



PRACTICE FINANCE & ACCOUNTING

MARKET INSIGHTS Q1 2017

ambition

Q4 saw an increase in hiring within the Top 20. A slowdown of roles within the Big 4 gave the Top 20 the ability to attract more talent to their firms.

There has continued to be high job flow within Practice Finance & Accounting and candidate shortages. As a result, many talented candidates are getting numerous job offers which in turn is pushing up salary levels.

We have seen an increase in counter offers in an attempt for firms to retain their employees.

SKILLS IN DEMAND

Auditors remain in high demand, particularly with Financial Services experience.

Commerce & Industry and Financial Services firms continue to focus on attracting candidates with the promise of higher salaries. We have also seen this cascade down to transactional, Accounts Payable and Credit Control Managers who are being actively sought by these firms and offered higher base salaries. This is inflating the market and pricing candidates out of some mid-tier firms.

PREDICTIONS FOR 2017

We expect to see a continuation of high job flow and low candidate availability over the coming months. There are a number of partners approaching retirement age within mid-tier firms and gaps at Director level will put increased pressure on the senior end of the market. This will impact the growth of firms moving forward and we may see an increase in M&A activity.

PRACTICE FINANCE & ACCOUNTING SALARIES Q1 2017

Job title	Annual salary range (£)	Contract rate (£)
Accounts		
Finance Director	140K - 200K	600 - 1000 per day
Financial Controller	70K - 140K	350 - 600 per day
Finance Manager	50K - 80K	280 - 400 per day
Management Accountant Qualified	42K - 58K	250 - 350 per day
Financial Accountant Qualified	38K - 55K	225 - 275 per day

PRACTICE FINANCE & ACCOUNTING SALARIES Q1 2017

Job title	Annual salary range (£)	Contract rate (£)
Accounts		
Finance Analyst Qualified	40K - 60K	270 - 450 per day
Accounts Semi Senior (PQ)	28K - 35K	14 - 18 per hour
Assistant Management Accountant (PQ)	25K - 35K	13 - 18 per hour
Assistant Financial Accountant (PQ)	25K - 35K	13 - 18 per hour
Assistant Accountant	22K - 35K	12 - 16 per hour
Credit Controller	23K - 35K	11 - 14 per hour
Cashier	20K - 30K	11 - 14 per hour
Accounts Payable / Receivable	20K - 30K	11 - 14 per hour
Senior Bookkeeper	30K - 40K	14 - 16 per hour
Bookkeeper	25K - 35K	12 - 15 per hour
Junior Bookkeeper	20K - 25K	9 - 11 per hour
Audit		
Partner	100K+	N/A
Director	80K - 120K	400 - 500 per day
Senior Manager / Associate Director	60K - 90K	35 - 40 per hour
Audit Manager	55K - 65K	28 - 33 per hour
Accounts Manager	55K - 65K	28 - 38 per hour
Assistant Manager	45K - 55K	26 - 30 per hour
Audit Senior	40K - 45K	25 - 28 per hour
Finalist - ACA/ACCA	30K - 38K	16 - 25 per hour
Trainee	21K - 30K	N/A
Graduate	20K - 25K	N/A

Notes on salary table

1. Titles and levels vary from organisation to organisation.
2. The salary ranges given are only approximate guides. For tailored salary advice, please contact us directly.
3. 12-month base salaries are assumed.
4. All other benefits and bonuses are in addition to these figures.
5. Bonus ranges can vary significantly from company to company and will be influenced by market conditions, business and individual performances.