

**NIALL CATON  
CONSULTANT -  
C&I FINANCE**



**CELEBRATING  
20 YEARS  
IN RECRUITMENT**

# SALARY SURVEY: 2019

## FINANCE - COMMERCE & INDUSTRY UPDATE

**WITH UNCERTAINTY RIFE IN UK AND EU POLITICS IT WOULD BE EASY TO HAVE A NEGATIVE VIEW ON THE STATE OF THE UK ECONOMY, HOWEVER WITHIN COMMERCE AND INDUSTRY THIS WOULD BE TOO BROAD AN OUTLOOK. THERE ARE STILL STORIES OF TREMENDOUS GROWTH AND SUCCESS ACROSS LONDON AND THE UK. VC AND PE BACKED COMPANIES ARE STILL BUILDING MODERN, ENTREPRENEURIAL BUSINESSES TO DISRUPT MARKETS AND EXPAND AGGRESSIVELY, THIS IS AIDING GROWTH ACROSS C&I.**

Senior Finance professionals continue to have a tangible effect on the development and success of aspiring companies, we believe business owners and leaders will continue to invest heavily to make sure that they acquire the best talent in this area. The ONS shows that at the end of 2018 unemployment is at 4.1%, this means that businesses must offer market leading salaries, benefits and working conditions if they aspire to recruit the best permanent employees for their business.

We are in the midst of a technology and data revolution, businesses are discovering the benefits of agile systems with cloud based storage. Companies are redesigning their teams and processes and this will become increasingly common as B2B technology solutions providers continue to grow and sell the benefits of their products. In line with this progression companies are continuing to fill their finance teams with accountants that have the ability to act as versatile business partners.

As a team we noticed certain sectors growing such as legal and media whilst we noticed others such as FMCG stagnating.

We found the demand for transactional staff was consistent throughout the year in the retail division. However, unusually we found a high demand for senior positions within our legal finance space.

Following on from last year's 50/50 split between part-qualified vs qualified assignments. We found this year the split was 60/40 qualified vs part-qualified. We also noticed a unique trend in Q3 flowing through to Q4, with an increase on exclusive and retained mandates.

We believe 2019 will be another successful year for candidates looking for new opportunities in C&I. There is sure to be some confusion on the state of affairs in Q2 with Brexit. That said we have already noticed client's actively forecasting growth within their finance teams. LMA have an optimistic view of 2019, we have seen strength among our SME clients, and we feel safe to presume that our larger clients will be able to cope with the transition and foresee a lot more demand for specialist project teams.

# TRANSACTIONAL FINANCE

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

Role	0-2 Years	3-4 Years	5+ Years
Accounts Assistant	22,000 – 27,000	27,000 – 30,000	30,000+
Billing Assistant	22,000 – 28,000	25,000 – 30,000	30,000+
Credit Control	22,000 – 27,000	27,000 – 35,000	35,000+
Accounts Payable	20,000 – 26,000	27,000 – 32,000	28,000+
Accounts Receivable	22,000 – 26,000	25,000 – 30,000	35,000+
Head of Transactions	*	*	40,000+

# QUALIFIED FINANCE

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

Role	Newly-Qualified	2-4 Years	5-7 Years	8+ Years	10+ years
Financial Accountant	45,000 – 50,000	50,000 – 65,000	60,000 – 70,000	65,000+	*
Management Accountant	40,000 – 50,000	42,000 – 58,000	55,000 – 65,000	55,000+	*
Finance Analyst	40,000 – 50,000	45,000 – 55,000	50,000 – 65,000	*	*
FP&A Manager	48,000 – 55,000	55,000 – 65,000	60,000 – 80,000	80,000+	*
Finance Manager	45,000 – 55,000	55,000 – 65,000	60,000 – 75,000	75,000+	*
Financial Controller	50,000 – 60,000	60,000 – 75,000	75,000 – 100,000	100,000+	*
Finance Director	*	*	*	100,000+	*
Chief Financial Officer	*	*	*	*	125,000 – 250,000