



# LEGAL FINANCE & ACCOUNTING

## MARKET INSIGHTS Q4 2018

ambition

### SKILLS IN DEMAND

Following a busy year with billing roles, the market has shifted and firms have ramped up their e-billing recruitment for mid-level experience. There continues to be an increasingly limited pool of experienced professionals within legal e-billing as it is still a new and growing area.

In addition to this, we have seen a rise in rates related positions in the market. These are more client focused roles to help improve services provided by law firms. These roles allow experienced e-billers to expand their commercial skillset as firms tend to want e-billers with experience for these roles.

There has been significant movement on the senior end of the market, especially within commercial finance and business manager roles in the top Law firms.

We have noticed additional senior hires working alongside the CFO's to head up law firm's alternative legal services. This demonstrates positive strides in the right direction for law firm's working more innovatively, therefore seeing an increase in their bottom line profits.

### PREDICTIONS FOR THE COMING QUARTER

Historically Q4 has been busy looking for interim support on billing and credit control as firms' approach year end. We expect this trend to continue this year.

We also anticipate continued growth within commercially finance focused roles across mid to senior levels as firms set to grow their teams in this area.

We expect firms to make more contract and interim hires across multiple areas of accounts. Many of them are in discussions of restructuring or outsourcing teams. These interim hires will allow them flexibility until decisions are finalised.

### ADVICE FOR EMPLOYERS

As always we advise to move quickly if you meet a good candidate. They are not on the market for long.

Providing feedback after interview stage is vital. Many candidates have criticised firms for failing to provide feedback, and the legal market is relatively small. This is especially important if candidates are being progressed into a 2nd or 3rd stage interview. Whether the feedback is positive or negative, candidates want to know what to improve on for the next stage in the process.

### ADVICE FOR JOBSEEKERS

Ask your recruiter and potential employer more questions throughout the process. This will help with your decision making later in the process, especially if you are exploring multiple opportunities.

Be transparent with your consultant regarding your salary expectations for future roles, additional benefits and flexible working requirements. This will avoid any complications further on down the line.

Always be upfront and honest with other applications and interviews that you have on the go. This will enable us to better manage the process for the roles you are working with us on.

## LEGAL FINANCE &amp; ACCOUNTING SALARIES Q4 2018\*

Job title	Annual salary range (£)	Contract rate (£)
<b>Accounts Payable</b>		
Accounts Payable Supervisor	35K - 50K	21 - 30 an hour
Accounts Payable (2 years+)	25K - 35K	15 - 21 an hour
Accounts Payable (up to 2 years)	20K - 25K	12 - 15 an hour
<b>Billing</b>		
Billing Manager	45K - 60K	28 - 37 an hour
Senior Legal Biller	40K - 50K	25 - 30 an hour
Legal Biller (2 years+)	35K - 40K	21 - 25 an hour
Legal Biller (up to 2 years)	25K - 35K	15 - 21 an hour
<b>eBilling</b>		
Senior eBilling Coordinator	40K - 55K	25 - 34 an hour
eBilling Coordinator	30K - 40K	18 - 25 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. Roles outside of London are likely to be £5K - £10K lower than the salaries indicated above.
4. 12-month base salaries are assumed.
5. All other benefits and bonuses are in addition to these figures.
6. 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
Senior Finance Systems Analyst	65K - 90K	500 - 600 per day
Finance Systems Manager	90K - 115K	600 - 1000 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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