



# LEGAL FINANCE & ACCOUNTING

Following on from a busy year at the senior end of the market, we are now seeing an increase in junior to mid-level finance roles, which are a mixture of newly created and replacement positions.

## SKILLS IN DEMAND

In Q3, we found even more of a demand for e-billing specialists in the market, ranging from newly created e-billing roles to adding to an already established e-billing team. We have seen more Billing and Revenue Control positions which would indicate a busy period for law firms in London. Additionally, 1-2 years Legal Cashiering experience is also sought after.

There has been a large volume of recruitment within Financial and Management Accounting roles at the qualified level between £50,000 - £65,000, however there is a real lack of candidates within Legal Finance with this experience. Previous law firm experience is usually requested at this level but firms are having to be more flexible in considering candidates from wider professional services.

We have also seen an increase in regional opportunities, typically in locations such Birmingham, Bristol & Manchester as firms continue to look at alternative locations to London. This has created further and more senior opportunities for those individuals in the regions but also to those individuals in London that may have previously felt London was the only viable option to establish their professional services Finance & Accounting careers.

## PREDICTIONS FOR THE COMING QUARTER

In the last quarter we have seen a rise in newly qualified Financial and Management Accountants and we predict that we will continue to see this in Q4. We will probably therefore see more candidates from other professional services firms making the successful transition into the legal sector.

With it being some firm's financial year ends in December, often these are cash based firms, we see that they often require temporary Credit Controllers/Billers in this busy period to help collect as much outstanding debt as possible.

We expect to continue to see a rise in the need for e-billers, as we have seen for the year so far. As well as this, we also expect to see that systems specialists will continue to be in demand (in particular Elite 3E users) due to systems updates and conversions in the sector.

## MERGERS & ACQUISITIONS

The merger between Chadbourne & Parke and Norton Rose Fulbright went live in Q3. We expect to see more M&A activity over the next 12 months.

## ADVICE FOR EMPLOYERS

**Counter offers** – these are happening more often than not, with firms not wanting to lose good staff and then go through the recruitment process. Ways to help avoid this effecting your offer:

**Move quickly** – prove your interest in the candidate.

**Sell in the role** – what can they gain from the role, how can they improve their skill set and how can they progress.

**Sell in the firm** – be open when talking about the culture of the team and the firm.

**Benefits** – show off your benefits as this may be important to your potential new employee.

## 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.

In this busy market (at mid-level) it may be common to be involved in more than one process at a time resulting in more than one offer. Make sure you find out all of the information you need throughout the interview processes to help make the right decision for you.

**LEGAL FINANCE & ACCOUNTING SALARIES Q4 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

**\* 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.

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.