

SALARY SURVEY 2021

UNITED KINGDOM



“ WE ARE POWERING
PEOPLE AND
ORGANISATIONS TO
FULFIL THEIR UNIQUE
POTENTIAL. ”

WELCOME TO ROBERT WALTERS

SPECIALIST PROFESSIONAL RECRUITMENT



Robert Walters is one of the world's leading professional recruitment consultancies, specialising in the placement of permanent, contract, and temporary positions across all levels of seniority.

Established in 1985, Robert Walters recruits across accounting, finance, banking, IT, legal, supply chain, procurement, logistics, manufacturing, engineering, human resources, and support roles.

With offices in 31 countries, our truly global network enables us to meet the demands of clients and candidates whose needs extend beyond local markets, whilst our strong local foundations provide us with unique insights into local industry and culture.

With an established reputation for in-depth sector knowledge and outstanding service, we build long-term, high-quality, strategic relationships with start-ups, SMEs, and the world's largest multinational corporates. Our commitment to teamwork, integrity, passion, innovation, and quality means that we are always striving to set the standard for the industry. We deliver engaging candidate experiences and power rewarding careers, giving talented individuals both the freedom to choose and the opportunity to grow.

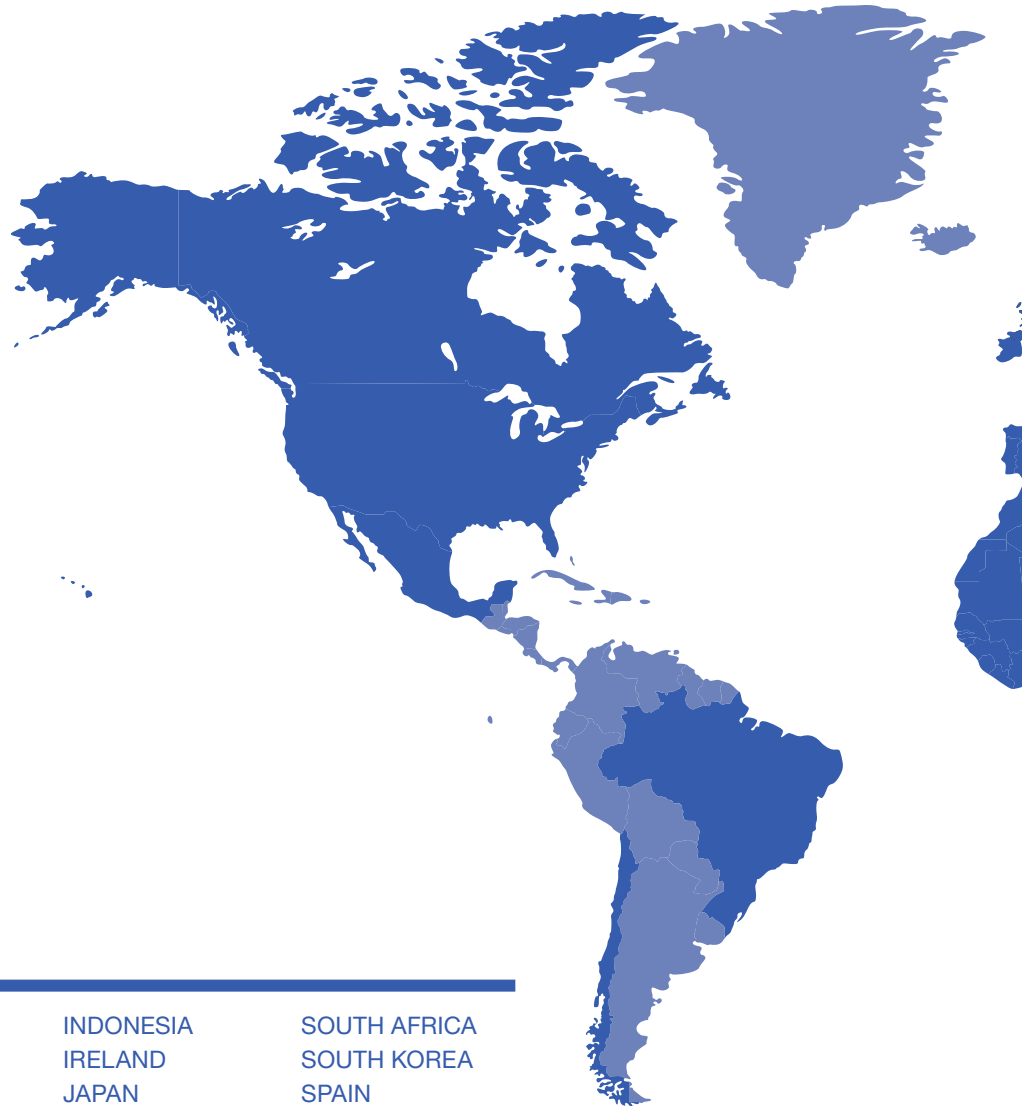
CHRIS HICKEY, CEO – UKI, MEA & NORTH AMERICA

34%

OF PROFESSIONALS IN THE UK RATE
"WORKING FOR A COMPANY & WITH
COLLEAGUES THAT INSPIRE THEM TO
DO THEIR BEST" AS THE NUMBER ONE
THING THEY VALUE IN A JOB

GLOBAL REACH, LOCAL EXPERTISE

■ Countries we operate in



31

**WE RECRUIT
ACROSS 31
COUNTRIES
GLOBALLY**

AUSTRALIA

BELGIUM

BRAZIL

CANADA

CHILE

MAINLAND CHINA

CZECH REPUBLIC

FRANCE

GERMANY

HONG KONG

INDIA

INDONESIA

IRELAND

JAPAN

LUXEMBOURG

MALAYSIA

MEXICO

NETHERLANDS

NEW ZEALAND

PHILIPPINES

PORTUGAL

SINGAPORE

SOUTH AFRICA

SOUTH KOREA

SPAIN

SWITZERLAND

TAIWAN

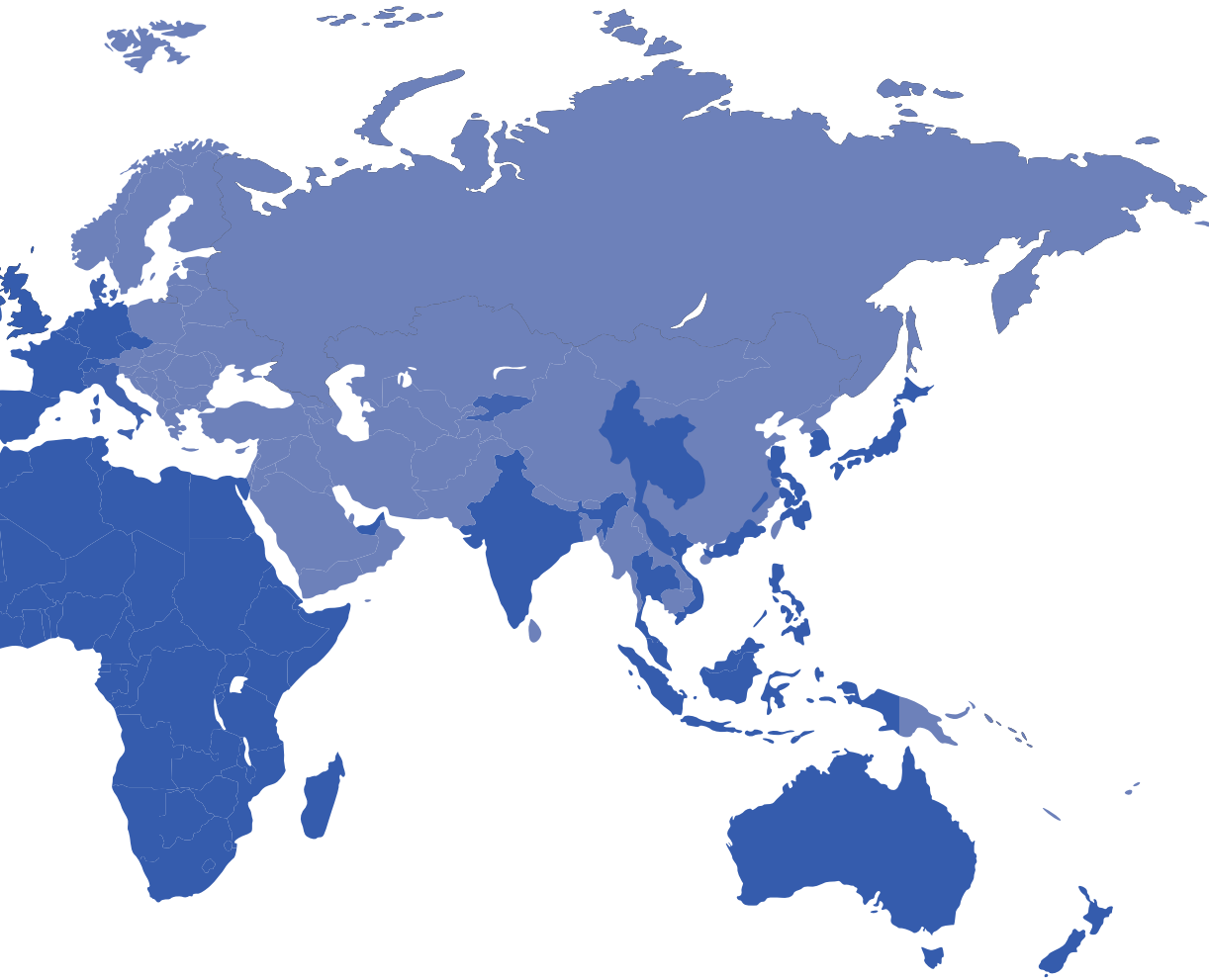
THAILAND

UAE

UK

USA

VIETNAM



GLOBAL DIGITAL SALARY CALCULATOR

Our digital salary calculator provides quick access to the latest hiring trends, salary ranges and averages, and employee insights across our international markets for the year ahead.

In addition to a comprehensive guide to salaries for hundreds of roles in 31 countries, our global digital salary calculator is packed with helpful tools and resources for hiring managers and job seekers alike, including the latest trends and analysis for your industry and video updates on market conditions from our experts.

Access the global digital salary calculator [here](#).

“ Robert Walters managed to source and place exceptional technology specialists to support our growing global technology hub. Working agilely, the team continued to source and interview candidates virtually and support the remote onboarding of candidates when we required it.

Freshfields Braukhaus Deringer, UK

”

“ We have been working with Robert Walters for several years - they take the time to understand the business needs and provided invaluable input throughout the onboarding process. Their understanding of the market, and consultative approach, enabled us to fill several urgent interim roles.

Lafarge Tarmac, UK

”

OUR SERVICE

In an increasingly complex global recruitment market, the Robert Walters Group builds great teams for our clients by offering an end-to-end recruitment service on a local, regional, or global basis.

OUR CORE DISCIPLINES INCLUDE:

- Accounting & Finance
- Banking, Financial Services & Specialist Markets
- Legal
- Manufacturing, Engineering & Construction
- Procurement, Supply Chain & Logistics
- Technology
- Human Resources
- Business Support

WHAT MAKES US DIFFERENT?

Our bespoke, consultative service

1. Commitment to quality

We focus on building long-term, high-quality relationships with clients and candidates. We consult and advise, helping our candidates to make the right career move. This builds trust and loyalty, and ensures that we always have the industry's top talent for our clients.

2. Specialists

We hire from industry to ensure that our consultants are specialists in the disciplines they recruit for. They also bring with them strong personal relationships and industry networks, enabling them to find hard-to-reach talent with niche skill sets.

“

Robert Walters strikes the balance right with being both professional and personable. The team listened to our requirements, found the very best pool of candidates and were very proactive throughout the process. We would be happy to work with Robert Walters again in the future.

Sony Interactive Entertainment, UK

”

“

Robert Walters digital solutions resolved the challenges we faced with hiring and onboarding remotely, while speeding up the recruitment process. The whole process took one week to turn around.

NextGen360, UK

”

3. No individual commission

We operate a team-based profit-share system which we believe sets us apart from the vast majority of our competitors as it ensures that the interests of both the client and candidate remain our number one priority. There is also no ownership of candidates, so clients always see the best talent we have available.

4. Our people and culture

We promote long-term, international careers, which helps us to retain our top people, providing continuity for our clients. We are proud to say that our senior management team is home-grown, with an average tenure of 22 years.

5. Innovation culture

We were the first recruiter to launch a recruitment process outsourcing business and we continue to lead the way with an in-house innovation team which tests and trials the latest recruitment technologies.

6. Long-term business focus

Our strategy is one of organic growth through international expansion and discipline diversification. We invest in markets for the long term, and maintain our presence even through tough times.

7. End-to-end recruitment service

We offer clients a true end-to-end recruitment service, from permanent, contract, and interim recruitment through to recruitment process outsourcing.

CONTENTS

UK

Diversity & Inclusion	09
About the Salary Survey	11
Methodology	11
UK 2020 v 2021	12
Employee Value Proposition	13
UK Trends	14

ACCOUNTING & FINANCE

Key Findings	18
Talent Hotspots	19

East of England

Accounting & Finance – Qualified & Transactional	20
--	----

London

Banking & Financial Services	22
Banking & Financial Services – SME	23
Commerce & Industry – Executive	24
Commerce & Industry – Qualified	24
Commerce & Industry – Part & Non-Qualified	25
Commerce & Industry – Internal Audit	26
Commerce & Industry – Practice Accounting	27
Commerce & Industry – Taxation	28
Commerce & Industry – Treasury	29
Investment Management Finance	30

Merseyside

Commerce & Industry – Qualified	31
Commerce & Industry – Transactional	32

Practice Accounting	33
---------------------------	----

Midlands

Commerce & Industry – Qualified & Transactional	34
---	----

North

Commerce & Industry – Qualified	36
Commerce & Industry – Transactional	37
Practice Accounting	38

South East

Accounting & Finance – Qualified & Transactional	39
Practice Accounting	40

BANKING, FINANCIAL SERVICES & SPECIALIST MARKETS

Key Findings	42
Talent Hotspots	43

London

Compliance – Buy-Side	44
Compliance – Sell-Side	45
Financial Crime	46
Operations – Investment Banking – Executive	47
Operations – Investment Banking – Permanent	47
Operations – Investment Banking – Contract	48
Operations – Investment Management – Executive	48
Operations – Investment Management – Permanent	49
Operations – Investment Management – Contract	50
Risk	51

Midlands

Banking & Financial Services	54
------------------------------------	----

North

Banking & Financial Services	55
Financial Crime	56

TECHNOLOGY

Key Findings	58
Talent Hotspots	59

London

Data & Analytics	60
Engineering	60
Go-To-Market	61
Information Security	61
Product Management	62
Projects	62
Midlands	64
North	67
South East	71

LEGAL

Key Findings	76
Talent Hotspots	77

London

Commerce & Industry	78
Financial Services	79
Company Secretary	81
Private Practice	82
Offshore	85

Midlands

In-House & Private Practice	86
Offshore	87



SUPPLY CHAIN, PROCUREMENT & LOGISTICS

Key Findings	90
Talent Hotspots	91
Midlands	92
North	93
South East	94

MANUFACTURING & ENGINEERING

Key Findings	96
Talent Hotspots	97
North	98

BUSINESS SUPPORT

Key Findings	100
Talent Hotspots	101
London	
Business & Management Support	102
Midlands	
Human Resources	103
Secretarial & Business Support	104
North	
Human Resources	105
Secretarial & Business Support	106
South East	
Secretarial & Business Support	107

SMALL BUSINESSES

London	110
South East	110
Midlands	111
North	111

DIVERSITY & INCLUSION: DRIVING YOUR RECRUITMENT STRATEGY FORWARD

Robert Walters surveyed 7,500 professionals to understand the state of play of D&I across UK and Irish workplaces. Focusing on distinct career challenges and workplace experiences through the lenses of different demographic groups, we have devised a strategic report that highlights the key trends, issues, and best practice, and that also offers strategic advice for companies on how to improve their approach to diversity and inclusion in the following areas: **Gender** (including Gender Identity and LGBTQ+), **Ethnicity** (including culture & religion), **Age**, and **Disability**.

ATTRACTING & RETAINING DIVERSE TALENT POOLS

- Discover best-in-class examples of a progressive D&I strategy in action from some of the UK's leading employers
- Explore actionable recommendations from some of the UK's leading diversity boards and groups, including Pearn Kandola, The Kaleidoscope Group, Black Young Professionals, Inclusive Group, and Qlearsite
- Understand the unique challenges of a multi-demographic workforce
- Proactively attract, engage, and retain a diversity of talent in your workforce



[REQUEST YOUR COPY HERE](#)



“ WELCOME TO THE 22ND
EDITION OF THE GLOBAL
SALARY SURVEY, PROVIDING
CREDIBLE INSIGHT INTO
HIRING AND SALARY TRENDS
WORLDWIDE. ”



ABOUT THE SALARY SURVEY

Welcome to the 22nd edition of the annual Robert Walters Salary Survey. As the first recruitment company to produce a comprehensive overview of global salaries and recruitment trends across the world, we are pleased to share the latest edition with you.

Our Salary Survey is based on the analysis of permanent, interim, and contract placements made across each of our countries and recruitment disciplines during 2020, and it also includes our predictions for the year ahead.

GET IN TOUCH

If you would like to find out more about salaries and recruitment trends in your industry, call one of our specialist consultants today. Contact details can be found at the back of this book.

METHODOLOGY

The Robert Walters data analyst team reviewed over 100,000 roles advertised in the United Kingdom over a 12-month period to calculate the average of each role in the survey, as well as the upper and lower salary limits. Where distinctions have been found, permanent salaries are categorised by company size: medium enterprise (headcounts from 50 to 250) and large enterprise (headcounts of 250 and above).

Salaries have also been provided for most prominent professional roles in small, upcoming businesses (headcounts below 50). For niche areas with less salary data available, the salary ranges have been provided, omitting the average, and in some cases, the year-on-year growth.

UK 2020 V 2021

2020

2020 has been a year of upheaval and disruption, with the COVID-19 pandemic having a profound effect on the market. Added to that, people's uncertainty around Brexit has further compounded uncertainty.

Whilst Brexit indecision dominated the first few months of 2020, the shock of COVID-19 hit home among companies and professionals alike in Q2.

However, from the summer onwards, there have been some signs of readjustment on a number of scales, aided by the UK's highly skilled and adaptable workforce and the speed and ease at which many firms have been able to transition to remote working.

IMPLICATIONS FOR UK BUSINESSES

In spite of the broader market challenges, there was positivity in some sectors; however, that was countered by huge difficulties in others, such as retail, leisure, travel, and hospitality.

Areas that have done notably well out of the disruption have been those aligned to technology, supply chain & logistics, healthcare, and financial services – particularly in areas that rely on volatility such as hedge funds, broker-dealers, and the trading arms of investment banks.

2021

Judging by previous market cycles, senior professionals possessing expertise in restructuring and turnarounds will be in high demand as the UK initially emerges from its recessionary market.

Experienced individuals who are able to communicate effectively to provide training and advice to more junior staff will also be highly valued as the markets begin to pick up and transition into a growth cycle.

SKILLS IN DEMAND

Whilst the initial hiring focus will primarily be on senior talent who possess strong communication skills, roles for junior staff and foot-in-door individuals will also emerge as demand cascades through sector-by-sector.

It is anticipated that some of the changes incorporated into workplaces as a result of COVID-19 in 2020 will become established in day-to-day working environments going forward.

With this in mind, we expect ways of working to change in a number of sectors, with an element of remote working continuing to be incorporated in some industries and sectors.

“ As top talent prioritise keeping their skills up to date, we recommend employers offer clear learning and development opportunities to attract in-demand professionals.

”

EMPLOYEE VALUE PROPOSITION

After the shock of Q2 and the restrictions put in place, businesses quickly turned to niche skill sets, with small and hard-to-find talent pools, to help to offset the impact of COVID-19, with demand increasing as the year went on. This heightened competition to attain the same kind of skill sets among companies placed a clear focus on employee value propositions – or, more simply put, their benefits package – and the need to be considered an employer of choice in the year ahead.

ATTRACTING AND RETAINING BEST TALENT IN 2021

2020 has played a fundamental role in equalising the relationship between an organisation and its people, with many companies prioritising future of work programmes and employee retention schemes.

Clear and compelling value propositions that are inclusive for employees from all backgrounds will be a clear focus in 2021 in order for organisations to retain existing staff and to attract the best talent in the market to fill new, specialised roles which current skillsets cannot fulfil.

Of the businesses surveyed, 86% are offering enhanced employee value propositions within their 2021 recruitment strategies, from entry level through to management and director level.

Employers need to consider employee values that resonate with staff in 2021 and beyond, and should not assume that the traditional benefits offered will be what employees will look for in the future. This will not only attract the best talent, but will retain and motivate existing talent.

PRIORITISING MENTAL HEALTH IN THE WORKPLACE

Mental health and wellbeing strategies will continue to be a major priority for employers, with ‘good work-life balance’ ranked top of the list of what is valued most in employers by professionals. With remote working likely to play a role in many sectors and positions for the coming year, companies are evolving their employee wellbeing strategies to ensure maximum job satisfaction when working outside the usual office environment.

WHAT PROFESSIONALS WILL VALUE MOST IN AN EMPLOYER IN 2021:



Good work-life balance



Job security



Colleagues and culture that inspire employees to do their best



Challenging work



Flexible work arrangements

UK TRENDS

TOP INDUSTRIES HIRING – UK BREAKDOWN



London
Financial Services



North
Computer & Software Services



South East
Information Technology



Midlands
Software & Computer Services

WHAT PROFESSIONALS WILL VALUE MOST IN AN EMPLOYER IN 2021



Colleagues and culture that inspire employees to do their best



Job security



Flexible work arrangements

34%

of businesses giving pay rises in 2021

UK TOP 10 MOST SOUGHT AFTER PROFESSIONALS

Rank	Fastest Growing	Yr Growth (%)	Tenure (Yrs)
1	Data Engineer	+30.4	1.5
2	Chief Procurement Officer	+18.5	1.4
3	Security Engineer	+11.9	1.9
4	Chief Information Security Officer	+11.1	2
5	Audit Analyst	+11	2
6	Front End Developer	+10.7	1
7	Infrastructure Engineer	+9.9	1.8
8	Analytics Specialist	+9.2	1.2
9	Continuous Improvement Manager	+9	3.3
10	Head of Infrastructure	+8.8	3.5

TOP 3 PREFERRED WORK STYLES IN 2021



Full time remote working



Increased focus on wellbeing



Enhanced use of technology, apps and tools

UK TALENT POOL ANALYSIS BY DISCIPLINE

Fastest Growing	Yr Growth (%)	Tenure (Yrs)
Technology	7	2.3
Accounting & Finance	4	2
Procurement, Supply Chain & Logistics	3.5	2
Financial Services, Banking & Specialist Markets	3	1.9
Manufacturing & Engineering	3	2.5
Legal	2.1	1.4
Business Support	2	1.7

EMPLOYEE EXPECTATIONS FOR 2021

32%

of professionals looking for a new job in 2021

39%

are confident about job opportunities in their sector

37%

of professionals expecting a pay rise in 2021

ACCOUNTING & FINANCE

The Accounting & Finance salary report covers the salary and employment trends observed in London, the North, the Midlands, the East of England, and the South East of England across the following areas:

- Accounting & Finance – Qualified, Part Qualified & Transactional
- Corporate Finance
- Executive
- Interim Management
- Practice Accounting
- Tax & Treasury

In the following industries:

- Banking and Financial Services
- Commerce & Industry
- Investment Management Banking



ACCOUNTING & FINANCE

KEY FINDINGS

SECTOR TRENDS



2 yrs
Average Tenure



4%
Talent Pool Growth



Very High
Hiring Demand

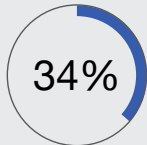


48%
Female

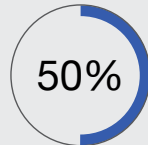


52%
Male

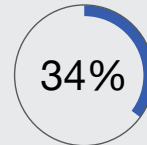
EMPLOYEE EXPECTATIONS FOR 2021



of professionals looking
for a new job in 2021

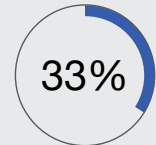


are confident about job
opportunities in this
sector



of professionals
expecting a pay rise in
2021

-V-



of businesses giving pay
rises in 2021

TOP 3 PREFERRED WORK STYLES IN 2021



Element of remote
working



Enhanced use of
technology, apps
and tools



Flexible hours

TOP 3 EMPLOYEE VALUES FOR 2021

Colleagues and culture that inspire employees to do their best

45%

Excellent compensation and benefits

40%

Flexible work arrangements

38%

ACCOUNTING & FINANCE

TALENT HOTSPOTS

TOP 10 MOST SOUGHT AFTER PROFESSIONALS

Rank	Fastest Growing	1 Yr Growth (%)	Tenure (yrs)
 1	Audit Assistant	+11	2
2	Assurance Associate	+7	2.4
3	Financial Planning Analyst	+6	1.8
4	Regulatory Reporting	+5	3.5
5	Finance Business Partner	+4	2.3
6	Head of Tax	+3	3
7	Audit	+3	1.4
8	Group Accounting	+3	2.6
9	Accounting Technician	+3	1.9
10	Internal Auditor	+3	3

17%

growth in market demand for
audit professionals

ACCOUNTING & FINANCE

EAST OF ENGLAND

ACCOUNTING & FINANCE - QUALIFIED & TRANSACTIONAL

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Qualified						
Finance Director	75 - 100k	83,202	90 - 140k	107,833	545 - 750	601
Financial Controller	55 - 75k	56,142	70 - 95k	71,831	300 - 550	383
Finance Manager	45 - 65k	49,636	55 - 75k	54,611	255 - 370	311
Head of Audit	62 - 89k	72,000	95 - 113k	85,900	320 - 560	440
Financial Accountant	45 - 55k	43,514	50 - 62k	51,869	235 - 381	296
Project Accountant	45 - 55k	42,943	50 - 65k	52,714	240 - 343	303
Management Accountant	40 - 50k	39,619	45 - 60k	49,232	208 - 340	252
Systems Accountant	40 - 55k	42,770	50 - 65k	52,720	245 - 400	310
Financial Analyst	35 - 45k	35,240	45 - 55k	46,521	200 - 355	266
Part-qualified & Transactional Services						
CIMA/ACCA/AAT						
Strategic/Part 3	32 - 46k	38,000	43 - 51k	47,100	150 - 185	175
Management/Part 2	33 - 44k	36,865	39 - 48k	44,065	130 - 140	144
Operational Level/Part 1	23 - 29k	26,333	29 - 39k	34,478	95 - 120	115
AAT	21 - 25k	23,125	24 - 31k	27,300	85 - 125	108
Manager						
Credit Control	32.5 - 40k	37,400	40 - 55k	44,571	170 - 225	211
Accounts Receivable	32 - 40k	36,833	38 - 48k	44,000	175 - 350	235
Accounts Payable	30 - 38k	35,329	39 - 49.5k	44,769	165 - 325	254
Payroll	30 - 39k	32,663	39 - 53k	47,036	165 - 370	253

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

ACCOUNTING & FINANCE

EAST OF ENGLAND

ACCOUNTING & FINANCE – QUALIFIED & TRANSACTIONAL

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Team Leader/Supervisor						
Credit Control	22 - 28k	28,952	33 - 45k	37,875	140 - 230	185
Accounts Receivable	28 - 35k	30,814	30 - 40k	35,222	140 - 225	160
Accounts Payable	24 - 35k	31,200	34 - 39k	34,701	135 - 220	155
Payroll	24 - 33k	30,172	32.5 - 45k	40,000	225 - 250	230
Clerks						
Credit Control	22 - 28k	24,633	28 - 39k	32,700	90 - 120	103
Accounts Receivable	20 - 24k	21,583	23 - 27k	25,611	90 - 125	105
Accounts Payable	20 - 26k	23,430	25 - 28k	25,884	80 - 125	103
Payroll	20 - 25k	21,985	23 - 29k	26,364	115 - 145	128

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

ACCOUNTING & FINANCE

LONDON

BANKING & FINANCIAL SERVICES

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Financial Control/Management Reporting						
Director (8+ yrs' PQE)	100 - 140k	132,000	120 - 160k	143,000	600 - 1200	950
Vice President (5 - 10 yrs' PQE)	72 - 94k	86,750	90 - 115k	102,000	550 - 900	750
Assistant Vice President (3 - 5 yrs' PQE)	58 - 70k	62,785	60 - 75k	68,500	420 - 750	600
Analyst/Associate (newly qualified - 3 yrs' PQE)	46 - 64k	54,220	50 - 73k	63,250	310 - 450	380
Product Control						
Director (8+ yrs' PQE)	100-130k	118,000	110-150k	133,000	600 - 1200	950
Vice President (5 - 10 yrs' PQE)	76 - 100k	85,833	83 - 108k	96,750	500 - 700	640
Assistant Vice President (3 - 5 yrs' PQE)	53 - 70k	64,044	67 - 96k	81,200	400 - 700	575
Analyst/Associate (newly-qualified - 3 yrs' PQE)	47 - 58k	51,650	50 - 65k	57,850	285 - 385	350
Internal Audit						
Director (8+ yrs' PQE)	110-140k	118,000	125-160k	138,000	600 - 1200	950
Vice President (5 - 10 yrs' PQE)	78 - 102k	87,088	85 - 118k	102,500	430 - 600	510
Assistant Vice President (3 - 5 yrs' PQE)	55 - 68k	62,455	65 - 87k	77,000	360 - 580	474
Analyst/Associate (newly-qualified - 3 yrs' PQE)	37 - 56k	44,875	40 - 63k	50,900	300 - 420	388
Financial Planning & Analysis / Business Partnering						
Director (8+ yrs' PQE)	125-150k	131,000	130-165k	144,000	500+	600
Vice President (5 - 10 yrs' PQE)	80 - 120k	100,000	85 - 130k	112,500	450 - 550	495
Assistant Vice President (3 - 5 yrs' PQE)	70 - 85k	78,500	72 - 90k	82,500	350 - 450	425
Analyst / Associate (newly qualified - 3 yrs' PQE)	55 - 68k	63,000	58 - 70k	65,000	250 - 375	300
Regulatory Reporting						
Director	120 - 150k	136,000	130 - 170k	147,000	500 - 1000	780
VP	85 - 110k	98,000	90 - 125k	105,000	470 - 575	530
AVP	70 - 85k	74,000	70 - 85k	78,000	450 - 550	520
Associate (2 - 4 yrs' PQE)	65 - 80k	71,000	65 - 80k	76,000	350 - 530	480

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

ACCOUNTING & FINANCE

LONDON

BANKING & FINANCIAL SERVICES

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Treasury - Financial Services						
Director (8 yrs' PQE)	110 - 140k	135,000	125 - 165k	143,000	500 - 1000	800
VP (5 - 10 yrs' PQE)	85 - 110k	96,000	95 - 120k	111,000	450 - 700	550
AVP (3 - 5 yrs' PQE)	65 - 85k	71,000	70 - 90k	81,000	400 - 500	460
Analyst (1 - 3 yrs' PQE)	55 - 65k	61,000	55 - 70k	65,000	200 - 420	345

BANKING & FINANCIAL SERVICES - SMEs

Role	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
	Range	Average	Range	Average
Finance Director	160k+	175,000	550+	700
Head of Finance	120 - 150k	133,000	550 - 670	650
Head of FP&A	120-150k	135,000	550 - 670	625
FP&A Analyst	50 - 70k	63,000	300 - 450	400
Financial Controller	90-150k	123,000	330 - 550	475
Finance Manager	70-85k	77,000	380 - 550	465
Financial Accountant (newly qualified - 3 yrs' PQE)	55-70k	63,000	270 - 520	322
Management Accountant (newly qualified - 3 yrs' PQE)	55-70k	63,000	275 - 350	322
Assistant Accountant	25 - 48k	32,000	115 - 220	165

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

ACCOUNTING & FINANCE

LONDON

COMMERCE & INDUSTRY – EXECUTIVE

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Executive						
CFO	92 - 148k	118,925	150k+	178,500	600 - 1200	855
Finance Director	90 - 120k	90,875	120 - 180k	112,500	500 - 750	650
Group Financial Controller	80 - 100k	71,244	110 - 140k	93,750	450 - 850	702
Financial Controller	65 - 85k	62,840	80 - 120k	88,515	150 - 400	282
Business Change/Transformation	65 - 80k	51,616	75 - 100k	78,500	475 - 650	550

COMMERCE & INDUSTRY – QUALIFIED

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Finance Manager	55 - 75k	65,047	65 - 80k	77,250	300 - 500	365
FP&A Manager	60 - 75k	73,223	65 - 85k	88,444	400 - 550	450
Analyst	55 - 65k	58,737	55 - 70k	71,338	350 - 500	400
Group Accountant	55 - 65k	62,335	55 - 70k	72,041	300 - 550	400
Newly-qualified ACA	52 - 55k	54,479	53 - 55k	52,648	275 - 325	300
Newly-qualified CIMA	52 - 55k	54,500	53 - 55k	53,000	250 - 300	275
Newly-qualified ACCA	52 - 55k	57,500	53 - 55k	54,000	250 - 300	330
Financial Accountant	55 - 65k	54,911	55 - 70k	62,500	275 - 350	325
Management Accountant	55 - 65k	53,773	55 - 65k	61,827	275 - 325	300

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

ACCOUNTING & FINANCE

LONDON

COMMERCE & INDUSTRY – PART & NON-QUALIFIED

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Part and Non-qualified						
ACCA Part 3/CIMA Strategic	36 - 43k	38,995	38 - 51k	44,750	210 - 270	240
ACCA Part 2/CIMA Management	35 - 43k	38,250	38 - 45k	41,800	180 - 270	215
ACCA Part 1/CIMA Operational	25 - 34k	28,125	28 - 35k	32,500	140 - 240	190
Finance Manager	28 - 39k	34,655	37 - 48k	43,225	160 - 300	225
Business/Financial Analyst	28 - 35k	30,255	33 - 48k	41,125	190 - 330	250
Accounts Payable Manager	34 - 43k	37,333	41 - 54k	46,750	140 - 220	180
Accounts Payable Assistant	21 - 26k	24,500	26 - 32k	28,440	110 - 190	153
Accounts Assistant	19 - 26k	22,750	25 - 30k	27,455	110 - 155	141
Graduate	20 - 24k	22,000	22 - 28k	25,800	80 - 110	92
Credit Control & Accounts Receivable						
Sales Ledger Manager	35 - 46k	36,250	37 - 50k	43,500	150 - 240	198
Sales Ledger Assistant	24 - 27k	25,500	25 - 30k	27,255	100 - 140	121
Credit Control Manager	32 - 42k	35,500	38 - 58k	44,757	190 - 300	252
Revenue/Billings Manager	30 - 40k	35,500	38 - 57k	47,500	190 - 260	233
Credit Controller	26 - 29k	27,750	28 - 34k	31,555	120 - 150	147
Senior Credit Controller	30 - 35k	32,330	34 - 42k	36,722	130 - 170	159
Billings Specialist	25 - 30k	27,982	30 - 35k	32,228	100 - 145	120
Payroll						
Payroll Manager	35 - 48k	39,595	43 - 65k	56,250	170 - 270	240
Payroll Officer	30 - 40k	33,500	34 - 43k	39,250	130 - 165	139

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

ACCOUNTING & FINANCE

LONDON

COMMERCE & INDUSTRY – INTERNAL AUDIT

Role	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
	Range	Average	Range	Average
Internal Audit				
Director of Internal Audit/VP of Internal Audit	120 - 150k	130,000	675 - 900	795
Head of Internal Audit	86 - 115k	107,500	600 - 800	725
Audit Director	90 - 135k	112,500	500 - 800	650
Senior Internal Audit Manager	75 - 85k	80,444	500 - 650	588
Internal Audit Manager	70 - 85k	76,399	400 - 600	496
Senior Internal Auditor	55 - 65k	60,125	300 - 480	395
Internal Auditor	50 - 65k	57,300	240 - 420	373
Newly-qualified (still in practice)	46 - 58k	52,850	240 - 300	250
Auditor (part-qualified)	29 - 36k	32,800	200 - 260	230
Risk Management				
CRO	150 - 200k	175,000	800 - 1200	1000
Head of Risk	80 - 150k	115,000	550 - 950	775
Risk Director/Senior Manager	85 - 140k	118,000	520 - 750	660
Risk Manager	67 - 87k	77,312	450 - 650	572
IT Audit				
Head of IT Audit	100 - 180k	130,000	600 - 1100	850
IT Audit Senior Manager	80 - 110k	92,900	500 - 650	545
IT Audit Manager	71 - 85k	77,950	400 - 500	450
IT Auditor	58 - 68k	62,450	275 - 450	388
Internal Controls				
Head of Internal Control	88 - 120k	97,000	500 - 650	600
Internal Control Manager	64 - 80k	71,235	440 - 550	499
Internal Control Analyst	48 - 70k	60,915	220 - 330	280

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

ACCOUNTING & FINANCE

LONDON

COMMERCE & INDUSTRY – PRACTICE ACCOUNTING

Role	Permanent Salary Per Annum GBP (£)			
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)	
	Range	Average	Range	Average
Audit				
Director	82 - 115k	92,440	88 - 130k	115,000
Senior Manager	63 - 78k	69,424	70 - 88k	78,500
Manager	53 - 64k	58,491	60 - 69k	63,750
Senior	39 - 50k	35,122	45 - 53k	48,500
Corporate Finance				
Director	88 - 120k	102,500	113 - 150k	130,000
Senior Manager	62 - 77k	75,000	75 - 99k	85,000
Manager	56 - 73k	63,235	59 - 75k	67,500
Senior	48 - 58k	53,530	50 - 62k	57,500

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

ACCOUNTING & FINANCE

LONDON

COMMERCE & INDUSTRY – TAXATION

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
FTSE 100						
Head of Tax	120 - 170k	131,333	130 - 210k	152,455	800 - 1,000	905
Group Tax Manager/Senior Manager	72 - 90k	83,905	85 - 115k	97,776	460 - 630	517
International Tax Manager	70 - 85k	69,289	80 - 115k	95,103	450 - 600	516
UK Tax Manager	59 - 74k	66,900	65 - 85k	73,600	300 - 500	413
Tax Accountant/Analyst	39 - 67k	50,229	39 - 67k	50,229	350+	350
Mid-cap/Non-listed						
Head of Tax	100 - 123k	102,271	130 - 150k	123,360	550 - 780	632
Senior Manager - International Tax	71 - 92k	82,364	80 - 110k	91,344	400 - 550	475
Group Tax Manager	75 - 87k	77,750	75 - 89k	82,221	380 - 520	428
UK Tax Manager	54 - 76k	65,517	62.5 - 75k	67,050	330 - 390	356
Tax Accountant/Analyst	39 - 56.5k	46,509	40 - 67k	50,229	370 - 580	328
Financial Services						
Head of Tax	110 - 134k	109,375	150 - 200k	137,273	580 - 870	750
Group Tax Manager/Senior Manager	82 - 100k	74,500	87.5 - 137k	102,727	400 - 630	550
International Tax Manager	56 - 74k	66,150	74 - 103k	85,110	380 - 520	457
UK Tax Manager	60 - 82k	69,405	70.5 - 100k	84,490	350 - 500	425
Tax Accountant/Analyst	41 - 56k	45,095	54.5 - 67k	60,917	330 - 480	408

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

ACCOUNTING & FINANCE

LONDON

COMMERCE & INDUSTRY – TREASURY

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Senior Treasury						
Group Treasurer - FTSE 100	130 - 150k+	-	130 - 180k	152,354	900 - 1000	952
Group Treasurer - FTSE 250	120 - 145k	120,430	120 - 155k	115,988	650 - 880	767
Treasurer - Mid-cap/Non-listed	90 - 110k	83,750	90 - 120k	83,750	550+	-
Assistant Treasurer - FTSE 100	75 - 100k	89,167	78 - 110k	89,167	600+	-
Assistant Treasurer - FTSE 250	75 - 93k	83,455	78 - 93k	83,750	550+	-
Treasury Manager						
3+ yrs' exp	57 - 74k	65,718	77 - 92k	83,214	350 - 450	413
0 - 3 yrs' exp	45 - 60k	51,686	59 - 75k	66,135	270 - 400	305
Senior Treasury Analyst						
3+ yrs' exp	41 - 54k	46,800	48 - 62.5k	56,250	330 - 440	375
0 - 3 yrs' exp	31 - 42k	35,696	40 - 55k	48,756	200 - 370	299
Treasury Accountant/Controller						
5+ yrs' exp	63 - 79k	67,590	67.5 - 90k	81,200	470 - 520	490
2 - 5 yrs' exp	47 - 60k	50,770	57 - 71k	61,276	340 - 470	393
0 - 2 yrs' exp	32 - 44k	37,668	43.5 - 60k	51,606	250+	-
Treasury Dealer						
2+ yrs' exp	42 - 56k	50,128	52 - 62k	56,667	300 - 350	333
0 - 2 yrs' exp	32 - 42k	36,733	38 - 57k	46,667	200+	-

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

ACCOUNTING & FINANCE

LONDON

INVESTMENT MANAGEMENT FINANCE

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Financial Control						
CFO	125 - 175k	150,000	130 - 220k	192,000	650 - 1250	975
Financial Director	90 - 125k	92,000	92 - 150k	133,000	600 - 950	800
Financial Controller	80 - 96k	92,000	80 - 98k	95,000	450 - 600	522
Finance Manager (3+ yrs' PQE)	60 - 75k	66,000	63 - 90k	81,335	360 - 500	475
Financial Accountant (0 - 3 yrs' PQE)	50 - 60k	48,500	50 - 60k	55,225	275 - 350	313
Assistant Accountant	26 - 36k	30,000	30 - 41k	36,750	125 - 235	155
Management Reporting/Financial Planning & Analysis						
Head of Management Reporting/FP&A	80 - 100k	79,550	85 - 125k	94,325	450 - 700	675
Senior Management Accountant/FP&A Manager (3+ yrs' PQE)	60 - 76k	64,335	65 - 85k	75,850	400 - 550	480
Management Accountant/FP&A Analyst (0 - 3 yrs' PQE)	50 - 65k	40,335	50 - 65	49,950	275 - 400	360
Finance Business Partner						
Finance Business Partner (5+ yrs' PQE)	75 - 100k	84,000	80 - 120k	93,000	500+	550
Finance Business Partner (0-5 yrs' PQE)	50 - 70k	68,000	50 - 75k	71,000	300 - 450	400
Fund Accounting						
Head of Fund Accounting	85 - 110k	101,000	90 - 120k	107,000	500+	550
Fund Controller (5+ yrs' PQE)	70 - 80k	65,500	71 - 95k	84,950	400 - 500	375
Fund Accountant (3 - 5 yrs' PQE)	55 - 70k	55,312	55 - 75k	68,995	350 - 400	350
Fund Accountant (0 - 3 yrs' PQE)	50 - 60k	48,344	50 - 65k	54,450	275 - 350	270

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

ACCOUNTING & FINANCE

MERSEYSIDE

COMMERCE & INDUSTRY – QUALIFIED

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Group Finance Director	82 - 92k	85,750	92 - 197k	113,500	748 - 1,198	918
Finance Director	57 - 83k	71,665	82 - 113k	94,440	518 - 848	748
Group Financial Controller	58 - 72k	65,553	69 - 117k	90,550	368 - 548	448
Financial Controller	40 - 68k	48,951	55 - 87k	71,650	298 - 448	400
Head of Audit	63 - 107k	86,444	97 - 117k	112,350	498 - 598	588
Head of FP&A	64 - 78k	71,924	74 - 115k	95,922	398 - 598	493
Internal Audit/Risk	33 - 48k	40,867	47 - 63k	52,825	198 - 418	389
Systems Accountant	39 - 51k	44,555	49 - 61k	54,300	138 - 358	278
Finance Manager	33 - 45k	37,950	43 - 58k	51,653	258 - 458	342
Project Accountant	29 - 39k	35,099	38 - 52k	45,901	248 - 438	328
Financial Accountant	31 - 40k	35,933	38 - 50k	45,522	178 - 338	253
Management Accountant	28 - 37k	32,811	32 - 45k	39,540	158 - 278	237
Financial Analyst	22 - 40k	26,020	30 - 42k	37,644	148 - 228	188
Finance Business Partner/Commercial Accountant	31 - 42k	37,665	41 - 70k	56,991	258 - 548	382
Commercial Finance Analyst	24 - 33k	27,430	30 - 38k	34,970	168 - 248	231
Group Accountant	32 - 39k	35,944	34 - 50k	44,121	248 - 378	343
Financial Planning Analyst	30 - 39k	34,955	37 - 45k	40,944	198 - 258	248
In-House Tax						
Corporate	30 - 55k	37,997	45 - 86k	62,993	358 - 548	464
Indirect/VAT	26 - 49k	32,572	43 - 72k	59,330	358 - 458	408
Treasury						
Head of Treasury/Treasury Manager	38 - 63k	46,600	57 - 73k	67,125	298 - 418	386
Group Treasurer	67 - 87k	78,000	78 - 107k	96,000	398 - 598	523
Assistant Group Treasurer	62 - 82k	72,500	72 - 87k	84,000	298 - 458	393
Treasury Analyst	20 - 27k	22,225	27 - 39k	32,812	128 - 248	192

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

ACCOUNTING & FINANCE

MERSEYSIDE

COMMERCE & INDUSTRY – TRANSACTIONAL

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Transactional Services						
Payroll Manager	35 - 49k	40,968	35 - 65k	47,000	150 - 300	190
Transactional Processing Manager	28 - 42k	31,522	42 - 54k	46,855	150 - 300	190
Credit Control Manager	28 - 33k	31,455	31 - 55k	43,577	250 - 300	290
Accounts Payable Manager	33 - 40k	39,750	38 - 54k	47,124	-	-
Credit Control Supervisor/Team Leader	24 - 37k	28,957	31 - 44k	39,299	150 - 300	225
Payroll Supervisor/Team Leader	21 - 25k	22,900	26 - 40k	32,066	100 - 125	118
Accounts Receivable Manager	33 - 44k	24,333	27 - 39k	31,530	100 - 125	118
Accounts Payable Supervisor/Team Leader	22 - 29k	23,451	27 - 33k	26,933	80 - 120	99
Accounts Receivable Supervisor/Team Leader	20 - 31k	26,985	25 - 34k	29,014	140 - 180	160
Credit Control Clerk/Credit Controller	18 - 23k	21,022	22 - 31k	26,488	80 - 120	99
Accounts Payable Clerk	18 - 22k	18,930	21 - 25k	22,440	76 - 100	94
Accounts Assistant	18 - 22k	19,747	21 - 25k	21,949	70 - 95	89
Payroll Clerk	19 - 25k	21,460	22 - 27k	22,321	75 - 100	94
Accounts Receivable Clerk	18 - 23k	20,472	21 - 25k	21,416	70 - 95	89
CIMA/ACCA						
Strategic/Part 3	22 - 28k	23,990	33 - 36k	31,885	150 - 200	180
Managerial/Part 2	21 - 27k	25,750	28 - 35k	30,490	90 - 120	110
Certificate/Part 1	20 - 26k	21,335	24 - 30k	23,966	60 - 120	100
Other						
AAT	19 - 25k	21,250	22 - 28k	25,880	80 - 110	96
QBE Bookkeeper	19 - 23k	21,750	20 - 26k	23,350	80 - 150	114

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

ACCOUNTING & FINANCE

MERSEYSIDE

PRACTICE ACCOUNTING

Role	Permanent Salary Per Annum GBP (£)			
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)	
	Range	Average	Range	Average
Audit				
Senior Manager	42 - 65k	51,900	55 - 65k	58,000
Manager	37 - 51k	42,833	45 - 55k	53,420
Assistant Manager	26 - 35k	30,992	32 - 45k	38,953
Senior	23 - 33k	29,904	30 - 38k	33,875
Tax				
Senior Manager	45 - 57k	51,888	53 - 75k	60,925
Manager	40 - 56k	45,900	48 - 71k	59,303
Assistant Manager	30 - 37k	33,324	38 - 45k	37,168
Senior	23 - 32k	29,035	26 - 45k	36,547

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

ACCOUNTING & FINANCE

MIDLANDS

COMMERCE & INDUSTRY – QUALIFIED & TRANSACTIONAL

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Qualified						
Finance Director	59 - 85k	70,800	80 - 115k	99,440	450 - 800	500
Financial Controller	42 - 54k	49,943	51 - 75k	63,882	375 - 550	390
Finance Manager	34 - 46k	39,034	44 - 60k	53,082	300 - 375	302
Head of Audit	47 - 58k	54,005	56 - 80k	70,250	450 - 700	566
Financial Accountant	32 - 48k	38,997	45 - 57k	50,125	200 - 375	215
Project Accountant	29 - 36k	32,930	34 - 60k	45,912	250 - 350	240
Management Accountant	35 - 43k	38,991	41 - 51k	44,710	225 - 300	230
Systems Accountant	37 - 48k	43,482	47 - 57k	51,630	350 - 550	347
Financial Analyst	28 - 40k	33,464	38 - 53k	47,910	225 - 275	210
Finance Business Partner	45 - 65k	57,923	50 - 75k	72,876	300 - 400	350
Head of Financial Planning and Analysis	55 - 75k	69,816	60 - 100k	84,987	450 - 600	525
Group Financial Controller	65 - 100k	73,972	70 - 130k	110,620	400 - 650	525
Financial Reporting Manager	50 - 75k	66,562	55 - 80k	75,990	375 - 500	437
Head of Finance	60 - 85k	79,872	70 - 120k	112,481	350 - 550	450
Part-qualified & Transactional Services						
CIMA/ACCA/AAT						
Strategic/Part 3	28 - 36k	30,316	33 - 44k	38,950	250 - 300	270
Management/Part 2	23 - 31k	26,882	30 - 37k	34,663	160 - 220	203
Operational Level/Part 1	21 - 26k	23,831	25 - 33k	29,244	115 - 260	148
AAT	18 - 24k	20,890	23 - 28k	25,782	80 - 160	103

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

ACCOUNTING & FINANCE

MIDLANDS

COMMERCE & INDUSTRY – QUALIFIED & TRANSACTIONAL

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Manager						
Credit Control	28 - 42k	33,514	36 - 53k	45,882	180 - 300	310
Accounts Payable	29 - 37k	31,377	34 - 47k	40,775	180 - 280	280
Accounts Receivable	28 - 40k	34,880	37 - 47k	42,840	170 - 260	260
Payroll	28 - 35k	30,319	30 - 41k	35,538	170 - 390	400
Team Leader/Supervisor						
Credit Control	28 - 37k	32,910	33 - 42k	38,533	120 - 180	164
Accounts Receivable	23 - 27k	25,913	25 - 29k	27,910	110 - 160	129
Accounts Payable	24 - 27k	26,912	25 - 30k	28,125	90 - 110	100
Payroll	14 - 30k	27,499	29 - 34k	31,813	135 - 160	155
Clerks						
Credit Control	19 - 23k	21,042	21 - 25k	23,351	80 - 106	95
Accounts Payable	19 - 23k	21,014	20 - 25k	23,044	77 - 100	101
Accounts Receivable	17 - 21k	18,920	19 - 23k	21,330	77 - 106	99
Payroll	20 - 25k	23,017	23 - 27k	25,037	95 - 140	120

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

ACCOUNTING & FINANCE

NORTH

COMMERCE & INDUSTRY – QUALIFIED

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Group Finance Director	85 - 95k	88,750	95 - 200k	116,500	750 - 1,200	920
Finance Director	60 - 86k	74,665	85 - 116k	97,440	520 - 850	750
Group Financial Controller	61 - 75k	68,553	72 - 120k	93,550	370 - 550	450
Financial Controller	43 - 71k	51,951	58 - 90k	74,650	300 - 450	402
Head of Audit	66 - 110k	89,444	100 - 120k	115,350	500 - 600	590
Head of FP&A	67 - 81k	74,924	77 - 118k	98,922	400 - 600	495
Internal Audit/Risk	36 - 51k	43,867	50 - 66k	55,825	200 - 420	391
Systems Accountant	42 - 54k	47,555	52 - 64k	57,300	140 - 360	280
Finance Manager	36 - 48k	40,950	46 - 61k	54,653	260 - 460	344
Project Accountant	32 - 42k	38,099	41 - 55k	48,901	250 - 440	330
Financial Accountant	34 - 43k	38,933	41 - 53k	48,522	180 - 340	255
Management Accountant	31 - 40k	35,811	35 - 48k	42,540	160 - 280	239
Financial Analyst	25 - 43k	29,020	33 - 45k	40,644	150 - 230	190
Finance Business Partner/Commercial Accountant	34 - 45k	40,665	44 - 73k	59,991	260 - 550	384
Commercial Finance Analyst	27 - 36k	30,430	33 - 41k	37,970	170 - 250	233
Group Accountant	35 - 42k	38,944	37 - 53k	47,121	250 - 380	345
Financial Planning Analyst	33 - 42k	37,955	40 - 48k	43,944	200 - 260	250
In-House Tax						
Corporate	33 - 58k	40,997	48 - 89k	65,993	360 - 550	466
Indirect/VAT	29 - 52k	35,572	46 - 75k	62,330	360 - 460	410
Treasury						
Head of Treasury/Treasury Manager	41 - 66k	49,600	60 - 76k	70,125	300 - 420	388
Group Treasurer	70 - 90k	81,000	81 - 110k	99,000	400 - 600	525
Assistant Group Treasurer	65 - 85k	75,500	75 - 90k	87,000	300 - 460	395
Treasury Analyst	23 - 30k	25,225	30 - 42k	35,812	130 - 250	194

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

ACCOUNTING & FINANCE NORTH

COMMERCE & INDUSTRY – TRANSACTIONAL

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Transactional Services						
Payroll Manager	37 - 51k	42,968	48 - 84k	67,950	270 - 350	280
Transactional Processing Manager	30 - 43k	33,522	42 - 54k	47,855	150 - 300	190
Credit Control Manager	30 - 35k	33,455	31 - 55k	45,577	250 - 300	290
Accounts Payable Manager	37 - 45k	42,750	38 - 54k	50,124	200 - 300	200
Credit Control Supervisor/Team Leader	26 - 39k	28,957	31 - 44k	40,299	150 - 300	225
Payroll Supervisor/Team Leader	24 - 28k	25,900	26 - 40k	30,066	100 - 125	118
Accounts Receivable Manager	36 - 45k	24,333	27 - 39k	31,530	100 - 125	120
Accounts Payable Supervisor/Team Leader	24 - 31k	26,451	27 - 33k	29,933	100 - 125	120
Accounts Receivable Supervisor/Team Leader	23 - 33k	26,985	25 - 34k	31,014	140 - 180	160
Credit Control Clerk/Credit Controller	19 - 24k	21,022	22 - 31k	25,488	80 - 120	99
Accounts Payable Clerk	18 - 22k	19,930	21 - 25k	23,440	76 - 100	94
Accounts Assistant	18 - 22k	19,747	21 - 25k	22,949	70 - 95	89
Payroll Clerk	19 - 25k	21,460	22 - 27k	24,321	100 - 120	110
Accounts Receivable Clerk	18 - 23k	20,472	21 - 25k	23,416	100 - 120	110
CIMA/ACCA						
Strategic/Part 3	25 - 31k	28,990	33 - 36k	34,885	150 - 200	180
Managerial/Part 2	23 - 28k	26,750	28 - 35k	33,490	90 - 120	110
Certificate/Part 1	20 - 26k	22,335	24 - 30k	26,966	60 - 120	100
Other						
AAT	19 - 25k	22,250	22 - 28k	25,880	80 - 110	96
QBE Bookkeeper	19 - 23k	20,750	20 - 26k	23,350	80 - 150	114

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

ACCOUNTING & FINANCE

NORTH

PRACTICE ACCOUNTING

Role	Permanent Salary Per Annum GBP (£)			
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)	
	Range	Average	Range	Average
Audit				
Senior Manager	45 - 67k	53,900	58 - 75k	68,995
Manager	40 - 54k	45,833	45 - 61k	53,420
Assistant Manager	29 - 37k	32,992	32 - 49k	41,953
Senior	26 - 37k	30,904	30 - 38k	34,875
Tax				
Senior Manager	47 - 60k	54,888	53 - 75k	63,925
Manager	43 - 58k	48,900	48 - 71k	62,303
Assistant Manager	32 - 42k	37,324	38 - 45k	40,168
Senior	25 - 35k	32,035	26 - 45k	39,547
Corporate Finance				
Director	58 - 107k	71,850	75 - 120k	102,500
Senior Manager	49 - 61k	54,747	57 - 76k	65,022
Manager	45 - 58k	51,925	54 - 72k	62,848
Executive	34 - 38k	36,222	35 - 45k	37,865
Other				
Transaction Services	35 - 52k	40,799	45 - 69k	59,540
Private Equity/Investment	55 - 80k	66,537	66 - 100k	89,100

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

ACCOUNTING & FINANCE

SOUTH EAST

ACCOUNTING & FINANCE – QUALIFIED & TRANSACTIONAL

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Qualified						
Finance Director	70.4 - 95k	83,202	80 - 121k	107,833	545 - 750	601
Financial Controller	48 - 63k	56,142	62 - 83k	71,831	300 - 550	383
Finance Manager	39 - 52k	49,636	51 - 66k	54,611	255 - 370	311
Head of Audit	62 - 89k	72,000	95 - 113k	85,900	320 - 560	440
Financial Accountant	38 - 48k	43,514	45 - 57k	51,869	235 - 381	296
Project Accountant	36 - 51k	42,943	42 - 61k	52,714	240 - 343	303
Management Accountant	33 - 42k	39,619	44 - 57k	49,232	208 - 340	252
Systems Accountant	37 - 49k	42,770	45 - 63k	52,720	245 - 400	310
Financial Analyst	28 - 42k	35,240	43 - 53.5k	46,521	200 - 355	266
Part-qualified & Transactional Services						
CIMA/ACCA/AAT						
Strategic/Part 3	32 - 46k	38,000	43 - 51k	47,100	150 - 185	175
Management/Part 2	33 - 44k	36,865	39 - 48k	44,065	130 - 140	144
Operational Level/Part 1	23 - 29k	26,333	29 - 39k	34,478	95 - 120	115
AAT	21 - 25k	23,125	24 - 31k	27,300	85 - 125	108
Manager						
Credit Control	32.5 - 40k	37,400	40 - 55k	44,571	170 - 225	211
Accounts Receivable	32 - 40k	36,833	38 - 48k	44,000	175 - 350	235
Accounts Payable	30 - 38k	35,329	39 - 49.5k	44,769	165 - 325	254
Payroll	30 - 39k	32,663	39 - 53k	47,036	165 - 370	253

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

ACCOUNTING & FINANCE

SOUTH EAST

ACCOUNTING & FINANCE – QUALIFIED & TRANSACTIONAL

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Team Leader/Supervisor						
Credit Control	22 - 28k	29,952	33 - 45k	37,875	140 - 230	185
Accounts Receivable	28 - 35k	30,814	30 - 40k	35,222	140 - 225	160
Accounts Payable	24 - 35k	31,200	34 - 39k	34,701	135 - 220	155
Payroll	24 - 33k	30,172	32.5 - 45k	40,000	225 - 250	210
Clerks						
Credit Control	22 - 28k	24,633	28 - 39k	32,700	90 - 120	103
Accounts Receivable	20 - 24k	21,583	23 - 27k	25,611	90 - 125	105
Accounts Payable	20 - 26k	23,430	25 - 28k	25,884	80 - 125	103
Payroll	20 - 25k	21,985	23 - 29k	26,364	115 - 145	128

PRACTICE ACCOUNTING

Role	Permanent Salary Per Annum GBP (£)					
	Accounts		Audit		Tax	
	Range	Average	Range	Average	Range	Average
Director/Partner	60 - 100k	80,000	80 - 120k	100,000	70 - 110k	90,000
Senior Manager	50 - 55k	52,500	60 - 65k	62,500	55 - 65k	60,000
Manager	46 - 50k	48,000	46 - 54k	50,960	46 - 54k	50,639
Assistant Manager	36 - 42k	39,950	40 - 44k	42,721	38 - 42k	40,100
Senior	33 - 37k	35,320	36 - 40k	38,198	36 - 40k	38,907
Semi-Senior/PQ	24 - 26k	25,876	24 - 26k	25,209	24 - 26k	25,000
AAT/CAT/Trainee	20 - 24k	22,790	20 - 24k	22,765	20 - 24k	22,534

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

BANKING, FINANCIAL SERVICES & SPECIALIST MARKETS

The Banking, Financial Services & Specialist Markets salary report covers the salary and employment trends observed in London, the North and the Midlands across the following areas:

- Banking Operations
- Compliance
- Financial Crime
- Investment Banking
- Investment Management
- Insolvency
- Risk

BANKING, FINANCIAL SERVICES & SPECIALIST MARKETS

KEY FINDINGS

SECTOR TRENDS



1.9 yrs
Average Tenure



3%
Talent Pool Growth



Very High
Hiring Demand

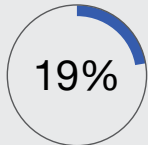


38%
Female

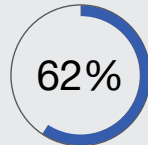


62%
Male

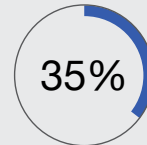
EMPLOYEE EXPECTATIONS FOR 2021



of professionals looking
for a new job in 2021

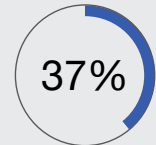


are confident about job
opportunities in this
sector



of professionals
expecting a pay rise in
2021

-V-



of businesses giving pay
rises in 2021

TOP 3 PREFERRED WORK STYLES IN 2021



Element of remote
working



Increased focus on
wellbeing



Enhanced use of
technology, apps
and tools

TOP 3 EMPLOYEE VALUES FOR 2021

Colleagues and culture that inspire employees to do their best

38%

Excellent compensation and benefits

38%

Flexible work arrangements

31%

BANKING, FINANCIAL SERVICES & SPECIALIST MARKETS

TALENT HOTSPOTS

TOP 10 MOST SOUGHT AFTER PROFESSIONALS

Rank	Fastest Growing	1 Yr growth (%)	Tenure (yrs)
 1	Investment Banking Analyst	+7.8	2.0
2	Risk Analyst	+5.1	1.6
3	Compliance	+4.4	2.3
4	Financial Crime	+4.3	2.0
5	Chief Financial Officer	+4.1	2.5
6	Director Of Operations	+4	3.5
7	Head Of Risk	+3.8	3.8
8	Finance Specialist	+3.6	2.2
9	Fund Accountant	+3.5	1.6
10	Operations Analyst	+2.9	1.9

7.8%

growth in market demand for
Investment Banking Analyst
professionals

BANKING, FINANCIAL SERVICES & SPECIALIST MARKETS

LONDON

COMPLIANCE – BUY-SIDE

Role	Permanent Salary Per Annum GBP (£)		Large Enterprise (HC 250+)	
	Range	Bonus	Range	Average
Large Institutional Asset Manager				
Director	140k+	40 - 100%	800+	68,995
VP	80 - 130k	30 - 60%	600 - 800	53,420
Associate/AVP	50 - 70k	20 - 40%	400 - 500	41,953
Analyst	30 - 45k	10 - 20%	300 - 350	34,875
Asset Management arm of financial services firm				
Director	130k+	40 - 70%	800+	63,925
VP	80 - 120k	20 - 50%	500 - 700	62,303
Associate/AVP	50 - 70k	10 - 30%	300 - 450	40,168
Analyst	30 - 45k	5 - 15%	200 - 300	39,547
Boutique Investment Manager				
Director	120k+	40 - 100%	800+	102,500
VP 90 - 120k	90 - 120k	30 - 80%	500 - 700	65,022
Associate/AVP	50 - 85k	20 - 40%	300 - 500	62,848
Analyst 30 - 50k	30 - 50k	10 - 30%	200 - 300	-

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

BANKING, FINANCIAL SERVICES & SPECIALIST MARKETS

LONDON

COMPLIANCE – SELL-SIDE

Role	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)
	Range	Bonus	Range
Central Compliance			
Director	115k+	20 - 30%	600+
VP	75 - 110k+	15 - 20%	450 - 600
Associate/AVP	40 - 70k	10 - 15%	300 - 400
Trade Surveillance			
Director	120k+	20 - 30%	600+
VP	70 - 110k	15 - 20%	500 - 600
Associate/AVP	50 - 70k	10 - 15%	350 - 450
Product Advisory			
Director	130 - 160k	20 - 30%	600+
VP	90 - 120k	15 - 20%	500 - 600
Associate/AVP	60 - 90k	10 - 15%	300-500
Control Room			
Director	115k+	20 - 30%	700+
VP	65 - 100k	15 - 20%	500 - 700
Associate/AVP	45 - 65k	10 - 15%	300 - 475
Regulatory Affairs/Change			
Director	120k+	20 - 30%	600 - 700
VP	80 - 110k	15 - 20%	500 - 600
Associate/AVP	50 - 75k	10 - 15%	400 - 500
Monitoring/Assurance			
Director	120k+	20 - 30%	650+
VP	80 - 110k	15 - 20%	450 - 600
Associate/AVP	50 - 75k	10 - 15%	350 - 450

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

BANKING, FINANCIAL SERVICES & SPECIALIST MARKETS

LONDON

FINANCIAL CRIME

Role	Permanent Salary Per Annum GBP (£)		Large Enterprise (HC 250+)	
	Range	Average	Range	Average
KYC				
6+ yrs' exp	70 - 90k	81,675	400 - 600	505
4 - 6 yrs' exp	60 - 70k	66,891	300 - 500	410
2 - 4 yrs' exp	40 - 55k	45,689	250 - 400	312
0 - 2 yrs' exp	30 - 40k	35,125	200 - 250	225
AML Policy/Advisory				
6+ yrs' exp	90 - 150k	120,832	500 - 800	643
4 - 6 yrs' exp	70 - 90k	82,340	400 - 500	455
2 - 4 yrs' exp	50 - 70k	59,963	300 - 400	352
0 - 2 yrs' exp	40 - 50k	45,441	200 - 300	257
Sanctions Policy/Advisory				
6+ yrs' exp	90 - 150k	120,350	500 - 700	606
4 - 6 yrs' exp	70 - 90k	71,435	350 - 500	412
2 - 4 yrs' exp	50 - 70k	45,273	200 - 300	288
ABC Policy/Advisory				
6+ yrs' exp	80 - 140k	122,340	500 - 700	643
4 - 6 yrs' exp	60 - 80k	70,844	400 - 600	510
2 - 4 yrs' exp	50 - 70k	62,438	300 - 400	356
0 - 2 yrs' exp	35 - 50k			
Fraud				
6+ yrs' exp	75 - 120k	85,125	450 - 650	557
4 - 6 yrs' exp	55 - 80k	61,647	350 - 450	405
2 - 4 yrs' exp	40 - 55k	45,446	250 - 350	317
0 - 2 yrs' exp	30 - 40k	35,950	150 - 250	215
Transaction Monitoring				
6+ yrs' exp	75 - 100k	84,045	450 - 550	523
4 - 6 yrs' exp	55 - 70k	60,341	300 - 450	398
2 - 4 yrs' exp	40 - 55k	46,402	200 - 275	248
0 - 2 yrs' exp	30 - 40k	35,607	150 - 200	177

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

BANKING, FINANCIAL SERVICES & SPECIALIST MARKETS

LONDON

OPERATIONS – INVESTMENT BANKING – EXECUTIVE

Challenger Bank	UK Head of Operations	EMEA Head of Operations
Salary range	Salary range	Salary range
80 - 130k	110 - 160k	180 - 280k

OPERATIONS – INVESTMENT BANKING – PERMANENT

Role	Permanent Salary Per Annum GBP (£)					
	Analyst		AVP/Associate		Management	
	Range	Average	Range	Average	Range	Average
Trade Support - Derivatives	40 - 55k	45,525	55 - 70k	65,225	70 - 95k	88,610
Trade Support - Securities	40 - 50k	45,675	50 - 65k	60,879	70 - 90k	86,229
Settlements - Derivatives	35 - 45k	41,220	55 - 67k	61,000	70 - 90k	81,265
Settlements - Securities	35 - 45k	39,889	50 - 65k	57,575	70 - 80k	75,780
Client Services - Derivatives	30 - 45k	42,350	50 - 65k	57,520	75 - 100k	84,443
Client Services - Securities	30 - 45k	40,998	50 - 65k	57,595	70 - 100k	82,095
OTC Clearing	40 - 55k	49,334	50 - 70k	61,140	75 - 110k	91,542
Corporate Actions/ Asset Servicing	30 - 45k	42,000	50 - 60k	55,225	70 - 90k	80,000
Loans Operations	35 - 50k	44,283	50 - 75k	62,580	75 - 110k	85,350
Data/ML	35 - 50k	38,362	50 - 70k	62,404	75 - 110k	80,980
Collateral, Margining, Liquidity	40 - 55k	48,265	50 - 75k	65,000	80 - 115k	92,543
Regulatory Reporting	37 - 55k	46,175	60 - 70k	62,554	80 - 110k	90,000
Client Money	35 - 45k	40,000	50 - 65k	58,000	70 - 85k	80,000
Onboarding	35 - 50k	45,870	50 - 65k	57,570	70 - 95k	88,645
Payments	28 - 37k	34,000	37 - 48k	45,000	60 - 85k	70,000
Cash Management/Treasury	35 - 48k	41,976	55 - 65k	57,000	65 - 90k	75,878
Reconciliations	30 - 45k	42,230	45 - 55k	50,125	65 - 80k	75,421
Business Manager	-	-	55 - 70k	62,564	70 - 120k	93,137
Relationship Manager	-	-	55 - 70k	62,587	75 - 120k	90,120
Project Support	30 - 50k	40,978	50 - 70k	60,040	70 - 90k	88,543
Documentation	35 - 50k	43,000	50 - 70k	65,030	70 - 90k	86,776
Prime Brokerage/Stock Loan	40 - 55k	45,762	55 - 75k	64,880	75 - 100k	85,890
Product Manager / Development	35 - 50k	43,000	55 - 75k	65,000	85 - 120k	93,000

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

BANKING, FINANCIAL SERVICES & SPECIALIST MARKETS

LONDON

OPERATIONS – INVESTMENT BANKING – CONTRACT

Role	Contract Rate Per Day (PAYE) GBP (£)		
	Analyst	AVP/Associate	SME / Management
Role	Range	Range	Range
Trade Support - Derivatives	180 - 250	250 - 350	350 - 500
Trade Support - Securities	160 - 220	220 - 300	300 - 400
Settlements - Derivatives	160 - 200	200 - 300	300 - 400
Settlements - Securities	160 - 200	200 - 300	300 - 500
Client Services - Derivatives	150 - 220	220 - 300	300 - 450
Client Services - Securities	150 - 220	220 - 300	300 - 450
OTC Clearing	200 - 250	250 - 350	350 - 600
Asset Servicing	180 - 220	220 - 300	300 - 450
Loans Operations	180 - 250	250 - 350	350 - 500
Data/MI	160 - 250	250 - 350	350 - 500
Collateral, Margining, Liquidity	200 - 250	250 - 350	350 - 600
Regulatory Reporting	220 - 250	250 - 450	450 - 700
Client Money	180 - 225	225 - 350	350 - 500
Onboarding	180 - 220	220 - 350	350 - 550
Cash Management/Treasury	180 - 220	220 - 350	350 - 400
Payments	120 - 180	180 - 220	220 - 300
Reconciliations	150 - 200	200 - 280	280 - 400
Business Manager	-	300 - 500	500 - 750
Project Support	180 - 220	220 - 400	400 - 550
Documentation	200 - 250	250 - 350	350 - 500
Prime Brokerage / Stock Loan	-	220 - 350	350 - 650

OPERATIONS – INVESTMENT MANAGEMENT – EXECUTIVE

Boutique Investment Manager	UK Head of Operations	EMEA Head of Operations
Salary range	Salary range	Salary range
80 - 130k	100 - 145k	130 - 180k

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

BANKING, FINANCIAL SERVICES & SPECIALIST MARKETS

LONDON

INVESTMENT MANAGEMENT – PERMANENT

Role	Permanent Salary Per Annum GBP (£)					
	Analyst		AVP/Associate		Management	
	Range	Average	Range	Average	Range	Average
Head of Fund Operations	-	-	-	-	85 - 150k	102,760
Relationship Management	-	-	55 - 80k	62,225	85 - 130k	95,346
Client Services	30 - 40k	35,255	40 - 55k	50,382	65 - 95k	75,225
Onboarding	32 - 44k	39,432	44 - 58k	52,324	61 - 85k	70,550
Transfer Agency	18 - 35k	27,524	37 - 45k	43,571	50 - 77.5k	65,625
Fund Administration	30 - 42k	37,928	42 - 50k	45,435	52 - 70k	60,456
Fund Accounting (non-qualified)	32 - 44k	38,726	44 - 55k	48,438	60 - 75k	65,425
Client Reporting	28 - 45k	35,372	48.5 - 55k	52,948	65 - 75k	69,045
Transitions	30 - 45k	40,403	50 - 60k	56,555	65 - 90k	74,560
Performance	38 - 50k	45,293	55 - 68k	60,034	70 - 95k	82,560
Oversight	35 - 40k	38,024	44 - 55k	48,055	65 - 85k	76,530
Fund Manager's Assistant	40 - 50k	45,719	60 - 70k	63,225	70 - 82k	78,205
Private Banking Assistant	28 - 38k	32,500	40 - 60k	47,880	60 - 75k	67,357
Settlements	32 - 45k	35,048	50 - 65k	55,000	65k - 85k	58,930
Securities Trade Support	35 - 48k	37,000	48 - 60k	54,000	65 - 90k	70,342
Cross-product Trade Support	35 - 48k	40,000	47 - 62k	54,940	65 - 90k	75,430
Reconciliations	28 - 36k	31,235	38 - 47k	42,830	50 - 65k	54,435
Corporate Actions/Dividends	33 - 42k	37,945	43 - 54k	47,235	55 - 78k	65,558
CASS	34 - 50k	43,243	55 - 58k	63,320	70 - 90k	81,125
Regulatory Reporting	34 - 50k	42,049	55 - 80k	60,980	80 - 97k	90,760
Loans Operations	34 - 40k	38,304	42 - 70k	50,324	75 - 95k	85,478
Data Management	35 - 50k	36,204	50 - 70k	51,312	75 - 110	78,324
Project Manager/PMO	30 - 50k	41,220	50 - 80k	62,532	80 - 95k	88,085
Pricing	34 - 48k	38,403	48 - 65k	55,025	70 - 93k	85,000
RFP Writer	30 - 40k	35,493	40 - 60k	50,948	75 - 95k	87,988
Client Management	40 - 54k	45,493	60 - 80k	70,324	80 - 115k	92,225
Investor Relations	30 - 45k	40,434	45 - 60k	55,429	65 - 100k	82,152
Transition Management	50 - 65k	55,238	65 - 100k	76,300	100 - 150k	125,214
Product Management / Development	35 - 50k	43,000	55 - 75k	65,000	85 - 120k	93,000

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

BANKING, FINANCIAL SERVICES & SPECIALIST MARKETS

LONDON

OPERATIONS – INVESTMENT MANAGEMENT – CONTRACT

Role	Contract Rate Per Day (PAYE) GBP (£)		
	Analyst	AVP/Associate	SME / Management
	Range	Range	Range
Head of Fund Operations	-	-	400 - 600
Relationship Management	-	200 - 300	300 - 500
Client Services	150 - 220	220 - 300	300 - 400
Onboarding	180 - 220	220 - 325	325 - 450
Transfer Agency	150 - 200	200 - 280	280 - 350
Fund Administration	150 - 200	200 - 300	300 - 350
Fund Accounting (non-qualified)	180 - 250	250 - 300	300 - 450
Client Reporting	150 - 220	220 - 300	300 - 450
Transitions	180 - 220	220 - 325	325 - 500
Performance	220 - 250	250 - 400	400 - 550
Oversight	220 - 250	250 - 350	350 - 450
Fund Manager's Assistant	225 - 250	250 - 350	350 - 450
Private Banking Assistant	150 - 200	200 - 300	300 - 400
Settlements	180 - 220	220 - 325	325 - 450
Securities Trade Support	180 - 220	220 - 300	300 - 450
Cross-product Trade Support	180 - 220	220 - 320	320 - 450
Reconciliations	160 - 220	220 - 300	300 - 400
Corporate Actions/Dividends	150 - 200	200 - 275	275 - 400
CASS	180 - 250	250 - 350	350 - 500
Regulatory Reporting	180 - 250	250 - 400	400 - 650
Loans Operations	200 - 250	250 - 350	350 - 450
Data Management	150 - 220	220 - 350	350 - 500
Project Manager/PMO	200 - 250	250 - 350	350 - 450
Pricing	160 - 220	220 - 320	320 - 450
RFP Writer	160 - 220	220 - 320	320 - 450
Client Management	180 - 250	250 - 350	350 - 500
Investor Relations	180 - 250	250 - 350	350 - 500
Product Management / Development	-	220 - 350	350 - 650

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

BANKING, FINANCIAL SERVICES & SPECIALIST MARKETS

LONDON

RISK

Role	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
	Range	Average	Range	Average
Market Risk Management				
10+ yrs' exp (VP/Director)	120k+	125,000	850+	900
7 - 10 yrs' exp (VP)	82 - 103k	87,030	750 - 850	798
5 - 7 yrs' exp (AVP/VP)	68 - 86k	76,210	600 - 700	653
3 - 5 yrs' exp (Associate/AVP)	58 - 73k	67,875	400 - 550	502
1 - 3 yrs' exp (Analyst)	43 - 65k	56,064	250 - 350	304
Market Risk Reporting				
10+ yrs' exp (VP/Director)	110k+	125,000	700+	750
7 - 10 yrs' exp (VP)	84 - 100k	87,333	600+	675
5 - 7 yrs' exp (AVP/VP)	68 - 86k	76,550	475 - 575	525
3 - 5 yrs' exp (Associate/AVP)	58 - 73k	68,170	400 - 450	426
1 - 3 yrs' exp (Analyst)	43 - 65k	55,941	300 - 400	348
Credit Analysis				
10+ yrs' exp (VP/Director)	110k+	115,000	500+	575
7 - 10 yrs' exp (VP)	74.5 - 93k	80,882	450 - 500	476
5 - 7 yrs' exp (AVP/VP)	59 - 77k	65,090	300 - 450	359
3 - 5 yrs' exp (Associate/AVP)	44.5 - 62k	53,767	200 - 300	254
1 - 3 yrs' exp (Analyst)	31 - 46k	37,769	190 - 260	243

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

BANKING, FINANCIAL SERVICES & SPECIALIST MARKETS

LONDON

RISK

Role	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
	Range	Average	Range	Average
Credit Risk Reporting				
10+ yrs' exp (VP/Director)	100k+	108,000	500+	575
7 - 10 yrs' exp (VP)	78 - 97k	80,222	500 - 600	571
5 - 7 yrs' exp (AVP/VP)	52 - 81k	64,864	350 - 400	373
3 - 5 yrs' exp (Associate/AVP)	42 - 59k	50,027	250 - 350	302
1 - 3 yrs' exp (Analyst)	30 - 40k	37,804	200 - 300	228
Credit Risk Modelling/Stress Testing				
10+ yrs' exp (VP/Director)	120k+	128,000	900	950
7 - 10 yrs' exp (VP)	98 - 130k	109,580	750 - 800	800
5 - 7 yrs' exp (AVP/VP)	78 - 105k	84,893	600 - 700	600
3 - 5 yrs' exp (Associate/AVP)	55 - 80k	63,075	500 - 600	550
1 - 3 yrs' exp (Analyst)	36 - 56k	55,619	300 - 500	405
Quantitative Analysis				
10+ yrs' exp (VP/Director)	135k+	140,000	900+	1,000
7 - 10 yrs' exp (VP)	115 - 135k	125,234	650 - 800	700
5 - 7 yrs' exp (AVP/VP)	93 - 120k	102,040	550 - 650	650
3 - 5 yrs' exp (Associate/AVP)	70 - 90k	75,340	500 - 600	550
1 - 3 yrs' exp (Analyst)	50 - 70k	63,349	240 - 580	473
Performance & Investment Risk Analysis				
10+ yrs' exp (VP/Director)	120k +	120	750+	800
7 - 10 yrs' exp (VP)	90 - 110k	95,000	530 - 725	625
5 - 7 yrs' exp (AVP/VP)	75 - 85K	80,000	425 - 520	488
3 - 5 yrs' exp (Associate/AVP)	56 - 72k	70,000	315 - 500	402
1 - 3 yrs' exp (Analyst)	36 - 49k	43,933	300 - 435	367

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

BANKING, FINANCIAL SERVICES & SPECIALIST MARKETS

LONDON

RISK

Role	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
	Range	Average	Range	Average
Operational Risk				
10+ yrs' exp (VP/Director)	105k+	115,000	750+	775
7 - 10 yrs' exp (VP)	85 - 100k	92,537	550 - 650+	600
5 - 7 yrs' exp (AVP/VP)	65 - 80k	72,600	500 - 550	500
3 - 5 yrs' exp (Associate/AVP)	45 - 60k	52,772	400 - 500	453
1 - 3 yrs' exp (Analyst)	35 - 50k	42,513	300 - 430	349
Liquidity Risk				
10+ yrs' exp (VP/Director)	130k+	135,000	800 - 1,000	945
7 - 10 yrs' exp (VP)	87 - 108k	99,333	700 - 800	753
5 - 7 yrs' exp (AVP/VP)	77.5 - 91k	82,441	625 - 750	667
3 - 5 yrs' exp (Associate/AVP)	57.5 - 74k	66,458	425 - 625	526
1 - 3 yrs' exp (Analyst)	44 - 68k	53,400	250 - 450	389
Enterprise Risk				
10+ yrs' exp (VP/Director)	110k+	115,000	750+	700
7 - 10 yrs' exp (VP)	90 - 100k	95,234	650+	650
5 - 7 yrs' exp (AVP/VP)	75 - 90k	82,540	550 - 600	550
3 - 5 yrs' exp (Associate/AVP)	45 - 65k	60,000	400 - 500	455
1 - 3 yrs' exp (Analyst)	45 - 55k	50,349	250 - 350	304

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

BANKING, FINANCIAL SERVICES & SPECIALIST MARKETS

MIDLANDS

BANKING & FINANCIAL SERVICES

Role	Permanent Salary Per Annum GBP (£)					
	0-3 years' experience		3-5 years' experience		5+ years' experience	
	Range	Average	Range	Average	Range	Average
Operations/Back Office						
Operations Manager	36 - 50k	41,999	43.5 - 55k	47,586	53 - 70k	60,977
Corporate Actions	23 - 32k	26,978	32.5 - 54k	40,933	57 - 94k	72,176
Transfer Pricing	22 - 37k	27,600	38 - 58k	48,455	60 - 90k	74,688
Fraud	22 - 35k	26,295	29.5 - 47k	36,950	47 - 93k	71,676
Cash Management	20 - 36k	24,750	25 - 47k	39,312	53 - 72k	62,500
Paraplanner	24 - 32k	27,776	30 - 37k	33,231	33 - 43k	39,118
Client Services	20 - 25k	22,833	25 - 38k	30,300	35 - 48k	42,345
Collections	19 - 25k	21,763	24 - 39k	35,157	38 - 66k	57,545
Settlements	18 - 23k	20,667	23 - 35k	28,625	33 - 53k	45,235
Trade Support	17 - 25k	20,954	22 - 31k	26,646	28 - 37k	33,250
Reconciliations	19 - 24k	20,958	21 - 28k	24,241	26 - 36k	33,333
Compliance						
Compliance Advisory	23 - 35k	27,795	32 - 45k	39,119	55 - 73k	63,294
Compliance Monitoring	20 - 30k	27,833	33 - 47k	39,607	50 - 67k	58,888
Middle & Front Office						
Asset and Liability Management	26 - 31k	28,333	33 - 50k	38,857	58 - 100k	78,333
Investment Manager	33 - 48k	37,791	38 - 51k	46,900	51 - 77k	60,524
Investment Assistant	19 - 24k	20,154	22 - 28k	24,929	35k+	35,556
Credit Risk	30 - 46k	36,286	41 - 52k	44,959	51 - 78k	64,375
Regulatory Risk	31.5 - 52k	36,469	46 - 65k	54,926	57 - 88k	73,455
Operational Risk	24 - 46k	30,076	41 - 51k	45,556	51.5 - 81k	61,500
Market Risk	27 - 37k	31,500	34 - 52k	41,875	46 - 73k	58,525
AML	23.5 - 33k	29,335	35 - 51k	42,785	46 - 65k	56,207
Research Analyst	21 - 26k	22,716	25 - 37k	29,166	36 - 62k	47,697
Business Development	24 - 34k	29,100	28 - 44k	36,409	41 - 83k	62,556

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

BANKING, FINANCIAL SERVICES & SPECIALIST MARKETS NORTH

BANKING & FINANCIAL SERVICES

Role	Permanent Salary Per Annum GBP (£)					
	0-3 years' experience		3-5 years' experience		5+ years' experience	
	Range	Average	Range	Average	Range	Average
Operations/Back Office						
Operations Manager	35 - 41k	39,525	42 - 54k	47,500	60 - 78k	66,561
Collections	21 - 33k	23,500	30 - 49k	40,225	54 - 70k	62,241
Fraud	20 - 31k	24,125	30 - 44k	39,125	47 - 83k	62,574
Corporate Actions	22 - 40k	27,690	40 - 55k	49,900	60 - 100k	80,205
Settlements	18 - 21k	20,325	24 - 34k	30,950	32 - 41k	38,254
Cash Management	20 - 26k	21,750	27 - 40k	34,775	46 - 64k	55,494
Client Services	19 - 28k	23,125	30 - 42k	38,055	41 - 53k	47,856
Transfers	30 - 40k	35,125	43 - 55k	49,595	59 - 75k	66,071
Trade Support	20 - 24k	22,585	24 - 31k	27,660	28 - 38k	33,335
Paraplanner	23 - 33k	27,550	30 - 38k	34,190	32 - 41k	38,722
Reconciliations	20 - 25k	22,225	24 - 30k	27,435	28 - 40k	35,587
Compliance						
Compliance Advisory	26 - 37k	32,750	38 - 55k	46,330	60 - 90k	75,011
Compliance Monitoring	23 - 33k	28,950	34 - 50k	42,520	52 - 75k	65,007
Middle & Front Office						
Asset and Liability Management	28 - 39k	32,355	40 - 51k	45,700	60k+	60,009
Investment Manager	27 - 41k	32,800	43 - 61k	52,995	62 - 93k	77,835
Credit Risk	24 - 42k	33,450	39 - 58k	49,250	51 - 70k	59,012
Business Development	25 - 39k	34,150	39 - 58k	48,885	58 - 77k	69,446
Regulatory Risk	19 - 32k	24,750	34 - 49k	41,055	48 - 66k	55,461
Market Risk	30 - 42k	36,500	39 - 47k	44,340	47.5 - 70k	53,761
Research Analyst	26 - 47k	36,575	37 - 58k	53,500	60 - 80k	70,000
Operational Risk	21 - 31k	26,125	26 - 37k	31,445	50k+	50,000
Investment Assistant	19 - 26k	22,150	25 - 32k	31,010	35 - 45k	38,261

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

BANKING, FINANCIAL SERVICES & SPECIALIST MARKETS NORTH

FINANCIAL CRIME

Role	Permanent Salary Per Annum GBP (£)	
	Range	Average
Executive/Senior		
Fraud Investigator	28 - 30k	30,150
Fraud Analyst	36 - 38k	37,400
Senior Fraud Investigator	45 - 48k	46,900
Senior Fraud Analyst	37 - 40k	38,650
Anti Money Laundering (AML) Analyst	25 - 28k	26,790
Compliance Officer	36 - 38k	37,550
Senior Compliance Officer	52 - 54k	53,400
Manager		
Fraud Investigations Manager	51 - 53k	52,125
Fraud Manager/Fraud Prevention Manager	55 - 60k	59,800
Fraud Analytics Manager	52 - 54k	53,210
Fraud Strategy Manager	52 - 55k	52,870
Anti-Money Laundering (AML) Manager/Officer	38 - 42k	40,600
Head of Department/Director		
Head of Fraud	84 - 86k	85,345
Head of Fraud Investigations	72 - 74k	73,520
Head of Fraud Analytics	88 - 90k	89,510
Head of Financial Crime - AML	104 - 110k	108,500
Director of Fraud Prevention	108 - 112k	110,980

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

TECHNOLOGY

The Technology salary report covers the salary and employment trends observed in London, the North, the Midlands, and the South East across the following areas:

- AI Research
- Architecture
- Data Engineering, Development & DevOps
- Design
- Information Security
- Infrastructure
- Product Management
- Projects
- SAP/CRM
- Senior Appointments
- Testing

TECHNOLOGY

KEY FINDINGS

SECTOR TRENDS



2.3 yrs
Average Tenure



7%
Talent Pool Growth



Very High
Hiring Demand

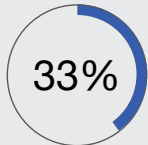


30%
Female

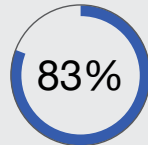


70%
Male

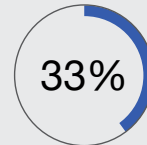
EMPLOYEE EXPECTATIONS FOR 2021



33%
of professionals looking
for a new job in 2021

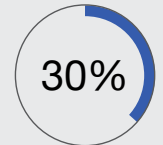


83%
are confident about job
opportunities in this
sector



33%
of professionals
expecting a pay rise in
2021

-V-



30%
of businesses giving pay
rises in 2021

TOP 3 PREFERRED WORK STYLES IN 2021



Enhanced use of
technology, apps
and tools



Full-time remote
working



Flexible hours

TOP 3 EMPLOYEE VALUES FOR 2021

Excellent compensation and benefits

50%

Challenging & interesting work

50%

Autonomy over tasks and priorities

33%

TECHNOLOGY

TALENT HOTSPOTS

TOP 10 MOST SOUGHT AFTER PROFESSIONALS

Rank	Fastest Growing	1 Yr Growth (%)	Tenure (yrs)
 1	Data Engineer	+30.4	1.5
2	Security Engineer	+11.9	1.9
3	Chief Information Security Officer	+11.1	2.0
4	Front End Developer	+10.7	1.5
5	Infrastructure Engineer	+9.9	1.8
6	Machine Learning Engineer	+9.2	1.2
7	Head Of Infrastructure	+8.8	3.5
8	Information Security Architect	+8.5	1.9
9	Cloud Engineer	+8.5	2.1
10	DevOps Engineer	+8.3	1.4

30%

increase in demand for Data
Engineers

TECHNOLOGY

LONDON

DATA AND ANALYTICS

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
	Range	Average	Range	Average	Range	Average
Chief Data Scientist	95 - 180k	118,976	133 - 250k	171,719	1,000+	-
Senior Data Scientist	64 - 120k	86,013	85 - 150k	105,743	560 - 780	668
Data Scientist	43 - 77k	56,445	68 - 98k	82,753	525 - 770	646
Analytics Specialist	43 - 60k	48,919	49 - 80k	71,039	405 - 590	510
NLP Specialist	53 - 120k	77,658	67 - 150k	88,488	405 - 640	570
AI Researcher	53 - 90k	70,751	69 - 130k	91,014	425 - 570	507
Computer Vision Specialist	50 - 110k	72,726	69 - 130k	94,481	570 - 725	659
Machine Learning Engineer	60 - 100k	82,967	70 - 120k	93,860	550 - 800	675
NLP Engineer	77 - 112k	86,729	75 - 125k	94,294	600 - 900	825

ENGINEERING

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)			
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)	
	Range	Average	Range	Average	Range	Average	Range	Average
Front End Engineer/ Web Developer	35 - 50k	40,000	45 - 55k	50,000	300 - 450	375	350 - 450	400
Full Stack Engineer	70 - 100k	80,000	80 - 125k	90,000	450 - 650	550	500 - 700	600
Back End Engineer	70 - 90k	80,000	90 - 120k	100,000	450 - 650	550	550 - 800	650
Data Engineer	65 - 90k	80,000	75 - 115k	85,000	400 - 700	550	450 - 750	550
Solution Architect	80 - 115k	95,000	90 - 130k	100,000	650 - 850	750	650 - 900	725
Data Architect	80 - 115k	95,000	90 - 130k	100,000	650 - 850	750	650 - 900	725
Cloud Architect	85 - 120k	100,000	90 - 130k	110,000	650 - 850	750	650 - 900	725
DevOps Engineer	70 - 100k	85,000	80 - 130k	90,000	550 - 700	625	550 - 800	625
SDET	60 - 75k	65,000	70 - 85k	75,000	325 - 500	400	325 - 550	425
Head of Development/ Engineering	100 - 130k	115,000	100 - 150k	125,000	650 - 800	750	750 - 900	825
Head of DevOps	100 - 130k	115,000	100 - 150k	125,000	600 - 800	700	700 - 950	825
Head of Architecture	110 - 140k	125,000	120 - 160k	130,000	650 - 900	750	700 - 950	825
CTO	150 - 300k	225,000	200 - 350k	275,000	750 - 1100	900	800 - 1300	1,100

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

TECHNOLOGY

LONDON

GO-TO-MARKET

Role	Permanent Salary Per Annum GBP (£) (Excl. OTE)			
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)	
	Range	Average	Range	Average
Head of Strategy/Growth	60 - 90k	75,000	75 - 110k	92,500
Go-to-Market Director	80 - 120k	100,000	90 - 140k	115,000
Go-to-Market Specialist	50 - 90k	70,000	70 - 120k	95,000
Business Development Manager	50 - 100k	75,000	70 - 120k	95,000
Account Manager	40 - 70k	60,000	60 - 90k	80,000

INFORMATION SECURITY

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Head of Information Security (10+ yrs' exp)	94 - 127k	103,911	108 - 150k	132,250	715 - 990	863
Information Security Risk Manager	92 - 111k	102,350	105 - 132k	115,958	605 - 770	687
Information Security Manager (5-10 yrs' exp)	67 - 101k	85,032	95 - 124k	108,839	690 - 935	812
Information Security Manager (1-5 yrs' exp)	54 - 72k	63,469	73 - 89k	80,543	535 - 680	601
Information Security Analyst (5-10 yrs' exp)	58 - 75k	65,057	65 - 91k	80,860	565 - 740	652
Information Security Analyst (1-5 yrs' exp)	42 - 58k	46,199	54 - 67k	58,816	425 - 575	512
Security Operations Consultant (SOC)	51 - 71k	59,417	60 - 100k	85,429	545 - 680	598
Security Engineer	50 - 75k	59,715	74 - 100k	86,524	545 - 805	660
Security Architect	70 - 100k	82,785	93 - 119k	106,732	680 - 885	752
CISO	106 - 142k	125,733	131 - 200k	177,161	1060 - 1725	1,208
Business Information Security Officer	86 - 123k	99,906	112 - 140k	125,861	690 - 865	762
Penetration Tester	50 - 76k	59,964	65 - 96k	79,887	550 - 805	652
Ethical Hacker	57 - 73k	66,934	69 - 94k	82,800	605 - 720	637
Business Continuity Analyst	62k - 85k	50,169	67 - 92k	56,542	425 - 545	470
Director Information Security	110 - 130k	121,556	125 - 160k	135,440	900 - 2000	1,300
Vice President Information Security	90 - 115k	96,755	95 - 130k	102,530	750 - 1250	1,150
Network Security Engineer	65 - 85k	73,490	67 - 92k	82,520	600 - 750	650

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PRODUCT MANAGEMENT

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Product Owner	50 - 70k	60,000	55 - 75k	65,000	400 - 550	500
Product Manager	60 - 80k	70,000	60 - 90k	75,000	450 - 600	550
Technical Product Manager	70 - 90k	80,000	80 - 100k	90,000	500 - 650	600
Head of Product/CPO	120 - 200k	150,000	150 - 230k	200,000	800 - 1200	900
Head of Design	70 - 85k	80,000	80 - 95k	90,000	500 - 650	550
UX/UI Lead/Manager	45 - 65k	55,000	45 - 65k	55,000	450 - 550	500
UX/UI Designer	35 - 50k	45,000	40 - 55k	50,000	350 - 500	400
UX Researcher	25 - 35k	30,000	30 - 35k	35,000	300 - 400	350

PROJECTS

Role	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
	Range	Average	Range	Average
PMO				
PMO Manager/Portfolio Manager	70 - 100k	83,650	450 - 800	675
PMO	45.5 - 75k	55,368	350 - 650	475
PMO Analyst	34 - 54k	42,882	250 - 400	354
Front Office				
Programme Manager	120 - 200k	160,220	750 - 1100	911
Project Manager	84 - 100k	91,786	690 - 870	752
Business Analyst	63 - 93k	75,070	500 - 720	639
Finance				
Programme Manager	76 - 103k	88,684	665 - 750	767
Project Manager	59 - 89k	72,848	500 - 700	625
Business Analyst	52 - 78k	61,824	440 - 600	530

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

TECHNOLOGY

LONDON

PROJECTS

Role	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
	Range	Average	Range	Average
Operations				
Programme Manager	90 - 150k	105,250	700 - 1000	803
Project Manager	70 - 102k	77,857	540 - 650	603
Business Analyst	51 - 67k	58,846	400 - 600	504
Risk & Controls				
Programme Manager	85 - 90k	87,565	740 - 1050	808
Project Manager	65 - 88k	74,583	500 - 700	626
Business Analyst	55 - 78k	68,040	475 - 650	584
Compliance				
Programme Manager	83 - 122k	100,886	800 - 1000	911
Project Manager	63 - 89k	77,188	625 - 750	750
Business Analyst	57 - 83k	71,444	450 - 625	610
Investment Management				
Programme Manager	92.5 - 120k	99,255	800 - 1000	898
Project Manager	75 - 100k	86,499	600 - 700	704
Business Analyst	60 - 90k	70,842	500 - 650	650
Wealth Management/Private Banking				
Programme Manager	87 - 100k	93,571	800 - 1000	900
Project Manager	73 - 90k	84,125	615 - 750	672
Business Analyst	53 - 79k	62,535	495 - 620	553
Financial Services Technology				
Programme Manager	96 - 135k	104,438	650 - 900	775
Project Manager	70 - 100k	78,710	530 - 700	586
Business Analyst	60 - 88k	72,315	480 - 580	535

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

TECHNOLOGY

MIDLANDS

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Development						
CTO	72.5 - 114k	93,000	104 - 150k	125,500	750 - 1000	875
Head of Development	70 - 77.5k	72,214	77.5 - 95k	85,833	500 - 800	640
Development Manager	60 - 70k	54,885	59 - 83k	68,746	450 - 675	550
Lead Developer	60 - 65k	48,778	56 - 75k	64,444	425 - 600	465
Scrum Master	55 - 60k	53,500	54 - 76k	61,714	478 - 596	493
Architect	50 - 68k	63,714	75 - 89k	78,231	500 - 632	557
Front End Developer	27 - 50k	33,453	35 - 53k	41,586	261 - 417	354
Data Developer	35 - 65k	41,939	38 - 50k	46,667	411 - 503	467
Full Stack Developer	31 - 46k	38,864	36 - 59k	48,500	350 - 488	440
JavaScript Developer (React, Vue, Angular)	45 - 60k	41,833	40 - 65k	51,667	327 - 450	382
Senior Appointments						
CIO/Chief Data Officer	95 - 127.5k	102,990	111 - 175k	135,741	900 - 1200	1,000
CTO	72.5 - 114k	93,000	104 - 150k	125,500	750 - 1000	875
IT Director	70 - 103k	83,333	95 - 120k	100,714	750 - 1000	875
Transformation Director	70 - 135k	92,500	93 - 140k	125,000	700 - 1000	850
Digital Director	68 - 108k	91,111	87 - 138k	112,500	750 - 900	825
Infrastructure						
IT Manager	30 - 43k	40,500	43 - 61.5k	53,500	300 - 550	425
Linux Engineer	35 - 44.5k	42,500	41 - 82k	61,667	240 - 450	365
Infrastructure Engineer	33 - 44.5k	37,226	43.5 - 57k	52,688	277 - 400	312
Network Engineer	31 - 41k	35,454	40 - 55.5k	49,474	307 - 421	357
3rd Line Support Engineer	29 - 34k	32,353	32.5 - 46k	40,771	294 - 407	336
2nd Line Support Engineer	19 - 24.5k	24,607	24 - 33k	31,455	144 - 248	191
Technical Architect	56 - 73k	64,999	65 - 80.5k	74,594	400 - 625	586
Solutions Architect	46 - 64k	58,540	70.5 - 105k	82,992	470 - 663	575
Service Desk Analyst	19 - 27k	22,045	21.5 - 34k	24,666	88 - 201	123

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

TECHNOLOGY

MIDLANDS

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
SAP/CRM						
CRM Consultant	33 - 53k	49,888	51 - 65k	61,736	450 - 663	544
SAP Consultant	43 - 66k	56,111	65 - 95k	84,167	450 - 650	553
SAP Support	36 - 57.5k	42,000	62.5 - 70k	56,875	200 - 500	350
Dynamics Developer	39 - 55k	48,500	45 - 64k	56,444	394 - 532	485
Dynamics Support	30.5 - 41k	35,625	36 - 48k	44,333	350 - 500	425
Security						
Information Security Manager	48 - 64k	56,769	55 - 77k	67,048	500 - 750	625
Security Analyst	35 - 55k	43,000	43 - 56k	49,791	358 - 550	492
Security Engineer/SCO	33 - 65k	40,400	48 - 60k	54,180	338 - 550	450
CISO	90 - 120k	90k+	100k+		750 - 1,000	875
DPO	42 - 55k	47,500	45 - 80k	59,091	450 - 600	575
BI/Data						
BI Developer	32.5 - 46k	39,940	40 - 56k	49,642	329 - 587	431
Data Warehouse Developer/ETL Developer	40 - 49k	45,938	43 - 60k	52,833	320 - 460	380
Head of BI/Data	60 - 77k	71,444	76 - 92k	83,077	700+	700+
BI/MI Analyst	29 - 39k	35,121	33 - 53k	43,179	350 - 450	400
Data Architect	53 - 72k	62,433	62 - 95k	76,889	400 - 600	515
Data Visualisation Developer	37.5 - 44k	46,250	41 - 53k	49,750	375 - 450	375+
Data Scientist	40 - 48k	45,917	57.5 - 80k	67,500	383 - 575	485
DevOps						
DevOps Engineer	40 - 75k	50,025	49 - 70k	64,054	333 - 567	488
Senior/Lead DevOps Engineer	58 - 90k	67,813	64 - 92k	74,000	450 - 700	575
Testing						
QA Test Analyst	26 - 37k	31,500	33 - 45k	41,500	326 - 404	358
Test Manager	42 - 58k	52,125	55 - 71k	65,580	383 - 600	441
NFT/Performance/Automation Tester	27 - 41k	32,250	38 - 55k	45,214	258 - 425	350

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

TECHNOLOGY MIDLANDS

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Projects and Programmes						
Delivery Manager	37 - 47k	47,948	46 - 73k	56,873	513 - 767	625
Scrum Master	47 - 58k	52,217	53 - 74k	61,625	472 - 603	514
Project Manager	40 - 53k	46,611	51 - 64k	59,067	250 - 550	425
Programme Manager	54 - 70k	69,331	69 - 98k	81,875	400 - 536	484
Programme Director	86.5 - 103k	95,545	95 - 130k	106,667	600 - 800	700
Head of Delivery	62.5 - 73k	70,287	72.5 - 85k	78,500	700 - 900	800
Head of Change	65 - 80k	73,333	73 - 110k	103,333	750 - 900	825
Business Analyst	34 - 50k	40,537	44 - 75k	51,438	348 - 550	422
Developers						
PHP (Back End)	28 - 39k	34,167	31 - 45k	42,750	300 - 525	413
PHP (Full Stack)	32.5 - 42k	34,017	38 - 48k	44,432	276 - 480	371
Java (Back End)	41 - 60k	49,167	47 - 70k	58,167	450 - 517	475
Java (Full Stack)	36 - 52k	42,886	42 - 62k	53,313	400 - 516	467
C# .NET (Back End)	39 - 48k	45,556	42.5 - 50k	46,357	355 - 406	399
C# .NET (Full Stack)	31 - 43k	40,000	42.5 - 52k	47,500	393 - 475	416
Node JS (Back End)	37.5 - 54k	45,083	47 - 58k	50,833	260 - 340	304
Node JS (Full Stack)	39 - 58k	47,375	45 - 60k	54,500	260 - 440	353
Front End Development (HTML, CSS, JavaScript)						
Vue	36 - 52k	41,333	39 - 53k	47,889	350 - 525	438
Angular	33 - 44k	38,786	38 - 63k	46,111	333 - 505	414
Mobile	32 - 44k	38,333	42.5 - 60k	52,209	400 - 483	430
Native Android (Java)	32 - 44k	35,889	40 - 62k	52,363	336 - 527	418
Native iOS (Objective-C/Swift)	28 - 44k	40,615	46 - 60k	52,571	317 - 538	446
React	35 - 65k	40,071	48 - 65k	53,826	364 - 485	418
React Native	29 - 45k	34,167	35 - 65k	45,357	365 - 590	451
Xamarin	38 - 50k	41,667	41 - 53k	48,250	362 - 475	420
Tester						
Automation	25 - 55k	31,333	36 - 50k	44,167	314 - 475	364
Manual	22 - 45k	29,182	29 - 43k	38,182	205 - 350	280

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

TECHNOLOGY NORTH

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Development						
CTO	80 - 100k	95,000	100 - 250k	115,417	750 - 1,000	875
Head of Development	70 - 100k	87,000	80 - 100k	96,667	550 - 800	658
Development Manager	65 - 75k	67,647	65 - 90k	75,625	450 - 700	521
Lead Developer	55 - 65k	57,083	55 - 72k	63,636	400 - 600	491
Scrum Master	41 - 60k	55,883	54 - 63k	59,846	400 - 500	475
Architect	55 - 80k	70,033	74 - 90k	77,582	566 - 655	614
QA Test Analyst	28 - 38k	34,500	35 - 46k	42,000	300 - 400	379
Test Manager	42 - 54k	48,250	47 - 66k	57,484	400 - 600	506
NFT/Performance/Automation Tester	41 - 50.5k	45,000	42 - 65k	52,040	350 - 475	418
Vue	37 - 48k	43,444	38.5 - 53k	46,588	375 - 500	419
Senior Mobile Developer	50 - 60k	55,000	55 - 70k	65,000	550 - 700	430
Mobile	38.5 - 46k	43,411	43 - 55k	49,444	350 - 450	430
Native Android (Java)	38 - 48k	43,214	44 - 60k	53,571	300 - 550	432
Native iOS (Objective-C/Swift)	33 - 51k	42,500	46 - 60.7k	51,250	350 - 600	435
React	30 - 50k	39,030	45 - 67k	57,095	350 - 500	417
React Native	38.5 - 45.5k	43,714	42.5 - 63k	53,684	375 - 540	435
Xamarin	34 - 46k	39,900	40 - 56k	51,667	350 - 500	397
Senior Appointments						
CIO/Chief Data Officer	90 - 150k	124,976	110 - 180k	171,250	800 - 1,200	1,084
CTO	80 - 100k	95,000	100 - 250k+	115,417	750 - 1,000	875
IT Director	80 - 120k	98,750	93 - 128k	116,364	750 - 1,000	950
Transformation Director	80 - 130k	94,125	100 - 180k	114,200	750 - 900	950
Digital Director	70 - 110k	96,260	90 - 160k	115,186	900 - 1,000	955

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

TECHNOLOGY NORTH

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Infrastructure						
IT Manager	50 - 70k	56,810	50 - 80k	55,900	500 - 600	550
Linux Engineer	40 - 65k	51,430	40 - 70k	57,500	350 - 450	407
Infrastructure Engineer	37 - 60k	43,346	37 - 60k	47,593	250 - 375	331
Network Engineer	40 - 58k	43,106	40 - 65k	48,460	300 - 425	371
3rd Line Support Engineer	32 - 42k	36,364	32 - 45k	39,077	300 - 350	331
2nd Line Support Engineer	24 - 29k	26,333	24 - 32k	29,156	150 - 200	187
Technical Architect	50 - 80k	65,718	65 - 120k	75,021	500 - 700	610
Solutions Architect	60 - 85k	70,779	60 - 95k	78,670	500 - 600	556
Service Desk Analyst	19 - 25k	21,079	19 - 27k	24,501	120 - 200	151
SAP/CRM						
CRM Consultant	40 - 48k	45,000	46 - 75k	56,923	350 - 550	466
SAP Consultant	46 - 62k	54,846	62 - 85k	72,176	370 - 650	515
SAP Support	30.5 - 40k	36,750	37.5 - 65k	47,750	200 - 400	350
Dynamics Developer	53 - 61.5k	58,333	60 - 67k	65,000	400 - 610	518
Dynamics Support	33 - 40k	36,429	38 - 48k	43,750	400 - 550	475
Security						
Information Security Manager	50 - 80k	53,585	60 - 85k	65,171	450 - 600	537
Security Analyst	38 - 60k	43,808	38 - 65k	46,731	375 - 475	445
Security Engineer/SCO	55 - 85k	60,750	55 - 95k	66,500	375 - 525	473
CISO	80 - 115k	90k+	85 - 150k	90k+	-	875
DPO	45 - 85k	61,254	45 - 95k	80,733	500 - 700	615

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

TECHNOLOGY NORTH

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
BI/Data						
BI Developer	35 - 55k	42,396	40 - 60k	48,575	300 - 450	435
Data Warehouse Developer/ETL Developer	40 - 60k	43,929	41 - 60k	48,876	350 - 510	401
Head of BI/Data	70 - 100k	84,867	80 - 110k	91,984	600 - 875	773
BI/MI Analyst	28 - 40k	37,118	35 - 45k	43,143	275 - 450	383
Data Architect	60 - 80k	71,214	75 - 95k	80,286	550 - 650	578
Data Visualisation Developer	40 - 50k	48,750	40 - 60k	51,571	375 - 450	375+
Data Scientist	60 - 90k	66,563	65 - 100k	72,500	450 - 550	496
Data Developer	45 - 70k	53,244	45 - 70k	55,062	300 - 450	377
DevOps						
DevOps Engineer	45 - 65k	56,990	58 - 80k	70,367	400 - 500	508
Senior/Lead DevOps Engineer	55 - 80k	63,452	60 - 93k	75,842	500 - 650	578
Projects and Programmes						
Delivery Manager	55 - 75k	57,448	55 - 75k	60,720	400 - 600	513
Scrum Master	50 - 60k	55,602	50 - 65k	63,692	400 - 600	506
Project Manager	45 - 65k	54,532	50 - 75k	58,977	250 - 650	441
Programme Manager	60 - 80k	67,391	70 - 90k	76,891	550 - 700	549
Programme Director	80 - 100k	88,750	90 - 130k	90k+	600 - 900	760
Agile Coach	60 - 70k	64,750	60 - 80k	64,250	400 - 700	560
Head of Delivery	70 - 100k	85,250	70 - 100k+	91,292	600 - 800	709
Head of Change	80 - 100k	83,499	90 - 130k	97,150	800 - 1000	917
Business Analyst	45 - 60k	49,820	45 - 60k	56,628	300 - 450	432

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

TECHNOLOGY NORTH

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Developers						
PHP (Back End)	28 - 41k	34,929	35 - 48k	43,083	300 - 450	425
PHP (Full Stack)	35 - 45k	37,085	39 - 50k	44,532	325 - 500	375
Java (Senior/Lead)	50 - 65k	62,000	60 - 70k	65,000	-	-
Java (Back End)	40 - 58k	48,500	48 - 63k	56,455	400 - 550	470
Java (Full Stack)	37.5 - 58k	46,862	44 - 64k	54,275	400 - 600	507
C# .NET (Senior/Lead)	50 - 65k	62,000	60 - 70k	65,000	-	-
C# .NET (Back End)	33 - 60k	50,800	37.5 - 50k	49,375	350 - 450	380
C# .NET (Full Stack)	37 - 60k	50,368	40 - 49k	49,762	375 - 475	393
Node JS (Back End)	35 - 50k	50,000	45 - 50k	50,000	400 - 500	463
Node JS (Full Stack)	34.5 - 50k	50,000	44 - 51k	52,105	450 - 550	491
Tester						
Senior Tester	40 - 50k	47,000	50 - 62k	59,563	-	-
Automation	33 - 42k	37,545	40 - 50.5k	45,352	350 - 450	415
Manual	28.5 - 35.5k	32,892	32 - 37.5k	35,940	300 - 400	356

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

TECHNOLOGY

SOUTH EAST

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Development						
CTO	75 - 100k	100,000	100 - 200k	120,000	750 - 1250	900
Head of Development	70 - 100k	85,000	80 - 100k	96,667	550 - 800	658
Development Manager	65 - 80k	67,647	65 - 90k	75,625	450 - 700	521
Lead Developer	60 - 70k	57,083	60 - 80K	63,636	400 - 600	491
Scrum Master	41 - 60k	55,883	54 - 63k	59,846	400 - 500	475
Architect	60 - 80k	70,033	75 - 95k	77,582	566 - 655	614
Front End Developer	40 - 60k	49,500	50 - 75k	60,000	350 - 445	401
Data Developer	45 - 70k	53,244	50 - 80k	60,000	300 - 450	377
Full Stack Developer	40 - 60k	55,000	60 - 70k	60,000	375 - 533	455
JavaScript Developer (React, Vue, Angular)	40 - 60k	55,000	50 - 75k	60,000	375 - 500	455
Senior Appointments						
CIO/Chief Data Officer	90 - 150k	124,976	100 - 200k	171,250	800 - 1200	1,084
CTO	80 - 100k	95,000	100 - 250k +	115,417	750 - 1000	875
IT Director	80 - 120k	98,750	100 - 120K	120,000	750 - 1000	950
Transformation Director	80 - 130k	94,125	100 - 180k	114,200	750 - 900	950
Digital Director	80 - 110k	96,260	100 - 160k	115,186	900 - 1000	955
Infrastructure						
IT Manager	50 - 75k	56,810	50 - 80k	55,900	500 - 600	550
Linux Engineer	40 - 65k	51,430	40 - 70k	57,500	350 - 450	407
Infrastructure Engineer	40 - 60k	43,346	40 - 65k	47,593	250 - 375	331
Network Engineer	40 - 60k	43,106	40 - 65k	48,460	300 - 425	371
3rd Line Support Engineer	35 - 45k	36,364	35 - 45k	39,077	300 - 350	331
2nd Line Support Engineer	25 - 30k	26,333	27 - 35k	30,000	150 - 200	187
Technical Architect	50 - 80k	65,718	65 - 120k	75,021	500 - 700	610
Solutions Architect	60 - 85k	70,779	60 - 95k	78,670	500 - 600	556
Service Desk Analyst	19 - 27k	21,079	19 - 27k	24,501	120 - 200	151

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

TECHNOLOGY

SOUTH EAST

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
SAP/CRM						
CRM Consultant	40 - 50k	45,000	46 - 95k	65,000	350 - 550	466
SAP Consultant	46 - 62k	54,846	62 - 85k	72,176	370 - 650	515
SAP Support	30 - 40k	36,750	37 - 65k	47,750	200 - 400	350
Dynamics Developer	53 - 61.5k	58,333	60 - 67k	65,000	400 - 610	518
Dynamics Support	33 - 40k	36,429	38 - 48k	43,750	400 - 550	475
Security						
Information Security Manager	50 - 80k	53,585	60 - 85k	65,171	450 - 600	537
Security Analyst	40 - 60k	43,808	40 - 65k	46,731	375 - 475	445
Security Engineer/SCO	55 - 85k	60,750	55 - 95k	66,500	375 - 625	473
CISO	80 - 115k	90k+	85 - 150k	90k+	-	875
DPO	45 - 85k	61,254	45 - 95k	80,733	500 - 700	615
BI/Data						
BI Developer	35 - 55k	42,396	40 - 60k	48,575	300 - 450	435
Data Warehouse Developer/ETL Developer	40 - 60k	43,929	41 - 60k	48,876	350 - 510	401
Head of BI/Data	70 - 100k	84,867	80 - 110k	91,984	600 - 875	773
BI/MI Analyst	28 - 40k	37,118	35 - 45k	43,143	275 - 450	383
Data Architect	60 - 80k	71,214	75 - 95k	80,286	550 - 650	578
Data Visualisation Developer	40 - 50k	48,750	40 - 60k	51,571	375 - 450	375+
Data Scientist	60 - 90k	66,563	65 - 100k	72,500	450 - 550	496
DevOps						
DevOps Engineer	45 - 65k	56,990	58 - 80k	70,367	400 - 500	508
Senior/Lead DevOps Engineer	55 - 80k	63,452	60 - 93k	75,842	500 - 650	578
Testing						
QA Test Analyst	28 - 38k	34,500	35 - 46k	42,000	300 - 400	379
Test Manager	42 - 54k	48,250	47 - 66k	57,484	400 - 600	506
NFT/Performance/Automation Tester	41 - 50.5k	45,000	42 - 65k	52,040	350 - 475	418

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TECHNOLOGY

SOUTH EAST

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Projects and Programmes						
Delivery Manager	55 - 75k	57,448	55 - 75k	60,720	400 - 600	513
Scrum Master	50 - 60k	55,602	50 - 65k	63,692	400 - 600	506
Project Manager	45 - 65k	54,532	50 - 75k	58,977	250 - 650	441
Programme Manager	60 - 80k	67,391	70 - 90k	76,891	550 - 700	549
Programme Director	80 - 100k	88,750	90 - 130k	90k+	600 - 900	760
Agile Coach	60 - 70k	64,750	60 - 80k	64,250	400 - 700	560
Head of Delivery	70 - 100k	85,250	70 - 100k+	91,292	600 - 800	709
Head of Change	80 - 100k	83,499	90 - 130k	97,150	800 - 1,000	917
Business Analyst	45 - 60k	49,820	45 - 60k	56,628	300 - 450	432
Developers						
PHP (Back End)	28 - 41k	34,929	35 - 48k	43,083	300 - 450	425
PHP (Full Stack)	35 - 45k	37,085	39 - 50k	44,532	325 - 500	375
Java (Senior/Lead)	50 - 65k	62,000	60 - 70k	65,000	450 - 550	500
Java (Back End)	40 - 58k	48,500	48 - 63k	56,455	400 - 550	470
Java (Full Stack)	37.5 - 58k	46,862	44 - 64k	54,275	400 - 600	507
C# .NET (Senior/Lead)	50 - 65k	62,000	60 - 70k	65,000	450 - 500	475
C# .NET (Back End)	33 - 60k	50,800	37.5 - 50k	49,375	350 - 450	380
C# .NET (Full Stack)	37 - 60k	50,368	40 - 49k	49,762	375 - 475	393
Node JS (Back End)	35 - 50k	50,000	45 - 50k	50,000	400 - 500	463
Node JS (Full Stack)	34.5 - 50k	50,000	44 - 51k	52,105	450 - 550	491

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

TECHNOLOGY

SOUTH EAST

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Front End Development (HTML, CSS, JavaScript)						
Vue	37 - 48k	43,444	38.5 - 53k	46,588	375 - 500	419
Senior Mobile Developer	50 - 60k	55,000	55 - 70k	65,000	550 - 700	430
Mobile	38.5 - 46k	43,411	43 - 55k	49,444	350 - 450	430
Native Android (Java)	38 - 48k	43,214	44 - 60k	53,571	300 - 550	432
Native iOS (Objective-C/Swift)	33 - 51k	42,500	46 - 60.7k	51,250	350 - 600	435
React	30 - 50k	39,030	45 - 67k	57,095	350 - 500	417
React Native	38.5 - 45.5k	43,714	42.5 - 63k	53,684	375 - 540	435
Xamarin	34 - 46k	39,900	40 - 56k	51,667	350 - 500	397
Tester						
Senior Tester	40 - 50k	47,000	50 - 62k	59,563	-	-
Automation	33 - 42k	37,545	40 - 50.5k	45,352	350 - 450	415
Manual	28.5 - 35.5k	32,892	32 - 37.5k	35,940	300 - 400	356

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

LEGAL

The Legal salary report covers the salary and employment trends observed in London and the Midlands across the following areas:

- Document Review Specialist/Specialist Trading Documentation Negotiator
- In-house Lawyer
- Newly-Qualified Associate
- Offshore
- Paralegal
- Professional Support Lawyer
- Risk & Compliance Lawyer
- UK Private Practice
- US Private Practice

LEGAL

KEY FINDINGS

SECTOR TRENDS



1.4 yrs
Average Tenure



2.1%
Talent Pool Growth



High
Hiring Demand

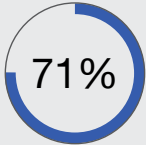


53%
Female

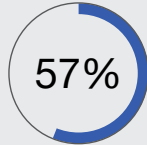


47%
Male

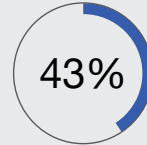
EMPLOYEE EXPECTATIONS FOR 2021



71%
of professionals looking
for a new job in 2021

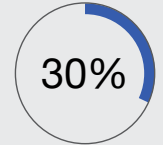


57%
are confident about job
opportunities in this
sector



43%
of professionals
expecting a pay rise in
2021

-V-



30%
of businesses giving pay
rises in 2021

TOP 3 PREFERRED WORK STYLES IN 2021



Approx. 50%
remote working



Flexible hours



Enhanced use of
technology, apps
and tools

TOP 3 EMPLOYEE VALUES FOR 2021

Job security

57%

Autonomy over tasks and priorities

43%


Challenging & interesting work

43%

LEGAL

TALENT HOTSPOTS

TOP 10 INDUSTRIES HIRING THIS TALENT

Rank	Fastest Growing	1 Yr Growth (%)
 1	Information Technology & Services	+7.8
2	E-commerce	+6.3
3	Hospital & Health Care	+5.1
4	Facilities Services	+3.9
5	Construction	+3.3
6	Investment Management	+3.3
7	Financial Services	+2.9
8	Logistics & Supply Chain	+2.3
9	Banking	+1.1
10	Insurance	+1.6

AREAS OF GROWTH IN 2020:



HealthTech



EdTech



Social Media

COMMERCE & INDUSTRY

Role	Permanent Salary Per Annum GBP (£) (Excl. OTE)	Contract Rate Per Day (PAYE) GBP (£)
Role	Range	Range
IT/Telecoms/Business Services/Pharma		
General Counsel/Legal Director	130k+	500+
7 - 8 yrs' PQE	90 - 130k	400 - 500
4 - 6 yrs' PQE	90 - 110k	350 - 425
1 - 3 yrs' PQE	65 - 85k	250 - 325
Newly-qualified	60 - 65k	200 - 225
Contracts Manager	35 - 80k	180 - 300
Paralegal	27 - 36k	130 - 180
Construction/Energy/Manufacturing/Engineering		
General Counsel/Legal Director	130k+	500+
7 - 8 yrs' PQE	90 - 130k	400 - 500
4 - 6 yrs' PQE	85 - 105k	350 - 400
1 - 3 yrs' PQE	65 - 85k	250 - 350
Newly-qualified	60 - 65k	175 - 220
Contracts Manager	35 - 65k	170 - 250
Paralegal	27 - 42k	130 - 180
Media/FMCG/Retail/Leisure/Sport		
General Counsel/Legal Director	110k+	475+
7 - 8 yrs' PQE	80 - 100k	350 - 425
4 - 6 yrs' PQE	70 - 95k	300 - 375
1 - 3 yrs' PQE	60 - 75k	250 - 320
Newly-qualified	50 - 55k	170 - 210
Contracts Manager	28 - 55k	160 - 250
Paralegal	27 - 35k	130 - 180

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

FINANCIAL SERVICES

Role	Permanent Salary Per Annum GBP (£) (Excl. OTE)	Contract Rate Per Day (PAYE) GBP (£)
Role	Range	Range
Investment Banking		
10+ yrs' PQE	140k+	750+
7 - 9 yrs' PQE	120 - 190k	550 - 700
5 - 6 yrs' PQE	100 - 160k	450 - 550
4 yrs' PQE	90 - 120k	400 - 450
3 yrs' PQE	80 - 100k	350 - 400
2 yrs' PQE	70 - 90k	325 - 350
1 yr PQE	65 - 80k	300 - 325
Investment Management/Private Wealth		
10+ yrs' PQE	150k+	800+
7 - 9 yrs' PQE	110 - 150k	600 - 750
5 - 6 yrs' PQE	90 - 120k	500 - 600
4 yrs' PQE	90 - 110k	450 - 500
3 yrs' PQE	85 - 105k	350 - 400
2 yrs' PQE	75 - 90k	325 - 350
1 yr PQE	75 - 85k	300 - 325

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

FINANCIAL SERVICES

Role	Permanent Salary Per Annum GBP (£) (Excl. OTE)	Contract Rate Per Day (PAYE) GBP (£)
	Range	Range
Retail Banking & Insurance		
10+ yrs' PQE	100 - 150k	650+
7 - 9 yrs' PQE	90 - 120k	500 - 600
5 - 6 yrs' PQE	80 - 100k	400 - 500
4 yrs' PQE	70 - 85k	375 - 425
3 yrs' PQE	65 - 80k	325 - 375
2 yrs' PQE	60 - 75k	300 - 325
1 yr PQE	55 - 65k	275 - 300
Trading Documentation Negotiator		
10+ yrs' PQE	120k+	700 - 750
7 - 9 yrs' PQE	100 - 120k	500 - 600
5 - 6 yrs' PQE	95 - 115k	400 - 500
4 yrs' PQE	60 - 90k	300 - 400
3 yrs' PQE	55 - 85k	250 - 350
2 yrs' PQE	50 - 70k	200 - 300
1 yr PQE	35 - 55k	150 - 250

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

COMPANY SECRETARY

Role	Permanent Salary Per Annum GBP (£) (Excl. OTE)	Contract Rate Per Day (PAYE) GBP (£)
Role	Range	Range
Plc		
Company Secretary	130 - 300k	630+
Deputy Company Secretary	85 - 155k	350 - 650
Assistant Company Secretary	55 - 85k	245 - 420
Company Secretarial Assistant	35 - 55k	180 - 245
Trainee Company Secretary	24 - 32k	-
Ltd Company		
Company Secretary	90 - 170k	525+
Deputy Company Secretary	75 - 120k	280 - 490
Assistant Company Secretary	45 - 65k	210 - 350
Company Secretarial Assistant	30 - 50k	140 - 210
Trainee Company Secretary	24 - 30k	-

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

PRIVATE PRACTICE – US FIRM

Role	Permanent Salary Per Annum GBP (£) (Excl. OTE) Range	Contract Rate Per Day (PAYE) GBP (£) Range
US Firm (New York)		
Partner	250k+	-
7+ yrs' PQE	240k+	70+
6 yrs' PQE	200 - 260k	65 - 70
5 yrs' PQE	185 - 240k	60 - 65
4 yrs' PQE	168 - 220k	55 - 60
3 yrs' PQE	150 - 205k	50 - 55
2 yrs' PQE	140 - 185k	45 - 50
1 yr PQE	130 - 167k	40 - 45
Newly-qualified	120 - 157k	35 - 40
Paralegal	37 - 48k	25 - 30
US Firm (Mid-Atlantic)		
Partner	170k+	-
7+ yrs' PQE	160k+	65+
6 yrs' PQE	150 - 210k	65 - 70
5 yrs' PQE	140 - 190k	60 - 65
4 yrs' PQE	130 - 168k	55 - 60
3 yrs' PQE	120 - 155k	50 - 55
2 yrs' PQE	110 - 140k	45 - 50
1 yr PQE	100 - 130k	40 - 45
Newly-qualified	90 - 120k	35 - 40
Paralegal	32 - 43k	25 - 30

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

PRIVATE PRACTICE – LONDON FIRM

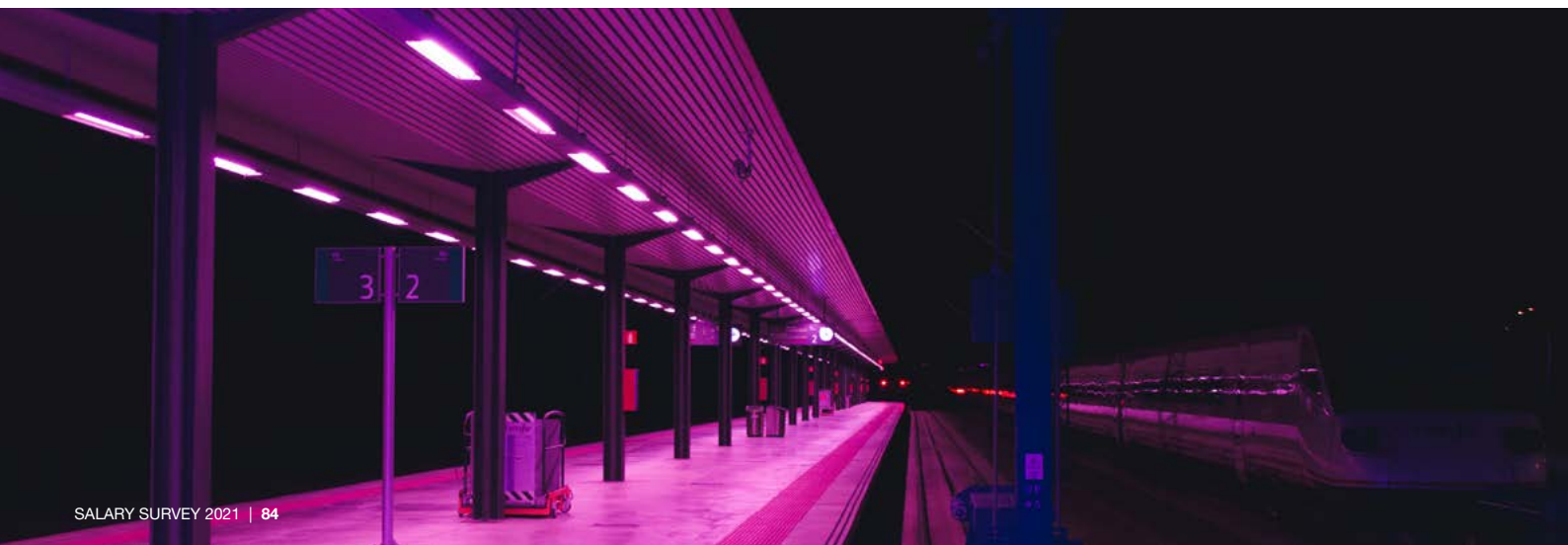
Role	Permanent Salary Per Annum GBP (£) (Excl. OTE)	Contract Rate Per Day (PAYE) GBP (£)
Role	Range	Range
City Firm		
Partner	160k+	-
7+ yrs' PQE	150k+	60+
6 yrs' PQE	100 - 165k	60 - 65
5 yrs' PQE	95 - 150k	55 - 60
4 yrs' PQE	85 - 140k	50 - 55
3 yrs' PQE	78 - 130k	45 - 50
2 yrs' PQE	70 - 120k	40 - 45
1 yr PQE	66 - 110k	35 - 40
Newly-qualified	64 - 100k	30 - 35
Paralegal	25 - 35k	15 - 25
West End Firm		
Partner	110k+	-
7+ yrs' PQE	100k+	55+
6 yrs' PQE	68 - 110k	40 - 55
5 yrs' PQE	60 - 100k	40 - 50
4 yrs' PQE	58 - 90k	40 - 45
3 yrs' PQE	55 - 90k	35 - 40
2 yrs' PQE	48 - 78k	30 - 35
1 yr PQE	45 - 72k	25 - 50
Newly-qualified	44 - 67k	20 - 25
Paralegal	22 - 30k	15 - 20

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

PRIVATE PRACTICE RISK & COMPLIANCE

Role	Permanent Salary Per Annum GBP (£) (Excl. OTE)
	Range
Global Head of Department/Director of Risk	150 - 300k
Head of Department	120 - 150k
Deputy Head/Compliance Manager	70 - 120k
Senior Risk & Compliance Lawyer	
10+ yrs' PQE	120 - 140k
6 - 10yrs' PQE	90 - 120k
Risk & Compliance Lawyer	
3 - 6yrs' PQE	75 - 95k
0 - 3yrs' PQE	60 - 70k
Senior Risk & Compliance Analyst	
3 - 6yrs PQE	45 - 55k
Risk & Compliance Analyst/Officer/Assistant	
1 - 3yrs' PQE	40 - 45k
0 - 1yr PQE	25 - 40k

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.



OFFSHORE

Role	Permanent Salary Per Annum GBP (£) (Excl. OTE) Range
Channel Islands GBP (£)	
Partner	110 - 200k
7+ yrs' PQE	95k+
6 yrs' PQE	90 - 100k
5 yrs' PQE	85 - 95k
4 yrs' PQE	77 - 90k
3 yrs' PQE	72 - 82k
2 yrs' PQE	57 - 77k
1 yr PQE	60 - 72k
Newly-qualified	58 - 62k
British Virgin Islands USD (\$)	
Partner	220k+
7+ yrs' PQE	170k+
6 yrs' PQE	170 - 220k
5 yrs' PQE	160 - 190k
4 yrs' PQE	150 - 180k
3 yrs' PQE	140 - 165k
2 yrs' PQE	130 - 160k
1 yr PQE	120 - 140k
Newly-qualified	100 - 130k
Cayman Islands USD (\$)	
Partner	280k+
7+ yrs' PQE	180k+
6 yrs' PQE	170 - 220k
5 yrs' PQE	160 - 200k
4 yrs' PQE	150 - 190k
3 yrs' PQE*	145 - 170k

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

IN-HOUSE & PRIVATE PRACTICE

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Private Practice						
9+ yrs' PQE	80 - 120k	100,000	100 - 200k	150,000	400 - 600	500
7 - 9 yrs' PQE	50 - 80k	65,000	70 - 140k	105,000	400 - 600	500
6 yrs' PQE	45 - 67k	56,000	48 - 71k	59,500	350 - 375	363
5 yrs' PQE	40 - 60k	50,000	45 - 66k	55,500	230 - 295	263
4 yrs' PQE	36.5 - 52k	45,750	42 - 60k	51,200	225 - 260	243
3 yrs' PQE	35 - 50k	42,500	40 - 58k	48,950	190 - 230	210
2 yrs' PQE	32 - 49k	38,600	35.5 - 55k	45,250	125 - 205	165
1 yr PQE	30 - 48k	36,250	34 - 50k	42,000	125 - 205	165
Newly-qualified	28 - 46k	34,000	34 - 46k	38,850	100 - 200	150
Paralegal/Contract Manager	17 - 31.5k	24,250	22 - 40k	31,000	100 - 200	150
In-house						
9+ yrs' PQE	75 - 100k	87,500	80 - 105k	92,500	400 - 600	500
7 - 9 yrs' PQE	70 - 75k	72,500	70 - 85k	77,500	350 - 400	375
6 yrs' PQE	50 - 67.5k	58,750	52.5 - 73k	62,900	300 - 370	335
5 yrs' PQE	47 - 63k	55,200	52 - 72.5k	62,250	230 - 350	290
4 yrs' PQE	42.5 - 52.5k	47,500	45 - 56k	50,300	215 - 300	258
3 yrs' PQE	37 - 50k	43,400	39 - 53k	46,000	205 - 270	238
2 yrs' PQE	35 - 48k	41,350	38 - 50k	44,200	190 - 230	210
1 yr PQE	31 - 42k	37,000	37 - 48k	41,350	190 - 200	195
Newly-qualified	35 - 42k	40,000	35 - 46k	40,000	100 - 190	140
Paralegal/Contract Manager	17.5 - 30k	23,750	19 - 32k	25,500	80 - 125	103

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

OFFSHORE

Role	Permanent Salary Per Annum GBP (£) (Excl. OTE) Range
Channel Islands GBP (£)	
Partner	110 - 200k
7+ yrs' PQE	95k+
6 yrs' PQE	90 - 100k
5 yrs' PQE	85 - 95k
4 yrs' PQE	77 - 90k
3 yrs' PQE	72 - 82k
2 yrs' PQE	57 - 77k
1 yr PQE	60 - 72k
Newly-qualified	58 - 62k
British Virgin Islands USD (\$)	
Partner	220k+
7+ yrs' PQE	170k+
6 yrs' PQE	170 - 220k
5 yrs' PQE	160 - 190k
4 yrs' PQE	150 - 180k
3 yrs' PQE	140 - 165k
2 yrs' PQE	130 - 160k
1 yr PQE	120 - 140k
Newly-qualified	100 - 130k
Cayman Islands USD (\$)	
Partner	280k+
7+ yrs' PQE	180k+
6 yrs' PQE	170 - 220k
5 yrs' PQE	160 - 200k
4 yrs' PQE	150 - 190k
3 yrs' PQE*	145 - 170k

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

SUPPLY CHAIN, PROCUREMENT & LOGISTICS

The Supply Chain, Procurement & Logistics salary report covers the salary and employment trends observed in the Midlands, the North, and the South East of England across the following areas:

- Buyer
- Category Manager
- Demand Planning
- Distribution
- Logistics Manager/Director
- Operations
- Planner
- Procurement Director/Manager
- Supply Chain Director/Manager
- Transport
- Warehouse



SUPPLY CHAIN, PROCUREMENT & LOGISTICS

KEY FINDINGS

SECTOR TRENDS



2 yrs
Average Tenure



3.5%
Talent Pool Growth



High
Hiring Demand

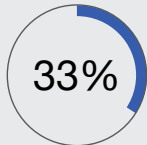


21%
Female

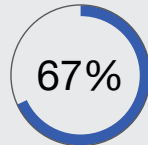


79%
Male

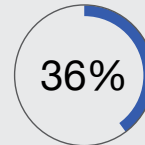
EMPLOYEE EXPECTATIONS FOR 2021



33%
of professionals looking
for a new job in 2021

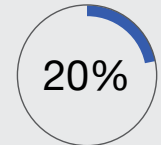


67%
are confident about job
opportunities in this
sector



36%
of professionals
expecting a pay rise in
2021

-V-



20%
of businesses giving pay
rises in 2021

TOP 3 PREFERRED WORK STYLES IN 2021



Element of remote
working



Enhanced use of
technology, apps
and tools



Flexible hours

TOP 3 EMPLOYEE VALUES FOR 2021

Colleagues and culture that inspire employees to do their best



Job security



Challenging & interesting work




SUPPLY CHAIN, PROCUREMENT & LOGISTICS

TALENT HOTSPOTS

TOP 10 MOST SOUGHT AFTER PROFESSIONALS

Rank	Fastest Growing	1 Yr Growth (%)	Tenure (yrs)
 1	Chief Procurement Officer	+18.5	1.4
2	Supply Chain Management	+4.9	2.0
3	Sourcing Manager	+3.2	1.9
4	Head Of Supply Chain Management	+3.1	3.5
5	Head Of Logistics	+2.8	2.5
6	Director Of Logistics	+2.2	2.6
7	Director Of Procurement	+1.3	1.5
8	Demand Manager	+0.8	2.5
9	Procurement Manager	+0.5	2.2
10	Supply Manager	+0.4	1.6

TOP 10 INDUSTRIES HIRING

Rank	Industry	1 Yr Growth (%)
 1	Transportation/Trucking/Railroad	16.2
2	Food & Beverages	16
3	Pharmaceuticals	10
4	Biotechnology	3
5	Food Production	2.5
6	Chemicals	1.3
7	Renewables & Environment	1.3
8	Packaging & Containers	1
9	Retail	1
10	Mechanical Or Industrial Engineering	1

SUPPLY CHAIN, PROCUREMENT & LOGISTICS

MIDLANDS

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Procurement						
Procurement/Purchasing Director	70 - 90k	89,494	115 - 130k	122,000	600 - 1000	810
Head of Procurement/Purchasing	42 - 82k	65,392	82 - 100k	95,000	500 - 900	720
Procurement/Purchasing Manager	35 - 55k	48,440	46 - 70k	57,950	360 - 600	500
Category Manager	42 - 52k	48,392	50 - 60k	59,900	350 - 550	455
Senior Buyer	36 - 45k	43,018	41 - 56k	49,550	250 - 350	275
Buyer/Junior Buyer	27 - 37k	34,290	35 - 46k	41,300	120 - 250	180
Supply Chain						
Supply Chain Director	70 - 120k	96,240	110 - 150k	130,000	600 - 1000	810
Head of Supply Chain	65 - 74k	70,500	74 - 88k	81,000	450 - 850	650
Supply Chain Manager	42 - 55k	49,920	45 - 62k	55,800	450 - 550	500
Demand Planning Manager	38 - 47k	44,500	46 - 64k	56,200	150 - 300	240
Planner	24 - 32k	27,535	28 - 40k	34,240	150 - 250	200
Logistics						
Logistics Director	78 - 100k	90,640	90 - 130k	110,000	600 - 1200	900
Operations Director	78 - 94k	86,930	90 - 125k	108,300	600 - 1200	900
General Manager	58 - 74k	67,430	70 - 95k	84,443	350 - 450	400
Transport Manager	41 - 50k	46,700	46 - 66k	55,753	275 - 450	350
Logistics Manager	40 - 48k	45,925	46 - 73k	61,450	320 - 520	410
Warehouse Manager	28 - 46k	37,300	40 - 60k	51,250	240 - 360	300
Operations Manager	30 - 47k	40,134	44 - 62k	52,253	220 - 400	320
Distribution Manager	35 - 45k	40,030	41 - 50k	46,444	240 - 350	300
Shift Manager	34 - 38k	36,390	37 - 50k	45,355	160 - 220	190

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

SUPPLY CHAIN, PROCUREMENT & LOGISTICS NORTH

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Procurement						
Procurement/Purchasing Director	76 - 90k	90,000	110 - 130k	121,000	700 - 1000	850
Head of Procurement/Purchasing	60 - 90k	76,500	80 - 110k	95,000	550 - 950	700
Procurement/Purchasing Manager	42 - 56k	49,583	49 - 62k	56,696	450 - 600	450
Category Manager	39 - 48k	46,350	49 - 58k	53,393	420 - 600	350
Senior Buyer	35 - 42k	38,440	41 - 58k	50,135	350 - 450	400
Buyer/Junior Buyer	26 - 31k	29,935	33 - 39k	37,530	200 - 250	210
Supply Chain						
Supply Chain Director	76 - 100k	89,145	110 - 130k	120,000	700 - 1200	1000
Head of Supply Chain	56 - 78k	66,000	74 - 88k	82,000	650 - 900	800
Supply Chain Manager	46 - 52k	49,913	55 - 70k	65,440	475 - 600	600
Demand Planning Manager	42 - 56k	49,638	50 - 70k	61,244	275 - 575	450
Planner	26 - 31k	29,980	38 - 46k	42,930	240 - 360	300
Logistics						
Logistics Director	75 - 100k	85,920	90 - 110k	102,000	700 - 1200	1000
Operations Director	70 - 100k	85,130	90 - 130k	111,000	650 - 1200	950
General Manager	55 - 66k	61,200	82 - 96k	90,130	350 - 600	450
Transport Manager	49 - 61k	56,910	58 - 70k	64,900	250 - 450	350
Logistics Manager	44 - 55k	50,400	50 - 70k	65,300	250 - 435	325
Warehouse Manager	31 - 46k	40,750	40 - 60k	52,599	220 - 420	322
Operations Manager	42 - 50k	46,200	49 - 57k	52,850	220 - 420	318
Distribution Manager	44 - 55k	48,910	54 - 67k	60,244	240 - 300	284
Shift Manager	34 - 43k	39,400	36 - 48k	42,930	160 - 220	190

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

SUPPLY CHAIN, PROCUREMENT & LOGISTICS

SOUTH EAST

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Procurement						
Procurement/Purchasing Director	80 - 110k	95,000	100 - 140k	120,000	700 - 1000	850
Head of Procurement/Purchasing	70 - 95k	82,500	80 - 100k	90,000	600 - 900	780
Procurement/Purchasing Manager	50 - 65k	57,500	55 - 75k	65,000	350 - 550	460
Category Manager	50 - 65k	57,500	60 - 80k	70,000	350 - 550	455
Senior Buyer	35 - 45k	40,000	45 - 55k	50,000	300 - 400	360
Junior Buyer/Buyer	20 - 32k	26,000	30 - 40k	35,000	120 - 250	180
Logistics						
Logistics Director	77 - 100k	87,988	90 - 130k	112,938	700 - 1200	1,023
Operations Director	78 - 93k	85,980	90 - 125k	108,343	600 - 1200	940
General Manager	58 - 74k	64,965	70 - 95k	82,340	325 - 550	435
Transport Manager	40 - 50k	45,342	45 - 65k	56,372	250 - 425	374
Logistics Manager	40 - 48k	44,128	47 - 73k	60,583	300 - 500	428
Warehouse Manager	28 - 45k	37,010	40 - 60k	53,452	215 - 400	311
Operations Manager	30 - 47k	39,875	40 - 65k	54,827	215 - 400	307
Shift Manager	30 - 38k	35,431	32 - 50k	45,928	150 - 225	186
First Line Manager	26 - 32k	29,130	28 - 37k	31,830	125 - 190	160

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

MANUFACTURING & ENGINEERING

The Manufacturing & Engineering salary report covers the salary and employment trends observed in the North of England across the following roles:

- Automation Engineer
- CI Manager
- ECI Engineer
- Engineering Manager
- Factory/Plant Manager
- Health and Safety Manager
- Manufacturing Engineer
- Operations Director
- Process Engineer
- Production Manager
- Quality Manager

MANUFACTURING & ENGINEERING

KEY FINDINGS

SECTOR TRENDS



2.5 yrs
Average Tenure



3%
Talent Pool Growth



Very High
Hiring Demand

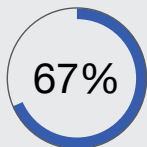


5%
Female

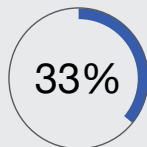


95%
Male

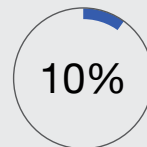
EMPLOYEE EXPECTATIONS FOR 2021



67%
of professionals looking
for a new job in 2021

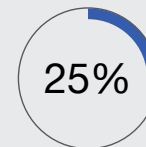


33%
are confident about job
opportunities in this
sector



10%
of professionals
expecting a pay rise in
2021

-V-



25%
of businesses giving pay
rises in 2021

TOP 3 PREFERRED WORK STYLES IN 2021



Improvement
in business
communication



Flexible hours



Increased focus
on wellbeing

TOP 3 EMPLOYEE VALUES FOR 2021

Autonomy over tasks and priorities



Job security



Clear progression route



MANUFACTURING & ENGINEERING NORTH

TOP 10 MOST SOUGHT AFTER PROFESSIONALS

Rank	Fastest Growing	1 Yr Growth (%)	Tenure (yrs)
 1	Continuous Improvement Manager	+9	3.3
2	Project Manager	+7.5	1.9
3	Senior Automation Engineer	+7	2.0
4	Engineering Team Lead	+6.3	2.0
5	Maintenance Engineer	+6	4.4
6	Process Engineer	+5.5	2.9
7	Manufacturing Manager	+4	2.2
8	Engineering Manager	+3.3	3.1
9	Automation Engineer	+2.9	2.4
10	Project Engineer	+2.8	2.5

9%

increase in demand for
Continuous Improvement
Managers

MANUFACTURING & ENGINEERING NORTH

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Operations Director	69 - 90k	80,833	96 - 120k	103,750	500 +	-
Factory/Plant Manager	37 - 60k	47,929	61 - 100k	68,889	400 - 600	552
Engineering Manager	40 - 53k	46,967	56 - 80k	62,412	302 - 600	424
Health and Safety Manager	38 - 45k	41,407	47 - 60k	51,615	223 - 340	272
Production Manager	35 - 46k	42,197	46 - 59k	51,339	204 - 350	288
CI Manager	38 - 48k	46,000	48 - 69k	57,000	325 - 400	363
Quality Manager	31 - 42k	36,836	41 - 56k	50,378	343 - 433	422
Process Engineer	31 - 39k	35,379	39 - 54k	47,629	260 - 360	318
Manufacturing Engineer	31 - 38k	34,444	37 - 50k	43,077	216 - 350	250
Automation Engineer	34 - 42.5k	39,623	40 - 54k	47,353	400 - 550	480
ECI Engineer	34 - 44k	39,203	44 - 54k	49,130	294 - 424	327

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

BUSINESS SUPPORT

The Business Support salary report covers the salary and employment trends observed in London, the North and the Midlands across the following areas:

- Administration
- Business & Management Support
- Customer Service
- Human Resources
- Marketing
- Team & Legal Secretary

Business Support roles are supplied by Walters People, part of The Robert Walters Group.

BUSINESS SUPPORT

KEY FINDINGS

SECTOR TRENDS



1.7 yrs
Average Tenure



2%
Talent Pool Growth



High
Hiring Demand

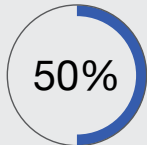


61%
Female

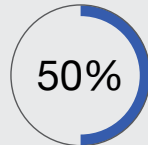


39%
Male

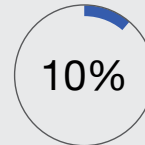
EMPLOYEE EXPECTATIONS FOR 2021



of professionals looking
for a new job in 2021

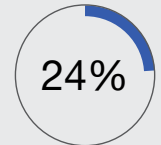


are confident about job
opportunities in this
sector



of professionals
expecting a pay rise in
2021

-V-



of businesses giving pay
rises in 2021

TOP 3 PREFERRED WORK STYLES IN 2021



Approx. 50%
remote working



Increased focus
on wellbeing



More
cross-department
working

TOP 3 EMPLOYEE VALUES FOR 2021

Job security

50%

A company that values diversity & inclusion

36%

Flexible work arrangements

33%

BUSINESS SUPPORT

TALENT HOTSPOTS

TOP 10 MOST SOUGHT AFTER PROFESSIONALS

Rank	Fastest Growing	1 Yr Growth (%)	Tenure (yrs)
 1	Marketing Manager	+4	2.5
2	Human Resources Manager	+2.3	2.5
3	Human Resources Business Partner	+1.4	2.5
4	Support Specialist	+1.2	1.6
5	Marketing Director	+1.3	2.3
6	Recruitment Consultant	+1.4	1.3
7	Human Resources Advisor	+1.1	1.8
8	Marketing Assistant	+1.2	1
9	Business Specialist	+1.3	1.6
10	Human Resources Specialist	+1	1.3

50%

of business support professionals are looking for a new job in 2021

BUSINESS SUPPORT

LONDON

BUSINESS AND MANAGEMENT SUPPORT

Role	Permanent Salary Per Annum GBP (£)				Contract Hourly Rate (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Administration						
EA	35 - 42k	-	45 - 55k	-	18 - 25	-
PA/Team Assistant	28 - 33k	27,810	30 - 44k	37,530	15 - 20	17.9
Office Manager	28 - 34k	26,444	30 - 43k	37,155	13 - 21	17.39
Administration Assistant	18 - 25k	20,449	24 - 31k	26,442	10 - 14	11.63
Receptionist	18 - 23k	19,411	22 - 31k	25,244	8 - 11	10.2
HR						
Head of HR/HR Director	60 - 80k	-	110k+	-	550 +	-
HR Manager	45 - 55k	45,215	65 - 100k	65,377	240 - 500	366
HR Business Partner	40 - 55k	45,910	55 - 80k	60,431	235 - 400	345
HR Advisor	28 - 40k	31,733	38 - 48k	39,566	150 - 240	190
HR Coordinator	28 - 32k	26,812	30 - 36k	32,460	120 - 300	165
HR Assistant	20 - 28k	23,338	26 - 34k	30,165	100 - 134	117
Marketing						
Marketing Manager	32 - 44k	36,910	49 - 68k	57,033	230 - 330	263
Marketing Executive	24 - 31k	27,099	30 - 36k	33,076	135 - 220	162
Marketing Assistant	20 - 28k	23,395	25 - 32k	27,205	90 - 150	118

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

BUSINESS SUPPORT

MIDLANDS

HUMAN RESOURCES

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
HR Director	65 - 90k	73,421	84 - 110k	92,429	550 - 800	600
Head of Human Resources	55 - 78k	63,252	71 - 76k	73,630	350 - 650	500
Head of Reward, Compensation & Benefits	71 - 85k	78,000	75 - 89k	81,895	300 - 450	400
Organisational Development Consultant	40 - 48k	44,000	48 - 85k	59,500	200 - 450	350
Head of Learning & Development	45 - 70k	57,250	69 - 84k	74,429	250 - 450	375
Head of Recruitment	64 - 72k	67,000	66 - 80k	75,449	400 - 500	450
Senior HR Business Partner	47 - 68k	54,092	63 - 83k	76,157	250 - 400	300
HR Business Partner	37 - 47k	42,970	48 - 58k	54,541	200 - 350	440
HR Manager	34 - 43k	37,997	42 - 54k	49,970	245 - 522	424
Compensation & Benefits Manager	41 - 46k	43,995	44 - 58k	51,125	200 - 300	250
Compensation & Benefits Analyst	23 - 30k	26,988	27 - 37k	34,410	90 - 175	115
Reward Advisor	29 - 38k	33,544	36 - 47k	41,885	150 - 225	200
Recruitment Manager	28 - 40k	34,644	39 - 47k	43,406	250 - 450	400
Graduate Recruiter	19 - 27k	23,433	23 - 33k	29,983	125 - 250	350
Learning & Development Manager	30 - 36k	34,971	37 - 50k	44,020	150 - 275	200
Training Manager	29 - 41k	33,459	36 - 49k	44,648	150 - 275	200
Training Officer	24 - 27k	25,696	27 - 34k	31,140	90 - 125	115
Employee Relations Advisor/Business Partner	25 - 35k	28,892	33 - 42k	37,555	150 - 350	250
Global Mobility Specialist	30 - 45k	37,829	40 - 54k	49,761	150 - 250	225
HR Advisor	24 - 30k	27,793	31 - 38k	33,941	123 - 177	155
HR Officer	22 - 29k	25,494	28 - 39k	33,494	125 - 188	158
HR Administrator	18 - 20k	18,792	20 - 24k	21,442	89 - 120	99

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

BUSINESS SUPPORT

MIDLANDS

SECRETARIAL & BUSINESS SUPPORT

Role	Permanent Salary Per Annum GBP (£)				Contract Hourly Rate (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Executive Assistant	24 - 32k	25,457	29 - 38k	33,543	13 - 21	16.5
Personal Assistant	21 - 26k	22,950	24 - 32k	28,100	9.5 - 13	11.5
Office Manager	21 - 26k	23,123	25 - 31k	28,990	10.5 - 15	13
Senior Project Coordinator	19 - 31k	23,998	30 - 37k	32,986	-	-
Project Coordinator	19 - 24k	22,245	24 - 29k	25,532	17 - 26	22
Senior Administration Assistant	18 - 24	21,867	23 - 35k	28,650	9.5 - 15	11
Receptionist	15 - 19k	17,050	18 - 22k	19,543	8 - 9.5	9
Administration Assistant	15 - 18k	17,550	18 - 22k	20,639	8.5 - 12	10
Junior Administration Assistant	15 - 17k	16,008	16 - 20k	18,130	6.5 - 9	8
Data Entry Operator	16 - 19k	18,010	19 - 26k	21,956	9 - 10.5	9.5
Legal Secretary	19 - 24k	20,750	22 - 27k	24,030	11 - 15	13
Secretary	18 - 21k	19,790	20.5 - 27k	23,500	10 - 12	11.5
Audio Typist	18 - 20k	18,976	20 - 25k	22,333	9 - 11	10
Medical Secretary	18 - 21k	19,125	18 - 21k	19,800	8 - 10	9
Customer Service Assistant	18 - 20k	18,546	19 - 24k	21,340	8 - 9.5	9
Recruitment Administrator	17 - 21k	19,577	19 - 24k	22,145	8.5 - 11	9
Team Secretary	15.5 - 21k	18,666	22 - 32k	24,546	10.5 - 14	12.5

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

BUSINESS SUPPORT NORTH

HUMAN RESOURCES

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
HR Director	75 - 95k	81,000	82 - 110k	97,000	375 - 800	585
Head of Human Resources	58 - 70k	63,024	68 - 92k	77,862	300 - 600	400
Head of Reward, Compensation & Benefits	64 - 70k	67,200	66 - 86k	77,057	300 - 600	400
Organisational Development Consultant	37 - 58k	43,991	47 - 73k	58,810	250 - 350	250
Head of Learning & Development	57 - 78k	61,433	61 - 84k	75,833	300 - 600	325
Head of Recruitment	42 - 65k	56,910	58 - 84k	70,075	300 - 600	450
Senior HR Business Partner	51 - 62k	55,900	57 - 71k	67,095	275 - 400	300
HR Business Partner	33 - 44k	40,011	43 - 57k	51,120	200 - 350	280
HR Manager	32 - 42k	36,012	39 - 54k	48,011	200 - 400	275
Compensation & Benefits Manager	39 - 49k	44,963	47 - 61k	56,088	250 - 350	250
Compensation & Benefits Analyst	30 - 38k	35,112	38 - 44k	42,010	250 - 420	325
Reward Advisor	25 - 36k	30,415	33 - 41k	37,355	150 - 200	160
Recruitment Manager	28 - 40k	34,077	35 - 55k	46,991	200 - 400	200
Graduate Recruiter	20 - 30k	23,810	29 - 45k	34,883	150 - 200	160
Learning & Development Manager	38 - 47k	43,085	45 - 62k	52,044	175 - 325	250
Training Manager	26 - 37k	30,239	34 - 47k	41,988	200 - 400	200
Training Officer	21 - 30k	25,299	28 - 40k	33,020	90 - 140	113
Employee Relations Advisor/Business Partner	25 - 31k	27,670	30 - 43k	35,501	120 - 220	168
Global Mobility Specialist	30 - 42k	33,268	36 - 50k	43,650	250 - 420	180
HR Advisor	25 - 31k	27,525	29 - 37k	32,500	140 - 200	162
HR Officer	22 - 26k	23,873	26 - 33k	29,499	110 - 200	141
HR Administrator	17 - 21k	18,848	21 - 26k	24,240	80 - 100	84

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

BUSINESS SUPPORT NORTH

SECRETARIAL & BUSINESS SUPPORT

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Executive Assistant	25 - 32k	26,590	28 - 38k	32,850	13 - 21	16.31
Personal Assistant	21 - 26k	22,668	24 - 32k	28,044	9 - 13	11.44
Office Manager	21 - 27k	24,012	25 - 28k	28,903	10 - 14	12.38
Senior Project Coordinator	20 - 32k	24,913	30 - 32k	34,045	-	-
Project Coordinator	18 - 25k	21,446	24 - 29k	26,010	17 - 26	21.48
Senior Administration Assistant	19 - 25k	21,188	23 - 35k	29,113	10 - 14	11.45
Receptionist	14 - 19k	16,523	18 - 22k	19,210	8 - 10	8.94
Administration Assistant	15 - 19k	17,740	18 - 23k	20,404	8 - 11	9.72
Junior Administration Assistant	13 - 17k	15,099	16 - 19k	17,448	6 - 8	7.66
Data Entry Operator	16 - 19k	17,844	19 - 26k	21,610	8 - 11	9.55
Legal Secretary	18 - 25k	20,105	21 - 28k	24,940	11 - 15	12.63
Secretary	18 - 20k	19,450	20 - 26k	23,020	9 - 12	10.92
Medical Secretary	18 - 22k	19,550	20 - 26k	22,012	9 - 11	10.1
Audio Typist	18 - 21k	18,995	18 - 22k	20,001	8 - 11	9.73
Customer Service Assistant	16 - 20k	17,850	18 - 24k	20,995	7 - 10	8.94
HR Administrator	18 - 21k	18,550	21 - 26k	24,011	9 - 12	10.58
Recruitment Administrator	18 - 21k	18,500	19 - 25k	21,510	8 - 11	10.33
Team Secretary	15 - 22k	19,420	21 - 32k	25,511	10 - 13	11.92

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

BUSINESS SUPPORT

SOUTH EAST

SECRETARIAL & BUSINESS SUPPORT

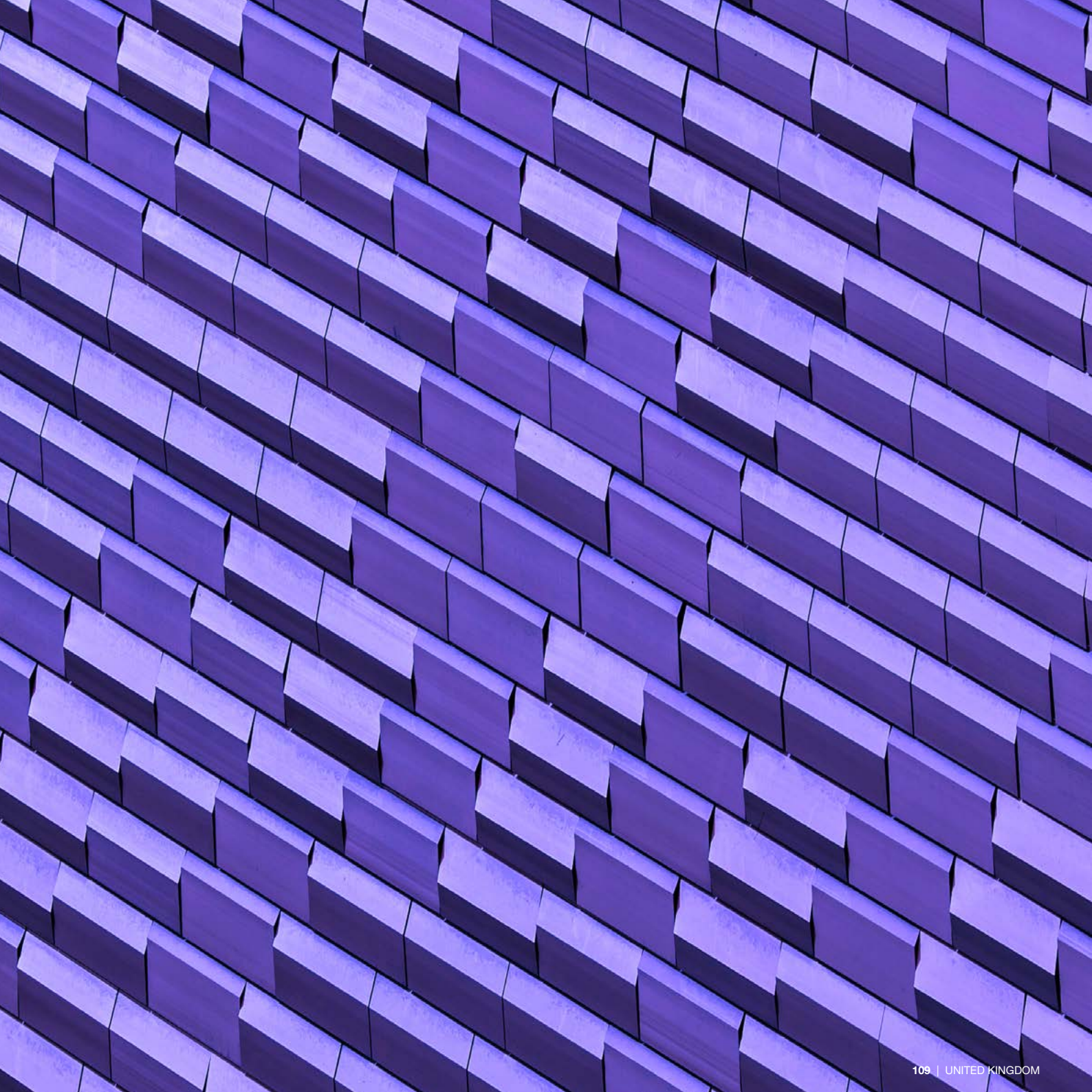
Role	Permanent Salary Per Annum GBP (£)				Contract Hourly Rate (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Executive Assistant	25 - 32.5k	25,997	29 - 38k	32,456	13 - 21	16.5
Personal Assistant	22 - 27k	23,540	25 - 33k	29,100	10 - 13	11.5
Office Manager	20 - 26k	24,225	25 - 32k	30,012	11 - 15	13
Senior Project Coordinator	20 - 32k	25,150	30 - 37k	32,999	-	-
Project Coordinator	19.5 - 24k	23,560	25 - 30k	26,102	17 - 26	22
Senior Administration Assistant	18 - 24k	22,900	24 - 35k	29,145	10 - 16	11
Receptionist	16 - 19k	18,125	18 - 22k	20,034	8 - 10	9
Administration Assistant	16 - 19k	18,550	18 - 22k	19,998	9 - 12	10
Junior Administration Assistant	15 - 18k	17,450	16 - 21k	19,021	7 - 10	8
Data Entry Operator	16 - 20k	18,567	20 - 26k	22,304	9 - 12	9.5
Legal Secretary	20 - 25k	21,754	22 - 28k	24,983	11 - 16	13
Secretary	18.5 - 21k	20,160	21 - 27k	24,835	10 - 12	11.5
Audio Typist	18 - 20k	19,250	20 - 26k	23,859	9 - 12	10
Medical Secretary	18 - 21k	19,320	18 - 21k	20,034	8 - 10	9
Customer Service Assistant	18 - 21k	20,005	19 - 24k	21,852	8 - 10	9
HR Administrator	18 - 21k	19,432	20 - 26k	25,023	10 - 12	11
Recruitment Administrator	17 - 22k	20,778	20 - 25k	22,985	9 - 12	10
Team Secretary	16 - 21k	19,430	22 - 32k	26,024	11 - 14	12.5

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

SMALL BUSINESSES

Robert Walters has identified the most prominent professional roles in small businesses in the UK – defined as independent businesses with a headcount of below 50. The following small businesses report reveals the salaries and employments trends observed across London, the North, the Midlands and the South East of England across the following roles:

- CTO
- Finance Director
- Finance Manager
- HR Manager
- Marketing Manager
- Office Manager
- Operations Manager



SMALL BUSINESSES

LONDON

Role	Permanent Salary Per Annum GBP (£) (Excl. OTE)	
	Range	Average
Office Manager	24 - 50k	33,000
Marketing Manager	35 - 70k	43,500
Finance Manager	45 - 75k	59,900
Finance Director	75 - 160k	95,000
Operations Manager	25 - 45k	42,250
HR Manager	45 - 60k	51,500
CTO	100 - 125k	110,000

SOUTH EAST

Role	Permanent Salary Per Annum GBP (£) (Excl. OTE)	
	Range	Average
Office Manager	20 - 35k	27,500
Marketing Manager	30 - 45k	41,500
Finance Manager	35 - 70k	46,000
Finance Director	60 - 90k	72,750
Operations Manager	25 - 50k	38,000
HR Manager	30 - 55k	45,000

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

SMALL BUSINESSES

MIDLANDS

Role	Permanent Salary Per Annum GBP (£) (Excl. OTE)	
	Range	Average
Office Manager	22 - 34k	27,250
Marketing Manager	30 - 44k	40,000
Finance Manager	30 - 50k	46,000
Finance Director	60 - 85k	72,000
Operations Manager	36 - 42k	39,300
HR Manager	27 - 45k	32,000

NORTH

Role	Permanent Salary Per Annum GBP (£) (Excl. OTE)	
	Range	Average
Office Manager	21 - 30k	26,500
Marketing Manager	30 - 44k	41,000
Finance Manager	35 - 80k	46,000
Finance Director	60 - 90k	73,000
Operations Manager	35 - 40k	39,000
HR Manager	25 - 50k	40,000

NB: All figures represent basic salaries exclusive of benefits/bonuses, unless otherwise specified.

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