

**DOMINIC SEABROOK,  
SENIOR CONSULTANT**



# SALARY SURVEY: 2018

## FINANCE - COMMERCE & INDUSTRY

### OVERVIEW:

**THE COMMERCE & INDUSTRY (C&I) MARKET FOR FINANCE AND ACCOUNTING FOR 2017 WAS VERY MUCH A “WAIT AND SEE YEAR”. WITH THE TURBULENCE AND CONFUSION BREXIT CAUSED TO THE SECTOR IT MEANT MANY ROLES WERE PUT ON HOLD UNTIL THE CURRENT GOVERNMENT COULD PROVIDE A PLAN AND CLARITY FOR THE FUTURE.**

Comparing early 2017 to late 2017/early 2018 the market has expressed an appetite for more commercial senior finance leaders to shake up businesses and think positively towards growth and business success. As a team we noticed a real demand for Finance Directors and Chief Finance Officers during this period. Our international offering also spiked in late 2017 with clients requesting specific head hunting for overseas hubs to manage teams directly rather than manage them from London.

The demand for newly qualified management accounts was consistently high throughout 2017. There was a real demand for

candidates with strong budgeting and forecasting skills. Clients were focusing on bolstering their function with people that could provide insight and able to understand or enhance companywide growth plans.

As a team during 2017 we noticed an increase in retained search for projects and exclusive mandates. We also noticed roles that have been largely newly created positions rather than merely replacement hiring needs. Another interesting trend for the year was an increased need for clients to convert temporary and interim contractors into permanent staff to save cost, create continuity and stability with the finance function.

Our C&I permanent desk saw more commercial roles rather than technical roles. This has been a 50/50 split between part-qualified and qualified assignments. Towards the back end of Q3 and the start of Q4 the C&I team focussed more on newly qualified roles due to an influx in business's wanting to be more proactive in terms of forward thinking growth plans for 2018 which has had a more positive outlook on the start of 2018 and Q1 in particular.

We believe 2018 will be another successful year for candidates in C&I as many of our clients have already shown eagerness to grow their headcount early on. There seems to be a lot more optimism among our SME clients currently and Brexit concerns seem to have been put aside for now.

## TRANSACTIONAL FINANCE

### PERMANENT - LONDON (Basic Salary (£ Per Annum))

Role	0-2 Years	3-4 Years	5+ Years
Accounts Assistant	18,000-25,000	22,000-30,000	28,000+
Credit Control	22,000-27,000	24,000-30,000	28,000+
Accounts Payable	20,000-26,000	25,000-32,000	28,000+
Accounts Receivable	18,000-25,000	22,000-30,000	35,000+
Head of Transactions	*	*	35,000+

## QUALIFIED

### PERMANENT - LONDON (Basic Salary (£ Per Annum))

Role	Newly-Qualified	2-4 Years	5-7 Years	8+ Years	10+ years
Financial Accountant	42,000-52,000	45,000-55,000	52,000-60,000	55,000+	*
Management Accountant	40,000-50,000	42,000-58,000	55,000-60,000	55,000+	*
Finance Analyst	40,000-48,000	45,000-55,000	*	*	*
FP&A Manager	48,000-52,000	55,000-65,000	60,000-70,000	70,000+	*
Finance Manager	42,000-52,000	50,000-60,000	55,000-70,000	60,000	*
Financial Controller	50,000-55,000	55,000-65,000	60,000-80,000	70,000+	*
Finance Director	*	*	*	90,000+	*
Chief Financial Officer	*	*	*	*	125,000-150,000