



# LEGAL FINANCE & ACCOUNTING

MARKET INSIGHTS Q3 2018

ambition

## SKILLS IN DEMAND

Billing demand has continued to increase throughout Q2, with all our clients looking for interim and permanent hires. We are continuing to see a need for ebilling experience both in focused ebilling roles or as part of a billing position.

There have been newly created roles coming into the legal finance market, focusing on Finance Project Management. These roles are ultimately to drive revenue and help coordinate all teams involved in pricing, revenue and the fee earners themselves. They are real value add roles and require people with strong business partnering experience and a solid understanding of financials, without needing an accountancy qualification.

## PREDICTIONS FOR THE COMING QUARTER

A real lack of candidates in the market across the majority of legal finance roles looks set to continue into Q3.

Financial Reporting is being spoken about quite heavily in the legal market at the moment, this is potentially a sign that more law firms are looking to float IPO's in the future? Being a traditional industry, law firms historically haven't needed to (or probably wanted to) spend too much time on reporting however in order to continue to drive growth and work as a commercial, profitable organisation, it is imperative that firms invest in reporting tools to better prepare them for the future. This will no doubt see a need of strong FP&A and financial reporting experts.

## ADVICE FOR EMPLOYERS

**Broaden horizons and look outside of legal for good calibre billers.** The market is candidate short of legal billers and it is advised to all our clients to be open minded to seeing CVs with no legal billing. There are many outstanding calibre billers outside of the legal sector looking for a step in.

**Move quickly with the interview process.** Delaying the interview process for many weeks can potentially result in losing good calibre candidates. If you liked a candidate and could potentially see them working there, ensure you provide positive feedback and book in the 2nd stage within the week to keep them interested.

As we are in a candidate short market and the best candidates are likely to be interviewing at other firms, **it is crucial to represent your firm in the best way possible and sell yourselves**, in order to secure the best talent and stand out from your competitors.

## ADVICE FOR JOBSEEKERS

**Be proactive for each job that you are applying for.**

**Ensure your CV is reflective of the role you are applying for** and add any duties listed on the job description that are not on your CV already.

**Take us up on the interview preparation that we offer** - preparation is key!

**LEGAL FINANCE & ACCOUNTING SALARIES Q3 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
<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

**\* 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>Financial/Management Accounting</b>		
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
<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

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