey 2016)

Motivated by a pay rise

94% (Whitepaper)

Of professionals are open to a job approach even when not actively looking

KEY FINDINGS

Shared service centres were a major source of hiring in regional hubs outside of London, particularly the North West, the Midlands and the South East.

The low value of the pound encouraged foreign investment and provided a boost to exporters.

TOP FOUR IN-DEMAND SKILL SETS

(Salary Survey 2017)



Digital



Legal



Compliance



Projects



Of professionals base job decisions on employee review sites

Whitepaper: Engineering New Talent Pools to Combat Skills Shortages, 2015.

OVERVIEW

ACCOUNTING & FINANCE

Across the first half of 2016, demand for accountancy and finance professionals was consistent within commerce and industry. While there was a brief downturn in hiring in the immediate wake of Britain's referendum on the EU, recruitment activity quickly recovered. After the vote, many employers favoured temporary over permanent hiring, while new long-term strategies were developed. However, the decline in job volumes was less serious than anticipated, with the media, FMCG and hospitality sectors remaining buoyant.

Employers faced skills shortages when looking to recruit part-qualified and newly-qualified CIMA professionals into 'core' transactional roles with the aim of long-term retention and internal upskilling.

Across the UK regions, high levels of investment drove demand for junior and mid-level finance professionals with a mixture of core and strategic skills. Despite a slight fall in job volumes immediately following the referendum, the number of vacancies recovered quickly, with employers looking to increase headcount in the second half of the year. In addition, shared service centres for major international firms based in the North West and the Midlands drove demand.

Financial services by contrast experienced a challenging year with many banks and financial institutions restricting recruitment in light of the uncertainty around Britain's future relationship

with the European Union. The busiest areas for recruitment were in regulatory roles, with highest demand for junior professionals.

In 2017 we anticipate that demand for finance professionals will remain high across commerce and industry, with SMEs in the Midlands and the North West playing a growing role in driving demand. Tech, e-commerce, digital and media are all expected to be high growth areas and new start-ups in these sectors will create vacancies for finance professionals.

Salaries for junior to mid-level candidates are likely to see the strongest growth, with employers also embracing flexible working and other initiatives to improve work-life balance in order to secure top talent.

Contract hiring is likely to increase across commerce and industry and financial services with employers looking for a more flexible workforce as business conditions change due to the impact of Brexit. Within investment management we also expect to see contract roles become available for professionals with regulatory experience, while London-based SMEs within fintech and insurance are less likely to actively increase headcount.

COMPLIANCE

Despite uncertainty in the first half of 2016 ahead of the EU referendum, the Market Abuse Regime and MIFID regulations drove steady demand for compliance professionals throughout the year. Employers favoured

specialists over generalists, particularly in financial crime compliance, with junior to mid-level professionals accounting for the bulk of hiring, leading to a shortage of suitable candidates and driving up salaries at this level.

We anticipate a degree of uncertainty will persist among banks and financial services as Britain's status outside Europe is decided. However, high confidence among employers, combined with the ongoing need to ensure compliance with regulations, will lead many employers to take on compliance monitoring personnel at the VP and AVP level.

Salaries are likely to see the strongest growth in frontline advisory roles on the trading floor, particularly for junior and mid-level professionals in these areas. We also anticipate that employers will become more open to candidates from non-traditional backgrounds such as asset management, hedge funds and insurance.

HUMAN RESOURCES

HR hiring started slowly in 2016, with uncertainty ahead of the EU referendum leading many employers to delay hiring processes. Internal recruitment and talent specialists did however see demand for their skills, in contrast to 2015 where HR generalists were particularly sought after. Mid-level and senior professionals saw the highest demand for their skills, though junior roles were still available. While temporary and permanent positions were largely balanced in the first half of the year, employers favoured contract roles following the outcome of the EU referendum.

KEY TRENDS

- ▶ Skills shortages remain a challenge for employers. A positive working culture, good work-life balance and prospects for structured career progression will be key to securing top talent.
- ▶ Digital, technology and e-commerce were major growth sectors in 2016 and are expected to remain so in 2017, driving demand for a range of IT specialists.
- ▶ Demand for legal negotiators, project managers and financial specialists will grow as the UK establishes international trading relationships outside the EU.
- ▶ While financial services will be impacted by international economic and political factors, control functions such as risk, compliance and audit are expected to see continued growth.

In 2017 compensation and benefits specialists will be actively sought, particularly for contract positions, as large organisations move to comply with new regulations requiring them to publish relative rates of pay for men and women. With few employers having taken on generalists this year it is likely that these professionals will be in higher demand in 2017. To attract top talent, employers will need to offer competitive salaries as well as emphasising positive working culture and career development.

INFORMATION TECHNOLOGY

In 2016 we saw demand for IT professionals continue to rise, with e-commerce, retail and digital specialists in high demand. Mid-level roles such as project managers with experience in business intelligence and big data were particularly common. Developers were also highly sought after as employers looked to optimise their online and mobile revenue streams.

Demand for IT professionals remained high before and after the referendum, with the volume of permanent vacancies in particular increasing in the wake of the vote. Overall, demand for candidates outstripped supply, with

employers prepared to offer training to high potential professionals with long-term retention a central aim.

Employers will continue to actively hire in 2017, with predictive analytics specialists expected to be highly sought after by government agencies, financial services firms and large retailers. In addition, cyber security specialists can expect to be in demand from these sectors, while SMEs and start-up firms will be active in recruiting software developers.

LEGAL

Recruitment activity across financial services, commerce and private practice increased following the results of the EU referendum, despite a sluggish start to 2016. Demand from offshore employers was steady throughout the year, with activity increasing somewhat due to the Panama Papers leak. In financial services, senior professionals such as general counsels were in demand as smaller banks looked to bring their legal functions in-house in favour of outsourcing.

Across commerce and industry, demand was highest for junior and mid-level candidates,

though more senior positions became available in the second half of the year. With the exception of oil and gas, hiring levels across all sectors remained strong through 2016. In the Midlands, local firms moved to increase salaries for mid to senior level professionals as competition for talent became fiercer in the second half of the year. Demand was particularly high for corporate, commercial and real estate specialists.

In 2017 pressure from regulators will drive demand in financial services, particularly for contractors. MIFID, margin reform and repapering for uncleared OTC derivatives will play key roles motivating employers to take on compliance professionals, particularly at the senior end of the market. Offshore firms will also look to hire regulatory specialists, as well as transactional lawyers.

Outside financial services, demand will focus on junior professionals with experience in corporate, commercial and tech industries. Private practice firms will drive demand for regulatory legal professionals, and those with a background in trade and EU law, as firms prepare for Brexit.

OPERATIONS

Uncertainty around the EU referendum stifled recruitment somewhat in 2016 with much non-essential hiring placed on hold. Demand was highest for professionals at the senior to mid-level, with candidates possessing structured or exotic product experience particularly sought after. Professionals with regulatory experience in reporting, transactions and CASS were also in demand. Changes in collateral management and uncertainty caused by the EU referendum led many employers to favour contract roles over permanent ones to manage costs.

The specialist nature of the skills needed for complex product roles, combined with banks investing more into these areas led to a shortage of suitably qualified professionals. Additionally, ongoing regulatory reform continued, driving demand for candidates with a compliance background and creating fierce competition for top talent. Despite this, salaries remained relatively stable with the exception



OVERVIEW

OPERATIONS (CONTINUED)

of certain regulatory roles such as CASS and transaction reporting, where professionals moving jobs could secure salary increases of 5-10%. We anticipate similar trends in 2017.

With deadlines fast approaching for regulatory reform, we expect strong demand for compliance operations specialists. In 2017, with conditions somewhat more predictable, employers will become more active in hiring for these roles again. Given the largely static nature of salaries in 2016, it is also likely that wages will rise, particularly in the case of contractors.

PROJECTS, CHANGE & TECHNOLOGY

Hiring was muted in the first half of 2016 with many financial services firms freezing non-essential recruitment, attributing their decisions to global financial uncertainty rather than the EU referendum. In the second half of the year, hiring volumes increased significantly as confidence rose among employers and jobseekers. Recruitment activity was driven in particular by UK banks ring-fencing deposit activity from investment banking in order to comply with recommendations from the Vickers Report, spurring demand for projects professionals.

In 2017 demand for data, compliance and regulatory change professionals will dominate hiring, reflecting trends we have seen for the past few years. As a result of ongoing demand, hiring managers are likely to struggle to recruit professionals with MIFID and bank ring-fencing experience. Employers looking to secure top talent will need to focus on making hiring processes more efficient and moving quickly to make an offer as candidates are likely to be interviewing with several firms simultaneously. Despite demand for junior and mid-level professionals outstripping supply, we do not expect to see significant salary increases as hiring managers may still struggle to gain sign off for more generous compensation and are restricted by internal salary bandings.

RISK

During the first half of 2016, hiring managers took a cautious approach to recruitment, delaying non-essential hiring until the results of the EU referendum were known. Following the result, market risk hiring in particular rose in London, with talent shortages driving front office risk managers into more regulatory focused roles such as Volcker, FRTB and regulatory liaison. Risk professionals were also in demand in the Midlands, Northern England and Scotland, as a result of some banks relocating risk functions outside of London.

Most banks looked to improve operational risk frameworks to achieve key regulatory deliverables. Large and mid-sized businesses increased external hiring as they were unable to source the required skills internally and were reluctant to outsource risk functions. As a result, demand increased for generalist risk professionals to cover all aspects of the risk and regulatory framework.

Hiring is likely to increase in 2017 with regulatory deliverables and a more robust attitude to risk management driving activity. Talent across all disciplines will remain in short supply within both the permanent and contract markets. Professionals specialising in emerging risks such as information security risk and cyber risk will be at the forefront of hiring, in addition to those with risk methodology/change expertise.

SECRETARIAL & SUPPORT

Secretarial and support recruitment was buoyant throughout 2016. Junior professionals were highly sought after across all industries, with employers favouring high-potential candidates as opposed to those with specific skill sets. We also saw companies becoming more open to flexible working hours, part-time positions and job share roles, with this trend expected to persist in 2017. With many financial and professional services firms streamlining their support functions, team assistants with a proven track record of supporting large teams have been in high demand.

With confidence still high among employers, we expect demand for support professionals to continue in 2017, particularly mid-level professionals with office and project management experience and high-potential junior candidates.

SUPPLY CHAIN & PROCUREMENT

Procurement recruitment was limited in the first half of 2016 as employers held off making hiring decisions ahead of the EU referendum, though demand for supply chain professionals was less impacted. Hiring increased following the vote, with mid-level procurement contractors particularly popular in financial services. Mid-level supply chain and logistics professionals were also highly sought after, particularly in retail.

The volume of senior roles increased as smaller financial firms looked to develop their own in-house procurement functions. Industry regulations such as SYSC8 drove demand for vendor management professionals, pushing up salaries for those with relevant experience. Outside of financial services, demand was focused on procurement professionals who could deliver immediate return on investment, with leisure and hospitality being major growth sectors.

In 2017 demand for senior procurement contractors will continue, with professionals possessing IT procurement experience most sought after. Employers in pharmaceuticals, FMCG and e-commerce will actively look to recruit supply chain professionals, particularly category managers. Employers outside of financial services are likely to be more resistant to salary increases, though highly desirable candidates will still be able to secure pay rises.

TAXATION

In 2016 compliance and reporting tax professionals were most sought after, particularly those at junior to mid-level. Hiring was consistent despite economic uncertainty surrounding Brexit. Employers faced skills shortages at the junior level, which pushed up

salaries for newly-qualified tax professionals. Permanent roles dominated recruitment with few interim contracts available.

Early 2017 will see activity in terms of interim hiring as businesses prepare for the first periods of BEPS and FATCA reporting, with vacancies across all levels of seniority. Job volumes are also likely to continue increasing in moderate advisory and restructuring work, creating opportunities for mid-level candidates. Salaries will remain stable at the senior end while junior and newly-qualified professionals will enjoy pay increases when moving roles.

TREASURY

2016 was an active year for treasury recruitment with a particular shortage of candidates at the junior end for positions such as treasury analyst and treasury dealer. Despite this, hiring managers maintained strict hiring criteria, compounding the lack of candidates.

Hiring activity was largely unaffected by the EU referendum. However, the declining value of the pound following the vote led many employers to recruit treasury professionals to oversee international risk and cash management.

2017 will see demand for junior professionals continue, with employers potentially offering higher salaries to secure top talent, as well as offering more generous benefits packages and structured career progression.



LONDON

ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER DAY (PAYE) GBP (£)	
	2016	2017	2016	2017
Financial Control/Management Reporting				
Director (8+ yrs' PQE)	110k+	110k+	550+	550+
Vice President (5 - 10 yrs' PQE)	75 - 110k	75 - 110k	425 - 550	425 - 550
Assistant Vice President (3 - 5 yrs' PQE)	65 - 80k	65 - 80k	350 - 425	350 - 425
Associate (newly-qualified - 3 yrs' PQE)	55 - 70k	55 - 70k	275 - 375	275 - 375
Product Control				
Director (8+ yrs' PQE)	115k+	115k+	550+	550+
Vice President (5 - 10 yrs' PQE)	80 - 120k	80 - 120k	425 - 550	425 - 550
Assistant Vice President (3 - 5 yrs' PQE)	65 - 85k	60 - 80k	350 - 450	350 - 450
Associate (newly-qualified - 3 yrs' PQE)	55 - 70k	50 - 65k	275 - 375	275 - 375
Internal Audit				
Director (8+ yrs' PQE)	110k+	110k+	550+	550+
Vice President (5 - 10 yrs' PQE)	80 - 120k	80 - 120k	425 - 550	425 - 550
Assistant Vice President (3 - 5 yrs' PQE)	70 - 90k	75 - 90k	375 - 450	375 - 450
Associate (newly-qualified - 3 yrs' PQE)	55 - 70k	60 - 75k	275 - 375	275 - 375
Regulatory Policy				
Director	115k+	120k+	650+	650+
VP	80 - 120k	85 - 120k	450 - 600	450 - 600
AVP	70 - 85k	70 - 85k	350 - 450	350 - 450
Regulatory Reporting				
Director	110k+	110k+	650+	650+
VP	80 - 100k	80 - 110k	450 - 600	450 - 600
AVP	60 - 80k	60 - 90k	350 - 450	350 - 450
Valuations				
Director	110k+	120k+	600+	600+
VP	85 - 110k	85 - 120k	450 - 600	450 - 600
AVP	60 - 80k	60 - 80k	350 - 500	350 - 500
Treasury - Financial Services				
Treasury Accountant (3 - 5 yrs' PQE)	55 - 70k	55 - 70k	450 - 550	450 - 550
Capital Management (3 - 5 yrs' PQE)	60 - 80k	60 - 80k	475 - 600	475 - 600

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

LONDON

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER DAY (PAYE) GBP (£)	
	2016	2017	2016	2017
Qualified				
CFO (FTSE 100)	500k+	500k+	1200+	1200+
Finance Director (large org)	250k+	250k+	1200+	700+
Financial Controller (large org)	160k+	160k+	700+	700+
Finance Director (small/med org)	80 - 140k	80 - 140k	500 - 700	400 - 700
Financial Controller (small/med org)	65 - 85k	65 - 85k	300 - 450	330 - 500
Finance Manager	65 - 85k	65 - 85k	275 - 380	300 - 400
FP&A Manager	65 - 90k	65 - 90k	325 - 400	350 - 500
Analyst	55 - 80k	50 - 80k	280 - 380	275 - 350
Group Accountant	50 - 75k	50 - 75k	275 - 400	300 - 450
Newly-qualified ACA	45 - 52k	47 - 53k	250 - 275	250 - 275
Newly-qualified CIMA	45 - 52k	45 - 52k	200 - 250	225 - 275
Newly-qualified ACCA	42 - 52k	42 - 52k	200 - 250	225 - 250
Part and Non-qualified				
ACCA Part 3/CIMA Strategic	38 - 45k	38 - 45k	180 - 225	190 - 225
ACCA Part 2/CIMA Management	34 - 38k	34 - 38k	155 - 190	160 - 200
ACCA Part 1/CIMA Operational	26 - 32k	28 - 32k	125 - 160	130 - 160
Finance Manager	40 - 60k	40 - 60k	200 - 260	180 - 260
Credit Control Manager	38 - 100k	40 - 100k	160 - 300	180 - 300
Revenue/Billings Manager	35 - 65k	38 - 65k	145 - 240	180 - 250
Business/Financial Analyst	35 - 65k	38 - 50k	180 - 300	180 - 230
Payroll Manager	40 - 80k	45 - 80k	150 - 250	170 - 275
Purchase/Sales Ledger Manager	35 - 50k	38 - 65k	150 - 250	150 - 250
Purchase/Sales Ledger Assistant	23 - 30k	21 - 28k	100 - 140	100 - 140
Accounts Assistant	24 - 30k	24 - 30k	100 - 140	105 - 140
Credit Controller	25 - 35k	25 - 35k	110 - 150	110 - 150
Payroll Officer	22 - 32k	22 - 32k	100 - 130	100 - 135
Graduate	20 - 27k	20 - 28k	85 - 120	85 - 120

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LONDON

ACCOUNTING & FINANCE INVESTMENT MANAGEMENT FINANCE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER DAY (PAYE) GBP (£)	
	2016	2017	2016	2017
Financial Control				
CFO/Finance Director	150k+	150k+	700+	700+
Financial Controller	90 - 140k	90 - 140k	500+	500+
Finance Manager	75 - 90k	75 - 90k	400+	400+
Financial Accountant (3+ yrs' PQE)	65 - 75k	60 - 75k	350+	350+
Financial Accountant (0 - 3 yrs' PQE)	55 - 65k	50 - 60k	275+	275+
Assistant Accountant	25 - 35k	27 - 40k	180 - 250	180 - 250
Mgt Reporting/Financial Planning & Analysis				
Head of Management Reporting/FP&A	90 - 115k	85 - 110k	450+	450+
Senior Management Accountant/FP&A Manager (3+ yrs' PQE)	70 - 85k	70 - 85k	375+	375+
Management Accountant/FP&A Analyst (0 - 3 yrs' PQE)	55 - 70k	50 - 70k	300+	300+
Fund Accounting				
Fund Controller	90 - 110k	80 - 110k	550+	550+
Fund Accountant (3+ yrs' PQE)	75 - 90k	65 - 80k	475+	475+
Fund Accountant (0 - 3 yrs' PQE)	55 - 70k	50 - 65k	275+	275+
Internal Audit				
Head of Internal Audit	110 - 130k	115 - 140k	800 - 1200	800 - 1200
Internal Audit Manager	90 - 110k	90 - 115k	500 - 750	500 - 750
Internal Auditor (3+ yrs' PQE)	70 - 90k	70 - 90k	350 - 500	350 - 500
Internal Auditor (0 - 3 yrs' PQE)	55 - 70k	55 - 70k	275 - 350	275 - 350

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LONDON

ACCOUNTING & FINANCE PRACTICE ACCOUNTING

ROLE	PERMANENT	
	SALARY PER ANNUM GBP (£)	
	2016	2017
Audit		
Director	85 - 130k	90 - 130k
Senior Manager	67.5 - 85k	70 - 85k
Manager	55 - 65k	55 - 65k
Senior	43 - 47k	44 - 50k
Corporate Finance		
Director	100 - 140k	100 - 140k
Senior Manager	65 - 90k	65 - 90k
Manager	55 - 70k	55 - 70k
Senior	45 - 53k	45 - 55k

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LONDON

COMPLIANCE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER DAY (PAYE) GBP (£)	
	2016	2017	2016	2017
Central Compliance				
6+ yrs' exp	100k+	115k+	700+	700+
4 - 6 yrs' exp	75 - 90k	75 - 90k	550 - 650	500 - 600
2 - 4 yrs' exp	60 - 75k	60 - 75k	400 - 500	300 - 400
0 - 2 yrs' exp	40 - 55k	40 - 55k	250 - 375	200 - 300
Trade Surveillance/Control Room				
6+ yrs' exp	100k+	100k+	650+	650+
4 - 6 yrs' exp	70 - 95k	70 - 95k	500 - 600	500 - 600
2 - 4 yrs' exp	50 - 70k	50 - 70k	375 - 500	375 - 500
0 - 2 yrs' exp	35 - 50k	35 - 50k	200 - 375	200 - 375
Product Advisory				
6+ yrs' exp	130 - 150k	130 - 150k	850+	800+
4 - 6 yrs' exp	85 - 125k	90 - 130k	600 - 800	600 - 800
2 - 4 yrs' exp	60 - 85k	60 - 90k	450 - 600	450 - 600
Financial Crime				
6+ yrs' exp	100k+	100k+	750+	750+
4 - 6 yrs' exp	75 - 95k	65 - 95k	500 - 700	500 - 700
2 - 4 yrs' exp	50 - 75k	45 - 65k	350 - 475	350 - 475
0 - 2 yrs' exp	35 - 50k	35 - 45k	200 - 350	200 - 350
Regulatory Affairs				
6+ yrs' exp	100k+	110k+	800+	800+
4 - 6 yrs' exp	80 - 95k	80 - 100k	600 - 750	600 - 750
2 - 4 yrs' exp	50 - 75k	50 - 75k	375 - 600	375 - 600
Monitoring/Assurance				
6+ yrs' exp	110k+	120k+	700+	700+
4 - 6 yrs' exp	80 - 100k	80 - 110k	450 - 650	450 - 650
2 - 4 yrs' exp	50 - 75k	50 - 75k	350 - 450	350 - 450
0 - 2 yrs' exp	30 - 45k	30 - 45k	200 - 350	200 - 350

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LONDON

INTERNAL AUDIT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER DAY (PAYE) GBP (£)	
	2016	2017	2016	2017
Internal Audit - Commerce & Industry				
Director of Internal Audit/VP of Internal Audit	140 - 180k	150 - 200k	700 - 1000	700 - 1000
Head of Internal Audit	110 - 140k	110 - 140k	600 - 800	600 - 800
Audit Director	90 - 110k	90 - 110k	500 - 650	500 - 650
Senior Internal Audit Manager	80 - 110k	80 - 100k	450 - 550	450 - 550
Internal Audit Manager	60 - 80k	60 - 90k	350 - 450	350 - 450
Senior Internal Auditor	50 - 70k	50 - 70k	250 - 350	250 - 350
Internal Auditor	45 - 55k	45 - 55k	250 - 300	250 - 300
Newly-qualified (still in practice)	40 - 50k	45 - 50k	220 - 275	220 - 275
Auditor (part-qualified)	35 - 45k	35 - 45k	180 - 250	180 - 250
Risk Management - Commerce & Industry				
CRO	140 - 180k	150 - 220k	700 - 1000	700 - 1000
Head of Risk	110 - 140k	100 - 150k	600 - 800	600 - 800
Risk Director/Senior Manager	80 - 110k	100 - 150k	450 - 650	450 - 650
Risk Manager	60 - 80k	100 - 150k	350 - 450	350 - 450
IT Audit - Commerce & Industry				
Head of IT Audit	100 - 140k	110 - 150k	550 - 800	550 - 800
IT Audit Senior Manager	80 - 100k	90 - 110k	450 - 600	450 - 600
IT Audit Manager	65 - 80k	70 - 90k	375 - 500	375 - 500
IT Auditor	50 - 70k	50 - 70k	275 - 400	275 - 400
Internal Controls - Commerce & Industry				
Head of Internal Control	80 - 110k	90 - 120k	450 - 650	450 - 650
Internal Control Manager	60 - 85k	65 - 90k	350 - 500	350 - 500
Internal Control Analyst	45 - 65k	50 - 65k	250 - 400	250 - 400

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LONDON

LEGAL COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER DAY (PAYE) GBP (£)	
	2016	2017	2016	2017
IT/Telecoms/Business Services/Pharma				
General Counsel/Legal Director	115k+	120k+	450+	450+
7 - 8 yrs' PQE	85 - 115k	90 - 120k	350 - 500	400 - 500
4 - 6 yrs' PQE	70 - 100k	70 - 105k	300 - 420	325 - 400
1 - 3 yrs' PQE	50 - 80k	55 - 80k	220 - 325	250 - 325
Newly-qualified	45 - 55k	48 - 60k	175 - 220	180 - 225
Contracts Manager	30 - 60k	35 - 60k	150 - 250	180 - 300
Paralegal	25 - 35k	27 - 36k	120 - 160	125 - 150
Construction/Energy/Manufacturing/Engineering				
General Counsel/Legal Director	115k+	120k+	475+	450+
7 - 8 yrs' PQE	85 - 125k	90 - 130k	350 - 525	400 - 500
4 - 6 yrs' PQE	70 - 100k	70 - 105k	300 - 450	320 - 380
1 - 3 yrs' PQE	55 - 80k	55 - 85k	230 - 350	240 - 320
Newly-qualified	45 - 55k	48 - 58k	180 - 230	175 - 220
Contracts Manager	30 - 60k	35 - 60k	175 - 275	170 - 250
Paralegal	26 - 40k	27 - 42k	125 - 170	125 - 150
Media/FMCG/Retail/Leisure				
General Counsel/Legal Director	100k+	110k+	450+	450+
7 - 8 yrs' PQE	75 - 110k	80 - 115k	350 - 450	375 - 450
4 - 6 yrs' PQE	62 - 90k	65 - 95k	280 - 380	300 - 375
1 - 3 yrs' PQE	48 - 70k	55 - 75k	200 - 300	240 - 300
Newly-qualified	45 - 50k	48 - 55k	160 - 200	170 - 210
Contracts Manager	25 - 35k	28 - 38k	120 - 200	160 - 250
Paralegal	24 - 32k	27 - 35k	110 - 140	125 - 150

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LONDON

LEGAL FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER HOUR (PAYE) GBP (£)	
	2016	2017	2016	2017
Investment Banking				
10+ yrs' PQE	120k+	130k+	75+	95+
7 - 9 yrs' PQE	110 - 175k	110 - 180k	65 - 85	70 - 90
5 - 6 yrs' PQE	90 - 150k	90 - 150k	55 - 75	60 - 80
4 yrs' PQE	85 - 120k	85 - 120k	45 - 70	50 - 75
3 yrs' PQE	70 - 110k	70 - 110k	40 - 60	45 - 65
2 yrs' PQE	65 - 95k	65 - 95k	35 - 65	40 - 70
1 yr PQE	50 - 75k	50 - 75k	30 - 50	35 - 55
Investment Management/Private Wealth				
10+ yrs' PQE	120k+	130k+	80+	90+
7 - 9 yrs' PQE	95 - 140k	95 - 140k	65 - 85	70 - 90
5 - 6 yrs' PQE	90 - 120k	90 - 120k	60 - 80	65 - 85
4 yrs' PQE	85 - 110k	85 - 110k	55 - 75	60 - 80
3 yrs' PQE	80 - 100k	80 - 100k	50 - 70	55 - 75
2 yrs' PQE	75 - 90k	75 - 90k	45 - 65	50 - 70
1 yr PQE	70 - 85k	70 - 85k	30 - 50	35 - 55
Retail Banking & Insurance				
10+ yrs' PQE	90 - 130k	90 - 140k	70+	80+
7 - 9 yrs' PQE	80 - 110k	80 - 110k	60 - 80	65 - 85
5 - 6 yrs' PQE	70 - 90k	70 - 90k	55 - 75	60 - 80
4 yrs' PQE	60 - 80k	60 - 80k	50 - 70	55 - 75
3 yrs' PQE	55 - 75k	55 - 75k	45 - 65	50 - 70
2 yrs' PQE	50 - 70k	50 - 70k	35 - 55	40 - 60
1 yr PQE	45 - 60k	45 - 60k	30 - 45	35 - 50

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

LONDON

LEGAL FINANCIAL SERVICES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER HOUR (PAYE) GBP (£)	
	2016	2017	2016	2017
Documentation				
10+ yrs' PQE	120k+	130k+	90+	95+
7 - 9 yrs' PQE	95 - 125k	100 - 125k	70 - 90	75 - 95
5 - 6 yrs' PQE	85 - 115k	90 - 110k	55 - 70	60 - 80
4 yrs' PQE	80 - 110k	80 - 100k	50 - 65	50 - 75
3 yrs' PQE	75 - 95k	65 - 85k	45 - 60	45 - 70
2 yrs' PQE	65 - 85k	55 - 70k	35 - 55	30 - 45
1 yr PQE	50 - 75k	45 - 65k	30 - 45	25 - 40

COMPANY SECRETARY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER HOUR (PAYE) GBP (£)	
	2016	2017	2016	2017
Plc				
Company Secretary	130 - 300k	130 - 300k	80+	85+
Deputy Company Secretary	85 - 150k	85 - 150k	30 - 65	30 - 70
Assistant Company Secretary	55 - 80k	55 - 85k	30 - 50	30 - 55
Company Secretarial Assistant	35 - 45k	35 - 50k	20 - 25	20 - 30
Ltd Company				
Company Secretary	90 - 150k	90 - 155k	65+	70+
Deputy Company Secretary	70 - 100k	70 - 110k	30 - 60	30 - 65
Assistant Company Secretary	45 - 60k	45 - 60k	20 - 35	20 - 40
Company Secretarial Assistant	30 - 40k	30 - 40k	15 - 25	15 - 25

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

LONDON

LEGAL PRIVATE PRACTICE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER HOUR (PAYE) GBP (£)	
	2016	2017	2016	2017
US Firm (New York)				
7 yrs' PQE - Partner	170k+	230k+	70+	70+
6 yrs' PQE	145 - 170k	190 - 230k	55 - 65	60 - 70
5 yrs' PQE	130 - 160k	175 - 210k	50 - 55	55 - 65
4 yrs' PQE	122 - 142k	160 - 195k	45 - 55	50 - 60
3 yrs' PQE	115 - 132k	145 - 176k	42 - 55	45 - 55
2 yrs' PQE	110 - 123k	130 - 157k	40 - 50	40 - 50
1 yr PQE	98 - 108k	115 - 135k	35 - 46	35 - 45
Newly-qualified	94 - 103k	100 - 125k	30 - 40	30 - 40
Paralegal	35 - 45k	35 - 45k	22 - 35	25 - 30
US Firm (Mid-Atlantic)				
7 yrs' PQE - Partner	140k+	150k+	60+	65+
6 yrs' PQE	120 - 150k	120 - 180k	50 - 60	60 - 65
5 yrs' PQE	110 - 140k	110 - 170k	45 - 55	55 - 60
4 yrs' PQE	97 - 120k	100 - 135k	40 - 50	50 - 55
3 yrs' PQE	90 - 112k	90 - 140k	35 - 45	45 - 50
2 yrs' PQE	80 - 110k	80 - 120k	35 - 40	40 - 45
1 yr PQE	75 - 98k	75 - 110k	30 - 38	35 - 40
Newly-qualified	67 - 92k	67 - 100k	28 - 35	30 - 35
Paralegal	30 - 40k	30 - 40k	20 - 25	20 - 25

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

LONDON

LEGAL PRIVATE PRACTICE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER HOUR (PAYE) GBP (£)	
	2016	2017	2016	2017
City Firm				
7 yrs' PQE - Partner	120k+	140k+	45+	60+
6 yrs' PQE	93 - 130k	93 - 150k	40 - 50	55 - 60
5 yrs' PQE	87 - 120k	87 - 130k	35 - 47	50 - 55
4 yrs' PQE	77 - 108k	77 - 120k	35 - 42	45 - 50
3 yrs' PQE	72 - 115k	72 - 115k	30 - 40	40 - 45
2 yrs' PQE	65 - 104.5k	65 - 110k	25 - 38	35 - 40
1 yr PQE	63 - 92.6k	63 - 100k	25 - 32	30 - 35
Newly-qualified	70 - 78.5k	60 - 90k	22 - 30	25 - 30
Paralegal	24 - 34k	24 - 34k	13 - 25	15 - 25
West End Firm				
7 yrs' PQE - Partner	90k+	90k+	42+	55+
6 yrs' PQE	64 - 86k	64 - 86k	30 - 40	40 - 55
5 yrs' PQE	57 - 80k	57 - 80k	30 - 36	40 - 50
4 yrs' PQE	54 - 74k	54 - 74k	28 - 33	40 - 45
3 yrs' PQE	49 - 70k	49 - 70k	23 - 32	35 - 40
2 yrs' PQE	45 - 66k	45 - 66k	23 - 29	30 - 35
1 yr PQE	40 - 58k	40 - 58k	20 - 27	25 - 30
Newly-qualified	38 - 52k	38 - 52k	20 - 25	20 - 25
Paralegal	20 - 28k	20 - 28k	15 - 21	15 - 20

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

LONDON

LEGAL PRIVATE PRACTICE

ROLE	PERMANENT	
	SALARY PER ANNUM GBP (£)	
	2016	2017
Law Firm Compliance		
Head of Risk*	100 - 200k	120 - 250k
Deputy Head/Compliance Manager	50 - 100k	60 - 120k
Senior Risk* Lawyer/Analyst	50 - 100k	60 - 120k
Mid-Level Risk* Lawyer/Analyst	40 - 60k	40 - 70k
Junior Risk* Lawyer/Analyst	25 - 45k	25 - 45k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified. *Risk = General risk as well as conflict risk and AML focused roles.

OFFSHORE

ROLE	PERMANENT SALARY PER ANNUM	
	2016	2017
	Channel Islands GBP (£)	
Partner	100 - 170k	100 - 180k
5 - 9 yrs' PQE	90 - 160k	90 - 170k
1 - 4 yrs' PQE	63 - 95k	63 - 95k
Newly-qualified	53 - 60k	55 - 60k
Caribbean USD (\$)		
Partner	220k+	230k+
5 - 9 yrs' PQE	170 - 290k	170 - 300k
1 - 4 yrs' PQE*	130 - 185k	130 - 185k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.
*There is a minimum level of three years' post-qualification experience required in the Cayman Islands and the BVI.

LONDON

OPERATIONS INVESTMENT BANKING

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER DAY (PAYE) GBP (£)	
	2016	2017	2016	2017
Securities Settlements & Confirmations				
VP	80k+	85k+	300 - 450	300 - 450
AVP/Associate	50 - 65k	50 - 65k	220 - 300	220 - 300
Analyst	28 - 50k	28 - 50k	160 - 220	160 - 220
Commodities: Settlements/Trade Support				
VP	80k+	85k+	300 - 450	300 - 450
AVP/Associate	45 - 65k	45 - 65k	250 - 300	250 - 300
Analyst	30 - 50k	30 - 50k	160 - 250	160 - 250
Derivatives Settlements & Confirmations				
VP	80k+	85k+	350 - 450	350 - 450
AVP/Associate	45 - 65k	45 - 65k	250 - 350	250 - 350
Analyst	30 - 50k	30 - 50k	160 - 250	160 - 250
Securities Trade Support, Client Services, Middle Office				
VP	85k+	85k+	350 - 450	350 - 450
AVP/Associate	50 - 70k	50 - 70k	250 - 300	250 - 300
Analyst	40 - 50k	40 - 50k	160 - 250	160 - 250
OTC Derivatives Trade Support, Client Services, Middle Office				
VP	85k+	85k+	350 - 450	350 - 450
AVP/Associate	50 - 75k	50 - 75k	250 - 330	250 - 300
Analyst	40 - 50k	40 - 50k	160 - 250	160 - 250
ETD Derivatives Trade Support, Client Services, Middle Office				
VP	85k+	85k+	350 - 450	350 - 450
AVP/Associate	50 - 65k	50 - 65k	220 - 300	220 - 300
Analyst	35 - 50k	35 - 50k	160 - 220	160 - 220
OTC Clearing, Prime Brokerage & Stock Lending				
VP	85k+	85k+	350 - 500	350 - 500
AVP/Associate	50 - 75k	50 - 75k	220 - 350	220 - 350
Analyst	40 - 55k	40 - 55k	160 - 220	160 - 220

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

LONDON

OPERATIONS INVESTMENT BANKING

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER DAY (PAYE) GBP (£)	
	2016	2017	2016	2017
Asset Servicing				
VP	75k+	75k+	300 - 450	300 - 450
AVP/Associate	50 - 70k	50 - 70k	220 - 300	220 - 300
Analyst	28 - 50k	28 - 50k	150 - 250	150 - 250
Loans Operations				
VP	85k+	85k+	300 - 450	300 - 450
AVP/Associate	48 - 60k	48 - 60k	220 - 300	220 - 300
Analyst	28 - 48k	28 - 48k	160 - 220	160 - 220
Data				
VP	85k+	85k+	300 - 450	300 - 450
AVP/Associate	50 - 75k	50 - 75k	220 - 300	220 - 300
Analyst	35 - 55k	35 - 55k	160 - 220	160 - 220
Collateral, Liquidity, Valuations & Margining				
VP	80k+	80k+	300 - 450	300 - 450
AVP/Associate	50 - 75k	50 - 75k	250 - 350	250 - 350
Analyst	40 - 55k	40 - 55k	160 - 250	160 - 250
Operations Risk & Control				
VP	85k+	85k+	350 - 500	350 - 500
AVP/Associate	55 - 85k	55 - 85k	280 - 400	280 - 350
Analyst	40 - 55k	40 - 55k	160 - 280	160 - 280
Regulatory & Client Money				
VP	100k+	100k+	450 - 550	450 - 550
AVP/Associate	55 - 90k	55 - 90k	300 - 400	300 - 400
Analyst	40 - 60k	40 - 60k	160 - 280	160 - 280
Project Management/Change Management				
Programme Manager	150k+	150k+	700 - 1100	700 - 1100
Project Manager	110k+	110k+	600 - 800	600 - 800
Business Analyst	50 - 110k	50 - 110k	400 - 700	250 - 700
PMO	50 - 110k	50 - 110k	400 - 650	200 - 650

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

LONDON

OPERATIONS INVESTMENT MANAGEMENT

ROLE	PERMANENT SALARY PER ANNUM GBP (£)					
	0 - 3 YRS' EXP		3 - 7 YRS' EXP		MANAGEMENT	
	2016	2017	2016	2017	2016	2017
Head of Operations/COO					100k+	100k+
Relationship Management			50 - 75k	50 - 75k	75 - 95k	75 - 95k
Oversight	32 - 47k	32 - 47k	45 - 70k	45 - 70k	60 - 90k	60 - 90k
Loans Operations	32 - 45k	32 - 45k	40 - 60k	40 - 60k	50 - 80k	50 - 80k
Hedge Fund Operations	32 - 47k	32 - 47k	45 - 70k	45 - 70k	65 - 95k	65 - 95k
Performance	35 - 55k	35 - 55k	50 - 80k	50 - 80k	70 - 95k	70 - 95k
Transitions	30 - 45k	30 - 45k	45 - 65k	45 - 65k	60 - 100k	60 - 100k
Fund Accounting (non-qualified)	28 - 48k	28 - 48k	45 - 60k	45 - 60k	60 - 90k	60 - 90k
Fund Administration	30 - 42k	30 - 42k	45 - 60k	45 - 60k	50 - 80k	50 - 80k
Regulatory Reporting	30 - 50k	30 - 50k	55 - 80k	55 - 80k	75 - 100k	75 - 100k
CASS	30 - 50k	30 - 50k	50 - 75k	50 - 75k	75 - 100k	75 - 100k
Corporate Trust	28 - 50k	28 - 50k	60 - 80k	60 - 80k	80k+	80k+
Client Reporting	27 - 48k	27 - 48k	45 - 60k	45 - 60k	65 - 85k	65 - 85k
Client Services	25 - 40k	25 - 40k	45 - 55k	45 - 55k	55 - 85k	55 - 85k
Asset Pricing	28 - 45k	28 - 45k	45 - 60k	45 - 60k	60 - 80k	60 - 80k
Data Management	30 - 45k	30 - 45k	45 - 65k	45 - 65k	60 - 85k	60 - 85k
Corporate Actions/Dividends	30 - 40k	30 - 40k	40 - 55k	40 - 55k	55 - 75k	55 - 75k
Settlements	25 - 38k	25 - 38k	35 - 50k	35 - 50k	48 - 70k	48 - 70k
Securities Trade Support	30 - 50k	30 - 50k	48 - 65k	48 - 65k	65 - 85k	65 - 85k
Cross-product Trade Support	32 - 55k	32 - 55k	48 - 65k	48 - 65k	65 - 85k	65 - 85k
Reconciliations	25 - 40k	25 - 40k	38 - 45k	38 - 45k	48 - 65k	48 - 65k
Fund Manager's Assistant	30 - 50k	30 - 50k	45 - 70k	45 - 70k		
Private Banking Assistant	30 - 40k	30 - 40k	35 - 55k	35 - 55k		
Business Analyst	30 - 50k	30 - 50k	50 - 80k	50 - 80k	90k+	90k+
Project Manager/PMO	30 - 50k	30 - 50k	50 - 80k	50 - 80k	90k+	90k+

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

LONDON

OPERATIONS INVESTMENT MANAGEMENT

ROLE	CONTRACT RATE PER DAY (PAYE) GBP (£)					
	0 - 3 YRS' EXP		3 - 5 YRS' EXP		5+ YRS' EXP/MANAGEMENT	
	2016	2017	2016	2017	2016	2017
Head of Operations/COO					800+	800+
Relationship Management	144 - 192	150 - 200	192 - 240	200 - 250	240 - 360	250 - 400
Oversight	160 - 208	160 - 210	216 - 256	210 - 280	256 - 320	280 - 320
Loans Operations	144 - 176	140 - 180	176 - 208	180 - 220	208 - 280	220 - 300
Hedge Fund Operations	144 - 208	140 - 200	192 - 256	200 - 260	256 - 320	260 - 320
Performance	160 - 240	160 - 240	240 - 360	240 - 320	360 - 400	320 - 400
Transitions	128 - 200	140 - 200	200 - 256	200 - 260	256 - 280	260 - 300
Fund Accounting (non-qualified)	144 - 200	140 - 200	200 - 280	200 - 280	280 - 360	280 - 360
Fund Administration	128 - 192	120 - 190	192 - 224	190 - 230	224 - 240	230 - 250
Regulatory Reporting	208 - 256	180 - 250	240 - 360	250 - 350	360 - 400	350 - 400
CASS	120 - 200	140 - 200	200 - 296	200 - 300	296 - 400	300 - 400
Corporate Trust	160 - 200	140 - 200	200 - 280	200 - 280	280 - 320	280 - 320
Client Reporting	144 - 192	150 - 200	192 - 224	200 - 230	224 - 256	230 - 260
Client Services	128 - 160	130 - 160	160 - 192	160 - 190	192 - 256	190 - 250
Asset Pricing	128 - 160	130 - 160	160 - 200	160 - 200	200 - 240	200 - 240
Data Management	112 - 114	120 - 160	160 - 200	160 - 200	200 - 240	200 - 250
Corporate Actions/Dividends	128 - 160	128 - 160	160 - 200	180 - 250	200 - 240	200 - 270
Settlements	112 - 144	120 - 180	144 - 176	180 - 220	176 - 200	200 - 230
Securities Trade Support	144 - 192	140 - 190	192 - 256	190 - 250	256 - 304	240 - 280
Cross-product Trade Support	160 - 200	140 - 200	200 - 240	200 - 240	240 - 296	240 - 280
Reconciliations	120 - 168	120 - 170	168 - 184	170 - 200	184 - 200	200 - 220
Fund Manager's Assistant	160 - 200	160 - 200	200 - 240	200 - 240	240 - 280	240 - 280
Private Banking Assistant	120 - 160	120 - 160	160 - 200	160 - 200	200 - 224	200 - 230
Business Analyst	280 - 360	250 - 350	360 - 520	350 - 500	520 - 720	500 - 750
Project Manager/PMO	280 - 400	200 - 400	400 - 600	400 - 600	600 - 640	500 - 600

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

LONDON

PROCUREMENT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER DAY GBP (£)	
	2016	2017	2016	2017
Commerce & Industry				
Chief Procurement Officer	140k+	150k+	900+	900+
Regional Head/Director of Procurement	90 - 140k	85 - 140k	750+	750+
Category Lead	68 - 93k	75 - 95k	450 - 700	500 - 750
Procurement Manager (End-to-end)	50 - 75k	65 - 75k	350 - 525	400 - 600
Category Manager	55 - 85k	55 - 70k	400 - 675	400 - 650
Sourcing Specialist/Senior Buyer	48 - 80k	45 - 55k	300 - 500	300 - 500
Buyer	25 - 48k	32 - 40k	150 - 350	150 - 300
Procurement Analyst	25 - 55k	28 - 42k	150 - 275	150 - 300
Financial Services				
Chief Procurement Officer	180k+	180k+	900+	900+
Regional Head/Director of Procurement	80 - 150k	90 - 160k	750+	750+
Category Lead	70 - 100k	80 - 120k	500 - 675	550 - 700
Procurement Manager (End-to-end)	50 - 85k	60 - 85k	300 - 500	400 - 600
Category Manager	65 - 100k	70 - 100k	450 - 650	450 - 650
Sourcing Specialist/Senior Buyer	45 - 70k	45 - 70k	250 - 450	300 - 500
Buyer	30 - 52k	30 - 45k	300 - 500	150 - 300
Procurement Analyst	30 - 52k	30 - 45k	200 - 325	150 - 300
Vendor Management/SRM				
Head of Vendor Management	75 - 120k	80 - 120k	500 - 800	600 - 900
Vendor Manager	50 - 80k	50 - 85k	300 - 600	400 - 650
Vendor Analyst	30 - 45k	30 - 50k	200 - 400	250 - 425

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

LONDON

PROJECTS, CHANGE & TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER DAY (LTD) GBP (£)	
	2016	2017	2016	2017
PMO				
PMO Manager/Portfolio Manager	60 - 120k	60 - 120k	600 - 800	600 - 800
PMO	45 - 80k	45 - 80k	450 - 650	450 - 650
PMO Analyst	35 - 50k	35 - 50k	300 - 450	300 - 450
Re-engineering/Transformation/Consulting				
Business Architecture	80 - 140k	80 - 140k	650 - 900	650 - 900
Programme Manager	80 - 140k	80 - 140k	750 - 1100	750 - 1100
Project Manager	70 - 110k	70 - 110k	600 - 850	600 - 850
Business Analyst	50 - 90k	50 - 90k	500 - 700	500 - 700
Front Office				
Programme Manager	120 - 200k	120 - 200k	800 - 1300	800 - 1200
Project Manager	75 - 150k	75 - 150k	700 - 1000	700 - 1000
Business Analyst	50 - 100k	50 - 100k	550 - 850	550 - 850
Finance				
Programme Manager	100 - 150k	100 - 150k	750 - 1000	750 - 1000
Project Manager	60 - 120k	60 - 120k	600 - 800	600 - 800
Business Analyst	45 - 90k	45 - 90k	450 - 700	450 - 700
Operations				
Programme Manager	90 - 150k	90 - 150k	700 - 1100	700 - 1000
Project Manager	60 - 110k	60 - 110k	600 - 800	600 - 800
Business Analyst	40 - 75k	40 - 75k	400 - 700	400 - 700
Risk & Controls				
Programme Manager	100 - 150k	100 - 150k	800 - 1100	800 - 1100
Project Manager	80 - 130k	80 - 130k	650 - 900	650 - 900
Business Analyst	50 - 110k	50 - 110k	500 - 800	500 - 800

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

LONDON

PROJECTS, CHANGE & TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER DAY (LTD) GBP (£)	
	2016	2017	2016	2017
Compliance				
Programme Manager	100 - 150k	100 - 150k	800 - 1100	800 - 1100
Project Manager	75 - 120k	75 - 120k	650 - 900	650 - 900
Business Analyst	60 - 100k	60 - 100k	450 - 700	450 - 700
Investment Management				
Programme Manager	90 - 120k	90 - 120k	600 - 800	600 - 800
Project Manager	65 - 95k	65 - 95k	500 - 650	500 - 650
Business Analyst	50 - 80k	50 - 80k	400 - 600	400 - 600
Wealth Management/Private Banking				
Programme Manager	90 - 120k	90 - 120k	600 - 800	600 - 800
Project Manager	65 - 95k	65 - 95k	500 - 650	500 - 650
Business Analyst	50 - 80k	50 - 80k	400 - 600	400 - 600
Reference Data				
Programme Manager	80 - 130k	80 - 130k	750 - 1000	750 - 1000
Project Manager	60 - 110k	60 - 110k	600 - 800	600 - 800
Business Analyst	35 - 75k	35 - 75k	400 - 650	400 - 650
Regulatory				
Programme Manager	100 - 170k	100 - 170k	800 - 1200	800 - 1200
Project Manager	75 - 120k	75 - 120k	650 - 900	650 - 900
Business Analyst	60 - 100k	60 - 100k	450 - 750	450 - 750

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

LONDON

PROJECTS, CHANGE & TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER DAY (LTD) GBP (£)	
	2016	2017	2016	2017
Financial Services Technology				
Programme Manager	95 - 140k	95 - 140k	750 - 1200	750 - 1200
Project Manager	70 - 110k	70 - 110k	550 - 900	550 - 900
Business Analyst	70 - 100k	70 - 100k	450 - 700	450 - 700
Test/QA Manager	60 - 80k	60 - 80k	450 - 600	450 - 600
Test Analyst	45 - 60k	45 - 60k	300 - 450	300 - 450
Order Management Project Manager	75 - 105k	75 - 105k	650 - 900	650 - 900
Order Management Business Analyst	70 - 90k	70 - 90k	550 - 750	550 - 750
Order Management Support	50 - 65k	50 - 65k	350 - 450	350 - 450
Data Analytics				
Head of Data Analytics (10+ yrs' exp)	85 - 150k	85 - 150k	750 - 1200	750 - 1200
Head of Data Analytics (5 - 10 yrs' exp)	75 - 130k	75 - 150k	850 - 1200	850 - 1200
Data Scientist (5 - 10 yrs' exp)	60 - 110k	60 - 110k	500 - 800	500 - 800
Data Scientist (1 - 5 yrs' exp)	45 - 70k	45 - 80k	400 - 600	400 - 600
Data Analyst (5 - 10 yrs' exp)	40 - 60k	40 - 60k	400 - 600	400 - 600
Data Analyst (1 - 5 yrs' exp)	32 - 50k	32 - 50k	300 - 450	300 - 450
Big Data Engineer (5 - 10 yrs' exp)	50 - 80k	50 - 80k	400 - 650	600 - 800
Big Data Engineer (1 - 5 yrs' exp)	40 - 50k	40 - 50k	370 - 600	400 - 650
IT Security				
Head of Information Security (10+ yrs' exp)	90 - 150k	95 - 155k	750 - 1100	800 - 1150
Information Security Manager (5 - 10 yrs' exp)	75 - 115k	80 - 120k	600 - 800	650 - 900
Information Security Analyst (5 - 10 yrs' exp)	60 - 95k	60 - 95k	500 - 750	550 - 800
Information Security Analyst (1 - 5 yrs' exp)	40 - 60k	45 - 70k	300 - 500	350 - 550
Information Security Risk Manager (5 - 10 yrs' exp)	75 - 110k	80 - 115k	600 - 800	650 - 900
Information Security Manager (1 - 5 yrs' exp)	55 - 75k	60 - 80k	450 - 600	500 - 650

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

LONDON

RISK

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER DAY (PAYE) GBP (£)	
	2016	2017	2016	2017
Market Risk Management				
10+ yrs' exp	110 - 150k	110 - 150k	850+	850+
7 - 10 yrs' exp	80 - 110k	80 - 110k	700 - 800	700 - 800
5 - 7 yrs' exp	60 - 80k	60 - 80k	600 - 700	600 - 700
3 - 5 yrs' exp	45 - 70k	50 - 70k	500 - 600	450 - 550
1 - 3 yrs' exp	30 - 45k	40 - 50k	300 - 450	300 - 400
Market Risk Reporting				
10+ yrs' exp	90 - 140k	90 - 140k	700+	700+
7 - 10 yrs' exp	70 - 90k	70 - 90k	500+	600+
5 - 7 yrs' exp	55 - 70k	55 - 70k	475 - 575	475 - 575
3 - 5 yrs' exp	40 - 55k	40 - 55k	400 - 450	400 - 450
1 - 3 yrs' exp	30 - 40k	30 - 40k	250 - 350	250 - 350
Credit Analysis				
10+ yrs' exp	95 - 140k	95 - 140k	500+	500+
7 - 10 yrs' exp	75 - 95k	80 - 95k	450 - 500	450 - 500
5 - 7 yrs' exp	60 - 80k	65 - 80k	350 - 450	350 - 400
3 - 5 yrs' exp	45 - 60k	45 - 65k	250 - 350	250 - 350
1 - 3 yrs' exp	30 - 40k	30 - 40k	200 - 250	200 - 250
Credit Risk Reporting				
10+ yrs' exp	90 - 140k	90 - 140k	500+	700+
7 - 10 yrs' exp	75 - 90k	75 - 90k	500 - 600	550 - 600
5 - 7 yrs' exp	50 - 75k	50 - 75k	450 - 500	450 - 500
3 - 5 yrs' exp	40 - 55k	40 - 55k	400 - 450	300 - 400
1 - 3 yrs' exp	30 - 40k	30 - 40k	300 - 450	200 - 250
Credit Risk Modelling/Stress Testing				
10+ yrs' exp	120 - 160k	120 - 160k	800 - 1100	900 - 1100
7 - 10 yrs' exp	90 - 120k	90 - 120k	750 - 850	750 - 850
5 - 7 yrs' exp	70 - 85k	70 - 85k	650 - 750	600 - 700
3 - 5 yrs' exp	50 - 70k	50 - 70k	450 - 550	450 - 550
1 - 3 yrs' exp	30 - 45k	30 - 45k	350 - 450	300 - 400

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

LONDON

RISK

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER DAY (PAYE) GBP (£)	
	2016	2017	2016	2017
Quantitative Analysis				
10+ yrs' exp	120 - 160k	120 - 160k	950+	900+
7 - 10 yrs' exp	95 - 120k	95 - 120k	850+	700+
5 - 7 yrs' exp	70 - 95k	70 - 95k	750+	550+
3 - 5 yrs' exp	50 - 75k	50 - 75k	500 - 600	400 - 500
1 - 3 yrs' exp	30 - 50k	40 - 50k	300 - 450	250 - 350
Performance & Investment Risk Analysis				
10+ yrs' exp	100 - 150k	100 - 150k	750+	750+
7 - 10 yrs' exp	80 - 100k	80 - 100k	650+	600+
5 - 7 yrs' exp	60 - 80k	60 - 80k	550 - 650	500 - 550
3 - 5 yrs' exp	50 - 60k	50 - 60k	500 - 550	400 - 450
1 - 3 yrs' exp	30 - 50k	30 - 50k	300 - 450	250 - 350
Operational Risk				
10+ yrs' exp	100 - 150k	100 - 150k	750+	750+
7 - 10 yrs' exp	80 - 100k	80 - 100k	650+	650+
5 - 7 yrs' exp	65 - 80k	65 - 80k	500 - 600	550 - 600
3 - 5 yrs' exp	45 - 65k	45 - 65k	400 - 500	400 - 500
1 - 3 yrs' exp	30 - 45k	30 - 45k	250 - 350	250 - 350
Business Analysts/Project Managers				
10+ yrs' exp	100 - 150k	100 - 150k	1000+	900+
7 - 10 yrs' exp	80 - 100k	80 - 100k	875+	750+
5 - 7 yrs' exp	60 - 80k	60 - 80k	650 - 750	650 - 700
3 - 5 yrs' exp	45 - 65k	45 - 65k	550 - 600	500 - 600
1 - 3 yrs' exp	30 - 45k	30 - 45k	300 - 450	300 - 400

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LONDON

TAXATION

ROLE	PERMANENT SALARY PER ANNUM GBP (£)	
	2016	2017
FTSE 100		
Head of Tax	140 - 300k	140 - 300k
Group Tax Manager/Senior Manager	80 - 100k	80 - 100k
International Tax Manager	75 - 100k	75 - 100k
UK Tax Manager	55 - 75k	55 - 75k
Tax Accountant	45 - 60k	50 - 65k
Mid-cap/Non-listed		
Head of Tax	80 - 120k	80 - 110k
Group Tax Manager/Senior Manager	75 - 90k	75 - 90k
International Tax Manager	65 - 80k	65 - 80k
UK Tax Manager	55 - 75k	55 - 75k
Tax Accountant	40 - 55k	45 - 60k
Financial Services		
Head of Tax	120 - 350k	130 - 350k
Group Tax Manager/Senior Manager	90 - 140k	90 - 140k
International Tax Manager	80 - 100k	80 - 110k
UK Tax Manager	70 - 90k	70 - 90k
Tax Accountant	45 - 65k	55 - 70k

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LONDON

TREASURY COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER DAY (PAYE) GBP (£)	
	2016	2017	2016	2017
Senior Treasury				
Group Treasurer - FTSE 100	150k+	150k+	1000+	1000+
Group Treasurer - FTSE 250	125k+	125k+	750+	750+
Treasurer	95k+	95k+	550+	550+
Assistant Treasurer - FTSE 100	125k+	125k+	600+	600+
Assistant Treasurer - FTSE 250	100k+	100k+	550+	550+
Treasury Manager				
3+ yrs' exp	75 - 80k	75 - 80k	390+	390+
0 - 3 yrs' exp	60 - 65k	60 - 65k	320+	320+
Treasury Analyst				
3+ yrs' exp	55k+	55k+	300+	300+
0 - 3 yrs' exp	45k+	45k+	230+	230+
Treasury Accountant/Controller				
5+ yrs' exp	70k+	70k+	390+	390+
2 - 5 yrs' exp	55 - 70k	55 - 70k	280 - 380	280 - 380
0 - 2 yrs' exp	45 - 55k	45 - 55k	175 - 280	175 - 280

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

MIDLANDS

ACCOUNTING & FINANCE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER HOUR (PAYE) GBP (£)	
	2016	2017	2016	2017
Qualified				
Finance Director	65 - 130k	65 - 130k	35 - 70	35 - 70
Financial Controller	50 - 80k	50 - 80k	30 - 60	30 - 60
Finance Manager	45 - 60k	45 - 60k	25 - 30	25 - 30
Head of Audit	60k+	60k+	30 - 40	30 - 40
Financial Accountant	30 - 50k	30 - 50k	15 - 30	15 - 30
Project Accountant	30 - 60k	30 - 60k	15 - 25	15 - 25
Management Accountant	30 - 50k	30 - 50k	15 - 30	15 - 30
Systems Accountant	25 - 50k	30 - 60k	15 - 25	15 - 25
Financial Analyst	25 - 50k	30 - 50k	14 - 20	14 - 20
Part-qualified & Transactional Services				
CIMA/ACCA/AAT				
Strategic/Part 3	25 - 32k	25 - 32k	14 - 19	14 - 19
Management/Part 2	22 - 30k	22 - 30k	12 - 17	12 - 17
Operational Level/Part 1	18 - 24k	18 - 24k	10 - 14	10 - 14
AAT	18 - 22k	18 - 22k	10 - 13	10 - 13
Manager				
Credit Control	35 - 80k	35 - 80k	20 - 46	20 - 46
Accounts Payable	30 - 60k	35 - 70k	17 - 35	17 - 35
Accounts Receivable	30 - 50k	35 - 60k	17 - 29	17 - 29
Payroll	30 - 70k	35 - 70k	17 - 35	17 - 35
Team Leader/Supervisor				
Credit Control	28 - 35k	28 - 35k	16 - 21	16 - 21
Accounts Receivable	25 - 35k	28 - 35k	14 - 21	14 - 21
Accounts Payable	25 - 35k	28 - 35k	14 - 21	14 - 21
Payroll	25 - 35k	28 - 35k	14 - 21	14 - 21
Clerks				
Credit Control	18 - 24k	18 - 24k	10 - 14	10 - 14
Accounts Payable	18 - 23k	18 - 23k	10 - 13	10 - 13
Accounts Receivable	17 - 22k	17 - 22k	9 - 12	9 - 12
Payroll	18 - 24k	18 - 24k	10 - 14	10 - 14

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

MIDLANDS

BANKING & FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER ANNUM GBP (£)					
	0 - 3 YRS' EXP		3 - 5 YRS' EXP		6+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Operations/Back Office						
Operations Manager	40 - 50k	40 - 50k	50 - 65k	50 - 65k	70k+	70k+
Fraud	18 - 38k	18 - 38k	35 - 50k	35 - 50k	50k+	50k+
Client Services	18 - 25k	18 - 25k	25 - 32k	25 - 32k	32 - 40k	32 - 40k
Trade Support	18 - 23k	18 - 23k	23 - 30k	23 - 30k	30 - 40k	30 - 40k
Paraplanner	28 - 32k	28 - 32k	33 - 38k	33 - 38k	40k+	40k+
Collections	28 - 35k	28 - 35k	35 - 45k	35 - 45k	50 - 65k	50 - 65k
Corporate Actions	21 - 26k	21 - 26k	27 - 35k	27 - 35k	40 - 50k	40 - 50k
Settlements	18 - 25k	18 - 25k	25 - 32k	25 - 32k	35 - 45k	35 - 45k
Cash Management	20 - 25k	20 - 25k	25 - 32k	25 - 32k	35 - 45k	35 - 45k
Transfers	18 - 23k	18 - 23k	23 - 27k	23 - 27k	30 - 40k	30 - 40k
Reconciliation	18 - 22k	18 - 22k	20 - 26k	20 - 26k	30k+	35k+
Compliance						
Compliance Advisory	25 - 30k	25 - 30k	30 - 40k	30 - 40k	50k+	50k+
Compliance Monitoring	20 - 27k	20 - 27k	30 - 35k	30 - 35k	45k+	45k+
Middle & Front Office						
Investment Manager	30 - 35k	30 - 35k	30 - 45k	30 - 45k	60k+	60k+
Credit Risk	25 - 35k	25 - 35k	35 - 45k	35 - 45k	60k+	60k+
Regulatory Risk	27 - 32k	27 - 32k	35 - 45k	35 - 45k	50k+	50k+
Operational Risk	27 - 32k	27 - 32k	35 - 45k	35 - 45k	45k+	45k+
Anti-Money-Laundering	25 - 26k	25 - 26k	28 - 40k	28 - 40k	45k+	50k+
Business Development	25 - 35k	25 - 35k	30 - 45k	30 - 45k	55k+	55k+
Market Risk	27 - 32k	27 - 32k	35 - 45k	35 - 45k	50k+	50k+
Investment Assistant	22 - 27k	22 - 27k	25 - 32k	25 - 32k	35k+	35k+

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MIDLANDS

HUMAN RESOURCES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER DAY GBP (£)	
	2016	2017	2016	2017
HR Director	90 - 170k	90 - 170k	700 - 1100	700 - 1100
Head of Human Resources	65 - 90k	65 - 90k	450 - 900	450 - 900
Head of Reward, Compensation & Benefits	75 - 110k	75 - 110k	450 - 750	450 - 750
Organisational Development Consultant	60 - 85k	60 - 85k	400 - 700	400 - 700
Head of Learning & Development	65 - 90k	70 - 95k	300 - 650	300 - 650
Head of Recruitment	55 - 80k	55 - 80k	350 - 600	350 - 600
Senior HR Business Partner	55 - 85k	55 - 85k	350 - 500	350 - 500
HR Business Partner	40 - 60k	45 - 65k	250 - 400	275 - 420
HR Manager	40 - 55k	40 - 55k	250 - 400	250 - 400
Compensation & Benefits Manager	50 - 65k	50 - 65k	375 - 500	375 - 500
Compensation & Benefits Analyst	30 - 45k	35 - 50k	200 - 350	200 - 375
Reward Advisor	30 - 40k	35 - 45k	175 - 275	200 - 300
Recruitment Manager	40 - 55k	40 - 55k	250 - 400	250 - 400
Graduate Recruiter	20 - 35k	20 - 35k	100 - 180	100 - 180
Training Manager	35 - 50k	35 - 50k	200 - 400	200 - 400
Training Officer	24 - 30k	25 - 30k	125 - 175	125 - 175
Employee Relations Advisor	28 - 40k	28 - 40k	150 - 275	150 - 275
Global Mobility Specialist	40 - 55k	40 - 55k	250 - 400	250 - 400
HR Advisor	26 - 35k	26 - 35k	125 - 200	125 - 225
HR Officer	22 - 30k	24 - 30k	125 - 175	150 - 200
HR Administrator	15 - 22k	15 - 24k	90 - 125	90 - 150

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

MIDLANDS

INFORMATION TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER DAY (PAYE) GBP (£)	
	2016	2017	2016	2017
Development				
Development Manager	55 - 80k	60 - 100k	500 - 750	500 - 750
C#/ASP.Net Developer/VB.Net Developer	35 - 65k	35 - 60k	350 - 500	300 - 500
Software Architect	60 - 80k	55 - 70k	500 - 700	500 - 700
Java/J2EE Developer	40 - 65k	40 - 60k	375 - 600	375 - 600
Mobile Developer	35 - 60k	35 - 60k	400 - 600	400 - 600
BI Senior/Analyst/Developer	35 - 70k	30 - 65k	350 - 600	350 - 600
Web Developer/Open Source/PHP Developer	30 - 50k	25 - 45k	350 - 500	350 - 500
Senior Appointments				
Head of IT/IT Director/CIO/Chief Data Officer	85 - 180k	90 - 180k	700 - 1200	700 - 1200
Service Delivery Manager/Director	50 - 85k	60 - 85k	400 - 800	400 - 700
Business Process Change Mgr/Business Analyst	50 - 65k	50 - 65k	400 - 550	400 - 550
PMO/Project Manager/Programme Manager	45 - 80k	45 - 65k	350 - 700	350 - 700
Infrastructure				
Enterprise/Solutions Cloud Architect	80 - 100k	80 - 95k	600 - 850	600 - 850
Technical Architect	70 - 90k	60 - 85k	450 - 700	450 - 700
Tech Services - Infrastructure Manager	50 - 75k	50 - 75k	450 - 550	450 - 550
Systems Administrator	35 - 45k	35 - 45k	250 - 350	250 - 350
Infrastructure Analyst	30 - 38k	30 - 38k	250 - 350	200 - 350
Field Support Engineer/Helpdesk/Service Desk Support	25 - 38k	25 - 38k	200 - 350	200 - 300
Testing				
Test Manager	45 - 65k	50 - 60k	450 - 600	450 - 600
Test Analyst	28 - 38k	30 - 38k	300 - 400	300 - 400
Digital				
Chief Digital Officer	90 - 140k	90 - 140k	600 - 1000	600 - 1000
UX/UI Architect/Design	70 - 120k	80 - 120k	500 - 800	400 - 700
Security				
CISO	70 - 150k	70 - 130k	700 - 1200	700 - 1200
Head of Cyber Security	70 - 130k	70 - 110k	700 - 1000	700 - 1000
Security Analyst	40 - 60k	35 - 50k	300 - 600	300 - 600
Security Support	35 - 45k	30 - 48k	300 - 500	300 - 500

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

MIDLANDS

LEGAL

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER HOUR (PAYE) GBP (£)	
	2016	2017	2016	2017
Private Practice				
9+ yrs' PQE	70k+	70k+	38+	38+
7 - 9 yrs' PQE	49 - 76k	49 - 76k	28 - 55	28 - 55
6 yrs' PQE	47 - 69k	47 - 69k	25 - 47	25 - 47
5 yrs' PQE	46 - 65k	46 - 65k	24 - 44	24 - 44
4 yrs' PQE	41 - 56k	41 - 56k	23 - 36	23 - 36
3 yrs' PQE	38 - 48k	38 - 49k	21 - 34	21 - 34
2 yrs' PQE	35 - 46k	35 - 46.5k	18 - 31	18 - 31
1 yr PQE	33 - 44k	33 - 44.5k	17 - 29	17 - 29
Newly-qualified	30 - 41k	31 - 41.5k	14 - 25	14 - 25
Paralegal/Contract Manager	18 - 55k	18 - 55k	11 - 24	11 - 24
In-house				
9+ yrs' PQE	80k+	80k+	38+	38+
7 - 9 yrs' PQE	70 - 95k	70 - 95k	28 - 55	28 - 55
6 yrs' PQE	54 - 85k	54 - 85k	25 - 47	25 - 47
5 yrs' PQE	50 - 68k	50 - 68k	24 - 44	24 - 44
4 yrs' PQE	47 - 64k	47 - 64k	23 - 36	23 - 36
3 yrs' PQE	45 - 58k	45 - 58k	21 - 34	21 - 34
2 yrs' PQE	40 - 53k	40 - 54k	18 - 31	18 - 31
1 yr PQE	32 - 50k	32 - 50k	17 - 29	17 - 29
Newly-qualified	30 - 42k	31 - 43k	14 - 25	14 - 25
Paralegal/Contract Manager	23 - 57k	23 - 57k	11 - 24	11 - 24

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MIDLANDS

SUPPLY CHAIN

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER DAY (PAYE) GBP (£)	
	2016	2017	2016	2017
Supply Chain				
Operations Director	70 - 135k	75 - 135k	500 - 900	500 - 1000
Logistics Director	65 - 135k	70 - 135k	500 - 900	500 - 1000
Supply Chain Director	65 - 135k	70 - 135k	500 - 900	500 - 1000
General Manager	55 - 90k	55 - 90k	400 - 750	500 - 750
Head of Supply Chain	55 - 80k	60 - 80k	350 - 750	400 - 800
Logistics Manager	45 - 70k	45 - 75k	225 - 325	250 - 350
Transport Manager	35 - 60k	35 - 60k	150 - 300	150 - 300
Planning Manager	30 - 50k	30 - 50k	150 - 250	150 - 300
Operations Manager	35 - 50k	35 - 55k	150 - 300	150 - 350
Shift Manager	30 - 38k	30 - 40k	120 - 180	120 - 180
First Line Manager	25 - 31k	25 - 33k	120 - 150	120 - 150
Planner	25 - 31k	25 - 35k	120 - 220	120 - 220
Procurement				
Head of Procurement	55 - 90k	55 - 90k	500 - 900	500 - 950
Procurement Manager	45 - 65k	45 - 70k	350 - 500	350 - 600
Category Director	40 - 55k	40 - 55k	180 - 275	180 - 300
Senior Buyer	38 - 45k	40 - 45k	170 - 300	170 - 300
Buyer	30 - 38k	30 - 40k	120 - 200	120 - 225

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

MILTON KEYNES

ACCOUNTING & FINANCE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER HOUR (PAYE) GBP (£)	
	2016	2017	2016	2017
Qualified				
Finance Director	75 - 150k	75 - 150k	50 - 80	50 - 80
Head of Audit	70 - 90k	70 - 90k	42 - 55	42 - 55
Group Reporting Manager	65 - 85k	65 - 85k	38 - 50	38 - 50
FP&A Manager	65 - 85k	65 - 85k	38 - 50	38 - 50
Financial Controller	60 - 95k	60 - 95k	35 - 55	35 - 55
Internal Audit Manager	50 - 60k	50 - 60k	29 - 35	29 - 35
Financial/Business Analyst	45 - 55k	45 - 55k	25 - 32	25 - 32
Finance Manager	45 - 60k	45 - 60k	25 - 35	25 - 35
Financial Accountant	45 - 60k	45 - 60k	25 - 35	25 - 35
Management Accountant	45 - 60k	45 - 60k	25 - 35	25 - 35
Internal Auditor	40 - 55k	40 - 55k	21 - 32	21 - 32
Newly-qualified (ACA, CIMA, ACCA)	40 - 45k	40 - 45k	21 - 25	21 - 25

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MILTON KEYNES

ACCOUNTING & FINANCE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER HOUR (PAYE) GBP (£)	
	2016	2017	2016	2017
Part-qualified				
CIMA Passed Finalist	35 - 42k	35 - 42k	21 - 25	21 - 25
CIMA Strategic	30 - 40k	30 - 40k	17 - 23	17 - 23
CIMA Management	25 - 33k	25 - 33k	15 - 19	15 - 19
CIMA Operational	20 - 28k	20 - 28k	12 - 17	12 - 17
ACCA Part 3	30 - 42k	30 - 42k	17 - 25	17 - 25
ACCA Part 2	28 - 33k	28 - 33k	16 - 19	16 - 19
ACCA Part 1	20 - 28k	20 - 28k	12 - 17	12 - 17
Credit Control Manager	30 - 45k	30 - 45k	17 - 26	17 - 26
Accounts Payable Manager	30 - 45k	30 - 45k	17 - 26	17 - 26
Accounts Payable/Receivable Clerk	19 - 25k	19 - 25k	11 - 15	11 - 15
Payroll Manager	30 - 45k	30 - 45k	17 - 26	17 - 26
Credit Controller	19 - 25k	19 - 25k	11 - 15	11 - 15
Payroll Clerk	19 - 26k	19 - 26k	11 - 16	11 - 16

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

NORTH OF ENGLAND

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER DAY (PAYE) GBP (£)	
	2016	2017	2016	2017
Group Finance Director	95 - 155k	110 - 170k	650 - 1000	550 - 850
Finance Director	75 - 140k	75 - 140k	400 - 650	375 - 700
Group Financial Controller	75 - 110k	75 - 120k	350 - 500	375 - 600
Financial Controller	55 - 80k	60 - 90k	275 - 400	300 - 450
Head of Audit	75 - 105k	75 - 105k	300 - 550	375 - 500
Head of FP&A	60 - 80k	70 - 90k	250 - 325	350 - 450
Internal Audit/Risk	35 - 70k	35 - 75k	200 - 275	175 - 375
Systems Accountant	35 - 55k	35 - 55k	200 - 300	175 - 275
Finance Manager	45 - 60k	45 - 65k	225 - 275	225 - 325
Project Accountant	35 - 60k	40 - 60k	200 - 350	200 - 300
Financial Accountant	35 - 50k	35 - 50k	200 - 250	175 - 250
Management Accountant	35 - 45k	35 - 50k	150 - 225	175 - 250
Financial Analyst	35 - 50k	35 - 50k	150 - 200	175 - 250
Financial Planning Analyst	35 - 55k	35 - 55k	175 - 275	175 - 225
In-house Tax				
Corporate	40 - 115k	40 - 115k	225 - 700	200 - 550
Indirect/VAT	35 - 105k	30 - 110k	200 - 600	150 - 550
Treasury				
Head of Treasury/Treasury Manager	50 - 70k	55 - 75k	250 - 375	275 - 375
Group Treasurer	80 - 125k	75 - 120k	400 - 800	375 - 600
Assistant Group Treasurer	60 - 90k	60 - 90k	300 - 450	300 - 450
Treasury Analyst	25 - 40k	25 - 45k	150 - 200	125 - 225

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

NORTH OF ENGLAND

ACCOUNTING & FINANCE PRACTICE ACCOUNTING

ROLE	PERMANENT SALARY PER ANNUM GBP (£)	
	2016	2017
Audit		
Senior Manager	50 - 80k	50 - 80k
Manager	42 - 55k	42 - 55k
Assistant Manager	35 - 45k	35 - 45k
Senior	28 - 38k	28 - 38k
Tax		
Senior Manager	50 - 80k	50 - 90k
Manager	40 - 50k	40 - 55k
Assistant Manager	30 - 45k	30 - 45k
Senior	25 - 35k	30 - 38k
Corporate Finance		
Director	75 - 115k	75 - 130k
Senior Manager	60 - 85k	60 - 85k
Manager	45 - 60k	45 - 65k
Executive	38 - 45k	35 - 40k
Other		
Transaction Services	50 - 105k	45 - 120k
Private Equity/Investment	55 - 120k	55 - 120k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

NORTH OF ENGLAND

ACCOUNTING & FINANCE TRANSACTIONAL ACCOUNTING

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER HOUR (PAYE) GBP (£)	
	2016	2017	2016	2017
Transactional Services				
Payroll Manager	37 - 52k	40 - 70k	18 - 25	21 - 36
Transactional Processing Manager	45 - 80k	60 - 90k	20 - 40	31 - 46
Credit Control Manager	35 - 65k	40 - 70k	18 - 35	21 - 36
Accounts Payable Manager	35 - 55k	40 - 70k	17 - 30	21 - 36
Credit Control Supervisor	28 - 38k	30 - 40k	13 - 20	15 - 21
Payroll Supervisor	28 - 38k	30 - 40k	14 - 20	15 - 21
Accounts Receivable Manager	28 - 38k	40 - 60k	17 - 27	21 - 31
Accounts Payable Supervisor	28 - 38k	30 - 40k	13 - 20	15 - 21
Accounts Receivable Supervisor	28 - 38k	30 - 40k	13 - 20	15 - 21
Credit Control Clerk	22 - 28k	22 - 30k	10 - 15	11 - 15
Accounts Payable Clerk	20 - 25k	20 - 25k	9 - 14	10 - 13
Accounts Assistant	20 - 26k	20 - 26k	9 - 14	10 - 13
Payroll Clerk	22 - 30k	24 - 30k	10 - 15	12 - 15
Accounts Receivable Clerk	20 - 26k	22 - 26k	10 - 14	11 - 13
CIMA/ACCA				
Strategic/Part 3	26 - 35k	30 - 35k	14 - 20	15 - 18
Managerial/Part 2	24 - 30k	26 - 30k	13 - 16	13 - 15
Certificate/Part 1	21 - 28k	23 - 28k	9 - 13	12 - 14

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NORTH OF ENGLAND

BANKING & FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER ANNUM GBP (£)					
	0 - 3 YRS' EXP		3 - 5 YRS' EXP		6+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Operations/Back Office						
Operations Manager	40 - 50k	40 - 50k	50 - 65k	50 - 65k	70k+	70k+
Collections	28 - 35k	24 - 35k	35 - 45k	35 - 45k	50 - 65k	50 - 65k
Fraud	18 - 38k	18 - 38k	35 - 60k	35 - 60k	60k+	60k+
Corporate Actions	21 - 26k	21 - 26k	27 - 35k	27 - 35k	40 - 50k	40 - 50k
Settlements	18 - 25k	18 - 25k	25 - 32k	25 - 32k	35 - 45k	35 - 45k
Cash Management	20 - 25k	20 - 25k	25 - 32k	25 - 32k	35 - 45k	35 - 45k
Client Services	18 - 25k	18 - 26k	25 - 32k	25 - 32k	32 - 40k	32 - 40k
Transfers	18 - 23k	18 - 23k	23 - 27k	23 - 27k	30 - 40k	30 - 40k
Trade Support	18 - 23k	20 - 25k	23 - 30k	23 - 30k	30 - 40k	30 - 40k
Paraplanner	25 - 30k	25 - 30k	30 - 35k	30 - 35k	35k+	35k+
Reconciliations	18 - 22k	18 - 22k	20 - 26k	20 - 26k	35k+	35k+
Compliance						
Compliance Advisory	20 - 27k	30 - 40k	30 - 37k	40 - 55k	50 - 65k	50 - 70k
Compliance Monitoring	18 - 25k	28 - 35k	27 - 35k	40 - 50k	45 - 60k	50 - 65k
Middle & Front Office						
Asset and Liability Management	25 - 35k	25 - 35k	30 - 45k	30 - 45k	60k+	60k+
Investment Manager	30 - 35k	30 - 35k	40 - 45k	40 - 45k	50k+	50k+
Credit Risk	25 - 35k	25 - 35k	35 - 45k	35 - 55k	50 - 75k	50 - 80k
Business Development	25 - 35k	25 - 35k	30 - 45k	30 - 45k	50k+	50k+
Regulatory Risk	27 - 32k	30 - 38k	35 - 45k	40 - 55k	50 - 65k	50 - 70k
Market Risk	25 - 35k	30 - 40k	35 - 45k	40 - 60k	55 - 75k	60 - 80k
Research Analyst	22 - 30k	22 - 30k	35 - 45k	35 - 45k	50k+	50k+
Operational Risk	27 - 32k	30 - 40k	35 - 45k	40 - 55k	50 - 65k	55 - 70k
Investment Assistant	22 - 27k	22 - 27k	25 - 32k	25 - 32k	35k+	35k+
Anti-Money-Laundering	22 - 26k	25 - 30k	25 - 35k	30 - 45k	45 - 60k	50 - 65k

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NORTH OF ENGLAND

HUMAN RESOURCES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER DAY GBP (£)	
	2016	2017	2016	2017
HR Director	80 - 150k	80 - 150k	350 - 800	350 - 800
Head of HR	60 - 100k	60 - 100k	300 - 650	300 - 650
Head of Reward, Compensation & Benefits	60 - 100k	65 - 105k	300 - 700	350 - 750
Head of Organisational Development	60 - 100k	60 - 100k	300 - 700	300 - 700
Head of Learning & Development	60 - 100k	60 - 100k	300 - 500	300 - 500
Head of Talent/Recruitment	45 - 85k	50 - 90k	300 - 400	350 - 500
Senior HR Business Partner	60 - 75k	60 - 75k	300 - 350	300 - 350
HR Business Partner	45 - 60k	45 - 60k	200 - 300	200 - 300
HR Manager	40 - 60k	40 - 60k	200 - 300	200 - 300
Recruitment Manager	35 - 55k	35 - 55k	150 - 300	150 - 300
Learning & Development Manager	30 - 55k	30 - 55k	150 - 250	150 - 250
HR/Reward Analyst	30 - 50k	30 - 50k	150 - 250	150 - 250
Global Mobility Specialist	30 - 50k	30 - 50k	150 - 250	150 - 250
HR Advisor	30 - 40k	30 - 40k	140 - 200	140 - 200
Employee Relations Advisor	25 - 35k	25 - 35k	130 - 180	130 - 180
Recruitment Advisor	25 - 35k	25 - 35k	130 - 180	130 - 180
Learning & Development Advisor	25 - 35k	25 - 35k	100 - 180	100 - 180
HR Officer	22 - 32k	22 - 32k	120 - 150	120 - 150
HR Administrator	18 - 25k	18 - 25k	90 - 130	90 - 130

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NORTH OF ENGLAND

INFORMATION TECHNOLOGY

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER DAY (PAYE) GBP (£)	
	2016	2017	2016	2017
CIO/CTO	80 - 170k	90 - 150k	750 - 1250	750 - 1000
IT Director	80 - 130k	80 - 130k	700 - 1200	700 - 1000
IT Manager/Head of IT	65 - 110k	65 - 100k	650 - 1000	600 - 900
Head of Digital	70 - 110k	70 - 110k	500 - 850	500 - 800
Head of Architecture	85 - 135k	85 - 135k	800 - 1200	750 - 1200
Enterprise/Solutions Architect	65 - 90k	70 - 90k	500 - 850	500 - 900
Programme Manager/Director	75 - 120k	75 - 120k	650 - 1000	600 - 1000
Project Manager/Snr Project Manager	55 - 70k	55 - 70k	400 - 600	400 - 600
PMO Manager/Lead	55 - 70k	55 - 70k	400 - 600	400 - 600
Development Manager/Head of Development	65 - 90k	70 - 100k	450 - 750	450 - 750
Service Delivery Mgr/Head of Service Delivery	55 - 85k	55 - 85k	500 - 650	500 - 650
Infrastructure Manager/Head of Infrastructure	65 - 100k	65 - 100k	500 - 750	500 - 750
BI Consultant/Architect	45 - 75k	45 - 75k	450 - 600	450 - 600
BI Developer	35 - 50k	35 - 50k	350 - 450	350 - 450
Java/J2EE Developer/Senior	45 - 55k	40 - 70k	400 - 550	400 - 550
C#/ASP.Net Developer	45 - 60k	40 - 70k	350 - 500	350 - 500
Mobile, Android and iOS Developer	40 - 60k	40 - 60k	350 - 500	350 - 500
Test Manager	52 - 70k	50 - 70k	375 - 550	375 - 550
Information Security Consultant/Manager	55 - 70k	55 - 70k	450 - 600	450 - 600
Business Analyst	35 - 55k	38 - 60k	300 - 500	300 - 500
PMO Analyst	35 - 40k	35 - 45k	350 - 450	350 - 450
Test Analyst	28 - 40k	30 - 40k	275 - 400	300 - 400
1st/2nd Line Infrastructure Support	18 - 24k	18 - 25k	120 - 180	120 - 180
3rd Line Infrastructure Wintel	35 - 45k	35 - 45k	250 - 400	250 - 400
3rd Line Infrastructure CISCO	40 - 55k	40 - 55k	375 - 450	375 - 450

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

NORTH OF ENGLAND

MANUFACTURING & ENGINEERING

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER DAY GBP (£)	
	2016	2017	2016	2017
Operations Director	65 - 120k	70 - 100k	500 - 900	400 - 700
Factory/Plant Manager	45 - 95k	60 - 85k	370 - 600	400 - 600
Engineering Manager	40 - 75k	40 - 65k	360 - 575	400 - 550
Health and Safety Manager	35 - 52k	35 - 55k	310 - 525	310 - 525
Production Manager	40 - 70k	35 - 45k	295 - 500	200 - 250
CI Manager	40 - 60k	40 - 60k	275 - 475	300 - 400
Quality Manager	35 - 55k	40 - 60k	250 - 450	300 - 400
Process Engineer	25 - 45k	30 - 50k	150 - 275	225 - 400
Manufacturing Engineer	25 - 37k	35 - 45k	140 - 275	200 - 250

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

NORTH OF ENGLAND

SECRETARIAL & SUPPORT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER HOUR (PAYE) GBP (£)	
	2016	2017	2016	2017
Executive Assistant	25 - 40k	28 - 38k	15 - 22	15 - 22
Personal Assistant	22 - 30k	22 - 35k	12 - 18	12 - 18
Office Manager	25 - 35k	23 - 38k	13 - 18	13 - 18
Senior Project Coordinator	25 - 35k	25 - 35k	12 - 19	12 - 19
Project Coordinator	18 - 28k	18 - 28k	9 - 14	9 - 14
Senior Admin Assistant	18 - 25k	19 - 25k	9 - 15	9 - 15
Receptionist	16 - 21k	15 - 21k	8 - 11	8 - 12
Admin Assistant	15 - 22k	15 - 23k	7 - 12	7 - 13
Junior Admin Assistant	14 - 16k	15 - 17k	7.5 - 8.5	7 - 9
Data Entry Operator	15 - 19k	15 - 19k	7 - 8.5	7 - 9
Legal Secretary	20 - 28.5k	20 - 28.5k	9 - 15	9 - 15
Secretary	18 - 25k	18 - 28k	9 - 13	9 - 13
Audio Typist	17 - 19k	17 - 20k	8.5 - 9.5	8 - 10
Medical Secretary	17 - 24k	17 - 25k	8.5 - 12	8 - 15
Customer Service Assistant	15.5 - 19k	15 - 19k	7.5 - 9.5	7 - 10
HR Administrator	17 - 20k	16 - 21k	8 - 9.5	8 - 10
Recruitment Administrator	17 - 20k	17 - 21k	8 - 9.5	8 - 10
Team Secretary	19 - 21k	19 - 23k	9.5 - 12	9 - 14

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

NORTH OF ENGLAND

SUPPLY CHAIN & PROCUREMENT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER DAY GBP (£)	
	2016	2017	2016	2017
Procurement				
Procurement Director	80 - 125k	80 - 125k	500 - 1000	500 - 1000
Procurement/Category Manager	45 - 75k	45 - 75k	350 - 575	350 - 575
Supplier Relationship Manager	60 - 80k	60 - 80k	325 - 500	325 - 500
Buying Manager	50 - 80k	50 - 80k	300 - 450	300 - 450
Senior Buyer	40 - 50k	40 - 50k	320 - 425	320 - 425
Buyer/Junior Buyer	25 - 45k	25 - 45k	125 - 300	125 - 300
Supply Chain				
Supply Chain Director	90 - 160k	90 - 160k	600 - 1200	600 - 1200
Supply Chain Manager	55 - 85k	55 - 85k	360 - 550	360 - 550
Demand Planning Manager	55 - 80k	55 - 80k	280 - 600	280 - 600
Supply Planning Manager	50 - 70k	50 - 70k	250 - 550	250 - 550
Planner	28 - 38k	28 - 38k	210 - 330	210 - 330
Logistics				
Logistics Director	85 - 150k	85 - 150k	600 - 1200	600 - 1200
Operations Director	90 - 150k	90 - 150k	650 - 1200	650 - 1200
General Manager	75 - 95k	75 - 95k	325 - 450	325 - 450
Transport Manager	55 - 70k	55 - 70k	250 - 425	250 - 425
Logistics Manager	50 - 80k	50 - 80k	225 - 400	225 - 400
Warehouse Manager	45 - 65k	45 - 65k	215 - 350	215 - 350
Operations Manager	45 - 55k	45 - 55k	215 - 240	215 - 240
Distribution Manager	55 - 65k	55 - 65k	237 - 300	237 - 300
Shift Manager	35 - 50k	35 - 50k	150 - 215	150 - 215

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

SOUTHERN HOME COUNTIES

ACCOUNTING & FINANCE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER HOUR (PAYE) GBP (£)	
	2016	2017	2016	2017
Qualified				
Finance Director	70 - 250k	70 - 250k	50 - 120	50 - 120
Financial Controller	60 - 90k	60 - 90k	30 - 50	30 - 50
Head of Audit	80 - 150k	80 - 150k	40 - 70	40 - 70
Group Reporting Manager	60 - 80k	60 - 80k	35 - 50	35 - 50
FP&A Manager	60 - 80k	60 - 80k	30 - 50	30 - 50
Internal Audit Manager	55 - 75k	55 - 75k	35 - 50	35 - 50
Financial/Business Analyst	50 - 65k	50 - 65k	30 - 45	30 - 45
Finance Business Partner	50 - 75k	50 - 75k	40 - 60	40 - 60
Finance Manager	50 - 70k	50 - 70k	30 - 40	30 - 40
Financial Accountant	50 - 60k	50 - 60k	28 - 35	28 - 35
Internal Auditor	45 - 65k	45 - 65k	25 - 35	25 - 35
Newly-qualified (ACA, CIMA, ACCA)	45 - 55k	45 - 55k	25 - 30	25 - 30
Part-qualified				
CIMA Passed Finalist	42 - 45k	42 - 45k	20 - 25	20 - 25
CIMA Strategic Level	37 - 45k	37 - 45k	18 - 25	18 - 25
CIMA Managerial Level	32 - 35k	32 - 35k	15 - 20	15 - 20
CIMA Certificate Level	22 - 28k	22 - 28k	12 - 15	12 - 15
ACCA Finalist/Passed Finalist	37 - 45k	37 - 45k	20 - 25	20 - 25
ACCA Professional Level	28 - 35k	28 - 35k	15 - 20	15 - 20
ACCA Fundamental Level	22 - 25k	22 - 25k	12 - 15	12 - 15
Transactional Accounting				
Finance Operations Manager	40 - 65k	40 - 65k	20 - 35	20 - 35
Credit Control Manager	40 - 60k	40 - 60k	20 - 35	20 - 35
Payroll Manager	35 - 55k	35 - 55k	17 - 30	17 - 30
Accounts Payable Manager	30 - 50k	30 - 50k	17 - 30	17 - 30
Accounts Receivable Manager	30 - 50k	30 - 50k	17 - 30	17 - 30
Credit Control Clerk	20 - 25k	20 - 25k	12 - 18	12 - 18
Accounts Assistant	22 - 28k	22 - 28k	12 - 18	12 - 18
Payroll Clerk	18 - 28k	18 - 28k	12 - 18	12 - 18
Accounts Payable/Receivable Clerk	20 - 26k	20 - 26k	12 - 18	12 - 18

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

THAMES VALLEY

ACCOUNTING & FINANCE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER DAY (PAYE) GBP (£)	
	2016	2017	2016	2017
Qualified				
Finance Director (CFO)	80 - 250k	80 - 250k	500 - 1500	500 - 1500
Head of Audit	80 - 150k	80 - 150k	450 - 800	450 - 800
Group Reporting Manager	60 - 90k	60 - 90k	400 - 600	400 - 600
FP&A Manager	65 - 85k	65 - 85k	425 - 550	425 - 550
Financial Controller	65 - 120k	65 - 120k	400 - 600	400 - 600
Financial/Business Analyst	50 - 75k	50 - 75k	300 - 450	300 - 450
Finance Manager	50 - 70k	50 - 70k	300 - 450	300 - 450
Financial Accountant	50 - 65k	50 - 65k	250 - 350	250 - 350
Internal Auditor	50 - 75k	50 - 75k	250 - 450	250 - 450
Management Accountant	45 - 60k	45 - 60k	250 - 350	250 - 350
Newly-qualified (ACA)	45 - 50k	45 - 50k	220 - 270	220 - 270
Newly-qualified (CIMA/ACCA)	45 - 50k	45 - 50k	200 - 300	200 - 300
Part-qualified				
CIMA Strategic/ACCA Part 3	35 - 45k	35 - 45k	160 - 200	160 - 200
CIMA Managerial/ACCA Part 2	28 - 35k	28 - 35k	150 - 170	150 - 170
CIMA Certificate/ACCA Part 1	22 - 28k	22 - 28k	120 - 150	120 - 150

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

ST ALBANS

ACCOUNTING & FINANCE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM GBP (£)		RATE PER HOUR (PAYE) GBP (£)	
	2016	2017	2016	2017
Qualified				
Finance Director	85 - 140k	81 - 140k	50 - 125	50 - 125
Financial Controller	60 - 75k	60 - 75k	45 - 75	45 - 75
Group Reporting Manager	50 - 65k	50 - 65k	30 - 60	30 - 60
FP&A Manager	50 - 65k	50 - 65k	30 - 60	30 - 60
Financial/Business Analyst	40 - 50k	40 - 50k	22 - 35	22 - 35
Systems Accountant	50 - 60k	50 - 60k	30 - 50	30 - 50
Finance Manager	55 - 65k	55 - 65k	35 - 55	35 - 55
Financial Accountant	45 - 55k	45 - 55k	30 - 40	30 - 40
Management Accountant	40 - 50k	40 - 50k	25 - 35	25 - 35
Newly-qualified (ACA, CIMA, ACCA)	42 - 48k	42 - 48k	20 - 30	20 - 30
Part-qualified				
CIMA Passed Finalist	35 - 40k	35 - 40k	17 - 25	17 - 25
CIMA Strategic	35 - 40k	35 - 40k	16 - 23	16 - 23
CIMA Managerial	25 - 32k	25 - 32k	15 - 20	15 - 20
CIMA Certificate	20 - 30k	20 - 30k	12 - 17	12 - 17
ACCA Part 3	30 - 40k	30 - 40k	16 - 23	16 - 23
ACCA Part 2	25 - 35k	25 - 35k	10 - 12	10 - 12
ACCA Part 1	20 - 30k	20 - 30k	15 - 28	15 - 28
Systems Accountant	30 - 50k	30 - 50k	25 - 35	25 - 35
Credit Control Manager	30 - 45k	30 - 45k	14 - 26	14 - 26
Accounts Payable/Receivable	18 - 23k	18 - 23k	10 - 18	10 - 18
Payroll/Billings Supervisor	25 - 40k	25 - 40k	12 - 24	12 - 24
Credit Controller	20 - 25k	20 - 25k	12 - 15	12 - 15

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