



# LEGAL FINANCE & ACCOUNTING

MARKET INSIGHTS Q3 2017

ambition

Senior recruitment picked up in Q2 with greater movement and an increase in newly created senior positions. The majority of new roles came from Top 20 law firms in London as firms focused on setting themselves apart from their competitors and assessing their commercial business needs.

## SKILLS IN DEMAND

Finance Business Partner, Business Manager and Pricing/Commercial Accounting Manager vacancies have been at the forefront of top international firms' agendas. Skills required for these roles include an accountancy qualification (**ACA/ACCA/CIMA**) with at least 5 years' post qualification experience, as well as experience of presenting and communicating with partners. Candidates with the gravitas and credibility to make an impact on senior stakeholders are highly sought after.

Alongside a significant increase in **senior roles**, many firms are now building out their commercial teams and are hiring at all levels. Following on from our Q2 market insights, we have seen more people transitioning from Revenue functions into Finance Analyst roles.

Growth in **systems vacancies** continue to be a trend so far this year, and we expect this to continue in H2.

During H1 of 2017, we have seen a growth in legal finance vacancies ranging across all disciplines and all levels within finance and accounting, this is a very positive sign in a still unpredictable market.

## MERGERS & ACQUISITIONS

Kennedys merged with 100-strong US insurance firm.

Following one of the biggest mergers in the last few years, the new super firm is now operating under CMS Cameron McKenna Nabarro Olswang LLP.

## ADVICE FOR EMPLOYERS

Move quickly - with the market being extremely busy, it is important to act fast as good candidates will often have their pick of new opportunities.

Sell your roles - the interview process from start to finish is really important to help your opportunity stand out, so it is essential to really sell the position you are recruiting for and get candidates bought in to the firm and the role at the early stages of the process.

**ADVICE FOR JOBSEEKERS**

Counter offers are rife in a candidate short market and it is easy to be flattered by these, but take the time to remember why you were looking for a new role in the first place.

Don't use a generic CV - ensure that you spend the time tailoring your CV according to each role you are applying for, especially if you have a varied skill set.

**LEGAL FINANCE & ACCOUNTING SALARIES Q3 2017\***

<b>Job title</b>	<b>Annual salary range (£)</b>	<b>Contract rate (£)</b>
<b>Accounts Payable</b>		
Accounts Payable Supervisor	35K - 50K	21 - 30 an hour
Accounts Payable (2 years+)	25K - 32K	15 - 20 an hour
Accounts Payable (up to 2 years)	20K - 25K	12 - 15 an hour
<b>Billing</b>		
Billings Manager	45K - 60K	28 - 37 an hour
Senior Legal Biller	38K - 45K	23 - 28 an hour
Legal Biller (2 years+)	28K - 37K	17 - 22 an hour
Legal Biller (up to 2 years)	25K - 32K	15 - 19 an hour
<b>eBilling</b>		
Senior eBilling Coordinator	35K - 45K	21 - 27 an hour
eBilling Coordinator	30K - 35K	18 - 21 an hour
<b>Revenue</b>		
Revenue Manager	40K - 80K	25 - 50 an hour
Revenue Controller	35K - 40K	21 - 24 an hour
Revenue Assistant	25K - 34K	15 - 21 an hour
<b>Credit Control</b>		
Credit Manager	45K - 70K	28 - 40 an hour
Credit Controller (2 years+)	30K - 42K	18 - 26 an hour
Credit Controller (up to 2 years)	25K - 28K	15 - 17 an hour

Job title	Annual salary range (£)	Contract rate (£)
<b>Cashiering</b>		
Head Cashier	45K - 65K	28 - 40 an hour
Senior Legal Cashier	35K - 45K	21 - 28 an hour
Legal Cashier (2 years+)	30K - 35K	18 - 23 an hour
Legal Cashier (up to 2 years)	25K - 32K	15 - 18 an hour
<b>Financial/Management Accounting</b>		
Finance Director	140K - 250K	1000 - 2000 per day
Financial Controller	90K - 150K	600 - 1000 per day
Fully Qualified Accountant (5 years PQE)	70K+	300 - 400 per day
Fully Qualified Accountant (3-4 years PQE)	65K - 75K	280 - 400 per day
Fully Qualified Accountant (1-2 years PQE)	50K - 65K	230 - 280 per day
Newly Qualified Accountant	45K - 55K	200 - 250 per day
Part Qualified Accountant	25K - 45K	15 - 21 an hour
Finance Systems Analyst	50K - 65K	350 - 600 per day
Finance Systems Manager	70K - 90K	400 - 600 per day
Accounts Manager	55K - 80K	30 - 50 an hour
<b>Commercial</b>		
Business Manager	90K - 150K	600 - 800 per day
Pricing Manager	70K - 90K	400 - 600 per day
Commercial/Pricing Analyst (qualified)	55K - 70K	300 - 400 per day
Commercial/Pricing Analyst (non-qualified)	45K - 55K	200 - 250 per day

**\* Notes about 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.