



ROBERT WALTERS

# Salary Survey 2024

United Kingdom

Specialist Professional Recruitment  
[robertwalters.co.uk](http://robertwalters.co.uk)



# Global reach, local expertise

## Welcome to Robert Walters Group

Robert Walters Group is a specialist professional recruitment consultancy. Established in 1985, 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.

### We operate three businesses under the following brands:

Robert Walters (senior permanent and interim management recruitment), Walters People (fast-paced contract and professional staffing recruitment) and Resource Solutions (recruitment process outsourcing).

**31** we recruit across 31  
countries globally



## Who is Robert Walters?

Robert Walters is one of the world's leading professional recruitment businesses and the core brand of the Robert Walters Group.

Hiring managers world-wide rely on us to find their best specialist professionals and our clients range from the largest corporates world-wide through to SMEs and start ups. We recruit people for permanent, contract and interim roles across the world.

## Walters —People

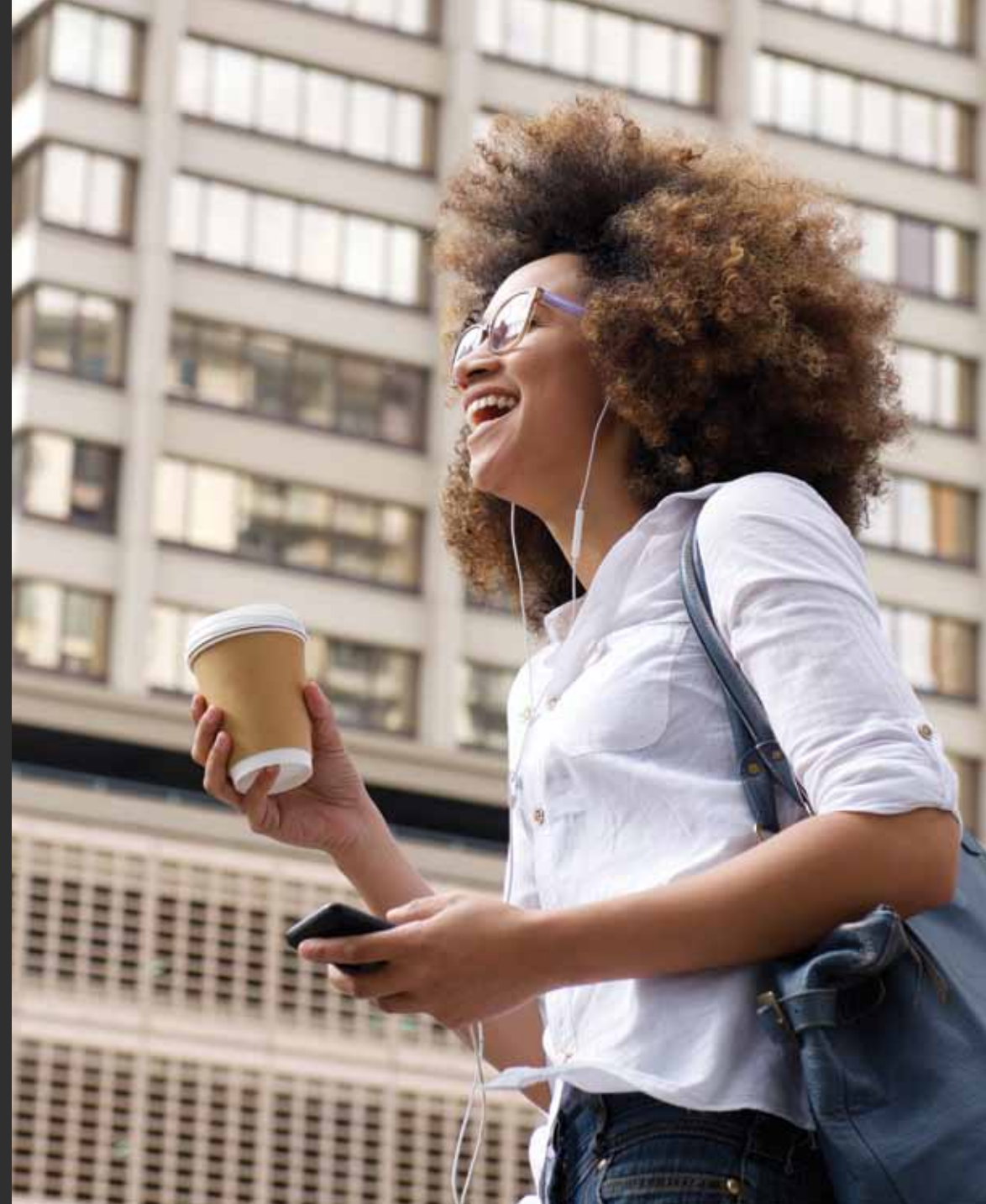
### Who is Walters People?

Walters People is the professional staffing business for tomorrow's working world. We connect businesses to the staff they need whilst acting as a career partner for today's fast-moving professionals.

Our fast and efficient service is characterised by immediacy, digital efficiency and specialist knowledge. Our team offers first class training to those starting out in their career and for those looking to move or transition into a new job.

### Robert Walters and Walters People recruit across:

- Accounting & Finance
- Financial Services
- Technology & Transformation
- Legal
- Risk, Compliance & Financial Crime
- Supply Chain, Procurement & Logistics
- Manufacturing & Engineering
- Marketing
- Sales & Commercial
- HR
- Business Support





“We are powering people  
and organisations to fulfil  
their unique potential”

Find out more about our [recruitment solutions](#)



# About the Salary Survey

Welcome to the 24th 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 and contract placements made across each of our geographies and recruitment disciplines during 2023, and our predictions for the year ahead.

## Methodology

Robert Walters analysed over 100,000 roles advertised in the UK over a 12-month period to calculate the upper and lower limits of the salary range, as well as the mean salary and pay rate of each advertised role.

The figures are basic salaries and rates, exclusive of benefits/bonuses unless otherwise specified.

## 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.

## 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](#).



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Commerce & Industry - Executive & Interim Management  
Commerce & Industry - Qualified  
Commerce & Industry - Part-Qualified & Transactional\*  
Commerce & Industry - Internal Audit  
Tax  
Treasury

### Merseyside

Commerce & Industry - Qualified  
Commerce & Industry - Part-Qualified & Transactional

### Midlands

Commerce & Industry - Qualified  
Commerce & Industry - Part-Qualified & Transactional\*

### North

Commerce & Industry - Qualified  
Commerce & Industry - Part-Qualified & Transactional\*  
Practice Accounting

### South East & East of England

Commerce & Industry - Qualified  
Commerce & Industry - Part-Qualified & Transactional\*

## Financial Services

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Key findings

### London

Distribution Front Office  
Operations - Investment Banking  
Operations - Investment Management

### Midlands

Banking & Financial Services

### North

Operations - Investment Banking  
Operations - Investment Management

## Technology & Transformation

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Key findings

### London

Architecture  
Data & Analytics/AI  
Product & Design  
Software Engineering  
Information Security  
Infrastructure  
Projects - Commerce & Industry  
Projects - Financial Services

### Midlands

BI & Data  
Development  
Development Leadership  
DevOps  
Infrastructure  
Projects & Programmes  
SAP/CRM  
Security  
Senior Appointments  
Testing

### North

AI & Machine Learning  
Architecture  
BI & Data  
Development  
Development Leadership  
DevOps  
Infrastructure  
Projects & Programmes  
Security

Senior Appointments

Testing

### South

BI & Data  
Development  
Development Leadership  
Infrastructure  
Projects & Programmes  
SAP/CRM  
Security  
Senior Appointments  
Tester  
Testing

## Legal

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Key findings

### London

Company Secretary  
In-house - Commerce & Industry  
In-house - Financial Services  
Private Practice - London Firm  
Private Practice - US Firm  
Private Practice - Risk & Compliance  
Offshore

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In-house  
Private Practice

### North

In-house  
Private Practice

## Risk, Compliance & Financial Crime

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Key findings

### London

Risk  
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Compliance - Sell Side  
Financial Crime

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Risk  
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Key findings

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Key findings

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Key findings

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Key findings

### London

### Midlands\*

### North\*

### South\*

## Business Support

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Key findings

### London\*

### Midlands\*

### North\*

### South\*

## Contact us

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## Walters — People

\*The following salaries and contract rates are supplied by Walters People, part of the Robert Walters Group.

# Bespoke salary & benefits reporting

## Robert Walters Market Intelligence

While our salary survey offers the latest regional market salaries and contract rates, our dedicated market intelligence team provides a bespoke service for businesses looking for tailored data comparisons based on specific industry, sub-sector and/or job role.

Whether you're looking to overhaul your employment package, accurately forecast headcount spend, or improve your talent attraction and retention strategies, our salary and benefits benchmarking services use a combination of our own recruitment data, publicly available insights and the knowledge of our recruitment experts to provide you with a bespoke report.

Learn more [here](#).

## Robert Walters market intelligence objectives:



Increase retention rates



Attract a wider talent pool



Make reliable decisions





**60%**  
of professionals are  
looking for a new job  
in 2024

# UK trends

## 2023-2024

“Whilst the global economic forecast remains uncertain, the UK’s labour market is expected to build resilience, with the focus in the coming year from businesses expected to shift from ‘survival’ to growth. Demand for candidates will be higher than 2023, however we will see more conservative base salary increases as rising business costs and inflation begin to take further effect. As ever, in-demand roles will continue to command competitive salaries, and companies will look to contract and temp hires as viable solutions for critical hires.

The continued influx of Gen-Z professionals into the labour market will further compound calls for employee experience to be front-and-centre when it comes to discussions on perks and benefits packages. Hybrid-working to help employees achieve a work-life balance, wellness and mental health days, and a range of complementary soft benefits will become the norm for any companies looking to hire ambitious junior talent. With this we will see a new battle emerge, as companies look to bring more of their people back into the office to aid productivity, company culture, and collaborative working.

In the first half of 2024, the growth of bonus structures will remain muted, with employers using one-off bonuses to retain or entice top talent. However, we anticipate a turning-of-the-tide towards the end of the year when companies will shift their focus onto building up offerings to remain competitive in the increasingly global market.”

**Chris Eldridge**

CEO - UKI & North America , Robert Walters Group

### Top 3 employment trends expected in 2024

- 1 Retention through clear progression routes
- 2 Wellness-focused benefits packages
- 3 Defined hybrid working models

# Key findings

## Top industries hiring

- Biotechnology
- Internet
- E-learning
- Renewables & environment
- Computer software

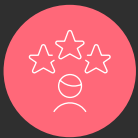
## What professionals value most in an employer in 2024



Excellent compensation & benefits

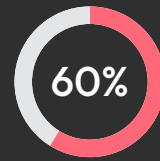


Inspiring colleagues and company culture

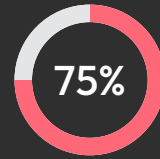


Job security

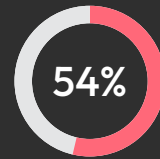
## Employee expectations for 2024



60% of professionals looking for a new job in 2024



75% of professionals are confident about job opportunities in their sector



54% of professionals are expecting a pay rise in 2024

## Most sought after professionals

- Finance Manager
- Investment Banking Analyst
- Data Engineer
- Solicitor
- Operations Director
- Talent Acquisition Specialist
- Product Marketing Manager



## Top 3 most desired employee benefits

- 1 Flexi/remote working
- 2 Bonus scheme
- 3 Company contributory pension

## Average tenure (years)

# 1.5

# 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 & Financial Services
- Commerce & Industry
- Investment Management

\*Part-Qualified and Transactional Finance roles are supplied by Walters People, part of the Robert Walters Group



# Key findings

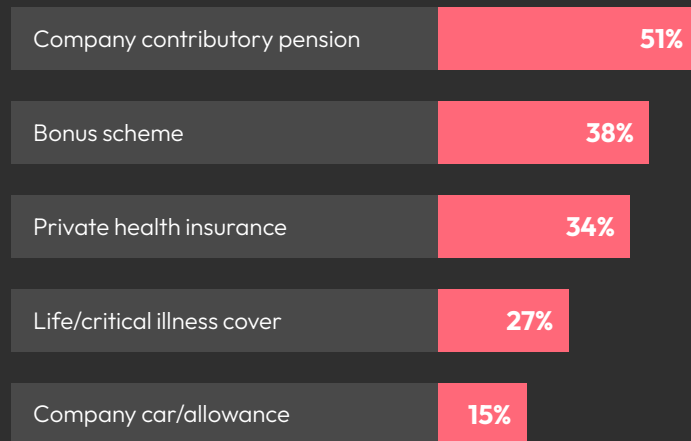
## Accounting & Finance

### Sector trends

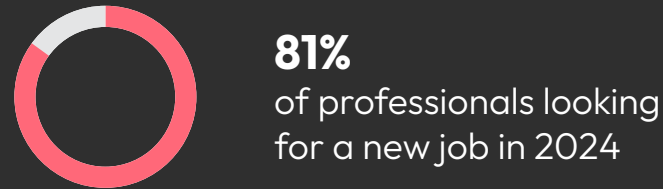
Ave. tenure **1.8 years** Hiring demand **Very high** Talent pool growth **0.70%**

Female **46%** Male **54%**

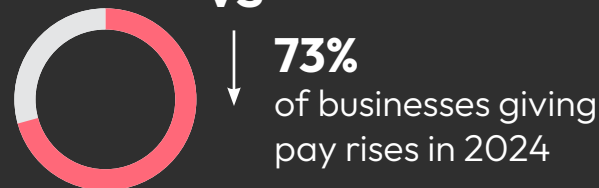
### Top 5 company benefits received



### Employee expectations



VS



### Top 3 professionals in demand

- 1 Regulatory Reporting
- 2 Cost Accounting
- 3 Financial Control



### Top 3 employee values

- 1 Flexible work arrangements
- 2 Progression opportunities
- 3 Job security

## 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		
<b>Financial Control/Management Reporting</b>						
Director (10+ yrs' PQE)	125 - 150k	<b>138,850</b>	140 - 200k	<b>177,250</b>	850 - 1,300	<b>1,085</b>
Vice President (5 - 10 yrs' PQE)	90 - 120k	<b>107,250</b>	90 - 130k	<b>112,500</b>	550 - 850	<b>780</b>
Assistant Vice President (3 - 5 yrs' PQE)	75 - 85k	<b>79,020</b>	75 - 85k	<b>81,430</b>	475 - 600	<b>535</b>
Analyst/Associate (newly-qualified - 3 yrs' PQE)	60 - 65k	<b>61,900</b>	65 - 70k	<b>68,900</b>	350 - 475	<b>425</b>
<b>Product Control</b>						
Director (10+ yrs' PQE)	120 - 150k	<b>136,787</b>	140 - 200k	<b>178,432</b>	800 - 1,200	<b>1,100</b>
Vice President (5 - 10 yrs' PQE)	90 - 115k	<b>104,000</b>	90 - 135k	<b>112,740</b>	650 - 800	<b>745</b>
Assistant Vice President (3 - 5 yrs' PQE)	70 - 85k	<b>81,334</b>	70 - 95k	<b>83,764</b>	450 - 650	<b>555</b>
Analyst/Associate (newly-qualified - 3 yrs' PQE)	60 - 75k	<b>66,265</b>	65 - 70k	<b>67,855</b>	350 - 450	<b>435</b>
<b>Internal Audit</b>						
Director (8+ yrs' PQE)	130 - 160k	<b>144,020</b>	135 - 170k	<b>153,444</b>	750 - 1,300	<b>1,035</b>
Vice President (5 - 10 yrs' PQE)	95 - 120k	<b>108,500</b>	100 - 125k	<b>113,400</b>	600 - 750	<b>690</b>
Assistant Vice President (3 - 5 yrs' PQE)	75 - 85k	<b>82,440</b>	75 - 85k	<b>81,233</b>	450 - 600	<b>545</b>
Analyst/Associate (newly-qualified - 3 yrs' PQE)	60 - 75k	<b>67,900</b>	60 - 75k	<b>68,960</b>	350 - 450	<b>420</b>
<b>Regulatory Reporting &amp; Policy</b>						
Director (8+ yrs' PQE)	140 - 180k	<b>161,720</b>	140 - 200k	<b>171,200</b>	850 - 1,200	<b>1,100</b>
VP (5 - 8 yrs' PQE)	100 - 130k	<b>116,723</b>	100 - 130k	<b>117,845</b>	650 - 850	<b>770</b>
AVP (3 - 6 yrs' PQE)	85 - 100k	<b>94,770</b>	85 - 100k	<b>96,250</b>	500 - 650	<b>585</b>
Analyst/Associate (2 - 4 yrs' PQE)	75 - 85k	<b>83,657</b>	75 - 85k	<b>84,690</b>	400 - 500	<b>465</b>

## 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		
<b>Treasury - Financial Services</b>						
Director (10+ yrs' PQE)	140- 180k	<b>160,520</b>	140 - 200k	<b>170,890</b>	650 - 1,400	<b>1,135</b>
VP (5 - 10 yrs' PQE)	95 - 130k	<b>114,754</b>	95 - 130k	<b>116,750</b>	600 - 850	<b>755</b>
AVP (3 - 5 yrs' PQE)	80 - 95k	<b>88,220</b>	80 - 95k	<b>89,500</b>	500 - 600	<b>565</b>
Analyst (1 - 3 yrs' PQE)	70 - 80k	<b>76,460</b>	70 - 80k	<b>78,112</b>	425 - 500	<b>475</b>

## Banking & Financial Services - SME

Role	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
	Range	Average	Range	Average
CFO	175 - 250k	<b>213,542</b>	900 - 1,500	<b>1,255</b>
Head of Finance	140 - 180k	<b>164,255</b>	625 - 900	<b>770</b>
Financial Controller	95 - 135k	<b>116,260</b>	525 - 625	<b>570</b>
Finance Manager	85 - 100k	<b>93,422</b>	475 - 525	<b>505</b>
Financial Accountant (newly-qualified - 3 yrs' PQE)	65 - 80k	<b>73,444</b>	250 - 475	<b>355</b>
Management Accountant (newly-qualified - 3 yrs' PQE)	65 - 80k	<b>72,470</b>	350 - 450	<b>415</b>

## 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		
<b>Financial Control</b>						
CFO	155 - 194k	175,544	195 - 270k	233,457	900 - 1,700	1,345
Financial Director	95 - 148k	126,760	121 - 185k	154,655	675 - 900	795
Financial Controller	86 - 110k	99,117	112 - 134k	124,300	550 - 675	610
Finance Manager (3+ yrs' PQE)	75 - 96k	86,530	81 - 99k	91,220	450 - 550	510
Financial Accountant (0 - 3 yrs' PQE)	62 - 75k	69,200	63 - 76k	72,338	350 - 450	405
Assistant Accountant	33 - 44k	39,256	38 - 49k	44,600	275 - 350	315
<b>Management Reporting/Financial Planning &amp; Analysis</b>						
Head of Management Reporting/FP&A	84 - 110k	98,564	93 - 135k	114,738	550 - 750	665
Senior Management Accountant/FP&A Manager (3+ yrs' PQE)	81 - 96k	88,453	81 - 101k	92,605	475 - 550	520
Management Accountant/FP&A Analyst (0 - 3 yrs' PQE)	60 - 75k	66,540	60 - 79k	72,000	350 - 475	425
<b>Fund Accounting</b>						
Fund Controller (5+ yrs' PQE)	75 - 101k	88,703	90 - 120k	107,850	500 - 650	590
Fund Accountant (3 - 5 yrs' PQE)	67 - 79k	73,562	70 - 85k	79,860	425 - 500	460
Fund Accountant (0 - 3 yrs' PQE)	62 - 74k	68,720	65 - 79k	74,500	325 - 425	385
<b>Internal Audit</b>						
Head of Internal Audit	110 - 140k	124,300	130 - 180k	157,988	675 - 800	745
Internal Audit Manager	85 - 90k	87,892	95 - 125k	112,506	500 - 675	595
Internal Auditor (3+ yrs' PQE)	75 - 85k	81,566	75 - 85k	80,890	425 - 550	495
Internal Auditor (0 - 3 yrs' PQE)	60 - 75k	68,230	60 - 75k	68,775	350 - 425	390



## Commerce & Industry - Executive & Interim Management

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day GBP (£)	
	Medium Enterprise (HC 50-250)		Large Enterprise (HC 250+)			
	Range	Average	Range	Average	Range	Average
CFO	100 - 190k	<b>155,000</b>	190 - 300k	<b>255,000</b>	1,200 - 2,000	<b>1,600</b>
Finance Director	100 - 150k	<b>147,000</b>	170 - 200k	<b>189,000</b>	700 - 1,000	<b>850</b>
Group Financial Controller	90 - 120k	<b>107,000</b>	120 - 180k	<b>151,000</b>	650 - 950	<b>800</b>
Head of Finance	80 - 110k	<b>96,000</b>	110 - 130k	<b>122,000</b>	500 - 800	<b>675</b>
Financial Controller	80 - 110k	<b>98,000</b>	90 - 130k	<b>112,000</b>	500 - 800	<b>650</b>
Business Change/Transformation	75 - 120k+	<b>99,000</b>	75 - 140k	<b>109,000</b>	1,200 - 2,000	<b>1,500</b>

## Commerce & Industry - Qualified

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day GBP (£)	
	Medium Enterprise (HC 50-250)		Large Enterprise (HC 250+)			
	Range	Average	Range	Average	Range	Average
Finance Director	100 - 160k	<b>135,000</b>	120 - 180k	<b>155,000</b>	600 - 1,000	<b>825</b>
Financial Controller	70 - 110k	<b>91,000</b>	100 - 140k	<b>123,000</b>	500 - 700	<b>600</b>
FP&A Manager	75 - 90k	<b>83,000</b>	75 - 100k	<b>89,000</b>	500 - 600	<b>550</b>
Commercial Finance Manager	75 - 90k	<b>84,000</b>	75 - 100k	<b>90,000</b>	450 - 550	<b>500</b>
Group Reporting Manager	70 - 90k	<b>89,000</b>	80 - 115k	<b>98,000</b>	500 - 600	<b>550</b>
Finance Manager	60 - 80k	<b>72,000</b>	75 - 100k	<b>89,000</b>	400 - 500	<b>450</b>
Systems/Project Accountant	70 - 95k	<b>83,000</b>	70 - 110k	<b>93,000</b>	500 - 750	<b>625</b>
Finance Business Partner	60 - 80k	<b>73,000</b>	60 - 95k	<b>79,000</b>	400 - 500	<b>450</b>

## Commerce & Industry - Qualified

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day GBP (£)	
	Medium Enterprise (HC 50-250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Commercial/Financial Analyst	60 - 75k	<b>68,000</b>	60 - 75k	<b>67,000</b>	375 - 450	<b>425</b>
Group Accountant/Senior Group Accountant	65 - 75k	<b>68,000</b>	65 - 75k	<b>72,000</b>	450 - 550	<b>500</b>
Senior Management Accountant	60 - 75k	<b>67,000</b>	70 - 80k	<b>77,000</b>	400 - 500	<b>450</b>
Financial Accountant	60 - 70k	<b>67,000</b>	60 - 70k	<b>66,000</b>	400 - 450	<b>425</b>
Management Accountant	60 - 66k	<b>64,000</b>	60 - 70k	<b>66,000</b>	400 - 450	<b>425</b>
Newly-qualified ACA	60 - 65k	<b>64,000</b>	60 - 67k	<b>65,000</b>	350 - 400	<b>375</b>
Newly-qualified CIMA	60 - 65k	<b>63,000</b>	60 - 68k	<b>65,000</b>	325 - 375	<b>350</b>
Newly-qualified ACCA	60 - 65k	<b>64,000</b>	60 - 69k	<b>66,000</b>	325 - 375	<b>350</b>

**70%**  
of accounting & finance professionals value having flexible work arrangements

## Commerce & Industry - Part-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		
<b>Part and Non-qualified</b>						
ACCA Part 3/CIMA Strategic	44 - 52k	<b>48,000</b>	45 - 55k	<b>51,000</b>	230 - 280	<b>280</b>
ACCA Part 2/CIMA Management	38 - 46k	<b>44,000</b>	42 - 48k	<b>46,000</b>	200 - 230	<b>225</b>
ACCA Part 1/CIMA Operational	30 - 36k	<b>35,000</b>	32 - 37k	<b>35,000</b>	150 - 185	<b>160</b>
Assistant Accountant	30 - 35k	<b>33,000</b>	30 - 35k	<b>33,000</b>	175 - 225	<b>215</b>
PQ Management Accountant	35 - 45k	<b>41,000</b>	35 - 45k	<b>41,000</b>	175 - 225	<b>220</b>
Business/Financial Analyst	32 - 40k	<b>38,000</b>	36 - 52k	<b>42,000</b>	180 - 250	<b>215</b>
Accounts Payable Manager	39 - 47k	<b>44,000</b>	43 - 60k	<b>54,000</b>	210 - 300	<b>260</b>
Accounts Payable Assistant	28 - 35k	<b>31,000</b>	28 - 35k	<b>32,000</b>	130 - 150	<b>145</b>
Accounts Assistant	25 - 28k	<b>27,000</b>	27 - 30k	<b>29,000</b>	130 - 140	<b>135</b>
Graduate	25 - 28k	<b>27,000</b>	26 - 29k	<b>29,000</b>	120 - 135	<b>125</b>
<b>Payroll</b>						
Payroll Manager	40 - 52k	<b>47,000</b>	46 - 70k	<b>60,000</b>	240 - 400	<b>315</b>
Payroll Officer	32 - 44k	<b>40,000</b>	36 - 49k	<b>43,000</b>	180 - 240	<b>215</b>
<b>Credit &amp; Accounts Receivable</b>						
Accounts Receivable Manager	39 - 47k	<b>45,000</b>	43 - 60k	<b>56,000</b>	210 - 300	<b>265</b>
Accounts receivable Assistant	28 - 35k	<b>32,000</b>	28 - 35k	<b>30,000</b>	130 - 150	<b>140</b>
Credit Control Manager	39 - 47k	<b>43,000</b>	42 - 63k	<b>55,000</b>	220 - 320	<b>295</b>
Revenue/Billings Manager	37 - 45k	<b>42,000</b>	40 - 60k	<b>53,000</b>	200 - 300	<b>270</b>
Credit Controller	29 - 35k	<b>33,000</b>	31 - 39k	<b>37,000</b>	140 - 190	<b>165</b>
Senior Credit Controller	33 - 37k	<b>35,000</b>	37 - 42k	<b>40,000</b>	185 - 220	<b>205</b>
Billings Specialist	27 - 33k	<b>31,000</b>	34 - 39k	<b>38,000</b>	170 - 190	<b>165</b>

\*The following salaries and contract rates are supplied by Walters People, part of the Robert Walters Group

## Commerce & Industry - Internal Audit

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		
<b>Commerce &amp; Industry - Internal Audit</b>						
Director of Internal Audit/VP of Internal Audit	120 - 170k	146,778	140 - 250k	195,000	700 - 1,400	980
Head of Internal Audit	90 - 150k	98,550	90 - 200k	150,000	650 - 1,100	885
Audit Director	80 - 130k	107,270	100 - 160k	131,877	550 - 1,000	780
Senior Internal Audit Manager	80 - 110k	98,433	90 - 130k	114,650	550 - 800	685
Internal Audit Manager	65 - 90k	79,900	90 - 110k	102,400	450 - 800	645
Senior Internal Auditor	60 - 75k	67,888	70 - 90k	84,560	350 - 700	520
Internal Auditor	60 - 70k	66,534	60 - 75k	68,346	300 - 600	475
Newly-qualified (still in practice)	60k+	-	60 - 65k	63,090	300 - 400	375
Auditor (part-qualified)	35 - 50k	34,450	35 - 50k	44,700	250 - 350	305
<b>Risk Management - Commerce &amp; Industry</b>						
Chief Risk Officer	130 - 180k	157,040	160 - 240k	203,794	900 - 1,600	1,350
Head of Risk	80 - 115k	99,230	100 - 180k	145,332	700 - 1,400	1,090
Risk Director/Senior Manager	80 - 115k	98,550	90 - 160k	130,555	600 - 950	795
Risk Manager	60 - 90k	75,322	80 - 120k	102,450	500 - 850	685
<b>IT Audit - Commerce &amp; Industry</b>						
Head of IT Audit	90 - 120k	106,780	130 - 230k	183,400	700 - 1,400	1,065
IT Audit Senior Manager	80 - 100k	91,300	100 - 150k	126,327	600 - 900	765
IT Audit Manager	65 - 90k	78,150	80 - 100k	94,222	500 - 700	605
IT Auditor	60 - 80k	71,470	60 - 90k	77,000	350 - 600	485

## Commerce & Industry - Internal Audit

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		
<b>Internal Controls - Commerce &amp; Industry</b>						
Head of Internal Control	90 - 120k	<b>106,300</b>	100 - 150k	<b>126,320</b>	600 - 850	<b>755</b>
Internal Control Manager	70 - 85k	<b>79,900</b>	80 - 110k	<b>96,800</b>	500 - 750	<b>640</b>
Internal Control Analyst	60 - 70k	<b>65,860</b>	60 - 85k	<b>73,200</b>	300 - 450	<b>380</b>

## Tax

Role	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
	Range	Average	Range	Average
<b>FTSE 100</b>				
Head of Tax	140 - 250k	<b>196,550</b>	800 - 1,500	<b>1,175</b>
Group Tax Manager/Senior Manager	90 - 140k	<b>116,250</b>	600 - 1,000	<b>805</b>
International Tax Manager	80 - 120k	<b>100,490</b>	600 - 800	<b>695</b>
UK Tax Manager	60 - 90k	<b>81,230</b>	450 - 600	<b>530</b>
Tax Accountant/Analyst	45 - 60k	<b>54,760</b>	400 - 500	<b>455</b>
Transfer Pricing Senior Manager	110 - 140k	<b>125,480</b>	600 - 1,000	<b>810</b>
Transfer Pricing Manager	75 - 110k	<b>93,225</b>	600 - 800	<b>715</b>
Head of Indirect Tax	110 - 140k	<b>126,985</b>	750 - 1,000	<b>875</b>
VAT Manager	60 - 90k	<b>74,950</b>	550 - 800	<b>690</b>

## Tax

Role	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
	Range	Average	Range	Average
<b>Mid-cap/Non-listed</b>				
Head of Tax	120 - 150k	137,220	600 - 1,200	925
Senior Manager - International Tax	90 - 130k	112,490	600 - 900	775
Transfer Pricing Senior Manager	90 - 140k	114,975	600 - 900	750
Transfer Pricing Manager	75 - 120k	98,550	500 - 700	595
Head of Indirect Tax	90 - 120k	106,840	600 - 800	710
VAT Manager	60 - 90k	75,325	500 - 600	555
Corporate Tax Manager	65 - 95k	83,210	450 - 600	550
Corporate Tax Accountant	45 - 60k	52,900	450 - 600	540
<b>Financial Services</b>				
Head of Tax	150 - 250k	201,345	800 - 1,500	1,125
Group Tax Manager/Senior Manager	110 - 150k	129,890	800 - 1,000	890
Business Unit/Product Tax Lead Advisor	120 - 175k	150,225	800 - 1,200	1,050
Business Unit/Product Tax Advisor	90 - 120k	105,600	700 - 1,000	875
Transfer Pricing Senior Manager	110 - 175k	144,050	700 - 1,000	855
Transfer Pricing Manager	80 - 120k	100,260	700 - 800	755
Head of Indirect Tax	110 - 200k	156,730	800 - 1,200	1,015
Indirect Tax Manager	70 - 120k	83,450	500 - 800	665
International Tax Manager	80 - 110k	98,300	500 - 800	655
UK Tax Manager	60 - 90k	77,200	500 - 600	550
Tax Accountant/Analyst	45 - 60k	55,200	450 - 600	530

## Treasury

Role	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
	Range	Average	Range	Average
<b>Senior Treasury</b>				
Group Treasurer - FTSE 100	140 - 200k+	175,230	1,000 - 2,000	1,640
Group Treasurer - FTSE 250	130 - 175k	153,444	750 - 1,000	880
Treasurer - Mid-cap/Non-listed	120 - 150k	136,570	700+	850
Assistant Treasurer - FTSE 100	110 - 140k	126,552	600+	750
Assistant Treasurer - FTSE 250	90 - 130k	112,340	600+	750
Treasury Manager 3+ yrs' exp	70 - 100k	86,773	375 - 500	445
Treasury Manager 0 - 3 yrs' exp	65 - 95k	81,678	350 - 450	415
<b>Treasury Analyst</b>				
Senior Treasury Analyst 3+ yrs' exp	60 - 95k	78,230	350 - 450	405
Senior Treasury Analyst 0 - 3 yrs' exp	55 - 65k	62,445	300 - 400	365
Treasury Accountant/Controller 5+ yrs' exp	95 - 120k	108,990	550 - 600	585
Treasury Accountant/Controller 2 - 5 yrs' exp	75 - 90k	83,336	375 - 450	415
Treasury Accountant/Controller 0 - 2 yrs' exp	60 - 75k	69,900	300 - 375	345
Treasury Dealer 2+ yrs' exp	60 - 75k	68,450	350 - 450	405
Treasury Dealer 0 - 2 yrs' exp	50 - 65k	58,332	250 - 350	310

## 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/CFO	70 - 120k	<b>96,900</b>	100 - 200k	<b>153,000</b>	700 - 1,250	<b>950</b>
Head of Audit	66 - 112k	<b>90,780</b>	85 - 120k	<b>104,550</b>	650 - 1,100	<b>850</b>
Head of FP&A	67 - 85k	<b>77,520</b>	75 - 120k	<b>99,450</b>	650 - 1,100	<b>850</b>
Finance Director	60 - 105k	<b>84,150</b>	80 - 150k	<b>117,300</b>	550 - 1,100	<b>850</b>
Group Financial Controller	70 - 90k	<b>78,240</b>	75 - 125k	<b>102,000</b>	400 - 750	<b>450</b>
Financial Controller	60 - 80k	<b>68,650</b>	65 - 90k	<b>83,950</b>	350 - 550	<b>450</b>
Finance Business Partner/Commercial Accountant	50 - 55k	<b>52,530</b>	55 - 70k	<b>68,750</b>	500 - 1,000	<b>750</b>
Internal Audit/Risk	40 - 50k	<b>41,820</b>	45 - 55k	<b>48,450</b>	250 - 450	<b>350</b>
Finance Manager	55 - 65k	<b>60,920</b>	60 - 70k	<b>65,520</b>	250 - 450	<b>350</b>
Group Accountant	50 - 55k	<b>52,700</b>	55 - 65k	<b>59,550</b>	250 - 450	<b>350</b>
Project Accountant	50 - 60k	<b>55,900</b>	55 - 65k	<b>61,000</b>	250 - 500	<b>350</b>
Systems Accountant	50 - 65k	<b>58,450</b>	55 - 70k	<b>58,450</b>	200 - 450	<b>300</b>
Financial Accountant (Qualified)	50 - 55k	<b>52,320</b>	50 - 60k	<b>53,950</b>	200 - 500	<b>250</b>
Financial Planning Analyst	50 - 55k	<b>52,510</b>	50 - 60k	<b>55,900</b>	200 - 400	<b>250</b>
Management Accountant (Qualified)	45 - 50k	<b>47,000</b>	50 - 55k	<b>53,120</b>	150 - 450	<b>250</b>
Financial Analyst	45 - 50k	<b>47,350</b>	50 - 55k	<b>51,900</b>	150 - 250	<b>200</b>
Commercial Finance Analyst	47 - 53k	<b>50,860</b>	50 - 55k	<b>52,000</b>	180 - 250	<b>200</b>
<b>In-house Tax</b>						
Corporate	36 - 66k	<b>52,020</b>	46 - 95k	<b>71,910</b>	350 - 600	<b>475</b>
Indirect/VAT	36 - 65k	<b>51,510</b>	45 - 85k	<b>66,300</b>	350 - 500	<b>425</b>



## 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
<b>Treasury</b>						
Group Treasurer	60 - 82k	<b>72,420</b>	70 - 125k	<b>99,450</b>	550 - 750	<b>650</b>
Treasury Manager	55 - 65k	<b>59,610</b>	60 - 80k	<b>73,950</b>	350 - 550	<b>450</b>
Assistant Group Treasurer	36 - 60k	<b>48,960</b>	50 - 70k	<b>61,200</b>	250 - 450	<b>350</b>
Treasury Analyst	26 - 45k	<b>36,210</b>	35 - 55k	<b>45,900</b>	200 - 350	<b>300</b>

## Commerce & Industry - Part-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
<b>Transactional Services</b>						
Transactional Processing Manager	34 - 50k	<b>36,811</b>	35 - 60k	<b>48,450</b>	150 - 200	<b>185</b>
Payroll Manager	30 - 46k	<b>35,483</b>	37 - 65k	<b>52,020</b>	150 - 200	<b>180</b>
Credit Control Manager	33 - 42k	<b>34,256</b>	38 - 50k	<b>44,880</b>	150 - 200	<b>175</b>
Accounts Receivable Manager	30 - 45k	<b>31,843</b>	34 - 48k	<b>41,820</b>	150 - 180	<b>160</b>
Accounts Payable Manager	29 - 33k	<b>31,746</b>	33 - 50k	<b>42,330</b>	150 - 180	<b>160</b>
Credit Control Supervisor/Team Leader	25 - 35k	<b>27,445</b>	27 - 41k	<b>34,680</b>	125 - 175	<b>150</b>
Accounts Receivable Supervisor/Team Leader	25 - 32k	<b>27,350</b>	26 - 40k	<b>33,660</b>	125 - 175	<b>150</b>
Payroll Supervisor/Team Leader	23 - 32k	<b>26,157</b>	26 - 45k	<b>36,210</b>	125 - 175	<b>150</b>
Accounts Payable Supervisor/Team Leader	25 - 31k	<b>26,514</b>	28 - 40k	<b>34,680</b>	120 - 150	<b>135</b>
Payroll Clerk	18 - 25k	<b>22,457</b>	23 - 47k	<b>35,700</b>	100 - 150	<b>125</b>
Credit Control Clerk/Credit Controller	21 - 28k	<b>25,550</b>	24 - 31k	<b>28,200</b>	100 - 125	<b>110</b>

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## Commerce & Industry - Part-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		
Accounts Receivable Clerk	18 - 22k	21,189	21 - 27k	24,480	100 - 125	110
Accounts Payable Clerk	18 - 22k	20,886	18 - 22k	20,400	100 - 125	110
Accounts Assistant	16 - 22k	20,183	20 - 25k	22,950	100 - 125	110
<b>CIMA/ACCA</b>						
Strategic/Part 3	35 - 40k	37,894	35 - 45k	40,800	200 - 300	250
Managerial/Part 2	26 - 40k	32,474	28 - 45k	37,230	150 - 250	200
Certificate/Part 1	18 - 29k	22,688	24 - 35k	30,090	100 - 150	125
<b>Other</b>						
AAT	19 - 27k	22,670	24 - 36k	30,600	100 - 150	125
QBE Bookkeeper	18 - 27k	21,589	20 - 35k	28,050	100 - 125	110

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## Practice Accounting

	Permanent Salary Per Annum GBP (£)			
	Medium Enterprise (HC 50-250)		Large Enterprise (HC 250+)	
Role	Range	Average	Range	Average
<b>Audit</b>				
Senior Manager	42 - 63k	53,550	52 - 75k	64,770
Manager	39 - 50k	45,390	45 - 64k	55,590
Assistant Manager	29 - 44k	37,230	35 - 58k	47,430
Senior	26 - 36k	31,620	30 - 48k	39,780
<b>Corporate Finance</b>				
Director	68 - 120k	95,880	92 - 125k	110,670
Senior Manager	50 - 70k	61,200	53 - 82k	68,850
Manager	44 - 62k	54,060	50 - 72k	62,220
Executive	33 - 40k	37,230	41 - 58k	50,490
<b>Tax</b>				
Senior Manager	42 - 65k	54,570	53 - 85k	70,380
Manager	41 - 55k	48,960	47 - 77k	63,240
Assistant Manager	36 - 48k	42,840	38 - 53k	46,410
Senior	26 - 39k	33,150	33 - 58k	46,410

## 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		
Chief Financial Officer	112 - 155k	<b>134,364</b>	137 - 220k	<b>180,456</b>	650 - 1,300	<b>900</b>
Finance Director	70 - 95k	<b>83,450</b>	91 - 133k	<b>113,388</b>	450 - 900	<b>650</b>
Financial Controller	50 - 75k	<b>63,700</b>	73 - 105k	<b>90,565</b>	350 - 650	<b>540</b>
Finance Manager	40 - 55k	<b>48,756</b>	55 - 69k	<b>63,772</b>	320 - 480	<b>400</b>
Head of Audit	65 - 80k	<b>73,479</b>	84 - 110k	<b>100,126</b>	520 - 800	<b>650</b>
Internal Controls Manager	45 - 55k	<b>50,105</b>	55 - 85k	<b>71,434</b>	520 - 800	<b>600</b>
Finance Project Manager	65 - 73k	<b>70,100</b>	79 - 110k	<b>95,670</b>	420 - 650	<b>550</b>
Systems Accountant	42 - 52k	<b>48,953</b>	49 - 65k	<b>56,905</b>	420 - 600	<b>530</b>
Financial Accountant	42 - 52k	<b>47,985</b>	46 - 61k	<b>54,500</b>	280 - 380	<b>300</b>
Project Accountant	45 - 55k	<b>51,846</b>	50 - 67k	<b>56,784</b>	250 - 400	<b>310</b>
Management Accountant	40 - 46k	<b>42,105</b>	50 - 62k	<b>57,343</b>	250 - 350	<b>300</b>
Financial Analyst	40 - 47k	<b>44,000</b>	50 - 66k	<b>59,700</b>	220 - 350	<b>280</b>

## Commerce & Industry - Part-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		
<b>CIMA/ACCA/AAT</b>						
Strategic/Part 3	35 - 42k	<b>39,255</b>	38 - 50k	<b>44,207</b>	175 - 250	<b>220</b>
Management/Part 2	28 - 37k	<b>34,667</b>	32 - 34k	<b>36,100</b>	150 - 200	<b>180</b>
Operational Level/Part 1	25 - 30k	<b>28,500</b>	27 - 35k	<b>31,005</b>	125 - 175	<b>155</b>
AAT	22 - 28k	<b>24,786</b>	25 - 30k	<b>27,156</b>	110 - 150	<b>140</b>

\*The following salaries and contract rates are supplied by Walters People, part of the Robert Walters Group

## Commerce & Industry - Part-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		
<b>Manager</b>						
Credit Control	33 - 48k	42,050	40 - 60k	52,557	175 - 375	315
Accounts Payable	33 - 45k	38,495	40 - 55k	47,905	175 - 325	280
Accounts Receivable	33 - 45k	40,005	40 - 55k	47,000	175 - 325	285
Payroll	33 - 45k	40,155	40 - 60k	50,076	175 - 375	305
Billing	33 - 45k	40,230	40 - 55k	47,764	175 - 325	270
<b>Team Leader/Supervisor</b>						
Credit Control	31 - 40k	35,890	35 - 46k	40,340	150 - 230	175
Accounts Receivable	28 - 35k	32,445	30 - 38k	32,250	140 - 190	165
Accounts Payable	28 - 35k	32,658	30 - 38k	32,455	140 - 190	180
Payroll	30 - 40k	35,200	35 - 42k	38,957	150 - 220	195
Billing	28 - 35k	32,490	28 - 35k	31,116	140 - 180	155
<b>Clerks</b>						
Credit Control	25 - 31k	27,565	26 - 33k	28,856	110 - 160	145
Accounts Payable	22 - 30k	26,104	24 - 32k	26,064	105 - 130	110
Accounts Receivable	22 - 28k	25,976	24 - 32k	25,467	105 - 130	110
Payroll	26 - 33k	28,877	28 - 35k	30,654	120 - 175	145
Billing	23 - 28k	25,113	24 - 30k	25,957	105 - 130	110
Cashier	23 - 27k	25,205	24 - 30k	25,096	105 - 130	105

## 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		
<b>Group Finance Director/CFO</b>	100 - 140k	<b>125,405</b>	175 - 250k	<b>215,870</b>	750 - 1,250	<b>975</b>
Head of Audit	90 - 120k	<b>106,755</b>	120 - 175k	<b>150,127</b>	700 - 1,100	<b>900</b>
Head of FP&A	70 - 100k	<b>86,428</b>	80 - 120k	<b>99,974</b>	700 - 1,100	<b>900</b>
Finance Director	90 - 120k	<b>106,705</b>	120 - 200k	<b>161,730</b>	600 - 1,000	<b>800</b>
Group Financial Controller	70 - 100k	<b>84,676</b>	85 - 130k	<b>110,500</b>	600 - 900	<b>480</b>
Financial Controller	60 - 90k	<b>76,555</b>	75 - 110k	<b>94,785</b>	350 - 600	<b>450</b>
Finance Business Partner/Commercial Accountant	60 - 80k	<b>73,302</b>	65 - 100k	<b>83,552</b>	600 - 1,000	<b>800</b>
Internal Audit/Risk	50 - 65k	<b>58,006</b>	50 - 70k	<b>61,300</b>	300 - 500	<b>400</b>
Finance Manager	50 - 60k	<b>56,884</b>	50 - 72k	<b>59,992</b>	275 - 500	<b>360</b>
Group Accountant	45 - 60k	<b>54,099</b>	50 - 65k	<b>59,956</b>	250 - 450	<b>350</b>
Project Accountant	45 - 60k	<b>54,900</b>	55 - 70k	<b>63,000</b>	250 - 600	<b>350</b>
Financial Accountant	45 - 55k	<b>52,827</b>	50 - 65k	<b>58,940</b>	200 - 500	<b>280</b>
Systems Accountant	45 - 60k	<b>55,102</b>	50 - 70k	<b>62,856</b>	200 - 500	<b>300</b>
Financial Planning Analyst	45 - 60k	<b>54,556</b>	50 - 65k	<b>57,866</b>	200 - 400	<b>300</b>
Financial Analyst	45 - 60k	<b>55,340</b>	50 - 65k	<b>57,250</b>	150 - 300	<b>230</b>
Management Accountant	45 - 55k	<b>49,267</b>	50 - 60k	<b>55,267</b>	180 - 500	<b>275</b>
Commercial Finance Analyst	45 - 60k	<b>56,700</b>	50 - 65k	<b>57,100</b>	200 - 300	<b>265</b>
<b>In-house Tax</b>						
Corporate	38 - 68k	<b>52,990</b>	48 - 98k	<b>70,122</b>	400 - 600	<b>480</b>
Indirect/VAT	38 - 68k	<b>51,980</b>	48 - 90k	<b>69,444</b>	380 - 500	<b>440</b>

## 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
<b>Treasury</b>						
Group Treasurer	62 - 85k	<b>75,160</b>	75 - 135k	<b>98,625</b>	600 - 800	<b>700</b>
Assistant Group Treasurer	50 - 68k	<b>60,102</b>	52 - 75k	<b>68,335</b>	400 - 600	<b>500</b>
Treasury Manager	48 - 68k	<b>57,664</b>	58 - 93k	<b>76,840</b>	300 - 500	<b>400</b>
Treasury Analyst	45 - 55k	<b>50,330</b>	50 - 65k	<b>59,250</b>	250 - 400	<b>300</b>

## Commerce & Industry - Part-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
<b>Transactional Services</b>						
Transactional Processing Manager	40 - 60k	<b>52,100</b>	40 - 75k	<b>60,137</b>	200 - 650	<b>430</b>
Payroll Manager	35 - 50k	<b>42,550</b>	40 - 70k	<b>55,556</b>	200 - 400	<b>320</b>
Credit Control Manager	35 - 45k	<b>40,122</b>	45 - 80k	<b>60,105</b>	250 - 500	<b>480</b>
Accounts Receivable Manager	32 - 50k	<b>41,746</b>	35 - 55k	<b>45,575</b>	200 - 350	<b>265</b>
Accounts Payable Manager	35 - 40k	<b>37,567</b>	40 - 65k	<b>52,577</b>	200 - 500	<b>345</b>
Billings Manager	35 - 45k	<b>40,164</b>	40 - 60k	<b>50,184</b>	250 - 350	<b>305</b>
Credit Control Supervisor/Team Leader	28 - 35k	<b>32,267</b>	32 - 45k	<b>38,107</b>	150 - 300	<b>230</b>
Accounts Receivable Supervisor/Team Leader	28 - 35k	<b>32,153</b>	30 - 40k	<b>35,475</b>	150 - 300	<b>240</b>
Payroll Supervisor/Team Leader	28 - 32k	<b>30,105</b>	30 - 45k	<b>38,265</b>	180 - 300	<b>235</b>
Accounts Payable Supervisor/Team Leader	26 - 32k	<b>29,750</b>	30 - 42k	<b>35,260</b>	150 - 200	<b>170</b>

\*The following salaries and contract rates are supplied by Walters People, part of the Robert Walters Group

## Commerce & Industry - Part-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		
Payroll Clerk	24 - 30k	<b>26,365</b>	26 - 32k	<b>29,105</b>	85 - 115	<b>105</b>
Credit Control Clerk/Credit Controller	24 - 28k	<b>26,476</b>	28 - 32k	<b>30,274</b>	100 - 150	<b>130</b>
Accounts Receivable Clerk	24 - 26k	<b>25,566</b>	25 - 28k	<b>26,764</b>	85 - 125	<b>110</b>
Billings Clerk	24 - 26k	<b>25,190</b>	25 - 30k	<b>28,100</b>	85 - 150	<b>115</b>
Accounts Payable Clerk	23 - 26k	<b>24,576</b>	25 - 28k	<b>26,564</b>	85 - 125	<b>100</b>
Accounts Assistant	22 - 25k	<b>23,578</b>	24 - 28k	<b>26,636</b>	85 - 150	<b>125</b>
<b>CIMA/ACCA</b>						
Strategic/Part 3	30 - 40k	<b>35,485</b>	32 - 45k	<b>38,104</b>	200 - 300	<b>255</b>
Managerial/Part 2	26 - 32k	<b>28,100</b>	28 - 35k	<b>32,000</b>	150 - 250	<b>205</b>
Certificate/Part 1	24 - 28k	<b>26,357</b>	25 - 32k	<b>28,485</b>	100 - 200	<b>160</b>
<b>Other</b>						
AAT	22 - 28k	<b>25,445</b>	25 - 35k	<b>30,322</b>	85 - 200	<b>145</b>
QBE Bookkeeper	25 - 35k	<b>30,132</b>	30 - 40k	<b>35,110</b>	100 - 250	<b>180</b>
Bookkeeper	25 - 35k	<b>30,274</b>	30 - 40k	<b>35,843</b>	100 - 250	<b>185</b>



## Practice Accounting

	Permanent Salary Per Annum GBP (£)			
	Medium Enterprise (HC 50-250)		Large Enterprise (HC 250+)	
Role	Range	Average	Range	Average
<b>Audit</b>				
Senior Manager	45 - 65k	54,765	53 - 76k	64,550
Manager	41 - 54k	47,922	46 - 66k	55,881
Assistant Manager	31 - 46k	37,890	36 - 59k	45,538
Senior	27 - 39k	34,332	32 - 50k	43,774
<b>Corporate Finance</b>				
Director	72 - 125k	94,556	95 - 130k	115,447
Senior Manager	51 - 73k	62,118	55 - 85k	68,916
Manager	46 - 64k	54,773	51 - 75k	65,223
Executive	35 - 42k	40,121	42 - 60k	52,215
<b>Tax</b>				
Senior Manager	45 - 66k	56,882	55 - 88k	66,337
Manager	44 - 57k	51,225	49 - 79k	64,116
Assistant Manager	38 - 50k	46,663	39 - 55k	47,437
Senior	27 - 41k	35,557	35 - 60k	45,982

## 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 Director	110 - 120k	<b>117,925</b>	120 - 160k	<b>141,125</b>	600 - 900	<b>760</b>
Financial Controller	70 - 90k	<b>79,750</b>	75 - 100k	<b>92,250</b>	400 - 550	<b>485</b>
Finance Manager	60 - 70k	<b>66,596</b>	65 - 85k	<b>78,050</b>	350 - 500	<b>435</b>
Finance Business Partner	60 - 70k	<b>66,600</b>	65 - 85k	<b>75,392</b>	350 - 500	<b>430</b>
Head of Audit	75 - 90k	<b>82,350</b>	100 - 120k	<b>111,236</b>	400 - 700	<b>565</b>
Financial Accountant	50 - 60k	<b>56,759</b>	55 - 70k	<b>63,300</b>	350 - 500	<b>425</b>
Project Accountant	50 - 60k	<b>55,990</b>	55 - 65k	<b>60,976</b>	350 - 500	<b>430</b>
Management Accountant	50 - 60k	<b>55,477</b>	55 - 65k	<b>59,993</b>	350 - 450	<b>405</b>
Systems Accountant	55 - 65k	<b>60,025</b>	55 - 70k	<b>64,101</b>	400 - 500	<b>460</b>
Financial Analyst	55 - 65k	<b>57,125</b>	55 - 70k	<b>63,263</b>	325 - 435	<b>390</b>

## Commerce & Industry - Part-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		
<b>CIMA/ACCA/AAT</b>						
Strategic/Part 3	40 - 50k	46,760	45 - 52k	49,880	180 - 230	210
Management/Part 2	36 - 48k	43,556	39 - 44k	42,325	140 - 170	160
Operational Level/Part 1	30 - 35k	33,100	31 - 38k	35,447	120 - 160	135
AAT	24 - 29k	27,532	25 - 30k	28,563	100 - 135	125
<b>Manager</b>						
Credit Control	35 - 45k	41,230	43 - 56k	50,120	190 - 300	255
Accounts Receivable	35 - 45k	42,000	41 - 54k	48,756	190 - 300	245
Accounts Payable	35 - 45k	40,998	41 - 54k	47,989	180 - 300	235
Payroll	35 - 45k	41,200	41 - 50k	46,480	180 - 300	240
<b>Team Leader/Supervisor</b>						
Credit Control	33 - 40k	36,550	38 - 48k	43,995	140 - 170	160
Accounts Receivable	33 - 40k	37,720	38 - 46k	41,900	140 - 170	165
Accounts Payable	33 - 40k	36,355	38 - 46k	42,506	140 - 170	155
Payroll	30 - 35k	32,400	34 - 44k	39,847	140 - 170	150
<b>Clerks</b>						
Credit Control	28 - 35k	32,445	30 - 39k	35,600	110 - 135	125
Accounts Receivable	26 - 33k	30,100	25 - 33k	29,560	110 - 135	130
Accounts Payable	28 - 32k	30,226	27 - 33k	31,000	110 - 135	125
Payroll	24 - 32k	29,547	25 - 31k	28,754	110 - 135	115

\*The following salaries and contract rates are supplied by Walters People, part of the Robert Walters Group

# Financial Services

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

- Investment, Trading & Portfolio Management
- Sales, Relationship Management & Distribution
- Middle & Back Office Banking
- Fund/Investment Management
- Operations
- Data Management
- Cash and Treasury

In the following industries:

- Investment & Corporate Banking
- Custody
- Fund & Investment Management
- Hedge Funds, Private Equity, Alternatives & Venture Capital

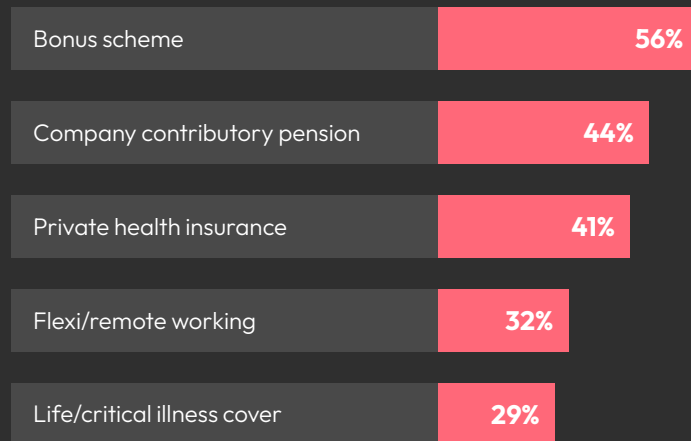
# Key findings

## Sector trends

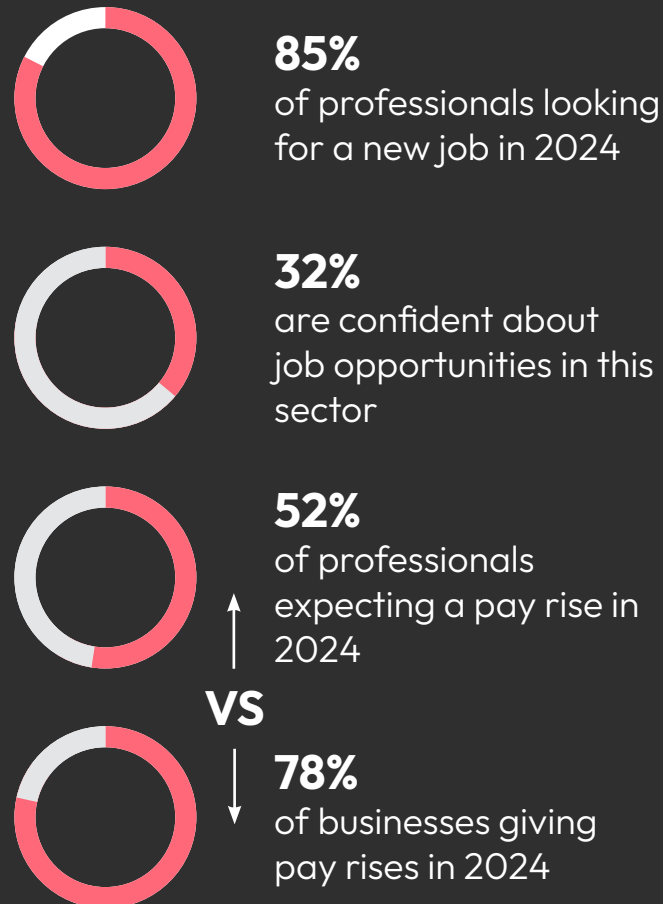
Ave. tenure **1.7 years**   Hiring demand **Very high**   Talent pool growth **0.70%**

Female **40%**   Male **60%**

## Top 5 company benefits received



## Employee expectations



## Financial Services



### Top 3 professionals in demand

- 1 Senior Internal Auditor (AVP)
- 2 Private Markets Investment Analyst
- 3 Regulatory Reporting Associate



### Top 3 employee values

- 1 Flexible working
- 2 Progression opportunities
- 3 Opportunity to make an impact

## Distribution Front Office

	Permanent Salary Per Annum GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Trader	70 - 80k	<b>76,896</b>	80 - 150k	<b>115,160</b>	125 - 180k	<b>154,989</b>
Broker	55 - 65k	<b>57,125</b>	55 - 120k	<b>85,000</b>	120 - 165k	<b>144,550</b>
Junior Trader	55 - 65k	<b>57,125</b>	55 - 85k	<b>70,123</b>	90 - 110k	<b>107,112</b>
Investment Analyst	45 - 60k	<b>52,500</b>	60 - 110k	<b>98,230</b>	125 - 150k	<b>141,200</b>
Research Analyst	35 - 50k	<b>40,250</b>	50 - 90k	<b>78,123</b>	95 - 130k	<b>113,005</b>
Private Banker	40 - 60k	<b>52,165</b>	60 - 80k	<b>72,596</b>	80 - 120k	<b>104,302</b>
Origination/M&A	60 - 80k	<b>71,668</b>	80 - 120k	<b>105,045</b>	120 - 180k	<b>152,334</b>
Credit Analyst	60 - 85k	<b>72,947</b>	80 - 120k	<b>105,475</b>	120 - 160k	<b>142,500</b>

	Permanent Salary Per Annum GBP (£)			
	Analyst		Management	
Role	Range	Average	Range	Average
Portfolio Manager	90 - 150k	<b>125,124</b>	150 - 200k	<b>176,778</b>
Fund Manager	90 - 175k	<b>145,000</b>	200 - 300k	<b>257,660</b>
Transaction Manager	75 - 110k	<b>95,000</b>	150 - 180k	<b>166,750</b>
Transition Manager	85 - 150k	<b>125,000</b>	150 - 210k	<b>185,657</b>
Market Maker	75 - 200k+	<b>150,000</b>	200 - 250k	<b>227,410</b>
Financial Planner	55 - 80k	<b>67,000</b>	90 - 160k	<b>126,665</b>
Financial Advisor/Independent Financial Advisor	70 - 130k	<b>84,000</b>	140 - 190k	<b>171,001</b>

## Distribution Front Office

Role	Permanent Salary Per Annum GBP (£)					
	Analyst		AVP/Associate		Management	
	Range	Average	Range	Average	Range	Average
<b>Distribution</b>						
Product Management	50 - 75k	65,450	85 - 130k	123,450	180 - 210k	196,705
Product Development	55 - 75k	69,125	90 - 140k	135,670	180 - 210k	196,770
Client Services	35 - 55k	51,685	60 - 70k	65,483	75 - 90k	84,050
Client Management	45 - 70k	65,500	75 - 90k	78,330	90 - 110k	105,554
Sales	45 - 105k	82,764	110 - 160k	146,785	180 - 250k	220,656
Business Development	24 - 46k	38,500	50 - 120k	87,580	180 - 250k	217,888
Investor Relations	40 - 70k	63,725	75 - 125k	115,000	160 - 180k	173,644
<b>Distribution &amp; Front Office Support</b>						
Fund/Portfolio Manager Assistant	-	-	55 - 85k	71,123	90 - 115k	105,900
Network Management	50 - 80k	70,100	80 - 110k	98,440	125 - 145k	135,660
Onboarding	45 - 65k	50,750	65 - 80k	73,150	90 - 110k	102,332
Client Reporting	30 - 50k	43,750	50 - 75k	57,867	80 - 90k	86,059
RFP Writing/Content	35 - 50k	46,300	60 - 80k	67,850	90 - 115k	103,500
Client Order Management	40 - 50k	46,760	50 - 65k	62,145	70 - 80k	76,534
Relationship Management	55 - 75k	68,500	80 - 110k	95,050	125 - 160k	143,220
Trade Execution & Booking	65 - 95k	76,125	95 - 110k	96,185	-	-
Paraplanner	30 - 56k	49,567	60 - 70k	62,185	-	-

## Distribution Front Office

Role	Permanent Salary Per Annum GBP (£)	
	Range	Average
<b>Managing Director</b>		
Corporate Banking	230 - 700k	470,895
Trading	350 - 750k	565,847
Relationship Management	200 - 400k	314,700
Sales	200 - 400k	315,800

**51%**  
of financial services professionals are expecting a bonus in 2024



## Operations - Investment Banking

Role	Permanent Salary Per Annum GBP (£)					
	Analyst		AVP/Associate		Management	
	Range	Average	Range	Average	Range	Average
Trade Support - Derivatives	45 - 60k	<b>56,500</b>	65 - 75k	<b>69,960</b>	85 - 100k	<b>94,342</b>
Trade Support - Securities	45 - 60k	<b>53,000</b>	65 - 75k	<b>66,320</b>	80 - 90k	<b>83,000</b>
Settlements - Derivatives	45 - 60k	<b>55,000</b>	60 - 70k	<b>65,000</b>	80 - 90k	<b>87,000</b>
Settlements - Securities	45 - 55k	<b>52,340</b>	55 - 75k	<b>64,500</b>	75 - 90k	<b>81,150</b>
OTC Clearing	45 - 60k	<b>52,000</b>	55 - 70k	<b>66,000</b>	75 - 110k	<b>93,000</b>
Corporate Actions/Asset Servicing	35 - 50k	<b>44,450</b>	55 - 65k	<b>60,250</b>	70 - 90k	<b>78,250</b>
Loans Administration	40 - 55k	<b>52,000</b>	55 - 65k	<b>62,000</b>	80 - 115k	<b>95,000</b>
Loan Agency	50 - 65k	<b>65,000</b>	65 - 70k	<b>67,000</b>	80 - 115k	<b>95,000</b>
Loan Closing	75 - 90k	<b>87,000</b>	90 - 110k	<b>95,000</b>	110 - 140k	<b>125,000</b>
Data/MI	40 - 55k	<b>45,125</b>	55 - 95k	<b>75,000</b>	90 - 140k	<b>118,000</b>
Collateral, Margining, Liquidity	45 - 65k	<b>57,125</b>	65 - 75k	<b>69,750</b>	85 - 115k	<b>105,125</b>
Regulatory Reporting	45 - 65k	<b>60,750</b>	65 - 90k	<b>83,432</b>	95 - 120k	<b>105,750</b>
Client Money	32 - 45k	<b>39,715</b>	45 - 65k	<b>61,000</b>	75 - 95k	<b>84,275</b>
Payments	30 - 40k	<b>34,125</b>	40 - 50k	<b>44,540</b>	60 - 75k	<b>68,125</b>
Cash Management/Treasury	40 - 55k	<b>48,000</b>	55 - 65k	<b>62,250</b>	65 - 90k	<b>78,125</b>
Reconciliations	32 - 45k	<b>41,750</b>	45 - 55k	<b>51,350</b>	60 - 75k	<b>68,910</b>
Documentation (Confirmations & Drafting)	35 - 50k	<b>46,125</b>	55 - 70	<b>65,750</b>	70 - 90k	<b>77,150</b>
Prime Brokerage/Stock Loan	45 - 65k	<b>61,750</b>	65 - 85k	<b>73,480</b>	85 - 115k	<b>112,500</b>
Trade Finance	35 - 50k	<b>43,750</b>	55 - 75k	<b>67,325</b>	85 - 110k	<b>98,750</b>

## Operations - Investment Banking (Executive)

	Permanent Salary Per Annum GBP (£)	
	Management	
Role	Range	Average
Challenger Bank - Head of Operations	100 - 135k	115,650
UK Head of Operations	140 - 180k	164,715
EMEA Head of Operations	200 - 275k	255,000

## Operations - Investment Banking (Contract)

	Contract Rate Per Day (PAYE) GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Trade Support - Derivatives	250 - 500	410	350 - 600	490	350 - 600	480
Trade Support - Securities	200 - 400	305	300 - 400	355	350 - 500	365
Settlements - Derivatives	250 - 500	370	300 - 500	410	350 - 500	400
Settlements - Securities	200 - 450	350	300 - 450	385	350 - 450	375
OTC Clearing	200 - 350	290	250 - 350	325	250 - 350	310
Corporate Actions/Asset Servicing	180 - 250	230	250 - 350	275	300 - 400	325
Loans Administration	180 - 200	195	200 - 350	285	350 - 500	435
Loan Agency	200 - 300	275	350 - 400	380	450 - 550	510
Loan Closing	250 - 350	305	350 - 500	430	500 - 650	585
Data/MI	130 - 600	375	300 - 600	465	300 - 600	480
Collateral, Margining, Liquidity	200 - 300	260	250 - 450	355	250 - 450	345
Regulatory Reporting	225 - 500	380	350 - 500	415	400 - 600	465
Client Money	180 - 225	220	200 - 300	265	200 - 300	260
Payments	150-200	170	180 - 250	230	200 - 300	235

## Operations - Investment Banking (Contract)

	Contract Rate Per Day (PAYE) GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Cash Management/Treasury	200 - 300	265	250 - 350	305	300 - 400	350
Reconciliations	180 - 300	240	200 - 350	280	300 - 400	325
Documentation	200 - 250	230	250 - 300	285	300 - 400	285
Prime Brokerage/Stock Loan	275 - 350	325	300 - 450	385	350 - 500	390
Trade Finance	200 - 300	255	250 - 350	360	250 - 350	290

## Operations - Investment Management

	Permanent Salary Per Annum GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Fund Administration	35 - 48k	42,250	45 - 55k	50,250	65 - 85k	77,250
Fund Accounting (non-qualified)	40 - 52k	48,525	48 - 55k	53,450	65 - 85k	78,125
Fund Manager's Assistant	55 - 65k	63,350	65 - 90k	78,340	-	-
CLO Operations	50 - 65k	58,450	65 - 95k	85,735	100 - 135k	122,250
Transitions	35 - 50k	46,432	55 - 75k	65,850	75 - 95k	84,350
Oversight	40 - 55k	50,750	55 - 70k	63,450	70 - 100k	87,500
Performance	45 - 60k	57,500	65 - 75k	70,125	85 - 110k	101,750
Data Management	40 - 55k	45,125	55 - 95k	75,000	90 - 140k	118,000
Pricing	36 - 52k	45,750	55 - 75k	64,125	80 - 100k	91,125
Transfer Agency	22 - 45k	38,750	50 - 75k	67,750	75 - 90k	83,500
Reconciliations	32 - 45k	41,750	45 - 55k	51,350	60 - 75k	68,910

## Operations - Investment Management

Role	Permanent Salary Per Annum GBP (£)					
	Analyst		AVP/Associate		Management	
	Range	Average	Range	Average	Range	Average
Settlements	45 - 55k	52,340	55 - 75k	64,500	75 - 90k	81,150
Securities Trade Support	45 - 60k	53,000	65 - 75k	66,320	80 - 90k	83,000
Cross-product Trade Support	45 - 60k	56,500	65 - 75k	69,960	85 - 100k	94,342
Corporate Actions/Dividends	35 - 50k	44,450	55 - 65k	60,250	70 - 90k	78,250
Regulatory Reporting	45 - 65k	60,750	65 - 90k	83,432	95 - 120k	105,750
CASS	35 - 50k	43,500	60 - 75k	72,350	80 - 110k	83,250
Junior BA	40 - 50k	46,750	50 - 70k	54,750	-	-
Head of Funds Operations	-	-	-	-	105 - 160k	142,750

## Operations - Investment Management (Contract)

Role	Contract Rate Per Day (PAYE) GBP (£)					
	Analyst		AVP/Associate		Management	
	Range	Average	Range	Average	Range	Average
Head of Funds Operations	-	-	-	-	450 - 650	545
Transfer Agency	180 - 225	205	200 - 300	265	300 - 400	355
Fund Administration	180 - 250	210	250 - 350	280	350 - 450	365
Fund Accounting (non-qualified)	200 - 300	260	250 - 350	305	350 - 500	420
Transitions	190 - 250	230	230 - 350	300	340 - 530	455
Performance	225 - 350	275	350 - 450	365	450 - 600	525
Oversight	230 - 275	255	260 - 375	335	365 - 475	430
Settlements	180 - 300	245	250 - 350	325	350 - 450	420

## Operations - Investment Management (Contract)

	Contract Rate Per Day (PAYE) GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Securities Trade Support	200 - 350	295	350 - 450	385	400 - 500	465
Cross-product Trade Support	200 - 350	275	350 - 450	380	400 - 500	465
Reconciliations	180 - 250	210	250 - 350	280	350 - 450	380
Corporate Actions/Dividends	180 - 250	255	250 - 350	265	350 - 450	365
CASS	190 - 275	240	260 - 375	325	365 - 535	455
Regulatory Reporting	225 - 500	305	350 - 500	370	400 - 600	590
CLO's	200 - 300	255	300 - 400	345	400 - 700	490
Data Management	180 - 275	235	250 - 400	330	400 - 700	570
Junior BA	210 - 275	240	260 - 375	325	-	-
Pricing	200 - 250	215	250 - 350	285	350 - 500	430

## Operations - Investment Management (Executive)

	Permanent Salary Per Annum GBP (£)	
	Management	
Role	Range	Average
Boutique Investment Manager	120 - 160k	140,250
UK Head of Operations	140 - 180k	160,220
Global Head of Operations	180 - 250k	195,578

Role	Permanent Salary Per Annum GBP (£)					
	0-3 yrs' experience		3-5 yrs' experience		5 yrs+ experience	
	Range	Average	Range	Average	Range	Average
<b>Operations/Back Office</b>						
Operations Manager	35 - 41k	<b>38,548</b>	42 - 54k	<b>47,655</b>	60 - 78k	<b>68,121</b>
Corporate Actions	22 - 40k	<b>30,919</b>	40 - 55k	<b>47,521</b>	60 - 90k	<b>76,890</b>
Transfer Pricing	30 - 40k	<b>34,567</b>	43 - 55k	<b>50,112</b>	59 - 75k	<b>69,834</b>
Fraud	20 - 31k	<b>26,768</b>	30 - 44k	<b>36,581</b>	47 - 83k	<b>63,111</b>
Cash Management	20 - 26k	<b>23,451</b>	27 - 40k	<b>33,512</b>	46 - 64k	<b>55,453</b>
Paraplanner	23 - 33k	<b>29,801</b>	30 - 38k	<b>34,854</b>	32 - 41k	<b>37,819</b>
Client Services	20 - 28k	<b>23,599</b>	30 - 42k	<b>35,123</b>	41 - 53k	<b>47,125</b>
Collections	20 - 33k	<b>26,561</b>	30 - 49k	<b>39,134</b>	54 - 70k	<b>62,130</b>
Settlements	20 - 22k	<b>20,134</b>	24 - 34k	<b>28,341</b>	32 - 41k	<b>37,912</b>
Trade Support	20 - 24k	<b>23,764</b>	24 - 31k	<b>27,419</b>	28 - 38k	<b>32,189</b>
Reconciliations	20 - 25k	<b>22,600</b>	24 - 30k	<b>26,187</b>	28 - 40k	<b>35,777</b>
<b>Compliance</b>						
Compliance Advisory	26 - 37k	<b>32,134</b>	38 - 55k	<b>46,123</b>	60 - 90k	<b>76,891</b>
Compliance Monitoring	23 - 33k	<b>27,918</b>	34 - 50k	<b>41,801</b>	52 - 75k	<b>64,590</b>

Role	Permanent Salary Per Annum GBP (£)					
	Analyst		AVP/Associate		Management	
	Range	Average	Range	Average	Range	Average
<b>Middle &amp; Front Office</b>						
Asset and Liability Management	28 - 39k	33,891	40 - 51k	45,050	60 - 90k	76,689
Investment Manager	27 - 41k	35,812	43 - 61k	53,910	62 - 90k	75,901
Investment Assistant	20 - 26k	22,131	25 - 32k	28,941	35 - 45k	39,112
Credit Risk	24 - 42k	32,111	39 - 58k	49,125	51 - 70k	61,007
Regulatory Risk	20 - 32k	26,712	34 - 49k	41,230	48 - 66k	56,230
Operational Risk	20 - 31k	26,500	26 - 37k	31,121	50 - 90k	72,117
Market Risk	30 - 42k	37,001	39 - 47k	44,808	47 - 70k	59,810
Anti-Money-Laundering	22 - 39K	-	40 - 55k	-	55 - 90k	74,123
Research Analyst	26 - 37k	31,512	37 - 58k	46,441	60 - 80k	71,134
Business Development	24 - 34k	32,100	28 - 44k	37,190	40 - 83k	62,300

# 66%

of financial services professionals are planning to negotiate their salary in 2024

## Operations - Investment Banking

Role	Permanent Salary Per Annum GBP (£)			
	Analyst		Management	
	Range	Average	Range	Average
Trade Support - Derivatives	28 - 35k	33,916	45 - 60k	53,400
Trade Support - Securities	28 - 35k	30,999	45 - 60k	52,994
Settlements - Derivatives	28 - 35k	32,573	45 - 60k	53,000
Settlements - Securities	28 - 35k	31,590	45 - 60k	53,957
OTC Clearing	28 - 35k	33,585	45 - 60k	52,585
Corporate Actions/Asset Servicing	26 - 32k	29,905	40 - 50k	46,465
Loans Operations	26 - 32k	30,100	45 - 60k	53,284
Data/MI	26 - 32k	29,596	40 - 50k	45,129
Collateral, Margining, Liquidity	30 - 38k	35,672	-	-
Regulatory Reporting	35 - 40k	37,750	40 - 50k	45,500
Client Money	23 - 28k	25,730	40 - 50k	46,103
Onboarding	30 - 34k	31,939	40 - 50k	
Payments	20 - 25k	23,293	35 - 45k	41,303
Cash Management/Treasury	23 - 28k	26,304	35 - 45k	40,668
Reconciliations	20 - 25k	23,102	35 - 45k	39,018
Documentation	28 - 35k	32,199	35 - 45k	38,948
Prime Brokerage/Stock Loan	30 - 38k	33,928	40 - 50k	46,184
Trade Finance	25 - 32k	29,586	40 - 50k	47,284



## Operations - Investment Banking (Executive)

Role	Permanent Salary Per Annum GBP (£)	
	Range	Average
Challenger Bank	100 - 135k	115,650
UK Head of Operations	140 - 180k	164,715
EMEA Head of Operations	200 - 275k	255,000

## Operations - Investment Management

Role	Permanent Salary Per Annum GBP (£)	
	Range	Average
Boutique Investment Manager	120 - 160k	140,250
UK Head of Operations	140 - 180k	160,220
Global Head of Operations	180 - 250k	195,578

**75%**  
of financial services professionals value having flexible work arrangements



**41%**

of professionals state better career progression is the top trigger to change jobs

# Technology & Transformation

The Technology & Transformation 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 & Analytics
- Design
- Information Security
- Infrastructure
- Product Management
- Projects
- SAP/CRM
- Software Engineering & DevOps
- Senior Appointments
- Testing



# Key findings

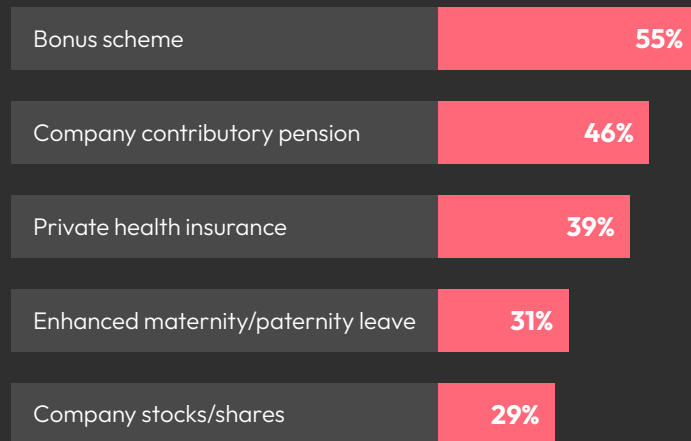
## Technology & Transformation

### Sector trends

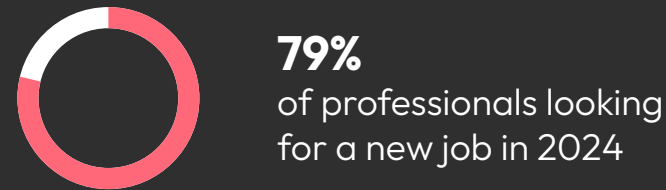
Ave. tenure **1.8 years** Hiring demand **Very high** Talent pool growth **-0.3%**

Female **35%** Male **65%**

### Top 5 company benefits received



### Employee expectations



VS



### Top 3 professionals in demand

- 1 Information Security
- 2 Software Engineer
- 3 Data Scientist



### Top 3 employee values

- 1 Flexible working
- 2 Progression opportunities
- 3 Job security

## Architecture

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 Architect	110 - 165k	142,487	120 - 185k	152,650	1,300 - 1,800	1,669
Data Architect	70 - 120k	95,378	85 - 140k	112,564	650 - 1,100	865
Cloud Architect	70 - 130k	100,000	80 - 135k	107,578	800 - 1,200	1,068
Infrastructure Architect	70 - 105k	87,245	80 - 110k	95,104	600 - 850	773
Solution Architect	70 - 130k	100,134	70 - 145k	107,485	600 - 1,000	860
DevOps Architect	70 - 120k	96,005	80 - 130k	106,000	600 - 1,000	855
Enterprise Architect	80 - 130k	105,064	80 - 150k	115,294	800 - 1,100	912

## Data & Analytics/AI

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 Officer/Chief Data Scientist	160 - 250k	200,125	180 - 300k	252,040	800 - 2,000	1,120
VP/Director of Data	150 - 180k	166,000	160 - 200k	181,031	800 - 1,500	870
VP/Director AI/Machine Learning	160 - 200k	180,567	170 - 210k	186,020	800 - 1,500	920
Head of Data Analytics/Engineering	130 - 180k	150,495	130 - 180k	159,612	600 - 1,000	810
Head of AI/Machine Learning	130 - 180k	150,005	130 - 180k	160,000	600 - 1,000	805
Data Science/Engineering - Manager/Lead	120 - 150k	131,050	120 - 160k	144,002	500 - 800	650
Data Scientist	50 - 140k	105,004	55 - 150k	109,120	400 - 800	615
Research Scientist	80 - 150k	103,779	80 - 150k	117,574	600 - 1,000	750
Machine Learning Engineer	70 - 140k	101,000	75 - 150k	112,001	350 - 800	610
BI/MI Analyst	35 - 90k	55,045	40 - 100k	64,027	300 - 500	355

## Data & Analytics/AI

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		
Data Analyst	45 - 110k	<b>75,562</b>	50 - 120k	<b>83,000</b>	400 - 500	<b>450</b>
AI Specialists - NLP/Deep & Reinforcement Learning/Computer vision	80 - 150k	<b>124,040</b>	80 - 150k	<b>131,010</b>	500 - 1,200	<b>755</b>
MLOps/DataOps Engineer	75 - 100k	<b>90,060</b>	85 - 120k	<b>116,482</b>	500 - 600	<b>555</b>
Data Engineer	60 - 130k	<b>90,400</b>	70 - 130k	<b>94,583</b>	300 - 800	<b>505</b>
BI Engineer	45 - 90k	<b>65,002</b>	45 - 90k	<b>70,380</b>	300 - 500	<b>345</b>

## Product & Design

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 Design/Head of Product Design	80 - 105k	<b>101,200</b>	100 - 130k	<b>123,040</b>	600 - 800	<b>680</b>
UX/UI Lead	70 - 85k	<b>80,475</b>	80 - 100k	<b>91,004</b>	500 - 800	<b>610</b>
UX/UI Designer	41 - 60k	<b>55,100</b>	55 - 70k	<b>62,020</b>	350 - 500	<b>430</b>
UX Researcher	61 - 72k	<b>69,093</b>	61 - 72k	<b>70,030</b>	450 - 600	<b>520</b>
Design Director	73 - 100k	<b>91,753</b>	80 - 115k	<b>100,101</b>	500 - 750	<b>605</b>
Product Designer	60 - 80k	<b>75,660</b>	65 - 120k	<b>110,200</b>	500 - 800	<b>710</b>
Product Owner	45 - 85k	<b>65,391</b>	55 - 100k	<b>85,100</b>	300 - 400	<b>355</b>
Product Manager	65 - 100k	<b>85,384</b>	75 - 120k	<b>92,001</b>	400 - 500	<b>455</b>
Technical Product Manager/Owner	60 - 100k	<b>80,113</b>	80 - 120k	<b>92,120</b>	400 - 650	<b>505</b>
Chief Product Officer	90 - 120k	<b>101,049</b>	130 - 250k	<b>181,020</b>	800 - 2,000	<b>1,510</b>

## Product & Design

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/VP of Product	70 - 100k	<b>80,031</b>	100 - 180k	<b>179,000</b>	800 - 1,000	<b>905</b>
Lead Product Manager	80 - 105k	<b>91,023</b>	90 - 130k	<b>112,030</b>	600 - 1,000	<b>755</b>
Product Director	70 - 110k	<b>95,030</b>	100 - 180k	<b>115,101</b>	800 - 1,000	<b>910</b>
Product Analyst	40 - 60k	<b>51,040</b>	50 - 80k	<b>72,020</b>	200 - 400	<b>255</b>

## Software Engineering

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		
CTO	160 - 250k	<b>205,103</b>	180 - 300k	<b>251,482</b>	800 - 2,000	<b>1,000</b>
VP of Engineering	100 - 140k	<b>135,374</b>	125 - 185k	<b>177,298</b>	800 - 1,100	<b>1,000</b>
Head of Development	90 - 150k	<b>125,753</b>	95 - 175k	<b>161,284</b>	800 - 1,000	<b>850</b>
Software Engineering Manager	85 - 140k	<b>134,207</b>	110 - 170k	<b>163,560</b>	700 - 950	<b>830</b>
Frontend Engineer	50 - 80k	<b>76,386</b>	65 - 110k	<b>86,384</b>	450 - 600	<b>530</b>
Backend Engineer	70 - 115k	<b>101,472</b>	75 - 130k	<b>116,294</b>	500 - 750	<b>650</b>
Full Stack Engineer	50 - 110k	<b>90,193</b>	60 - 110k	<b>102,475</b>	600 - 800	<b>700</b>
Technical Team Lead	80 - 120k	<b>106,284</b>	90 - 140k	<b>125,385</b>	600 - 800	<b>700</b>
Head of QA	95 - 120k	<b>111,484</b>	110 - 140k	<b>123,470</b>	750 - 900	<b>800</b>
QA Team Lead	80 - 100k	<b>93,463</b>	90 - 120k	<b>105,660</b>	500 - 800	<b>750</b>
QA Engineer	45 - 75k	<b>61,374</b>	70 - 100k	<b>84,280</b>	400 - 575	<b>525</b>

## 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)	105 - 140k	<b>126,380</b>	115 - 160k	<b>136,388</b>	650 - 850	<b>755</b>
Information Security Risk Manager	85 - 115k	<b>101,600</b>	95 - 120k	<b>105,192</b>	750 - 900	<b>830</b>
Information Security Manager (5 - 10 yrs' exp)	80 - 105k	<b>95,374</b>	100 - 130k	<b>115,377</b>	650 - 850	<b>745</b>
Information Security Manager (1 - 5 yrs' exp)	65 - 80k	<b>74,387</b>	75 - 115k	<b>85,153</b>	600 - 800	<b>710</b>
Senior Information Security Analyst (5 - 10 yrs' exp)	55 - 90k	<b>76,384</b>	75 - 110k	<b>80,020</b>	550 - 750	<b>660</b>
Information Security Analyst (1 - 5 yrs' exp)	45 - 70k	<b>62,484</b>	55 - 80k	<b>66,480</b>	500 - 700	<b>605</b>
Security Operations Consultant (SOC)	55 - 80k	<b>65,202</b>	65 - 100k	<b>86,842</b>	450 - 600	<b>510</b>
Security Engineer	55 - 80k	<b>65,193</b>	75k-100k	<b>90,155</b>	500 - 750	<b>620</b>
Security Architect	78 - 120k	<b>101,670</b>	85k-140k	<b>111,982</b>	650 - 900	<b>825</b>
CISO	95 - 195k	<b>166,600</b>	150 - 300k	<b>200,010</b>	1,100 - 1,600	<b>1,305</b>
BISO	90 - 128k	<b>111,479</b>	120 - 200k	<b>160,790</b>	750 - 1,000	<b>855</b>
Penetration Tester	60 - 100k	<b>81,484</b>	70 - 120k	<b>100,173</b>	600 - 900	<b>760</b>
Business Continuity Analyst	50 - 67k	<b>58,375</b>	60 - 80k	<b>72,384</b>	500 - 600	<b>555</b>
Cloud Security Architect	85 - 125k	<b>106,770</b>	95 - 160k	<b>140,001</b>	850 - 1,250	<b>1,020</b>
Cloud Security Engineer	65 - 90k	<b>80,184</b>	80 - 110k	<b>95,370</b>	600 - 800	<b>705</b>
Identity and Access Management Analyst	65 - 75k	<b>70,144</b>	70 - 85k	<b>78,000</b>	600 - 800	<b>710</b>
Identity and Access Management Architect	80 - 95k	<b>89,988</b>	85 - 105k	<b>95,174</b>	600 - 800	<b>710</b>
Application Security Engineer	100 - 130k	<b>116,400</b>	110 - 140k	<b>126,331</b>	700 - 950	<b>830</b>



## Infrastructure

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 Engineer	45 - 65k	51,500	50 - 85k	73,022	400 - 550	475
Network Engineer	40 - 65k	52,500	50 - 95k	72,555	400 - 650	520
DevOps Engineer	55 - 125k	95,010	80 - 135k	106,270	550 - 800	705
Cloud Engineer	60 - 100k	85,293	80 - 120k	93,340	500 - 750	615
Site Reliability Engineer/SRE	60 - 110k	97,000	85 - 130k	107,340	550 - 800	715
Platform Engineer	60 - 100k	85,053	70 - 110k	97,770	500 - 750	655
Server Engineer	52 - 70k	60,456	65 - 80k	77,030	500 - 650	615
Linux Engineer	45 - 65k	56,200	60 - 85k	71,064	450 - 600	555
Tradeffloor Desktop Support Engineer	40 - 55k	44,025	45 - 75k	63,030	400 - 600	510
Desktop Support Engineer	35 - 50k	43,855	40 - 55k	45,010	250 - 400	310
2nd Line Engineer	30 - 40k	35,505	35 - 50k	42,101	200 - 300	255
3rd Line Engineer	45 - 65k	55,010	50 - 85k	65,000	400 - 550	485
Application Support Analyst	50 - 85k	64,600	75 - 110k	87,000	500 - 750	655
System Administrator	38 - 50k	46,070	40 - 70k	56,020	450 - 600	505
System Engineer	45 - 60k	52,300	55 - 90k	71,150	500 - 700	605
<b>Manager</b>						
Service Desk Manager	45 - 60k	50,010	55 - 80k	70,010	450 - 600	550
Service Delivery Manager	55 - 70k	61,020	65 - 85k	76,120	450 - 600	530
Environments Manager	58 - 80k	66,072	75 - 120k	95,520	500 - 800	605
IT Manager	60 - 80k	65,670	75 - 105k	92,030	500 - 750	605
Infrastructure Manager	65 - 80k	71,300	75 - 100k	86,720	500 - 750	630
Network Manager	65 - 80k	73,401	75 - 100k	85,274	500 - 750	625
IT Operations Manager	55 - 75k	68,010	68 - 100k	76,800	500 - 800	580

## Infrastructure

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		
<b>Leadership</b>						
Head of Service Delivery	85 - 110k	<b>97,089</b>	90 - 140k	<b>104,998</b>	650 - 800	<b>685</b>
Head of IT Operations	80 - 100k	<b>91,040</b>	100 - 150k	<b>112,031</b>	700 - 900	<b>755</b>
Head of Infrastructure	70 - 110k	<b>82,510</b>	100 - 150k	<b>122,020</b>	600 - 800	<b>705</b>
Head of Networks	72 - 95k	<b>81,500</b>	90 - 125k	<b>105,225</b>	500 - 700	<b>620</b>
Head of DevOps	100 - 140k	<b>112,010</b>	105 - 170k	<b>121,345</b>	800 - 1,200	<b>905</b>
Head of SRE	100 - 140k	<b>112,094</b>	105 - 170k	<b>121,036</b>	800 - 1,200	<b>915</b>
Head of Cloud Engineering	100 - 140k	<b>112,030</b>	120 - 170k	<b>124,500</b>	800 - 1,000	<b>920</b>
Head of IT/Technology	80 - 150k	<b>100,090</b>	120 - 170k	<b>145,223</b>	750 - 1,000	<b>855</b>
Chief Information Officer	160 - 250k	<b>205,010</b>	180 - 300k	<b>255,300</b>	800 - 2,000	<b>1,100</b>

# 37%

of professionals would like to spend 2 days per week in the office

## Projects - Commerce & Industry

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 Transformation	150 - 180k	<b>165,020</b>	150 - 220k	<b>185,200</b>	1,000 - 1,500	<b>1,260</b>
Programme Director	105 - 140k	<b>130,130</b>	120 - 160k	<b>141,033</b>	850 - 1,400	<b>1,120</b>
Programme Manager	80 - 120k	<b>112,200</b>	90 - 130k	<b>127,029</b>	700 - 1,100	<b>965</b>
Delivery Manager	60 - 95k	<b>81,420</b>	70 - 105k	<b>94,024</b>	550 - 800	<b>735</b>
Project Manager	65 - 100k	<b>86,100</b>	75 - 110k	<b>97,240</b>	600 - 900	<b>780</b>
Head of Process/Operational excellence	85 - 130k	<b>125,576</b>	100 - 140k	<b>136,040</b>	650 - 1,000	<b>905</b>
Business Analyst	50 - 90k	<b>75,777</b>	60 - 105k	<b>87,023</b>	350 - 600	<b>485</b>
PMO	45 - 80k	<b>72,070</b>	55 - 99k	<b>78,065</b>	400 - 800	<b>645</b>

**55%**

of technology professionals are planning to negotiate their salary in 2024

### Projects - Financial Services

Role	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
	Range	Average	Range	Average
<b>PMO</b>				
PMO Manager/Portfolio Manager	85 - 120k	103,400	700 - 1,000	875
PMO	75 - 90k	83,818	600 - 750	680
PMO Analyst	55 - 80k	69,922	450 - 650	560
<b>Front Office</b>				
Programme Manager	120 - 200k	162,783	800 - 1,200	1,010
Project Manager	95 - 120k	110,494	700 - 900	805
Business Analyst	90 - 115k	104,501	700 - 850	780
<b>Finance</b>				
Programme Manager	110 - 180k	146,667	800 - 1,200	1,010
Project Manager	85 - 130k	113,039	700 - 900	825
Business Analyst	80 - 120k	99,833	650 - 850	755
<b>Operations</b>				
Programme Manager	100 - 150k	127,774	700 - 1,000	875
Project Manager	80 - 110k	97,364	750 - 900	830
Business Analyst	60 - 100k	88,974	500 - 800	660
<b>Risk &amp; Compliance</b>				
Programme Manager	100 - 150k	128,257	700 - 1,000	860
Project Manager	90 - 130k	116,722	700 - 850	785
Business Analyst	70 - 120k	98,033	500 - 800	660

## Projects - Financial Services

Role	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
	Range	Average	Range	Average
<b>Investment Management</b>				
Programme Manager	95 - 140k	120,456	850 - 1,200	1,030
Project Manager	85 - 120k	104,500	800 - 1,000	920
Business Analyst	80 - 110k	98,746	600 - 800	710
<b>Regulatory</b>				
Programme Manager	95 - 140k	121,305	850 - 1,200	860
Project Manager	85 - 120k	107,400	800 - 1,000	880
Business Analyst	80 - 110k	96,884	500 - 800	670
<b>Internal Consultancy</b>				
Programme Manager	95 - 150k	125,001	700 - 1,000	865
Project Manager	85 - 120k	105,606	700 - 850	785
Business Analyst	80 - 110k	95,666	500 - 800	655
<b>Technology</b>				
Programme Manager	95 - 140k	123,484	850 - 1,200	1,035
Project Manager	85 - 120k	105,603	800 - 1,000	905
Business Analyst	80 - 110k	94,947	600 - 800	705

## BI & Data

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 Developer	35 - 55k	45,273	45 - 65k	55,120	400 - 600	520
Data Warehouse Developer/ETL Developer	40 - 60k	51,010	50 - 70k	62,200	400 - 600	510
Head of BI/Data	70 - 110k	92,490	90 - 140k	116,179	700 - 1,000	850
BI/MI Analyst	30 - 45k	38,530	35 - 50k	43,200	400 - 600	505
Data Architect	75 - 100k	87,500	85 - 150k	118,530	500 - 700	605
Data Visualisation Developer	40 - 60k	53,230	55 - 85k	67,022	400 - 550	480
Data Scientist	45 - 65k	56,066	60 - 90k	77,400	500 - 700	615

## Development

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		
<b>Back End/Full Stack</b>						
PHP (Back End)	30 - 55k	43,451	40 - 65k	51,045	300 - 475	405
PHP (Full Stack)	30 - 55k	43,637	40 - 65k	52,245	300 - 475	410
Java (Back End)	45 - 85k	65,654	50 - 110k	66,789	450 - 600	500
Java (Full Stack)	45 - 90k	65,143	60 - 120k	67,894	450 - 600	500
C# .NET (Back End)	40 - 80k	60,143	60 - 110k	70,346	450 - 575	500
C# .NET (Full Stack)	50 - 85k	70,303	55 - 125k	75,041	450 - 550	500
Node JS (Back End)	50 - 90k	70,113	50 - 100k	75,084	450 - 600	500
Node JS (Full Stack)	50 - 100k	75,056	50 - 100k	75,238	450 - 600	500

### Development

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		
<b>Front End</b>						
Vue	42 - 59k	51,760	51 - 66k	59,365	400 - 590	500
Angular	45 - 60k	53,585	51 - 83k	67,948	430 - 640	560
Mobile	38 - 59k	50,182	45 - 89k	67,193	405 - 695	545
Native Android (Java)	40 - 70k	57,883	45 - 85k	70,332	450 - 600	475
Native iOS (Objective-C/Swift)	40-70k	56,889	45 - 85k	71,191	450 - 600	475
React	41 - 64k	53,500	51 - 83k	67,770	430 - 695	565
React Native	40 - 70k	60,685	45 - 85k	68,094	400 - 575	475
Xamarin	41 - 63k	52,909	45 - 74k	60,264	400 - 535	475
Jquery	30 - 41k	36,139	35 - 51k	43,475	295 - 430	365

### Development Leadership

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 Manager	70 - 90k	77,894	75 - 95k	85,101	450 - 700	550
Head of Development	75 - 100k	85,034	85 - 125k	105,443	550 - 800	700
Lead Developer	46 - 72k	62,485	66 - 101k	84,574	480 - 910	710
Scrum Master	55 - 70k	61,005	60 - 80k	68,743	450 - 600	550

### DevOps

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
DevOps Engineer	65 - 75k	<b>73,100</b>	70 - 110k	<b>93,031</b>	450 - 650	<b>555</b>
Senior/Lead DevOps Engineer	75 - 110k	<b>90,385</b>	85 - 120k	<b>95,038</b>	500 - 700	<b>605</b>

### Infrastructure

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
IT Manager	55 - 70k	<b>61,020</b>	55 - 90k	<b>65,574</b>	500 - 750	<b>550</b>
Linux Engineer	50 - 70k	<b>62,446</b>	50 - 70k	<b>62,900</b>	380 - 500	<b>397</b>
Infrastructure Engineer	50 - 80k	<b>75,050</b>	50 - 80k	<b>73,573</b>	330 - 550	<b>400</b>
Network Engineer	50 - 70k	<b>62,456</b>	50 - 70k	<b>67,593</b>	325 - 525	<b>425</b>
3rd Line Support Engineer	45 - 55k	<b>46,900</b>	45 - 55k	<b>51,100</b>	300 - 500	<b>400</b>
2nd Line Support Engineer	30 - 35k	<b>32,190</b>	30 - 35k	<b>34,020</b>	150 - 200	<b>180</b>
Technical Architect	65 - 100k	<b>90,498</b>	65 - 100k	<b>89,050</b>	510 - 800	<b>670</b>
Solutions Architect	65 - 100k	<b>92,000</b>	65 - 100k	<b>91,200</b>	560 - 850	<b>710</b>
Service Desk Analyst	30 - 35k	<b>31,500</b>	30 - 35k	<b>34,997</b>	100 - 250	<b>175</b>



## Projects & Programmes

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		
Delivery Manager	55 - 70k	<b>62,394</b>	55 - 95k	<b>76,192</b>	560 - 650	<b>590</b>
Project Manager	45 - 65k	<b>55,644</b>	55 - 80k	<b>68,700</b>	300 - 700	<b>445</b>
Programme Manager	60 - 85k	<b>73,400</b>	75 - 100k	<b>88,550</b>	500 - 800	<b>600</b>
Programme Director	85 - 110k	<b>98,274</b>	85 - 130k	<b>110,150</b>	700 - 1,000	<b>800</b>
Head of Delivery	70 - 95k	<b>84,550</b>	70 - 120k	<b>95,700</b>	600 - 800	<b>700</b>
Head of Change	85 - 110k	<b>98,274</b>	85 - 115k	<b>101,275</b>	800 - 900	<b>850</b>
Business Analyst	45 - 65k	<b>56,700</b>	45 - 80k	<b>64,870</b>	325 - 600	<b>460</b>
Agile Coach	50 - 80k	<b>66,485</b>	50 - 80k	<b>66,770</b>	450 - 650	<b>600</b>

## SAP/CRM

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		
CRM Consultant	54 - 82k	<b>69,765</b>	70 - 85k	<b>79,183</b>	430 - 800	<b>620</b>
SAP Consultant	54 - 91k	<b>73,576</b>	75 - 107k	<b>92,845</b>	590 - 750	<b>685</b>
SAP Support	43 - 70k	<b>57,882</b>	70 - 80k	<b>76,377</b>	270 - 590	<b>435</b>
Dynamics Developer	45 - 73k	<b>60,001</b>	59 - 102k	<b>81,964</b>	455 - 800	<b>635</b>
Dynamics Support	37 - 52k	<b>45,929</b>	45 - 70k	<b>56,470</b>	270 - 535	<b>415</b>

## 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
Information Security Manager	70 - 90k	<b>80,394</b>	70 - 90k	<b>80,500</b>	550 - 850	<b>750</b>
Security Analyst	60 - 70k	<b>67,800</b>	60 - 70k	<b>64,900</b>	450 - 700	<b>550</b>
Security Engineer/SCO	50 - 80k	<b>70,041</b>	50 - 80k	<b>72,210</b>	450 - 1,000	<b>700</b>
CISO	100 - 130k	<b>100,039</b>	100 - 130k	<b>105,000</b>	850 - 1,100	<b>950</b>
DPO	100 - 130k	<b>101,000</b>	100 - 130k	<b>104,824</b>	550 - 750	<b>650</b>

## Senior Appointments

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
CIO/Chief Data Officer	100 - 150k	<b>128,550</b>	100 - 175k	<b>157,500</b>	1,000 - 1,500	<b>1,250</b>
CTO	90 - 130k	<b>106,336</b>	100 - 200k	<b>153,250</b>	700 - 1,000	<b>850</b>
Digital Director	75 - 120k	<b>104,749</b>	95 - 150k	<b>142,570</b>	900 - 1,000	<b>950</b>
IT Director	85 - 125k	<b>101,477</b>	95 - 160k	<b>125,500</b>	700 - 1,000	<b>850</b>
Transformation Director	85 - 135k	<b>105,099</b>	110 - 166k	<b>133,985</b>	800 - 1,200	<b>1,000</b>

## Testing

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
Test Manager	50 - 80k	<b>67,905</b>	55 - 95k	<b>81,845</b>	450 - 800	<b>600</b>
NFT/Performance/Automation Tester	40 - 75k	<b>65,975</b>	45 - 85k	<b>75,890</b>	450 - 600	<b>500</b>
QA Test Analyst	30 - 55k	<b>37,019</b>	30 - 60k	<b>39,928</b>	300 - 500	<b>400</b>

## AI & Machine Learning

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		
AI CTO	90 - 140k	<b>110,121</b>	130 - 200k	<b>160,888</b>	900 - 1,000	<b>900</b>
Head of Machine Learning/Head of Data Science	100 - 110k	<b>105,607</b>	120 - 140k	<b>120,324</b>	900 - 1,000	<b>900</b>
Head of Research & Development	70 - 80k	<b>75,306</b>	80 - 90k	<b>85,656</b>	700 - 850	<b>800</b>
Machine Learning Engineer	55 - 85k	<b>65,560</b>	60 - 85k	<b>72,543</b>	500 - 800	<b>700</b>
Machine Learning Researcher	45 - 70k	<b>63,497</b>	45 - 80k	<b>69,532</b>	500 - 800	<b>700</b>
Senior Data Scientist	58 - 84k	<b>76,448</b>	58 - 84k	<b>76,448</b>	600 - 850	<b>750</b>
Data Scientist	50 - 80k	<b>65,921</b>	55 - 80k	<b>72,454</b>	450 - 750	<b>650</b>
Data Engineer	50 - 80k	<b>73,784</b>	70 - 95k	<b>83,450</b>	350 - 600	<b>550</b>

## Architecture

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		
Technical Architect	53 - 94k	<b>70,102</b>	70 - 125k	<b>90,174</b>	500 - 900	<b>644</b>
Solution Architect	65 - 95k	<b>76,495</b>	75 - 125k	<b>92,799</b>	500 - 800	<b>621</b>
Digital Architect	71 - 95k	<b>85,183</b>	90 - 110k	<b>95,156</b>	600 - 1,000	<b>750</b>
Cloud Architect	75 - 95k	<b>85,498</b>	90 - 125k	<b>96,883</b>	600 - 1,000	<b>750</b>
Enterprise Architect	95 - 125k	<b>111,384</b>	95 - 125k	<b>100,857</b>	700 - 1,000	<b>800</b>
Head of Architecture	75 - 100k	<b>91,005</b>	80 - 120k	<b>101,390</b>	600 - 900	<b>700</b>
Chief Architect	85 - 100k	<b>93,788</b>	90 - 125k	<b>102,380</b>	600 - 1,000	<b>775</b>

## BI & Data

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 Developer	45 - 65k	55,550	55 - 75k	65,780	300 - 550	430
Data Warehouse Developer/ETL Developer	50 - 70k	61,671	60 - 85k	70,050	350 - 500	425
Head of BI/Data	80 - 120k	95,890	95 - 140k	120,285	700 - 1,000	855
BI/MI Analyst	40 - 50k	45,100	45 - 60k	50,184	300 - 500	410
Data Architect	75 - 100k	90,255	90 - 120k	111,380	600 - 900	765
Data Visualisation Developer	45 - 65k	56,381	50 - 70k	60,700	400 - 500	445
Data Scientist	50 - 70k	63,002	55 - 75k	65,165	500 - 600	555
Senior Data Scientist	55 - 75k	65,647	60 - 90k	75,776	450 - 600	530

## Development

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		
PHP (Back End)	30 - 55k	43,451	40 - 65k	51,045	300 - 475	400
PHP (Full Stack)	30 - 55k	43,637	40 - 65k	52,245	300 - 475	400
Java (Back End)	45 - 85k	65,654	50 - 110k	66,789	450 - 600	500
Java (Full Stack)	45 - 90k	65,143	60 - 120k	67,894	450 - 600	500
C# .NET (Back End)	40 - 80k	60,143	60 - 110k	70,346	450 - 575	500
C# .NET (Full Stack)	50 - 85k	70,303	55 - 125k	75,041	450 - 550	500
Node JS (Back End)	50 - 90k	70,113	50 - 100k	75,084	450 - 600	500
Node JS (Full Stack)	50 - 100k	75,056	50 - 100k	75,238	450 - 600	500
Native Android (Java/kotlin)	40 - 70k	57,883	45 - 85k	70,332	450 - 600	475

## Development

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
Native iOS (Objective-C/Swift)	40 - 70k	<b>56,889</b>	45 - 85k	<b>71,191</b>	450 - 600	<b>475</b>
JavaScript (Front End) (Angular/Vue)	40 - 85k	<b>69,868</b>	45 - 100k	<b>75,748</b>	450 - 550	<b>475</b>
React Native (Cross Platform)	40 - 70k	<b>60,685</b>	45 - 85k	<b>68,094</b>	400 - 575	<b>475</b>
Flutter (Cross Platform)	45 - 75k	<b>63,429</b>	45 - 90k	<b>70,812</b>	400 - 575	<b>500</b>
Front End React Developer	40 - 90k	<b>70,132</b>	50 - 100k	<b>75,234</b>	400 - 550	<b>475</b>

## Development Leadership

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 Development	75 - 100k	<b>85,034</b>	85 - 125k	<b>105,443</b>	550 - 800	<b>700</b>
Development Manager	70 - 90k	<b>77,894</b>	75 - 95k	<b>85,101</b>	450 - 700	<b>550</b>
Scrum Master	55 - 70k	<b>61,005</b>	60 - 80k	<b>68,743</b>	450 - 600	<b>550</b>

## DevOps

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
DevOps Engineer	55 - 95k	<b>65,375</b>	60 - 100k	<b>76,640</b>	450 - 650	<b>555</b>
Senior/Lead DevOps Engineer	52 - 97k	<b>66,700</b>	63 - 100k	<b>80,288</b>	500 - 700	<b>620</b>

## Infrastructure

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
IT Manager	50 - 65k	<b>58,976</b>	60 - 85k	<b>73,660</b>	500 - 750	<b>550</b>
Linux Engineer	45 - 65k	<b>56,040</b>	45 - 66k	<b>56,070</b>	380 - 500	<b>397</b>
Infrastructure Engineer	40 - 60k	<b>51,578</b>	50 - 70k	<b>62,430</b>	330 - 550	<b>400</b>
Network Engineer	35 - 60k	<b>48,900</b>	45 - 70k	<b>58,900</b>	325 - 525	<b>425</b>
3rd Line Support Engineer	38 - 50k	<b>45,692</b>	38 - 60k	<b>50,210</b>	300 - 500	<b>400</b>
2nd Line Support Engineer	25 - 35k	<b>31,200</b>	28 - 38k	<b>33,999</b>	150 - 200	<b>180</b>
Service Desk Analyst	22 - 30k	<b>24,320</b>	22 - 32k	<b>28,707</b>	100 - 250	<b>175</b>

## Projects & Programmes

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
Agile Coach	50 - 80k	<b>66,760</b>	50 - 80k	<b>66,760</b>	450 - 650	<b>600</b>
Business Analyst	45 - 65k	<b>56,656</b>	45 - 80k	<b>63,420</b>	325 - 600	<b>460</b>
Delivery Manager	55 - 70k	<b>63,505</b>	55 - 95k	<b>67,200</b>	560 - 650	<b>590</b>
Head of Change	85 - 110k	<b>101,044</b>	85 - 115k	<b>101,593</b>	800 - 900	<b>850</b>
Head of Delivery	70 - 95k	<b>83,440</b>	70 - 120k	<b>96,778</b>	600 - 800	<b>700</b>
Programme Director	85 - 110k	<b>98,810</b>	85 - 130k	<b>112,010</b>	700 - 1,000	<b>800</b>
Programme Manager	60 - 85k	<b>73,132</b>	75 - 100k	<b>88,530</b>	500 - 800	<b>600</b>
Project Manager	45 - 65k	<b>54,950</b>	55 - 80k	<b>69,743</b>	300 - 700	<b>445</b>

## 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
Information Security Manager	65 - 85k	<b>75,453</b>	65 - 109k	<b>82,100</b>	550 - 850	<b>750</b>
Security Analyst	45 - 70k	<b>57,466</b>	47 - 70k	<b>60,194</b>	450 - 700	<b>550</b>
Security Engineer/SCO	60 - 75k	<b>72,235</b>	62 - 79k	<b>74,153</b>	450 - 1,000	<b>700</b>
CISO	90 - 140k	<b>115,432</b>	92 - 150k	<b>122,980</b>	850 - 1,100	<b>950</b>
DPO	50 - 75k	<b>67,490</b>	52 - 80k	<b>70,126</b>	550 - 750	<b>650</b>

## Senior Appointments

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
CIO/Chief Data Officer	100 - 150k	<b>128,550</b>	100 - 175k	<b>157,500</b>	1,000 - 1,500	<b>1,255</b>
CTO	90 - 130k	<b>106,336</b>	100 - 200k	<b>153,250</b>	700 - 1,000	<b>855</b>
IT Director	85 - 125k	<b>101,477</b>	95 - 160k	<b>125,500</b>	700 - 1,000	<b>870</b>
Transformation Director	85 - 135k	<b>105,099</b>	110 - 166k	<b>133,985</b>	800 - 1,200	<b>1,010</b>
Digital Director	75 - 120k	<b>104,749</b>	95 - 150k	<b>142,570</b>	900 - 1,000	<b>955</b>

## Testing

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
Manual Tester/QA	30 - 55k	<b>37,019</b>	30 - 60k	<b>39,928</b>	300 - 500	<b>400</b>
Automation Tester/SDET	40 - 75k	<b>65,975</b>	45 - 85k	<b>75,890</b>	450 - 600	<b>500</b>
Test Manager	50 - 80k	<b>67,905</b>	55 - 95k	<b>81,845</b>	450 - 800	<b>600</b>

## BI & Data

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 Developer	30 - 65k	47,500	50 - 85k	62,040	400 - 550	460
Data Warehouse Developer/ETL Developer	30 - 58k	50,500	55 - 80k	61,025	200 - 580	400
Head of BI/Data	70 - 100k	89,000	95 - 150k	120,500	550 - 950	650
BI/MI Analyst	32 - 55k	41,800	50 - 87k	57,000	380 - 630	475
Data Architect	50 - 95k	90,138	85 - 180k	110,560	440 - 890	675
Data Visualisation Developer	35 - 65k	40,100	60 - 90k	86,780	320 - 430	355
Data Scientist	25 - 75k	45,845	70 - 135k	90,465	210 - 790	550

## Development

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		
<b>Back End/Full Stack</b>						
PHP (Back End)	35 - 70k	52,565	65 - 95k	71,340	200 - 720	425
PHP (Full Stack)	32 - 50k	42,230	40 - 60k	51,500	300 - 550	450
Java (Back End)	35 - 85k	73,749	80 - 132k	90,230	300 - 800	590
Java (Full Stack)	44 - 60k	53,560	53 - 75k	65,920	400 - 650	550
C# .NET (Back End)	25 - 75k	58,676	75 - 130	75,505	350 - 850	550
C# .NET (Full Stack)	30 - 55k	43,775	43 - 70k	58,195	375 - 550	530
Node JS (Back End)	35 - 75k	55,027	70 - 100k	86,000	250 - 700	525
Node JS (Full Stack)	43 - 65k	55,620	50 - 90k	72,100	400 - 650	450



## Development

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		
<b>Front End</b>						
Vue	43 - 58k	<b>52,015</b>	50 - 80k	<b>66,950</b>	350 - 550	<b>550</b>
Mobile	40 - 75k	<b>55,650</b>	70 - 95k	<b>76,450</b>	300 - 650	<b>448</b>
Native Android (Java)	40 - 75k	<b>66,770</b>	70 - 100k	<b>75,045</b>	300 - 700	<b>525</b>
Native iOS (Objective-C/Swift)	40 - 60k	<b>51,500</b>	50 - 85k	<b>69,525</b>	350 - 650	<b>500</b>
React	45 - 90k	<b>67,343</b>	80 - 160k	<b>110,344</b>	300 - 850	<b>550</b>
React Native	40 - 65k	<b>54,075</b>	50 - 100k	<b>77,250</b>	400 - 700	<b>525</b>
Xamarin	45 - 60k	<b>55,105</b>	50 - 75k	<b>68,238</b>	200 - 420	<b>250</b>
Angular	40 - 85k	<b>62,020</b>	75 - 122k	<b>110,020</b>	300 - 800	<b>600</b>
JQuery	30 - 45k	<b>38,625</b>	30 - 50k	<b>41,200</b>	300 - 440	<b>450</b>

## Development Leadership

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		
CTO	95 - 140k	<b>110,205</b>	120 - 193k	<b>178,320</b>	800 - 1,555	<b>920</b>
Head of Development	75 - 120k	<b>89,500</b>	80 - 140k	<b>121,099</b>	600 - 990	<b>800</b>
Development Manager	65 - 80k	<b>74,000</b>	70 - 130k	<b>92,300</b>	450 - 920	<b>600</b>
Scrum Master	45 - 80k	<b>65,000</b>	75 - 140k	<b>78,957</b>	500 - 820	<b>580</b>

## Infrastructure

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		
IT Manager	55 - 65k	<b>60,120</b>	60 - 100k	<b>80,250</b>	500 - 650	<b>600</b>
Linux Engineer	40 - 60k	<b>51,364</b>	60 - 80k	<b>70,164</b>	400 - 550	<b>475</b>
Infrastructure Engineer	40 - 60k	<b>51,857</b>	50 - 70k	<b>61,288</b>	450 - 600	<b>525</b>
Network Engineer	38 - 65k	<b>51,540</b>	45 - 80k	<b>62,560</b>	350 - 600	<b>475</b>
3rd Line Support Engineer	35 - 50k	<b>42,230</b>	40 - 70k	<b>55,100</b>	300 - 500	<b>400</b>
2nd Line Support Engineer	28 - 35k	<b>32,176</b>	28 - 40k	<b>34,190</b>	180 - 225	<b>200</b>
Technical Architect	50 - 90k	<b>70,180</b>	70 - 120k	<b>96,090</b>	500 - 900	<b>725</b>
Solutions Architect	60 - 100k	<b>80,200</b>	80 - 140k	<b>110,990</b>	500 - 900	<b>700</b>
Service Desk Analyst	20 - 28k	<b>24,180</b>	22 - 40k	<b>31,155</b>	100 - 200	<b>150</b>
DevOps Engineer	50 - 90k	<b>71,250</b>	70 - 130k	<b>101,467</b>	450 - 650	<b>555</b>

# 53%

of technology professionals value having flexible work arrangements

## Projects & Programmes

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
Delivery Manager	44 - 60k	53,560	53 - 90k	73,645	500 - 700	600
Scrum Master	45 - 65k	56,650	55 - 80k	69,525	400 - 600	500
Project Manager	40 - 58k	50,470	50 - 86k	70,040	300 - 600	425
Programme Manager	65 - 84k	76,735	67 - 98k	84,975	450+	-
Programme Director	85 - 100k	95,275	100k+	-	700+	-
Agile Coach	48 - 66k	58,710	60 - 80k	72,100	500 - 700	625
Head of Delivery	79 - 90k	87,035	80 - 120k	103,000	600+	-
Head of Change	83 - 95k	91,670	80 - 120k	103,000	800+	-
Business Analyst	36 - 56k	47,380	49 - 86k	69,525	350 - 600	480

## SAP/CRM

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
CRM Consultant	45 - 70k	59,225	60 - 80k	72,100	350 - 750	550
SAP Consultant	51 - 75k	64,890	70 - 110k	92,700	500+	-
SAP Support	35 - 55k	46,350	40 - 80k	61,800	250+	-
Dynamics Developer	35 - 65k	51,500	50 - 75k	64,375	450 - 650	550
Dynamics Support	40 - 55k	48,925	45 - 60k	54,075	225 - 500	350

## 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
Information Security Manager	60 - 75k	<b>69,525</b>	55 - 90k	<b>74,675</b>	600 - 900	<b>750</b>
Security Analyst	35 - 65k	<b>51,500</b>	50 - 80k	<b>66,950</b>	500 - 700	<b>600</b>
Security Engineer/SCO	50 - 70k	<b>61,800</b>	55 - 112k	<b>86,005</b>	460 - 800	<b>625</b>
CISO	100 - 170k	<b>165,000</b>	120 - 180k	<b>170,000</b>	1,000 - 1,600	<b>1,300</b>
DPO	43 - 80k	<b>63,345</b>	50 - 90k	<b>72,100</b>	500 - 800	<b>700</b>

## Senior Appointments

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
CIO/Chief Data Officer	85 - 130k	<b>110,725</b>	90 - 170k	<b>133,900</b>	1,000 - 1,700	<b>1,400</b>
CTO	100 - 150k	<b>128,750</b>	120 - 200k	<b>164,800</b>	850 - 1,350	<b>1,125</b>
IT Director	80 - 110k	<b>97,850</b>	100 - 150k	<b>128,750</b>	700 - 1,000	<b>850</b>
Transformation Director	80 - 130k	<b>108,150</b>	100 - 150k	<b>128,750</b>	800 - 1,500	<b>1,125</b>
Digital Director	80 - 100k	<b>92,700</b>	100 - 120k	<b>113,300</b>	900 - 1,000	<b>925</b>

## Tester

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
Automation	28 - 50k	<b>40,170</b>	35 - 60k	<b>48,925</b>	350 - 450	<b>350</b>
Manual	28 - 48k	<b>39,140</b>	35 - 45k	<b>41,200</b>	400 - 650	<b>500</b>

## Testing

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
QA Test Analyst	27 - 45k	<b>37,080</b>	35 - 60k	<b>48,925</b>	300 - 550	<b>425</b>
Test Manager	40 - 65k	<b>54,075</b>	55 - 75k	<b>66,950</b>	400 - 800	<b>600</b>
NFT/Performance/Automation Tester	35 - 50k	<b>43,775</b>	40 - 65k	<b>54,075</b>	350 - 500	<b>425</b>



# Legal

The Legal salary report covers the salary and employment trends observed in London, the Midlands and the North 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

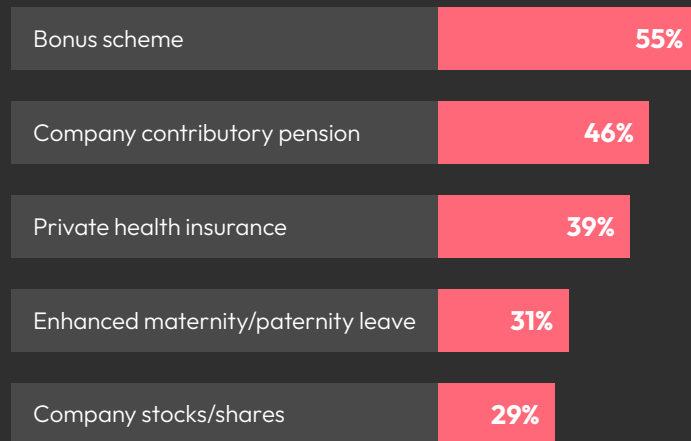
# Key findings

### Sector trends

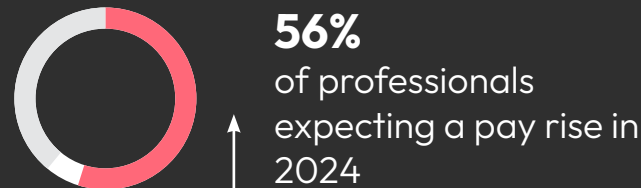
Ave. tenure **1.2 years** Hiring demand **Very high** Talent pool growth **1.0%**

Female **59%** Male **41%**

### Top 5 company benefits received



### Employee expectations



VS



### Top 3 professionals in demand

- 1 2 - 5 yrs' PQE Commercial Lawyer
- 2 0 - 10 yrs' PQE Non-Contentious Lawyer
- 3 Regulatory Lawyer



### Top 3 employee values

- 1 Flexible working
- 2 Progression opportunities
- 3 Job security

Company Secretary

	Permanent Salary Per Annum GBP (£)	Contract Rate Per Day (PAYE) GBP (£)
Role	Range	Range
<b>Plc</b>		
Company Secretary	145 - 330k	800 - 1000
Deputy Company Secretary	90 - 170k	750 - 950
Assistant Company Secretary	60 - 95k	550 - 750
Company Secretarial Assistant	40 - 60k	250 - 350
Trainee Company Secretary	25 - 35k	-
<b>Ltd Company</b>		
Company Secretary	100 - 185k	700 - 800
Deputy Company Secretary	80 - 130k	600 - 750
Assistant Company Secretary	50 - 70k	350 - 550
Company Secretarial Assistant	35 - 55k	200 - 300
Trainee Company Secretary	25 - 35k	-

51%

of professionals state the values of a company are very important when looking for a new role



In-House - Commerce & Industry

	Permanent Salary Per Annum GBP (£)	Contract Rate Per Day (PAYE) GBP (£)
Role	Range	Range
<b>IT</b>		
General Counsel/Head of Legal/Legal Director	150 - 300k	800 - 1,200
7 - 8 yrs' PQE	110 - 170k	550 - 700
4 - 6 yrs' PQE	90 - 130k	500 - 550
1 - 3 yrs' PQE	75 - 90k	350 - 475
Newly-qualified	65 - 75k	300 - 350
Contracts Manager	50 - 70k	300 - 450
Paralegal	28 - 55k	175 - 225
<b>Construction</b>		
General Counsel/Head of Legal/Legal Director	150k+	800 - 1200
7 - 8 yrs' PQE	110 - 150k	550 - 700
4 - 6 yrs' PQE	85 - 115k	500 - 550
1 - 3 yrs' PQE	75 - 90k	350 - 475
Newly-qualified	65 - 75k	300 - 350
Contracts Manager	45 - 65k	300 - 450
Paralegal	28 - 55k	175 - 225
<b>Hospitality</b>		
General Counsel/Head of Legal/Legal Director	150k+	700 - 1,000
7 - 8 yrs' PQE	100 - 130k	500 - 650
4 - 6 yrs' PQE	85 - 100k	400 - 500
1 - 3 yrs' PQE	65 - 85k	350 - 400
Newly-qualified	60 - 65k	300 - 350
Contracts Manager	50 - 70k	250 - 325
Paralegal	28 - 55k	150 - 190

In-House - Financial Services

	Permanent Salary Per Annum GBP (£)	Contract Rate Per Day (PAYE) GBP (£)
Role	Range	Range
<b>Investment Banking</b>		
10+ yrs' PQE	155k+	850+
7 - 9 yrs' PQE	135 - 200k	700 - 850
5 - 6 yrs' PQE	110 - 160k	600 - 700
4 yrs' PQE	100 - 135k	500 - 600
3 yrs' PQE	90 - 110k	400 - 500
2 yrs' PQE	80 - 100k	350 - 400
1 yr PQE	70 - 90k	300 - 350
<b>Investment Management/Private Wealth</b>		
10+ yrs' PQE	165k+	900+
7 - 9 yrs' PQE	130 - 200k	800 - 900
5 - 6 yrs' PQE	120 - 165k	650 - 800
4 yrs' PQE	100 - 130k	550 - 650
3 yrs' PQE	95 - 115k	500 - 550
2 yrs' PQE	85 - 100k	450 - 500
1 yr PQE	85 - 95k	400 - 450
<b>Retail Banking &amp; Insurance</b>		
10+ yrs' PQE	110 - 165k	650 - 900
7 - 9 yrs' PQE	100 - 130k	600 - 650
5 - 6 yrs' PQE	90 - 110k	500 - 600
4 yrs' PQE	80 - 95k	450 - 500
3 yrs' PQE	70 - 90k	350 - 450
2 yrs' PQE	65 - 85k	330 - 350
1 yr PQE	60 - 75k	300 - 325

In-House - Financial Services

	Permanent Salary Per Annum GBP (£)	Contract Rate Per Day (PAYE) GBP (£)
Role	Range	Range
<b>Trading Documentation Negotiator</b>		
10+ yrs' PQE	135k+	750 - 800
7 - 9 yrs' PQE	110 - 135k	550 - 650
5 - 6 yrs' PQE	105 - 125k	450 - 550
4 yrs' PQE	65 - 100k	400 - 450
3 yrs' PQE	60 - 95k	300 - 400
2 yrs' PQE	55 - 80k	225 - 325
1 yr PQE	40 - 60k	175 - 275

Private Practice - London Firm

	Permanent Salary Per Annum GBP (£)	Contract Rate Per Hour (PAYE) GBP (£)
Role	Range	Range
<b>City Firm</b>		
Partner	170k+	-
7+ yrs' PQE	120k+	60+
6 yrs' PQE	115 - 180k	60 - 70
5 yrs' PQE	110 - 170k	55 - 65
4 yrs' PQE	105 - 155k	50 - 60
3 yrs' PQE	102 - 145k	45 - 55
2 yrs' PQE	100 - 140k	40 - 50
1 yr PQE	95 - 130k	35 - 45
Newly-qualified	90 - 125k	30 - 40
Paralegal	30 - 50k	20 - 30

Private Practice - London Firm

	Permanent Salary Per Annum GBP (£)	Contract Rate Per Hour (PAYE) GBP (£)
Role	Range	Range
<b>West End Firm</b>		
Partner	90k+	-
7+ yrs' PQE	70k+	55+
6 yrs' PQE	70 - 105k	50 - 60
5 yrs' PQE	66 - 100k	45 - 55
4 yrs' PQE	63 - 90k	40 - 50
3 yrs' PQE	60 - 85k	35 - 45
2 yrs' PQE	57 - 80k	30 - 40
1 yr PQE	53 - 75k	25 - 35
Newly-qualified	50 - 70k	20 - 30
Paralegal	25 - 40k	15 - 25

55%

of legal professionals are planning to negotiate their salary in 2024

Private Practice - US Firm

	Permanent Salary Per Annum GBP (£)	Contract Rate Per Hour (PAYE) GBP (£)
Role	Range	Range
<b>New York</b>		
Partner	400k+	-
7+ yrs' PQE	350k+	80+
6 yrs' PQE	340 - 370k	70 - 75
5 yrs' PQE	280 - 340k	65 - 70
4 yrs' PQE	260 - 320k	60 - 65
3 yrs' PQE	240 - 270k	55 - 60
2 yrs' PQE	210 - 230k	50 - 55
1 yr PQE	190 - 205k	45 - 50
Newly-qualified	180 - 195k	40 - 45
Paralegal	40 - 50k	35 - 40
<b>Mid-Atlantic</b>		
Partner	250k+	-
7+ yrs' PQE	160k+	65+
6 yrs' PQE	150 - 210k	65 - 70
5 yrs' PQE	140 - 195k	60 - 65
4 yrs' PQE	130 - 185k	55 - 60
3 yrs' PQE	120 - 170k	50 - 55
2 yrs' PQE	110 - 160k	45 - 50
1 yr PQE	105 - 150k	40 - 45
Newly-qualified	100 - 145k	35 - 40
Paralegal	35 - 50k	25 - 30

## Private Practice - Risk & Compliance

Permanent Salary Per Annum GBP (£)	
Role	Range
<b>Head of</b>	
Global Head of Department/Director of Risk	180 - 350k
Head of Department	120 - 250k
Deputy Head/Compliance Manager	90 - 130k
<b>Senior Risk &amp; Compliance Lawyer</b>	
10+ yrs' PQE	150 - 170k
6 - 10yrs' PQE	130 - 150k
3 - 6yrs' PQE	110 - 130k
0 - 3yrs' PQE	80 - 95k
<b>Risk &amp; Compliance Analyst/Officer/Assistant</b>	
3 - 6yrs' PQE	60 - 80k
1 - 3yrs' PQE	45 - 60k
0 - 1yr PQE	35 - 48k

## Offshore

Permanent Salary Per Annum GBP (£)	
Role	Range
<b>Cayman Islands</b>	
Partner	350 - 370k
7+ yrs' PQE	200 - 250k
6 yrs' PQE	200 - 210k
5 yrs' PQE	177 - 190k
4 yrs' PQE	160 - 190k
3 yrs' PQE	155 - 175k

## Offshore

Permanent Salary Per Annum GBP (£)	
Role	Range
<b>British Virgin Islands</b>	
Partner	250 - 295k
7+ yrs' PQE	210 - 250k
6 yrs' PQE	220 - 250k
5 yrs' PQE	190 - 200k
4 yrs' PQE	180 - 186k
3 yrs' PQE	165 - 170k
2 yrs' PQE	150 - 155k
1 yr PQE	125 - 140k
Newly-qualified	130 - 135k
<b>Channel Islands</b>	
Partner	220 - 325k
7+ yrs' PQE	130 - 165k
6 yrs' PQE	100 - 120k
5 yrs' PQE	90 - 100k
4 yrs' PQE	80 - 84k
3 yrs' PQE	77 - 82k
2 yrs' PQE	75 - 78k
1 yr PQE	72 - 77k
Newly-qualified	70 - 75k

In-House

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		
9+ yrs' PQE	90 - 140k	<b>125,000</b>	85 - 160k	<b>130,550</b>	500 - 750	<b>650</b>
7 - 9 yrs' PQE	55 - 95k	<b>77,250</b>	60 - 105k	<b>83,400</b>	500 - 700	<b>630</b>
6 yrs' PQE	50 - 85k	<b>68,150</b>	55 - 95k	<b>77,200</b>	400 - 600	<b>535</b>
5 yrs' PQE	45 - 75k	<b>66,700</b>	52 - 90k	<b>72,350</b>	400 - 500	<b>480</b>
4 yrs' PQE	40 - 72k	<b>60,560</b>	50 - 85k	<b>68,800</b>	350 - 450	<b>425</b>
3 yrs' PQE	37 - 69k	<b>57,630</b>	48 - 75k	<b>62,720</b>	300 - 400	<b>370</b>
2 yrs' PQE	35 - 65k	<b>52,330</b>	45 - 70k	<b>58,300</b>	200 - 300	<b>265</b>
1 yr PQE	32 - 62k	<b>48,750</b>	42 - 65k	<b>54,620</b>	200 - 275	<b>245</b>
Newly-qualified	30 - 60k	<b>49,945</b>	40 - 60k	<b>51,250</b>	140 - 250	<b>210</b>
Paralegal/Contract Manager	20 - 35k	<b>29,565</b>	20 - 45k	<b>34,165</b>	100 - 125	<b>115</b>

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		
9+ yrs' PQE	90 - 140k	<b>116,500</b>	85 - 200k	<b>142,660</b>	450 - 600	<b>570</b>
7 - 9 yrs' PQE	55 - 95k	<b>74,650</b>	72 - 95k	<b>96,740</b>	450 - 600	<b>565</b>
6 yrs' PQE	50 - 85k	<b>68,340</b>	61 - 75k	<b>86,520</b>	350 - 400	<b>385</b>
5 yrs' PQE	45 - 75k	<b>61,100</b>	58 - 85k	<b>82,880</b>	250 - 300	<b>275</b>
4 yrs' PQE	40 - 72k	<b>56,225</b>	55 - 80k	<b>76,800</b>	200 - 300	<b>270</b>
3 yrs' PQE	37 - 69k	<b>54,440</b>	52 - 78k	<b>74,000</b>	200 - 300	<b>255</b>
2 yrs' PQE	35 - 65k	<b>51,562</b>	50 - 75k	<b>72,125</b>	150 - 250	<b>210</b>
1 yr PQE	32 - 62k	<b>47,450</b>	48 - 70k	<b>70,570</b>	150 - 250	<b>205</b>
Newly-qualified	30 - 60k	<b>45,147</b>	45 - 68k	<b>67,660</b>	100 - 250	<b>190</b>
Paralegal/Contract Manager	20 - 35k	<b>27,780</b>	22 - 45k	<b>43,750</b>	100 - 235	<b>185</b>



In-House

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		
9+ yrs' PQE	91 - 171k	<b>132,894</b>	91 - 171k	<b>133,348</b>	535 - 800	<b>695</b>
7 - 9 yrs' PQE	64 - 112k	<b>89,559</b>	64 - 112k	<b>89,880</b>	535 - 800	<b>695</b>
6 yrs' PQE	59 - 102k	<b>81,427</b>	59 - 102k	<b>81,721</b>	430 - 695	<b>630</b>
5 yrs' PQE	55 - 96k	<b>77,082</b>	55 - 96k	<b>77,361</b>	430 - 590	<b>550</b>
4 yrs' PQE	53 - 90k	<b>73,295</b>	53 - 90k	<b>73,562</b>	375 - 480	<b>444</b>
3 yrs' PQE	51 - 80k	<b>66,832</b>	51 - 80k	<b>67,089</b>	320 - 320	<b>440</b>
2 yrs' PQE	48 - 74k	<b>62,488</b>	48 - 74k	<b>62,728</b>	215 - 270	<b>250</b>
1 yr PQE	45 - 70k	<b>58,143</b>	45 - 70k	<b>58,368</b>	215 - 270	<b>240</b>
Newly-qualified	43 - 64k	<b>54,356</b>	43 - 64k	<b>54,570</b>	150 - 270	<b>210</b>
Paralegal/Contract Manager	21 - 48k	<b>35,203</b>	21 - 48k	<b>35,310</b>	110 - 190	<b>165</b>

## 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		
9+ yrs' PQE	90 - 133k	<b>116,844</b>	90 - 214k	<b>157,049</b>	480 - 750	<b>660</b>
7 - 9 yrs' PQE	53 - 101k	<b>80,678</b>	75 - 101k	<b>90,923</b>	480 - 750	<b>655</b>
6 yrs' PQE	48 - 85k	<b>69,550</b>	64 - 80k	<b>74,391</b>	375 - 695	<b>560</b>
5 yrs' PQE	42 - 75k	<b>61,204</b>	60 - 91k	<b>77,698</b>	267 - 590	<b>520</b>
4 yrs' PQE	40 - 67k	<b>56,196</b>	56 - 85k	<b>73,289</b>	215 - 375	<b>350</b>
3 yrs' PQE	39 - 62k	<b>52,301</b>	53 - 83k	<b>70,534</b>	215 - 320	<b>270</b>
2 yrs' PQE	36 - 60k	<b>50,076</b>	51 - 80k	<b>67,779</b>	160 - 295	<b>235</b>
1 yr PQE	34 - 58k	<b>47,850</b>	48 - 74k	<b>63,370</b>	160 - 295	<b>230</b>
Newly-qualified	30 - 55k	<b>44,512</b>	42 - 72k	<b>59,513</b>	107 - 270	<b>200</b>
Paralegal/Contract Manager	21 - 37k	<b>30,602</b>	24 - 48k	<b>36,920</b>	107 - 270	<b>195</b>



# Risk, Compliance & Financial Crime

The Risk, Compliance & Financial Crime salary report covers the salary and employment trends observed in London and the North across the following areas:

- Risk
- Compliance
- Financial Crime

# Key findings

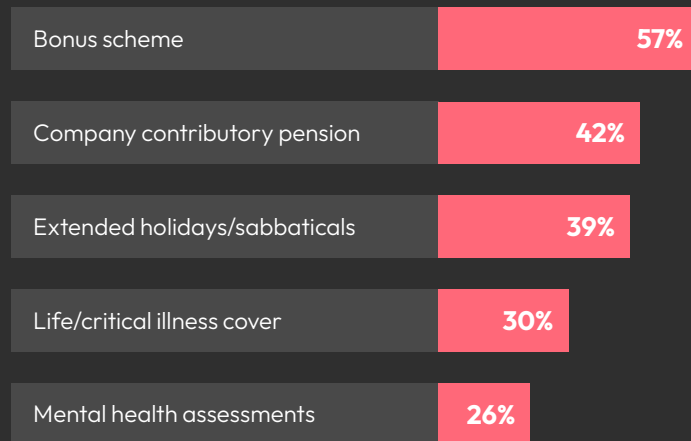
## Risk, Compliance & Financial Crime

### Sector trends

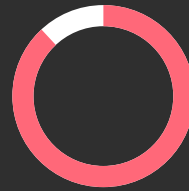
Ave. tenure **1.8 years** Hiring demand **Very high** Talent pool growth **0.8%**

Female **51%** Male **49%**

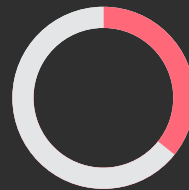
### Top 5 company benefits received



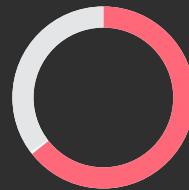
### Employee expectations



**87%** of professionals looking for a new job in 2024

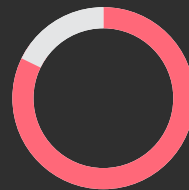


**38%** are confident about job opportunities in this sector



**65%** of professionals expecting a pay rise in 2024

VS



**80%** of businesses giving pay rises in 2024



### Top 3 professionals in demand

- 1 Risk & Compliance Lawyer
- 2 Senior Compliance Analyst
- 3 Compliance Manager



### Top 3 employee values

- 1 Flexible working
- 2 Progression opportunities
- 3 Job security

## Risk

Role	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
	Range	Average	Range	Average
<b>Market Risk Management</b>				
10+ yrs' exp (VP/Director)	140k+	-	850+	-
7 - 10 yrs' exp (VP)	80 - 125k	100,123	650 - 850	725
5 - 7 yrs' exp (AVP/VP)	65 - 85k	72,320	500 - 700	625
3 - 5 yrs' exp (Associate/AVP)	55 - 70k	62,321	400 - 550	500
1 - 3 yrs' exp (Analyst)	40 - 50k	46,850	250 - 375	315
<b>Credit Analysis</b>				
10+ yrs' exp (VP/Director)	130k+	-	1,000+	-
7 - 10 yrs' exp (VP)	80 - 105k	90,123	450 - 550	478
5 - 7 yrs' exp (AVP/VP)	60 - 78k	69,123	300 - 450	412
3 - 5 yrs' exp (Associate/AVP)	44 - 65k	54,123	200 - 350	280
1 - 3 yrs' exp (Analyst)	35 - 50k	45,125	200 - 300	252
<b>Credit Risk Modelling/Stress Testing</b>				
10+ yrs' exp (VP/Director)	130k+	-	900+	-
7 - 10 yrs' exp (VP)	95 - 130k	110,323	750 - 850	801
5 - 7 yrs' exp (AVP/VP)	75 - 115k	90,123	575 - 700	625
3 - 5 yrs' exp (Associate/AVP)	55 - 80k	70,555	480 - 600	550
1 - 3 yrs' exp (Analyst)	35 - 60k	48,399	300 - 500	413
<b>Quantitative Analysis</b>				
10+ yrs' exp (VP/Director)	130k+	-	900+	-
7 - 10 yrs' exp (VP)	95 - 130k	110,323	650 - 850	700
5 - 7 yrs' exp (AVP/VP)	75 - 105k	90,125	550 - 750	650
3 - 5 yrs' exp (Associate/AVP)	55 - 80k	71,699	500 - 650	575
1 - 3 yrs' exp (Analyst)	35 - 60k	51,657	250 - 550	400

## Risk

Role	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
	Range	Average	Range	Average
<b>Performance &amp; Investment Risk Analysis</b>				
10+ yrs' exp (VP/Director)	130k+	-	750+	-
7 - 10 yrs' exp (VP)	90 - 120k	105,456	525 - 750	675
5 - 7 yrs' exp (AVP/VP)	70 - 85k	76,590	425 - 550	503
3 - 5 yrs' exp (Associate/AVP)	55 - 75k	66,555	325 - 500	432
1 - 3 yrs' exp (Analyst)	40 - 55k	47,750	300 - 450	380
<b>Operational Risk</b>				
10+ yrs' exp (VP/Director)	135k+	-	750+	-
7 - 10 yrs' exp (VP)	90 - 130k	110,124	550 - 675	602
5 - 7 yrs' exp (AVP/VP)	70 - 95k	82,323	440 - 575	512
3 - 5 yrs' exp (Associate/AVP)	50 - 75k	67,432	400 - 500	453
1 - 3 yrs' exp (Analyst)	40 - 55k	48,125	325 - 450	415
<b>Liquidity Risk</b>				
10+ yrs' exp (VP/Director)	115k+	-	800+	-
7 - 10 yrs' exp (VP)	95 - 115k	100,123	700 - 850	777
5 - 7 yrs' exp (AVP/VP)	75 - 95k	83,453	625 - 750	674
3 - 5 yrs' exp (Associate/AVP)	55 - 75k	67,432	425 - 625	512
1 - 3 yrs' exp (Analyst)	40 - 70k	52,675	325 - 475	400
<b>Enterprise Risk</b>				
10+ yrs' exp (VP/Director)	130k+	-	750+	-
7 - 10 yrs' exp (VP)	85 - 120k	101,124	600+	-
5 - 7 yrs' exp (AVP/VP)	85 - 100k	90,118	500 - 600	565
3 - 5 yrs' exp (Associate/AVP)	45 - 70k	54,320	400 - 500	454
1 - 3 yrs' exp (Analyst)	45 - 50k	47,567	250 - 350	278

### Compliance - Buy Side

Role	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
	Range	Average	Range	Average
<b>Large Institutional Asset Manager</b>				
Director	135k+	163,405	800+	-
VP	90 - 130k	110,050	550-750	650
Associate/AVP	55 - 85k	70,274	350-550	465
Analyst	35 - 50k	40,375	200-300	250
<b>Asset Management Arm of Financial Services Firm</b>				
Director	130k+	156,854	800+	-
VP	85 - 125k	100,900	500-750	600
Associate/AVP	55 - 80k	72,183	350-550	440
Analyst	35 - 50k	41,021	200-300	240
<b>Boutique Investment Manager</b>				
Director	135k+	180,384	800+	-
VP	95 - 130k	111,000	550-750	640
Associate/AVP	60 - 90k	75,385	350-550	470
Analyst	35 - 60k	51,034	200-300	250

## Compliance - Sell Side

Role	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
	Range	Average	Range	Average
<b>Central Compliance</b>				
Director	120 - 150k	136,135	550 - 600	576
VP	80 - 125k	103,114	400 - 475	440
Associate/AVP	40 - 75k	59,123	300 - 400	351
<b>Trade Surveillance</b>				
Director	120 - 150k	137,181	500 - 600	552
VP	80 - 120k	101,123	400 - 500	451
Associate/AVP	50 - 70k	60,921	325 - 375	351
<b>Product Advisory</b>				
Director	135 - 170k	152,500	650 - 850	751
VP	95 - 130k	112,500	500 - 650	576
Associate/AVP	65 - 95k	80,000	350 - 500	451
<b>Control Room</b>				
Director	120 - 150k	137,124	650 - 750	701
VP	70 - 115k	91,183	400 - 600	491
Associate/AVP	50 - 70k	57,982	300 - 400	320
Regulatory Affairs/Change				
Director	120 - 155k	138,573	650 - 750	691
VP	80 - 115k	96,245	400 - 550	451
Associate/AVP	55 - 80k	64,761	300 - 400	338
<b>Monitoring/Assurance</b>				
Director	120 - 155k	138,901	650 - 750	678
VP	80 - 115k	96,123	400 - 550	451
Associate/AVP	55 - 80k	62,320	300 - 400	335



## Financial Crime

Role	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
	Range	Average	Range	Average
<b>KYC</b>				
6+ yrs' exp	70 - 90k	81,123	450 - 650	557
4 - 6 yrs' exp	55 - 65k	61,192	350 - 425	401
2 - 4 yrs' exp	40 - 48k	44,321	250 - 325	294
0 - 2 yrs' exp	30 - 40k	35,278	200 - 250	235
<b>AML Policy/Advisory</b>				
6+ yrs' exp	90 - 130k	112,505	550 - 850	702
4 - 6 yrs' exp	70 - 85k	77,130	425 - 525	476
2 - 4 yrs' exp	50 - 65k	58,910	325 - 425	378
0 - 2 yrs' exp	40 - 50k	45,157	250 - 300	284
<b>Sanctions Policy/Advisory</b>				
6+ yrs' exp	100 - 120k	113,134	550 - 750	660
4 - 6 yrs' exp	70 - 90k	78,001	400 - 500	440
2 - 4 yrs' exp	50 - 70k	61,210	275 - 375	334
<b>ABC Policy/Advisory</b>				
6+ yrs' exp	85 - 120k	103,131	500 - 700	610
4 - 6 yrs' exp	65 - 78k	72,450	400 - 500	456
2 - 4 yrs' exp	50 - 60k	56,890	300 - 375	350
0 - 2 yrs' exp	35 - 45k	39,190	-	-
Associate/AVP	55 - 80k	64,761	300 - 400	338

## Financial Crime

Role	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
	Range	Average	Range	Average
<b>Fraud</b>				
6+ yrs' exp	70 - 110k	92,300	450 - 600	530
4 - 6 yrs' exp	50 - 70k	59,980	350 - 450	401
2 - 4 yrs' exp	40 - 50k	44,540	250 - 350	302
0 - 2 yrs' exp	30 - 40k	34,312	200 - 250	228
<b>Transaction Monitoring</b>				
6+ yrs' exp	75 - 110k	95,130	500 - 600	556
4 - 6 yrs' exp	60 - 72k	67,450	400 - 475	439
2 - 4 yrs' exp	45 - 55k	47,500	300 - 400	359
0 - 2 yrs' exp	30 - 42k	35,003	200 - 300	257

**78%**

of risk, compliance & financial crime professionals value having flexible work arrangements

## Risk

Permanent Salary Per Annum GBP (£)			
Role	Range	Average	
<b>Market Risk Management</b>			
10+ yrs' exp (VP/Director)	100 - 140k	125,200	
7 - 10 yrs' exp (VP)	90 - 120k	109,550	
5 - 7 yrs' exp (AVP/VP)	75 - 90k	86,250	
3 - 5 yrs' exp (Associate/AVP)	50 - 70k	62,510	
1 - 3 yrs' exp (Analyst)	40 - 55k	49,500	
<b>Credit Analysis</b>			
10+ yrs' exp (VP/Director)	100 - 140k	124,365	
7 - 10 yrs' exp (VP)	90 - 120k	108,639	
5 - 7 yrs' exp (AVP/VP)	75 - 90k	85,564	
3 - 5 yrs' exp (Associate/AVP)	50 - 70k	62,001	
1 - 3 yrs' exp (Analyst)	40 - 55k	49,120	
<b>Credit Risk Modelling/Stress Testing</b>			
10+ yrs' exp (VP/Director)	100 - 140k	124,570	
7 - 10 yrs' exp (VP)	90 - 120k	109,056	
5 - 7 yrs' exp (AVP/VP)	75 - 90k	85,873	
3 - 5 yrs' exp (Associate/AVP)	50 - 70k	62,251	
1 - 3 yrs' exp (Analyst)	40 - 55k	49,337	
<b>Quantitative Analysis</b>			
10+ yrs' exp (VP/Director)	100 - 140k	126,475	
7 - 10 yrs' exp (VP)	90 - 120k	110,450	
5 - 7 yrs' exp (AVP/VP)	75 - 90k	87,836	
3 - 5 yrs' exp (Associate/AVP)	50 - 70k	64,385	
1 - 3 yrs' exp (Analyst)	40 - 55k	49,920	

## Compliance - Buy Side

Role	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
	Range	Average	Range	Average
<b>Large Institutional Asset Manager</b>				
Director	120 - 160k	142,550	600 - 800	725
VP	75 - 110k	92,525	500 - 700	625
Associate/AVP	50 - 75k	61,900	375 - 500	450
Analyst	30 - 45k	37,985	200 - 350	275
<b>Asset Management Arm of Financial Services Firm</b>				
Director	120 - 160k	143,545	600 - 800	725
VP	75 - 110k	92,445	500 - 700	625
Associate/AVP	50 - 75k	63,675	375 - 500	450
Analyst	30 - 45k	37,985	200 - 350	280
<b>Boutique Investment Manager</b>				
Director	120 - 160k	143,560	600 - 800	725
VP	75 - 110k	91,875	500 - 700	625
Associate/AVP	50 - 75k	64,050	375 - 500	450
Analyst	30 - 45k	38,750	200 - 350	275

## Compliance - Sell Side

Permanent Salary Per Annum GBP (£)		
Role	Range	Average
<b>Central Compliance</b>		
Director	115 - 140k	126,900
VP	75 - 110k	92,850
Associate/AVP	30 - 75k	54,125
<b>Trade Surveillance</b>		
Director	115 - 140k	128,960
VP	75 - 110k	92,100
Associate/AVP	45 - 70k	58,325
<b>Product Advisory</b>		
Director	115 - 140k	128,375
VP	75 - 110k	92,900
Associate/AVP	50 - 90k	71,450
<b>Control Room</b>		
Director	115 - 140k	128,025
VP	65 - 100k	83,075
Associate/AVP	30 - 75k	52,500
<b>Regulatory Affairs/Change</b>		
Director	115 - 140k	127,850
VP	75 - 110k	93,075
Associate/AVP	50 - 75k	63,500
<b>Monitoring/Assurance</b>		
Director	115 - 140k	127,900
VP	75 - 110k	93,125
Associate/AVP	50 - 75k	63,150

## Financial Crime

Role	Permanent Salary Per Annum GBP (£)	
	Range	Average
<b>KYC</b>		
6+ yrs' exp	65 - 90k	77,522
4 - 6 yrs' exp	55 - 70k	62,560
2 - 4 yrs' exp	40 - 55k	47,500
0 - 2 yrs' exp	30 - 40k	35,135
<b>AML Policy/Advisory</b>		
6+ yrs' exp	80 - 130k	105,294
4 - 6 yrs' exp	65 - 85k	76,050
2 - 4 yrs' exp	45 - 70k	57,500
0 - 2 yrs' exp	35 - 50k	42,385
<b>Sanctions Policy/Advisory</b>		
6+ yrs' exp	80 - 130k	105,202
4 - 6 yrs' exp	65 - 85k	75,485
2 - 4 yrs' exp	45 - 70k	57,556
<b>ABC Policy/Advisory</b>		
6+ yrs' exp	75 - 130k	102,567
4 - 6 yrs' exp	55 - 75k	65,995
2 - 4 yrs' exp	45 - 65k	55,486
0 - 2 yrs' exp	35 - 50k	42,520

## Financial Crime

Permanent Salary Per Annum GBP (£)		
Role	Range	Average
<b>Fraud</b>		
6+ yrs' exp	75 - 120k	97,284
4 - 6 yrs' exp	55 - 80k	67,510
2 - 4 yrs' exp	40 - 55k	47,647
0 - 2 yrs' exp	30 - 40k	35,005
<b>Transaction Monitoring</b>		
6+ yrs' exp	75 - 100k	87,545
4 - 6 yrs' exp	55 - 70k	62,528
2 - 4 yrs' exp	40 - 55k	48,100
0 - 2 yrs' exp	30 - 40k	35,276

# 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 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





# Key findings

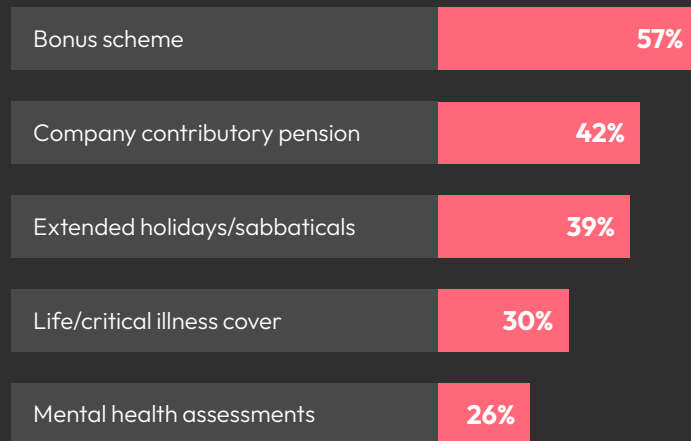
## Supply Chain, Procurement & Logistics

### Sector trends

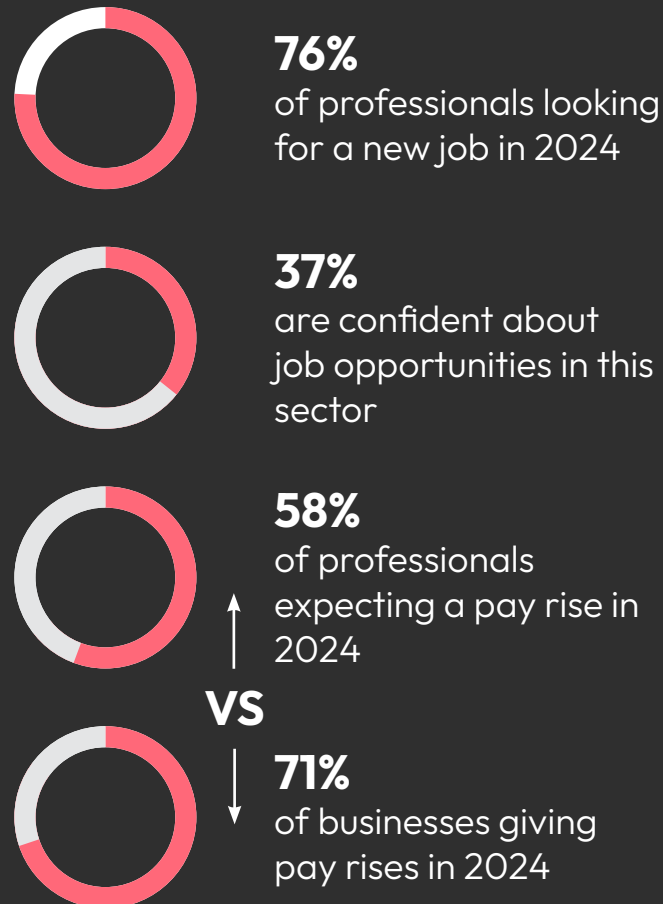
Ave. tenure **1.5 years**    Hiring demand **High**    Talent pool growth **-0.3%**

Female **26%**    Male **74%**

### Top 5 company benefits received



### Employee expectations



### Top 3 professionals in demand

- 1 ESG Procurement Specialist
- 2 Category Manager
- 3 Supplier Manager



### Top 3 employee values

- 1 Flexible working
- 2 Progression opportunities
- 3 Job security

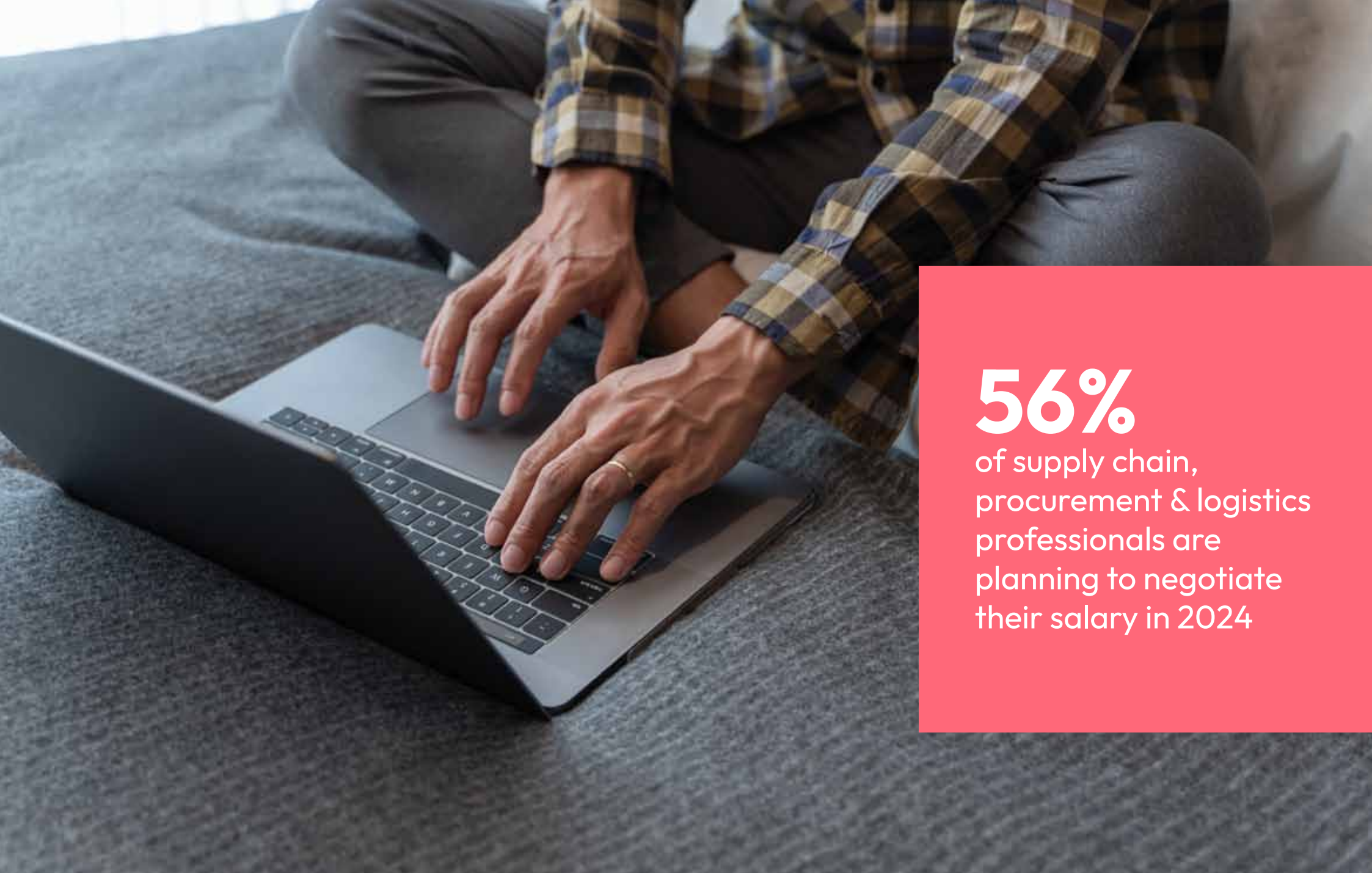
Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
<b>Procurement</b>						
Procurement/Purchasing Director	75 - 100k	88,762	115 - 130k	123,470	600 - 1,000	850
Head of Procurement/Purchasing	43 - 85k	62,394	85 - 100k	94,658	550 - 950	800
Procurement/Purchasing Manager	36 - 56k	47,888	48 - 72k	61,293	380 - 650	575
Category Manager	44 - 56k	51,790	51 - 62k	57,450	350 - 550	540
Senior Buyer	38 - 49k	45,602	42 - 57k	50,010	300 - 400	355
Buyer/Junior Buyer	29 - 39k	34,043	36 - 47k	42,650	125 - 300	250
<b>Supply Chain</b>						
Supply Chain Director	82 - 130k	107,842	115 - 165k	141,026	650 - 1,000	850
Head of Supply Chain	67 - 85k	77,005	75 - 100k	88,600	500 - 900	750
Supply Chain Manager	50 - 65k	58,430	55 - 75k	66,505	500 - 650	600
Demand Planning Manager	45 - 55k	51,740	50 - 65k	58,695	200 - 350	275
Planner	32 - 40k	37,183	35 - 45k	40,100	150 - 300	225
Material Planning Manager	42 - 50k	47,030	50 - 60k	55,203	150 - 300	225
Supply Chain Analyst	30 - 36k	33,422	35 - 45k	41,384	200 - 300	250
Stock Team Leader	25 - 32k	29,938	31 - 37k	35,495	150 - 250	200
<b>Logistics</b>						
Logistics Director	85 - 105k	96,485	95 - 140k	118,450	650 - 1,200	950
Operations Director	85 - 100k	96,505	95 - 145k	122,366	600 - 1,200	950
General Manager	60 - 75k	68,255	75 - 100k	88,005	400 - 500	490
Transport Manager	45 - 52k	48,928	55 - 70k	63,293	300 - 475	400
Logistics Manager	45 - 55k	51,266	55 - 75k	66,590	350 - 500	450

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		
Warehouse Manager	35 - 48k	<b>41,930</b>	45 - 60k	<b>53,495</b>	250 - 380	<b>325</b>
Operations Manager	45 - 55k	<b>50,008</b>	55 - 70k	<b>63,493</b>	240 - 400	<b>350</b>
Distribution Manager	40 - 50k	<b>45,695</b>	50 - 65k	<b>58,009</b>	250 - 360	<b>350</b>
Health & Safety Manager	42 - 50k	<b>47,577</b>	50 - 60k	<b>56,492</b>	-	-
Shift Manager	35 - 42k	<b>39,204</b>	42 - 52k	<b>48,390</b>	200 - 300	<b>300</b>
First Line Manager	27 - 32k	<b>29,455</b>	32 - 40k	<b>36,203</b>	-	-
<b>Engineering</b>					-	-
Managing Director	90 - 130k	<b>111,004</b>	130 - 200k	<b>166,293</b>	-	-
Operations Director	80 - 95k	<b>89,366</b>	95 - 140k	<b>120,266</b>	-	-
Engineering Director	75 - 90k	<b>83,657</b>	90 - 130k	<b>111,097</b>	-	-
Manufacturing Director	75 - 90k	<b>82,300</b>	90 - 130k	<b>110,500</b>	-	-
Operations Manager	45 - 55k	<b>51,280</b>	60 - 75k	<b>69,929</b>	-	-
Production Manager	40 - 50k	<b>44,980</b>	55 - 70k	<b>63,293</b>	-	-
Quality Manager	45 - 55k	<b>50,485</b>	55 - 70k	<b>62,789</b>	-	-
Design Engineer	30 - 40k	<b>36,580</b>	40 - 55k	<b>49,390</b>	-	-
Manufacturing Engineer	35 - 45k	<b>41,294</b>	40 - 50k	<b>46,938</b>	-	-
Quality Engineer	33 - 40k	<b>37,446</b>	38 - 48k	<b>44,002</b>	-	-

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		
<b>Procurement</b>						
Procurement/Purchasing Director	85 - 105k	98,798	110 - 145k	131,075	700 - 1,000	960
Head of Procurement/Purchasing	70 - 100k	85,000	85 - 125k	104,325	600 - 950	830
Procurement/Purchasing Manager	50 - 67k	56,119	58 - 72k	62,418	500 - 650	580
Category Manager	46 - 58k	52,419	54 - 65k	59,085	450 - 600	430
Senior Buyer	38 - 54k	44,340	45 - 62k	55,875	380 - 500	430
Buyer/Junior Buyer	28 - 36k	33,998	34 - 40k	41,723	250 - 300	270
<b>Supply Chain</b>						
Supply Chain Director	85 - 110k	97,732	125 - 145k	128,400	750 - 1,200	1,070
Head of Supply Chain	65 - 85k	73,113	76 - 100k	89,289	700 - 1,000	910
Supply Chain Manager	52 - 60k	58,140	61 - 74k	71,100	500 - 650	695
Demand Planning Manager	53 - 63k	56,715	56 - 75k	66,810	300 - 600	535
Planner	29 - 36k	34,608	42 - 50k	47,216	250 - 400	375
<b>Logistics</b>						
Logistics Director	80 - 110k	95,193	110 - 125k	109,140	750 - 1,200	1,070
Operations Director	85 - 110k	94,058	100 - 135k	120,375	750 - 1,200	1,070
General Manager	65 - 80k	70,973	85 - 110k	98,570	400 - 600	590
Transport Manager	54 - 63k	62,100	62 - 75k	70,755	300 - 500	455
Logistics Manager	50 - 65k	57,423	60 - 75k	70,979	300 - 450	425
Warehouse Manager	40 - 55k	47,138	48 - 65k	57,774	250 - 450	375
Operations Manager	44 - 55k	52,561	50 - 65k	57,533	250 - 450	360
Distribution Manager	46 - 60k	54,813	58 - 72k	65,049	300 - 420	405
Shift Manager	36 - 46k	44,349	40 - 52k	46,598	200 - 300	295

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		
<b>Procurement</b>						
Chief Procurement Officer	-	-	180 - 250k	215,000	-	-
Procurement Director	100 - 120k	110,000	120 - 160k	140,000	750 - 1,000	900
Category Director	100 - 120k	110,000	100 - 130k	115,000	750 - 1,000	900
Head of Procurement	70 - 100k	85,000	100 - 120k	110,000	650 - 1,000	825
Head of Category Management	70 - 100k	85,000	90 - 120k	105,000	650 - 1,000	825
Head of Supplier Management	70 - 100k	85,000	90 - 120k	110,000	650 - 1,000	825
Senior Category Manager	65 - 80k	72,500	75 - 90k	82,500	525 - 650	650
Procurement Lead	60 - 80k	70,000	70 - 85k	77,500	500 - 650	575
Supplier Manager	50 - 70k	60,000	60 - 80k	70,000	400 - 600	500
Procurement Manager	45 - 65k	55,000	60 - 75k	67,500	500 - 600	550
Category Manager	55 - 70k	62,500	65 - 75k	70,000	425 - 650	500
Sourcing Manager	40 - 60k	50,000	55 - 70k	62,500	425 - 600	475
Contract Manager	40 - 60k	50,000	45 - 65k	55,000	350 - 550	450
Procurement Specialist	35 - 40k	38,700	40 - 55k	47,500	250 - 300	275
Senior Buyer	35 - 40k	37,500	40 - 50k	45,000	350 - 450	400
Category Buyer	30 - 38k	34,000	35 - 48k	41,500	200 - 300	250
Procurement Analyst	35 - 40k	37,500	35 - 48k	41,500	200 - 300	250
Procurement Officer	30 - 38k	34,000	30 - 40k	35,000	200 - 300	250
Buyer	28 - 35k	31,500	30 - 45k	37,500	200 - 300	240
Procurement Assistant	20 - 28k	24,000	20 - 32k	26,000	115 - 140	125

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		
<b>Logistics</b>						
Logistics Director	85 - 105k	<b>96,598</b>	95 - 150k	<b>123,029</b>	650 - 1,200	<b>950</b>
Operations Director	85 - 100k	<b>93,598</b>	95 - 145k	<b>120,550</b>	600 - 1,200	<b>950</b>
General Manager	60 - 75k	<b>68,900</b>	85 - 110k	<b>98,460</b>	400 - 500	<b>500</b>
Transport Manager	45 - 52k	<b>49,565</b>	60 - 75k	<b>68,460</b>	300 - 475	<b>400</b>
Logistics Manager	45 - 55k	<b>51,288</b>	60 - 75k	<b>68,500</b>	350 - 500	<b>450</b>
Warehouse Manager	35 - 48k	<b>41,259</b>	45 - 60k	<b>53,274</b>	250 - 380	<b>325</b>
Operations Manager	45 - 55k	<b>50,230</b>	55 - 70k	<b>63,485</b>	240 - 400	<b>350</b>
Distribution Manager	40 - 50k	<b>46,599</b>	50 - 65k	<b>58,900</b>	250 - 360	<b>350</b>
Shift Manager	35 - 42k	<b>39,700</b>	42 - 52k	<b>48,399</b>	200 - 300	<b>300</b>



**56%**  
of supply chain,  
procurement & logistics  
professionals are  
planning to negotiate  
their salary in 2024

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



# Key findings

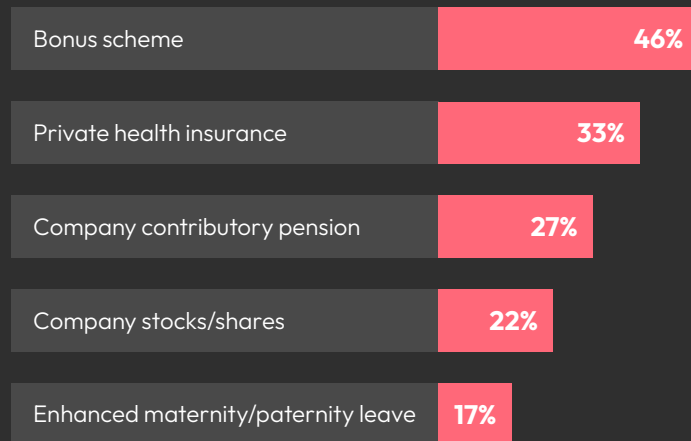
## Manufacturing & Engineering

### Sector trends

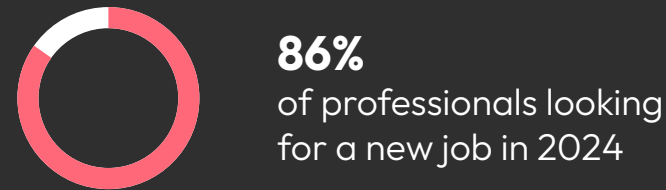
Ave. tenure **1.7 years** Hiring demand **Very high** Talent pool growth **0.2%**

Female **14%** Male **86%**

### Top 5 company benefits received



### Employee expectations



VS



### Top 3 professionals in demand

- 1 Production/Operations Manager
- 2 Process Engineers
- 3 Electronic Engineers



### Top 3 employee values

- 1 Excellent compensation and benefits
- 2 Enhanced wellbeing strategies
- 3 Flexible working

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	80 - 105k	<b>94,636</b>	105 - 175k	<b>123,749</b>	600 - 1,000	<b>820</b>
Factory/Plant Manager	70 - 100k	<b>79,222</b>	70 - 95k	<b>80,491</b>	400 - 700	<b>630</b>
Engineering Manager	55 - 83k	<b>69,309</b>	55 - 82k	<b>70,492</b>	350 - 650	<b>475</b>
CI Manager	50 - 72k	<b>63,181</b>	52- 70k	<b>64,560</b>	350 - 550	<b>425</b>
Quality Manager	45 - 63k	<b>57,769</b>	45 - 63k	<b>58,727</b>	350 - 450	<b>385</b>
Production Manager	50 - 63k	<b>57,799</b>	50 - 63k	<b>58,604</b>	240 - 380	<b>320</b>
Health and Safety Manager	45 - 67k	<b>56,723</b>	46 - 66k	<b>57,620</b>	250 - 350	<b>310</b>
ECI Engineer	42 - 56k	<b>53,000</b>	42 - 56k	<b>56,813</b>	350 - 450	<b>405</b>
Automation Engineer	42 - 56k	<b>54,500</b>	42 - 57k	<b>54,000</b>	420 - 560	<b>530</b>
Process Engineer	42 - 55k	<b>54,000</b>	41 - 55k	<b>52,900</b>	320 - 560	<b>345</b>
Manufacturing Engineer	41 - 55k	<b>48,250</b>	42 - 55k	<b>48,400</b>	250 - 380	<b>305</b>

# 58%

of manufacturing and engineering professionals value having flexible work arrangements

A photograph of two young women with long blonde hair, wearing dark blue coats, laughing heartily. They are holding yellow and white coffee cups. The woman on the left is covering her eyes with her hand, and the woman on the right is laughing with her mouth wide open. The background is a blurred outdoor setting with a wooden fence.

# Marketing

The Marketing salary report covers the salary and employment trends observed in London across the following roles:

- Generalist Marketing
- Digital Marketing

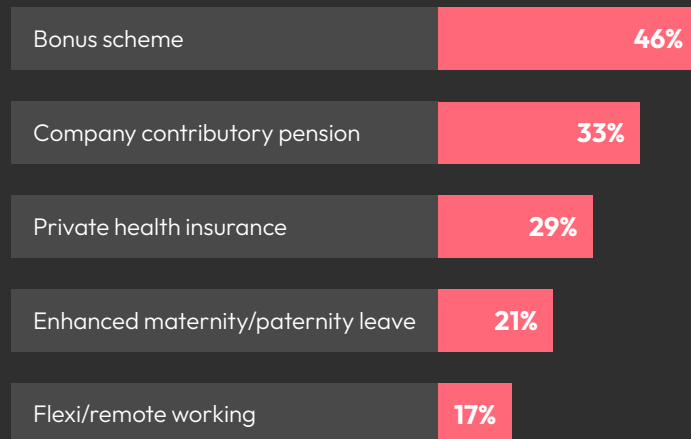
# Key findings

### Sector trends

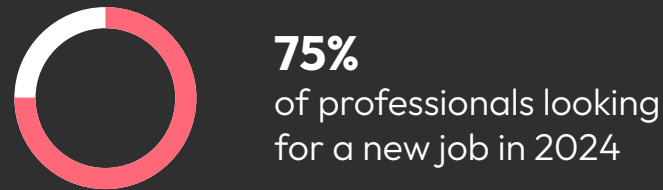
Ave. tenure **1.3 years** Hiring demand **Very high** Talent pool growth **0.2%**

Female **58%** Male **42%**

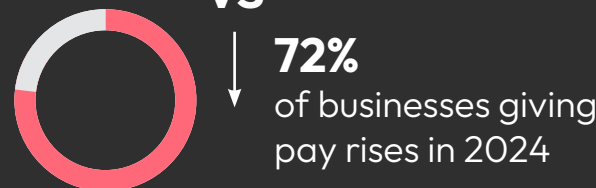
### Top 5 company benefits received



### Employee expectations



VS



### Top 3 professionals in demand

- 1 Communications Manager
- 2 Events Manager
- 3 Marketing Manager



### Top 3 employee values

- 1 Flexible working
- 2 Progression opportunities
- 3 Positive work-life balance

## General

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 Marketing Officer	120 - 180k	<b>132,305</b>	130 - 300k	<b>201,303</b>	550 - 1,500	<b>1,020</b>
Marketing Director	90 - 130k	<b>101,567</b>	100 - 200k	<b>131,100</b>	550 - 1,200	<b>805</b>
Head of Marketing	70 - 110k	<b>96,953</b>	90 - 130k	<b>110,483</b>	550 - 1,000	<b>750</b>
Head of PR	70 - 95k	<b>84,284</b>	70 - 120k	<b>91,299</b>	500 - 1,000	<b>750</b>
Head of Communications	70 - 100k	<b>90,101</b>	90 - 130k	<b>110,384</b>	600 - 1,200	<b>950</b>
Head of Content	55 - 90k	<b>65,284</b>	70 - 110k	<b>90,049</b>	350 - 800	<b>700</b>
Marketing Manager	40 - 55k	<b>50,485</b>	50 - 70k	<b>61,384</b>	350 - 750	<b>450</b>
B2B Marketing Manager	40 - 55k	<b>52,295</b>	50 - 75k	<b>65,477</b>	300 - 750	<b>450</b>
Demand Generation Manager	40 - 60k	<b>55,384</b>	55 - 75k	<b>65,675</b>	300 - 600	<b>450</b>
Brand Manager	40 - 55k	<b>45,010</b>	55 - 80k	<b>65,190</b>	250 - 600	<b>410</b>
Campaign Manager	35 - 55k	<b>41,390</b>	50 - 75k	<b>55,005</b>	300 - 550	<b>350</b>
Content Manager	28 - 50k	<b>36,779</b>	50 - 70k	<b>56,700</b>	300 - 550	<b>350</b>
Copywriter	28 - 45k	<b>34,990</b>	45 - 60k	<b>52,284</b>	250 - 450	<b>250</b>
Events Manager	28 - 45k	<b>34,560</b>	45 - 70k	<b>52,039</b>	200 - 400	<b>250</b>
Marketing Executive	28 - 40k	<b>35,388</b>	32 - 55k	<b>46,900</b>	200 - 400	<b>250</b>
Brand Director	80 - 100k	<b>95,670</b>	100 - 180k	<b>121,388</b>	550 - 900	<b>755</b>

## Digital

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 Digital Officer	100 - 180k	<b>131,090</b>	130 - 250k	<b>180,109</b>	550 - 1,500	<b>1,000</b>
Digital Marketing Director	90 - 130k	<b>101,260</b>	100 - 200k	<b>131,928</b>	550 - 1,200	<b>850</b>
E-Commerce Director	80 - 110k	<b>101,374</b>	100 - 180k	<b>121,262</b>	550 - 900	<b>750</b>
Head of Growth	70 - 90k	<b>80,183</b>	80 - 110k	<b>101,005</b>	550 - 900	<b>700</b>
Head of CRM	70 - 90k	<b>85,283</b>	80 - 110k	<b>103,188</b>	550 - 850	<b>650</b>
SEO/SEM Manager	35 - 55k	<b>46,488</b>	50 - 70k	<b>61,927</b>	300 - 500	<b>400</b>
PPC Manager	40 - 55k	<b>45,101</b>	50 - 60k	<b>56,560</b>	300 - 500	<b>400</b>
Digital Marketing Manager	45 - 65k	<b>51,384</b>	55 - 80k	<b>66,488</b>	300 - 600	<b>400</b>
Marketing Automation Manager	40 - 60k	<b>52,995</b>	55 - 70k	<b>68,595</b>	300 - 500	<b>400</b>
Social Media Manager	35 - 50k	<b>43,746</b>	40 - 55k	<b>51,900</b>	250 - 400	<b>300</b>
Lead Generation Manager	35 - 50k	<b>41,370</b>	40 - 55k	<b>46,282</b>	250 - 400	<b>300</b>
E-commerce Marketing Manager	35 - 60k	<b>51,299</b>	60 - 80k	<b>66,260</b>	300 - 600	<b>450</b>
Digital PR Manager	32 - 55k	<b>50,190</b>	50 - 80k	<b>66,000</b>	300 - 600	<b>450</b>
Digital Content Specialist	32 - 50k	<b>36,700</b>	45 - 70k	<b>56,049</b>	250 - 500	<b>350</b>
Digital Marketing Executive	32 - 50k	<b>35,028</b>	40 - 50k	<b>46,448</b>	250 - 400	<b>300</b>



# Sales & Commercial

The Sales & Commercial salary report covers the salary and employment trends observed in London across the following areas:

- Chief Commercial Officer (CCO)
- Chief Revenue Officer (CRO)
- Commercial Strategy
- Business Development
- Pre-Sales
- Customer Success
- Revenue Enablement
- Revenue Operations
- Customer Support
- Customer Service
- Managed Services

# Key findings

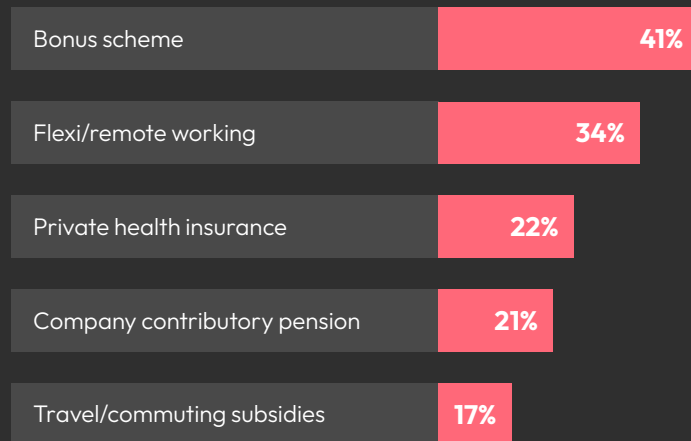
## Sales & Commercial

### Sector trends

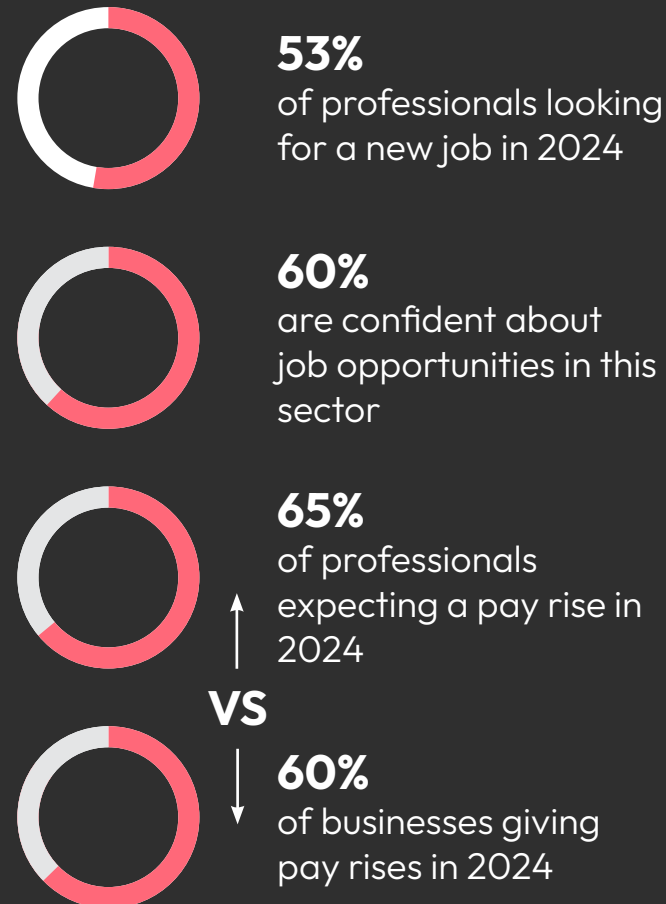
Ave. tenure **1.7 years**    Hiring demand **Very high**    Talent pool growth **-0.1%**

Female **42%**    Male **58%**

### Top 5 company benefits received



### Employee expectations



### Top 3 professionals in demand

- 1 Business Development Director
- 2 Customer Success Manager
- 3 Account Manager



### Top 3 employee values

- 1 Flexible working
- 2 Progression opportunities
- 3 Strong employer values



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 Commercial Officer (CCO)	120 - 180k	145,225	180 - 250k	210,228	900 - 1,200	1,000
Head of Commercial Strategy	100 - 160k	135,044	120 - 165k	145,775	850 - 950	900
Commercial Strategy Director	80 - 120k	105,850	100 - 135k	124,500	700 - 900	800
Commercial Strategy Manager	60 - 90k	77,775	80 - 120k	94,119	500 - 550	525
General Manager	100 - 150k	121,330	150 - 200k	170,000	850 - 975	925
Chief Revenue Officer (CRO)	120 - 180k	155,228	180 - 250k	210,228	900 - 1,200	1,000
Head of Business Development	80 - 110k	99,155	110 - 150k	131,224	700 - 850	775
Business Development Director (BDD)	70 - 100k	87,190	90 - 130k	115,000	600 - 750	875
Business Development Manager (BDM)	50 - 70k	58,957	65 - 95k	72,131	450 - 600	500
Business Development Representative (BDR)	35 - 60k	42,446	40 - 70k	59,817	200 - 300	266
Pre-Sales Consultant	60 - 75k	67,321	80 - 120k	102,995	500 - 750	635
Account Manager	33 - 55k	40,542	38 - 65k	50,225	450 - 600	500
Head of Customer Success	100 - 120k	107,336	120 - 150k	137,337	925 - 1,000	950
Customer Success Director	80 - 100k	92,500	100 - 120k	112,500	800 - 1,000	900
Customer Success Manager	60 - 80k	72,881	70 - 100k	90,275	450 - 600	525
Customer Success Associate	45 - 60k	52,339	55 - 80k	62,859	200 - 300	245
Head of Revenue Enablement	100 - 150k	126,339	120 - 190k	158,859	900 - 950	925
Revenue Enablement Director	80 - 120k	95,500	100 - 170k	130,338	600 - 750	650
Revenue Enablement Manager	60 - 85k	75,500	70 - 100k	85,229	500 - 750	600
Revenue Enablement Associate	40 - 75k	60,000	58 - 80k	72,303	450 - 600	500
Head of Revenue Operations	80 - 110k	95,200	90 - 140k	113,125	600 - 850	800
Revenue Operations Director	60 - 90k	75,200	70 - 120k	83,125	500 - 750	600

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		
Revenue Operations Manager	45 - 65k	<b>61,500</b>	58 - 70k	<b>62,228</b>	450 - 600	<b>500</b>
Revenue Operations Associate	35 - 50k	<b>46,050</b>	45 - 63k	<b>54,850</b>	400 - 500	<b>475</b>
Head of Customer Support	110 - 130k	<b>115,000</b>	120 - 140k	<b>136,500</b>	600 - 750	<b>660</b>
Customer Support Director	90 - 110k	<b>92,000</b>	100 - 120k	<b>113,555</b>	400 - 600	<b>545</b>
Customer Support Manager	60 - 90k	<b>74,000</b>	60 - 100k	<b>88,900</b>	250 - 400	<b>320</b>
Customer Support Associate	40 - 60k	<b>56,122</b>	40 - 60k	<b>51,600</b>	150 - 250	<b>210</b>
Head of Customer Service	110 - 130k	<b>122,500</b>	120 - 150k	<b>132,750</b>	500 - 650	<b>605</b>
Customer Service Director	90 - 110k	<b>98,650</b>	90 - 120k	<b>112,000</b>	350 - 500	<b>420</b>
Customer Service Manager	50 - 90k	<b>78,900</b>	60 - 90k	<b>82,000</b>	200 - 350	<b>290</b>
Customer Service Associate	35 - 50k	<b>42,350</b>	40 - 60k	<b>56,500</b>	150 - 200	<b>175</b>
Head of Managed Services	120 - 150k	<b>136,600</b>	120 - 150k	<b>141,150</b>	500 - 600	<b>560</b>
Managed Services Director	90 - 120k	<b>105,500</b>	90 - 120k	<b>105,500</b>	300 - 500	<b>420</b>
Managed Services Manager	60 - 90k	<b>78,500</b>	60 - 90k	<b>77,650</b>	220 - 300	<b>265</b>
Managed Services Associate	35 - 60k	<b>44,760</b>	35 - 60k	<b>42,200</b>	150 - 220	<b>185</b>



# HR

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

- Generalist HR
- Learning & Development
- Talent
- Reward & Compensation
- Employee Relations
- Specialist HR

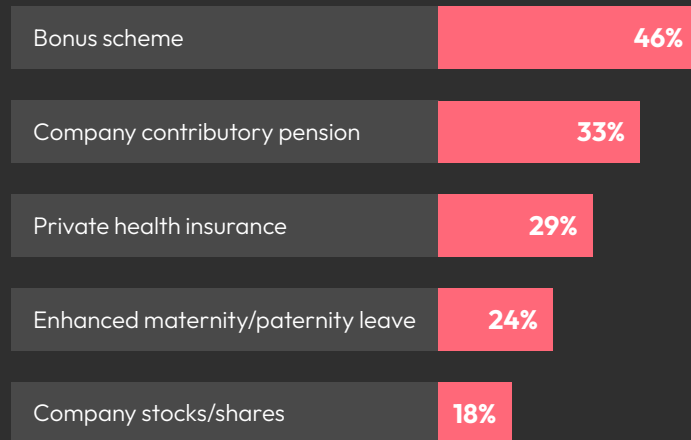
\*HR roles in the North, the Midlands and the South are supplied by Walters People, part of The Robert Walters Group.

## Sector trends

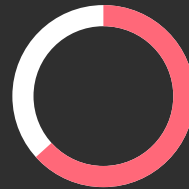
Ave. tenure **1.4 years**    Hiring demand **Very high**    Talent pool growth **-0.1%**

Female **66%**    Male **34%**

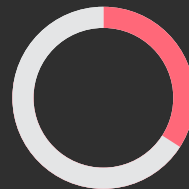
## Top 5 company benefits received



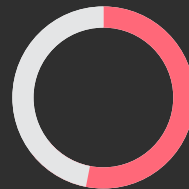
## Employee expectations



**65%** of professionals looking for a new job in 2024

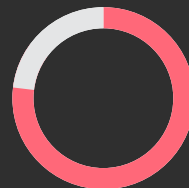


**34%** are confident about job opportunities in this sector



**52%** of professionals expecting a pay rise in 2024

VS



**77%** of businesses giving pay rises in 2024



## Top 3 professionals in demand

- 1 HR Business Partner
- 2 Reward Manager
- 3 ED&I Manager



## Top 3 employee values

- 1 Flexible working
- 2 Progression opportunities
- 3 Positive work-life balance

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		
<b>Generalist HR</b>						
Chief People Officer	-	-	180 - 350k	-	800 - 1,400	1,000+
HR Director	90 - 130k	110,102	110 - 180k	150,102	600 - 1,000	700
Head of HR	65 - 110k	85,760	85 - 140k	120,220	500 - 700	600
Head of HR Business Partnering	-	-	80 - 120k	100,104	450 - 600	550
HR Business Partner	45 - 75k	70,220	60 - 110k	88,656	450 - 550	500
HR Manager	40 - 75k	55,174	50 - 90k	70,755	300 - 450	350
HR Officer	25 - 40k	35,485	35 - 55k	45,284	200 - 300	250
Senior HR Advisor	35 - 55k	45,800	40 - 65k	60,485	250 - 425	300
HR Advisor	35 - 45k	40,570	38 - 60k	50,586	250 - 400	325
HR Coordinator	25 - 33k	28,855	27-38	34,495	150 - 300	225
<b>L&amp;D</b>						
Head of Learning & Development	47 - 85k	64,475	55 - 162k	100,106	400 - 650	550
Learning & Development Manager	30 - 55k	48,485	47 - 93k	69,274	300 - 500	425
Learning & Development Specialist	29 - 50k	41,200	30 - 81k	48,384	250 - 450	325
<b>Talent</b>						
Director of Talent	-	-	110 - 130k	120,193	550 - 1,000	775
Head of Talent	50 - 80k	70,605	85 - 120k	102,363	450 - 750	600
Talent Acquisition Manager	45 - 70k	50,102	55 - 90k	72,385	300 - 550	425
Recruitment Coordinator	29 - 40k	33,232	32 - 50k	41,389	195 - 300	248

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		
<b>Reward/Compensation &amp; Benefits</b>						
Director of Reward	-	-	136 - 180k	150,363	600 - 1,100	800
Head of Reward	-	-	105 - 160k	120,964	450 - 800	650
Reward Manager	-	-	90 - 135k	88,200	400 - 750	600
Reward Specialist	-	-	50 - 70k	63,268	350 - 600	450
Reward Analyst	-	-	45 - 60k	53,040	300 - 400	350
Employee Benefits Manager	-	-	75 - 90k	85,911	300 - 500	450
Pensions Manager	-	-	75 - 110k	90,294	300 - 500	450
<b>ER</b>						
Head of Employee Relations	-	-	70 - 200k	115,120	450 - 1,000	725
Employee Relations Manager	-	-	45 - 100k	70,364	400 - 750	500
Employee Relations Specialist	-	-	45 - 100k	70,885	400 - 750	550
Employee Relations Advisor	-	-	35 - 65k	50,203	250 - 450	350
<b>HR Data Analytics</b>						
HR Data Analytics Manager	45 - 70k	55,104	57 - 92k	80,100	350 - 550	425
HR Data Analytics Specialist	40 - 60k	50,200	50 - 70k	65,388	300 - 500	410
HR Data Analytics Analyst	30 - 50k	40,264	40 - 58k	50,595	250 - 400	350
<b>Other Specialisms</b>						
Head of Equity, Diversity & Inclusion	-	-	65 - 90k	80,854	400 - 600	500
Diversity Equity & Inclusion Manager	-	-	50 - 80k	60,200	350 - 450	400
Global Mobility Manager	45 - 65k	55,284	50 - 70k	60,248	400 - 500	450
Global Mobility Advisor	25 - 40k	30,103	32 - 50k	45,466	300 - 450	350
Global Mobility Assistant	18 - 30k	22,575	25 - 37k	27,844	200 - 350	280

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		
Compensation & Benefits Analyst	27 - 37k	31,500	30 - 50k	38,500	100 - 200	175
Compensation & Benefits Manager	42 - 65k	50,005	45 - 70k	60,000	200 - 500	350
Employee Relations Advisor/Business Partner	27 - 40k	35,486	30 - 60k	42,591	125 - 250	200
Global Mobility Specialist	35 - 46k	40,255	42 - 57k	51,004	350 - 450	400
Graduate Recruiter	25 - 35k	26,580	28 - 45k	34,665	100 - 300	200
Head of HR	60 - 85k	71,256	75 - 110k	86,560	350 - 600	500
Head of Learning & Development	45 - 74k	64,835	70 - 110k	82,560	300 - 600	500
Head of Recruitment	55 - 75k	62,450	70 - 105k	77,443	400 - 600	500
Head of Reward, Compensation & Benefits	54 - 92k	72,443	79 - 97k	88,725	450 - 750	500
HR Advisor	25 - 35k	28,494	32 - 46k	37,650	125 - 250	160
HR Business Partner	40 - 53k	43,558	48 - 68k	58,790	250 - 500	360
HR Director	70 - 100k	81,452	80 - 135k	95,330	550 - 800	600
HR Manager	37 - 52k	38,337	47 - 63k	52,387	250 - 550	360
HRMI/HRIS Analyst	30 - 40k	34,578	35 - 84k	47,896	300 - 500	400
HRMI/HRIS Manager	34 - 46k	36,544	45 - 92k	60,221	300 - 500	420
Learning & Development Manager	36 - 48k	40,251	40 - 62k	52,486	300 - 450	425
Organisational Development Consultant	37 - 52k	48,195	44 - 76k	62,451	300 - 500	450
Recruitment Manager	38 - 46k	40,112	43 - 72k	50,220	300 - 500	400
Reward Advisor	35 - 50k	37,550	38 - 60k	49,801	300 - 500	400
Senior HR Business Partner	50 - 70k	57,841	60 - 85k	72,385	400 - 600	550

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		
Training Manager	41 - 50k	<b>42,187</b>	45 - 82k	<b>50,244</b>	300 - 450	<b>350</b>
Training Officer	25 - 35k	<b>27,551</b>	30 - 47k	<b>34,522</b>	150 - 300	<b>200</b>
Diversity & Inclusion Manager	38 - 51k	<b>44,488</b>	46 - 74k	<b>58,877</b>	250 - 400	<b>325</b>
Diversity & Inclusion Specialist	35 - 46k	<b>42,711</b>	44 - 65k	<b>56,288</b>	250 - 350	<b>300</b>
HR Officer	25 - 33k	<b>26,899</b>	27 - 41k	<b>33,079</b>	100 - 120	<b>115</b>
HR Administrator	19 - 25k	<b>21,335</b>	23 - 35k	<b>29,006</b>	80 - 120	<b>100</b>
HR Assistant	20 - 26k	<b>22,537</b>	25 - 35k	<b>29,514</b>	90 - 120	<b>110</b>

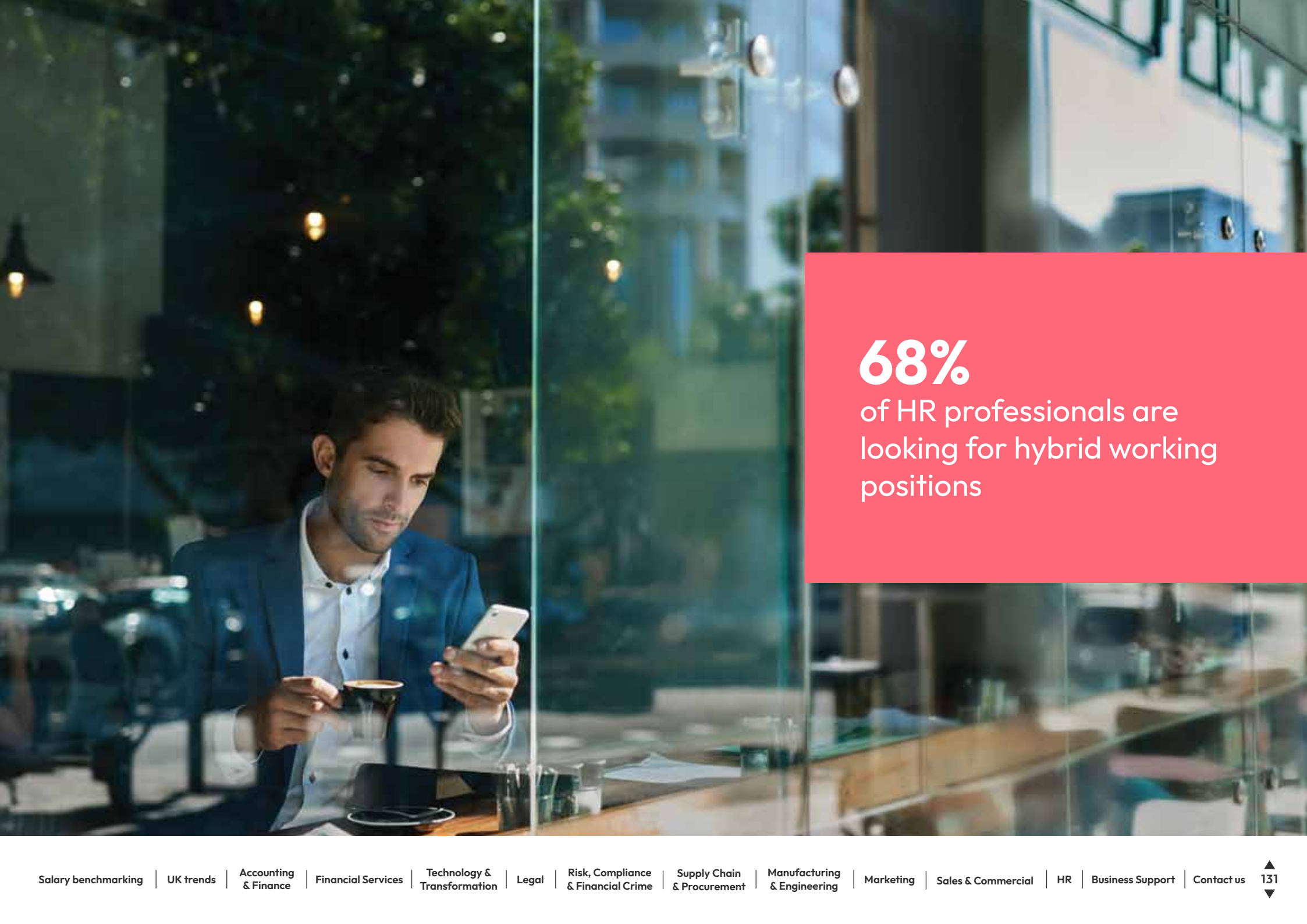
**68%**

of HR professionals are looking for hybrid working positions



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	70 - 100k	85,550	80 - 150k	100,105	500 - 900	710
Head of Human Resources	50 - 90k	75,178	70 - 100k	85,264	350 - 600	480
Head of Reward, Compensation & Benefits	60 - 80k	70,370	70 - 90k	80,100	300 - 500	405
Organisational Development Consultant	38 - 52k	45,667	42 - 75k	60,650	250 - 400	335
Head of Learning & Development	55 - 75k	60,060	65 - 110k	80,230	300 - 600	355
Head of Recruitment	50 - 75k	65,500	65 - 110k	80,114	300 - 600	455
Senior HR Business Partner	55 - 70k	65,890	55 - 80k	70,284	300 - 500	405
HR Business Partner	40 - 55k	50,115	50 - 70k	60,462	200 - 400	310
HR Manager	35 - 50k	45,876	45 - 55k	50,906	200 - 400	310
Compensation & Benefits Manager	40 - 52k	45,284	45 - 60k	52,387	225 - 400	335
Compensation & Benefits Analyst	25 - 35k	30,733	30 - 50k	40,343	200 - 300	260
Reward Advisor	32 - 42k	38,050	36 - 50k	45,040	250 - 350	305
Recruitment Manager	30 - 50k	40,500	35 - 70k	50,991	200 - 375	315
Graduate Recruiter	22 - 30k	26,670	24 - 35k	28,163	100 - 200	160
Learning & Development Manager	32 - 45k	38,330	35 - 60k	50,005	200 - 400	320
Training Manager	30 - 50k	40,368	40 - 65k	55,040	200 - 400	340
Training Officer	22 - 35k	29,090	30 - 45k	38,646	150 - 250	205
Employee Relations Advisor/Business Partner	26 - 40k	32,120	32 - 60k	45,298	150 - 350	230
Global Mobility Specialist	32 - 48k	43,200	42 - 56k	50,050	200 - 400	310
HR Advisor	25 - 35k	30,385	32 - 45k	40,199	150 - 300	230
HR Officer	22 - 32k	28,560	25 - 40k	32,001	100 - 250	185
HR Administrator	22 - 26k	24,874	24 - 32k	28,103	125 - 200	155

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		
Compensation & Benefits Analyst	26 - 39k	33,520	32 - 58k	47,800	105 - 210	165
Employee Relations Advisor/Business Partner	29 - 40k	34,450	34 - 53k	44,870	137 - 227	185
Global Mobility Specialist	32 - 47k	39,430	44 - 58k	52,300	368 - 446	410
Head of HR	53 - 95k	76,687	79 - 105k	93,700	368 - 683	530
Head of Learning & Development	63 - 79k	70,005	63 - 105k	85,400	263 - 525	401
Head of Recruitment	58 - 79k	68,546	63 - 84k	75,340	420 - 630	530
Head of Reward, Compensation & Benefits	63 - 84k	76,564	74 - 105k	91,300	420 - 788	620
HR Advisor	28 - 45k	37,860	34 - 58k	46,780	158 - 315	239
HR Business Partner	39 - 49k	44,579	47 - 72k	61,400	210 - 525	370
HR Director	71 - 105k	90,130	84 - 126k	110,890	578 - 1,050	823
HR Manager	36 - 54k	45,630	47 - 74k	59,500	252 - 525	390
Learning & Development Manager	32 - 47k	40,150	39 - 68k	54,670	-	-
Organisational Development Consultant	41 - 54k	48,430	44 - 79k	62,506	126 - 315	225
Recruitment Manager	32 - 47k	39,430	42 - 74k	58,560	210 - 525	370
Reward Advisor	32 - 47k	38,500	37 - 60k	48,560	315 - 525	431
Senior HR Business Partner	47 - 68k	58,435	53 - 95k	74,560	315 - 525	422
Training Officer	25 - 35k	30,150	34 - 47k	41,547	126 - 263	201



**68%**

of HR professionals are looking for hybrid working positions



# Business Support

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

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

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

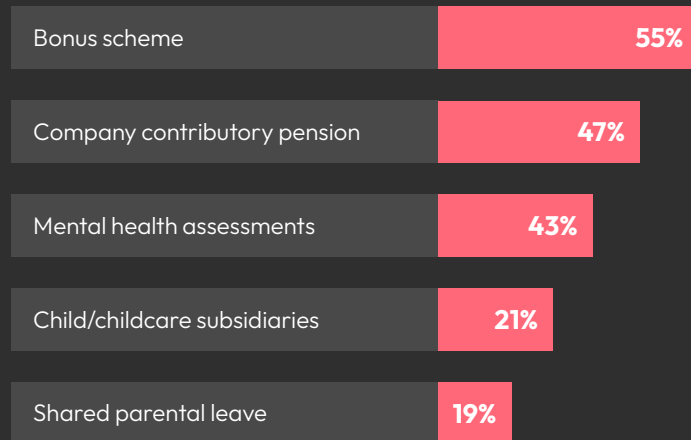
# Key findings

## Sector trends

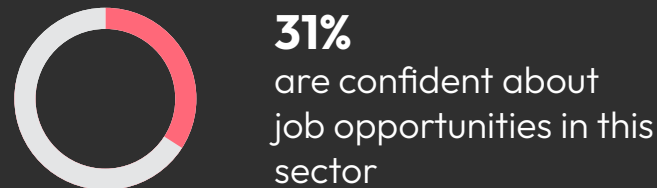
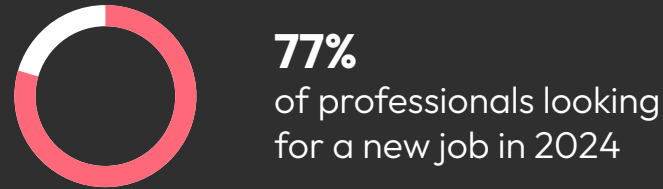
Ave. tenure **1.2 years** Hiring demand **Medium** Talent pool growth **-1.0%**

Female **75%** Male **25%**

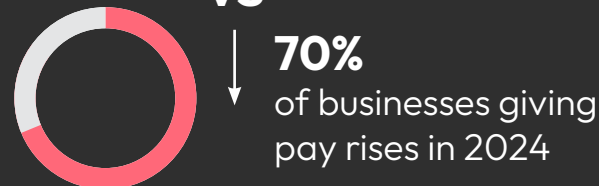
## Top 5 company benefits received



## Employee expectations



VS



## Business Support



### Top 3 professionals in demand

- 1 Executive Assistant
- 2 Team Assistant
- 3 Office Manager



### Top 3 employee values

- 1 Clear career paths
- 2 Flexible working
- 3 Positive work-life balance

## HR & Marketing

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		
<b>HR</b>						
HR Advisor	35 - 45k	<b>40,570</b>	38 - 60k	<b>50,586</b>	250 - 400	<b>325</b>
HR Assistant	25 - 35k	<b>28,855</b>	27 - 38k	<b>34,495</b>	150 - 300	<b>225</b>
HR Business Partner	45 - 75k	<b>70,220</b>	60 - 110k	<b>95,284</b>	450 - 550	<b>500</b>
HR Coordinator	25 - 33k	<b>28,855</b>	27 - 38k	<b>34,495</b>	150 - 300	<b>225</b>
HR Manager	40 - 75k	<b>55,174</b>	50 - 90k	<b>70,755</b>	300 - 450	<b>350</b>
<b>Marketing</b>						
Marketing Assistant	25 - 32k	<b>29,100</b>	28 - 35k	<b>33,100</b>	100 - 200	<b>150</b>
Marketing Executive	28 - 40k	<b>31,165</b>	32 - 50k	<b>36,880</b>	150 - 350	<b>250</b>
Marketing Manager	40 - 55k	<b>50,854</b>	50 - 70k	<b>45,665</b>	200 - 500	<b>350</b>

## Administration

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Hour (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Administration Assistant	25k - 30k	<b>27,578</b>	30k - 48k	<b>39,010</b>	15 - 19	<b>17</b>
Office Manager	30k - 35k	<b>32,589</b>	35k - 60k	<b>48,702</b>	17 - 25	<b>21</b>
Executive Assistant	30k - 45k	<b>37,550</b>	45k - 70k	<b>58,506</b>	25 - 38	<b>31.5</b>
Personal Assistant	30k - 45k	<b>37,501</b>	45k - 70k	<b>57,520</b>	25 - 38	<b>31.5</b>
Receptionist	23k - 28k	<b>25,518</b>	28k - 35k	<b>32,300</b>	20 - 25	<b>22.5</b>
Data Administrator	22k - 29k	<b>26,010</b>	24k - 30k	<b>26,020</b>	14 - 17	<b>15.5</b>
Sales Administrator	22k - 29k	<b>25,452</b>	24k - 32k	<b>27,995</b>	15 - 19	<b>17</b>
Customer Service Assistant	22k - 28k	<b>26,121</b>	24k - 30k	<b>27,065</b>	14 - 17	<b>15.5</b>
Customer Service Manager	30k - 40k	<b>35,230</b>	30k - 50k	<b>40,010</b>	16 - 25	<b>20.5</b>

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		
Administration Assistant	20 - 27k	<b>24,583</b>	20 - 33k	<b>27,719</b>	110 - 135	<b>125</b>
Audio Typist	20 - 24k	<b>22,102</b>	19 - 24k	<b>22,138</b>	110 - 130	<b>120</b>
Customer Service Assistant	21 - 25k	<b>23,100</b>	20 - 36k	<b>29,192</b>	110 - 130	<b>120</b>
Data Entry Operator	20 - 22k	<b>21,928</b>	20 - 27k	<b>23,900</b>	110 - 130	<b>120</b>
Executive Assistant	27 - 37k	<b>33,185</b>	28 - 46k	<b>38,274</b>	160 - 270	<b>215</b>
Junior Administration Assistant	16 - 22k	<b>19,929</b>	18 - 24k	<b>22,100</b>	85 - 110	<b>100</b>
Legal Secretary	20 - 25k	<b>23,405</b>	22 - 29k	<b>26,684</b>	110 - 160	<b>135</b>
Medical Secretary	20 - 22k	<b>21,297</b>	20 - 29k	<b>25,847</b>	110 - 160	<b>135</b>
Office Manager	25 - 35k	<b>30,120</b>	28 - 48k	<b>39,193</b>	160 - 280	<b>220</b>
Personal Assistant	24 - 33k	<b>29,010</b>	26 - 41k	<b>34,994</b>	110 - 280	<b>190</b>
Project Coordinator	20 - 28k	<b>24,991</b>	22 - 40k	<b>32,440</b>	110 - 160	<b>135</b>
Receptionist	19 - 23k	<b>22,304</b>	19 - 31k	<b>26,340</b>	110 - 130	<b>120</b>
Recruitment Administrator	20 - 24k	<b>22,102</b>	22 - 28k	<b>25,633</b>	110 - 160	<b>135</b>
Secretary	18 - 26k	<b>22,670</b>	21 - 40k	<b>31,506</b>	110 - 160	<b>135</b>
Senior Administration Assistant	19 - 28k	<b>24,300</b>	24 - 40k	<b>32,102</b>	110 - 190	<b>150</b>
Senior Project Coordinator	22 - 32k	<b>28,857</b>	26 - 35k	<b>31,001</b>	160 - 280	<b>220</b>
Team Secretary	19 - 22k	<b>21,050</b>	22 - 28k	<b>26,770</b>	160 - 215	<b>190</b>



Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Hour (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Administration Assistant	17 - 23k	20,102	21 - 32k	23,010	10 - 12	11
Audio Typist	19 - 23k	20,550	19 - 23k	20,550	10 - 12	11
Customer Service Assistant	18 - 23k	21,050	20 - 23k	21,020	10 - 12	11
Data Entry Operator	18 - 23k	22,465	20 - 26k	23,100	10 - 13	13
Executive Assistant	24 - 40k	28,374	32 - 46k	35,250	15 - 18	16
HR Administrator	19 - 25k	21,954	22 - 36k	21,954	11 - 14	12
Junior Administration Assistants	16 - 21k	17,516	18 - 24k	18,300	10 - 11	10
Legal Secretary	20 - 26k	22,607	23 - 31k	23,070	11 - 22	17
Medical Secretary	19 - 24k	21,848	21 - 28k	22,673	11 - 15	13
Office Manager	22 - 32k	26,633	28 - 50k	28,284	14 - 37	26
Personal Assistant	22 - 32k	26,021	25 - 36k	28,101	13 - 16	14
Project Coordinator	20 - 28k	24,805	22 - 36k	24,805	12 - 31	22
Receptionist	18 - 23k	18,784	20 - 28k	21,335	10 - 12	11
Recruitment Administrator	19 - 25k	21,077	22 - 38k	21,077	11 - 31	21
Secretary	19 - 25k	22,056	22 - 32k	22,056	11 - 22	17
Senior Administration Assistant	22 - 30k	24,956	26 - 36k	24,956	12 - 25	19
Senior Project Coordinator	22 - 32k	27,714	26 - 38k	27,714	14 - 37	26
Team Secretary	17 - 26k	21,575	24 - 32k	21,575	12 - 31	22

Role	Permanent Salary Per Annum GBP (£)				Contract Rate Per Hour (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Range	Average
	Range	Average	Range	Average		
Administration Assistant	15 - 24k	19,918	19 - 36k	27,000	11 - 14	13
Audio Typist	19 - 22k	20,331	19 - 24k	22,450	11 - 14	13
Customer Service Assistant	18 - 24k	20,173	20 - 36k	25,000	11 - 14	13
Data Entry Operator	19 - 22k	19,820	19 - 25k	22,950	11 - 14	13
Executive Assistant	23 - 41k	30,668	32 - 46k	40,600	17 - 31	24
HR Administrator	16 - 26k	21,224	22 - 28k	26,100	11 - 25	18
Junior Administration Assistant	14 - 22k	17,629	16 - 26k	21,800	11 - 16	14
Legal Secretary	20 - 28k	23,949	23 - 36k	30,650	11 - 25	18
Medical Secretary	20 - 25k	22,294	23 - 27k	26,150	11 - 25	18
Office Manager	25 - 36k	28,670	26 - 50k	39,300	17 - 31	24
Personal Assistant	22 - 34k	26,920	25 - 40k	33,750	12 - 31	22
Project Coordinator	19 - 25k	22,506	22 - 40k	32,100	17 - 31	24
Receptionist	18 - 26k	21,224	22 - 30k	27,100	11 - 31	21
Recruitment Administrator	16 - 26k	21,368	20 - 29k	25,500	11 - 31	21
Secretary	20 - 25k	22,258	23 - 40k	32,650	11 - 25	18
Senior Administration Assistant	20 - 27k	23,244	24 - 36k	31,200	12 - 19	16
Senior Project Coordinator	24 - 32k	28,012	26 - 36k	32,300	19 - 19	19
Team Secretary	20 - 26k	22,441	22 - 36k	30,100	12 - 15	14

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