



# LEGAL FINANCE & ACCOUNTING

MARKET INSIGHTS **Q1** 2018

ambition

## SKILLS IN DEMAND

The end of 2017 and the beginning of 2018 have seen an influx in pricing focused roles, including Pricing Manager vacancies in larger firms (Top 50) and teams expanding further at entry level in these pricing/finance analysis teams.

We have also been busy with database/ reporting/ systems focused roles and skills such as SQL, and SSRS have been highly desirable, as well as individuals with knowledge of Power BI tools.

There has been some significant movement at the senior qualified level, as well as new roles being created, focused on partnership tax and practice director roles (in smaller, boutique firms).

## PREDICTIONS FOR THE COMING QUARTER

We are expecting to be busy with more untraditional legal finance roles as we continue to see transactional roles pushed out of London. The non-conventional finance roles including pricing, analysis, reporting, systems are likely to be prominent in Q1.

## MERGERS & ACQUISITIONS

Talk of Berwin Leighton Paisner and Bryan Cave.

## ADVICE FOR EMPLOYERS

**Move quickly when reviewing CVs and throughout the interview process** – the market has been busy so far in Q1 and we only expect it to ramp up even more so candidates are in high demand. It is important you don't miss out on a candidate by delaying processes from your side.

**Sell in your role and the firm** – make your opportunity stand out against the other roles candidates are interviewing for.

**Be open-minded at FQ level to candidates outside of legal** – with an increase in fully qualified accountant roles on the market, in order to fill your vacancy, we encourage you to be open-minded to candidates outside of the legal sector, this could limit the amount of CVs to review and avoid delay to the recruitment process.

## ADVICE FOR JOBSEEKERS

**Preparation is key** – always relate your CV to the role and the job specification.

**Meet with your consultant** – make time to go over interview preparation.

**Keep on top of your search** – come back on job specifications ASAP to avoid missing out.

**Provide us with your interview feedback promptly** after your interview to help keep the momentum of the recruitment process.

**Always be honest** about what other opportunities you are exploring.

**LEGAL FINANCE & ACCOUNTING SALARIES Q1 2018\***

<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 - 35K	15 - 21 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 - 45K	21 - 27 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)	55K - 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	40K - 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>		
Head of Pricing	100K - 120K	600+ per day
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.