



PRACTICE FINANCE & ACCOUNTING

MARKET INSIGHTS Q2 2018

ambition

Q1 2018 was indeed a busy quarter where we saw a consistent demand for both part-qualified and qualified accountants across bookkeeping/outsourcing, audit and tax.

Our clients within the top 20 accountancy firms are moving towards considering talent from firms a lot smaller than their own. Hiring managers from the top 20 are beginning to appreciate the wider exposure and experience candidates gain from smaller firms where there are fewer resources for them to rely on, and hence, are required to take on more responsibilities at an earlier stage of their career. These candidates that move into larger firms will benefit from more varied client exposure and also better-structured training programs.

There remains a demand for bi-lingual candidates, especially those that possess Mandarin, German, French or Spanish language skills in addition to fluent English skills, as accountancy firms continue to grow their international service offerings and work with clients that have an interest in investing into the UK.

We will continue to focus on targeting passive candidates with the right skill sets to ensure we upkeep a steady flow of candidates that we can either take to market or address our clients' needs in a timely manner.

SKILLS IN DEMAND

Both part-qualified and qualified accountants with bookkeeping, management accounting and statutory accounts experience from practice are in high demand. Also, candidates who started their career in practice and moved out to industry who are wishing to return to practice are highly sought for.

Candidates with solid experience in using XERO, Sage, Caseware and CCH are in demand.

Both personal and corporate, CTA qualified tax seniors are also in high demand.

PREDICTIONS FOR THE COMING QUARTER

Heading into Q2 2018 we are expecting hiring momentum to continue building on from Q1 2018, with possibly an emphasis on more experienced candidates.

ADVICE FOR EMPLOYERS

Ensure you communicate with your trusted recruiters what your needs are in advance so they are aware of candidates that could be of interest to you, if and when they come across these candidates. Particularly those candidates that are not readily available and/or possess certain unique skillsets.

When creating job descriptions, be mindful of the essential skills that you are seeking from a potential candidate versus "good to haves". This will ensure a better short-list of candidates which are likely to be more aligned with your expectations.

Always remember job seekers are choosing you as much as you're choosing them. The ability to "sell" the role and company at an early stage will help candidates make better informed decisions along the process.

ADVICE FOR JOBSEEKERS

Ensure that you clearly highlight key skills you have developed throughout your career, particularly niche skillsets, or even special projects you have been involved in, that will make you stand out from other candidates.

Make sure you assess your push factors when deciding whether to leave your current role into a new position. If there are no good valid reasons for you to leave your current role, then it most likely means you are not ready to do so.

PRACTICE FINANCE AND ACCOUNTING SALARIES Q2 2018

Job title	Big 4 (£)	Top 20 (£)	Mid Tier
External Audit into Practice - Permanent			
Partner	100K +	80K +	80K +
Director	100K +	80K +	80K +
Senior Manager	70K - 80K	65K - 75K	65K - 75K
Manager	60K - 65K	60K - 65K	58K - 62K
Assistant Manager	48K - 52K	48K - 52K	46K - 50K
Senior	45K - 48K	42K - 46K	42K - 45K
Semi Senior	30K - 35K	30K - 35K	27K - 33K
Accounting Outsourcing Teams within Practice - Permanent			
Partner	100K +	80K +	80K +
Director	90K+	80K +	80K +
Senior Manager	70K - 80K	65K - 75K	65K - 75K
Manager	50K - 65K	50K - 60K	48K - 60K
Management Accountant (Qualified)	35K - 45K	35K - 45K	33K - 45K
Junior Bookkeeper / Assistant Accountant	20K - 30K	20K - 30K	18K - 28K
Personal and Corporate Tax into Practice - Permanent			
Partner	100K +	80K +	80K +
Director	100K +	80K +	80K +
Senior Manager	70K - 80K	60K - 75K	60K - 75K
Manager	58K - 65K	52K - 60K	52K - 60K
Tax Senior	45K - 58K	43K - 52K	43K - 52K
Tax Semi Senior	35K - 45K	35K - 42K	33K - 42K
Tax Trainee	28K - 35K	27K - 33K	27K - 33K

Notes on salary table:

1. The salary ranges given are only approximate guides. For tailored salary advice, please contact us directly.
2. Roles outside of London are likely to be £5K - £10K lower than the salaries indicated above.
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.