



LEGAL FINANCE & ACCOUNTING

MARKET INSIGHTS Q2 2018

ambition

SKILLS IN DEMAND

Q1 2018 saw a continuation in the influx of pricing roles, indications are that this will remain throughout the year. These skills are in short supply, particularly as many firms request previous experience from within a law firm. Firms are starting to look at different skillsets as the recognition of the importance of these roles being filled becomes time critical. Management Accountants with strong commercial skills from within legal are now being considered for these roles.

We have seen an increase in senior interim roles, mainly to cover internal moves for incumbents to run projects. There is still a business focus on increasing the commerciality of firms and we have seen a 33% increase in senior perm roles in this area in comparison to Q1 2017, a trend that is likely to continue for H1.

A key indicator that law firms are still in a busy period is the constant demand for billing and revenue positions which bodes well for the rest of the year.

PREDICTIONS FOR THE COMING QUARTER

Q2 will be a robust quarter, candidate shortages will still be prevalent and challenging, and sourcing high calibre candidates will remain high on the agenda for many firms. Due to the shortage of talent, there will be a rise in candidate utilisation from professional services firms to ensure that skill shortages do not impact business growth. Many hires are business/time critical and could impact achieving 2020 growth and strategy plans if they are not filled in a timely manner.

The increase of regional opportunities is a trend that will continue as more firms look to move their support functions to regional business hubs such as Birmingham, Manchester and Bristol. The availability of quality candidates and talent in these locations and the cost savings associated with moving teams out of London will see this grow and develop.

The Third Industrial Revolution - the impact that AI and technology will have on all firms and businesses will become more of a focus as firms look increasingly to automation to enhance and streamline businesses.

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 Q2 2018*

Job title	Annual salary range (£)	Contract rate (£)
Accounts Payable		
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
Billing		
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
eBilling		
Senior eBilling Coordinator	35K - 45K	21 - 27 an hour
eBilling Coordinator	30K - 35K	18 - 21 an hour
Revenue		
Revenue Manager	40K - 80K	25 - 50 an hour
Revenue Controller	35K - 45K	21 - 27 an hour
Revenue Assistant	25K - 34K	15 - 21 an hour
Credit Control		
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 (£)
Cashiering		
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
Financial/Management Accounting		
CFO	200K+	
Finance Director / Head of Finance	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
Commercial		
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

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