

**Robert—
—Walters**



Salary Survey 2025

United Kingdom



Powering people and organisations to fulfil their unique potential

Robert Walters is the world's most trusted talent solutions business. Across the globe, we deliver recruitment, recruitment outsourcing and talent advisory services for businesses of all shapes and sizes, opening doors for people with diverse skills, ambitions, and backgrounds.

We help organisations find the skills and solutions to reach their goals and assist talented professionals to power their unique potential.

31 we recruit across 31 countries globally.



Robert— —Walters

Who is Robert Walters?

We take the time to listen to, and fully connect with, the people and organisations we partner with. Our ability to truly understand them and create and share their compelling stories is what sets us apart.


By engaging with people's stories, we're able to help organisations find the people, skills and talent solutions to help them succeed, now and in the future. And we're able to help people map out career-defining, life-changing pathways to power their unique potential.

The biggest opportunities start with a story, tell us yours today.

We recruit across:

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



A woman with long brown hair, wearing a grey hoodie, grey sweatpants, and bright orange sneakers, is captured in mid-air, performing a jump or dance move on a wooden pier. She has an orange jacket tied around her waist. The pier is made of light-colored wooden planks and has a white metal railing. In the background, there is a blue sea and a blue sky with scattered white clouds.

“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 25th 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 2024, 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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HR & Marketing
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Bespoke salary & benefits benchmarking

Contact us

Employee benefits & perks

Building a competitive recruitment strategy

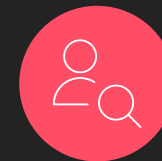
The UK's talent landscape is constantly evolving, and staying ahead of the competition requires insider knowledge. Our Employee Benefits Guide is your definitive resource for understanding what matters most to professionals in terms of job benefits.

The guide is free and based on a comprehensive analysis of a survey completed by over 3,100 professionals across the UK and Ireland. It includes:

1. Types of employee benefits professionals are receiving from employers, and the benefits they value most
2. Key insights into the current state of workplace benefits
3. Expert recommendations from HR leaders

Learn more [here](#).

Why employee benefits matter in 2025



Improves your talent attraction and retention strategy



Fosters a positive environment where employees feel valued



Boosts employee productivity and business performance



37%

of employers believe
that budget constraints
will be the main hiring
challenge in 2025

UK trends

2024-2025

“2024 was a year characterised by uncertainty, during which the national recruitment landscape showcased its resilience in the face of adversity. Over 70 elections occurred globally, and geopolitical conflict persisted. Notably in the UK, we saw a Labour Government assuming power and with that, the introduction of a new political roadmap including the Employment Rights Bill and Autumn Budget. Transitioning into the new year, the impacts of these changes will continue to be felt, and competition for top talent will remain high, with businesses willing to pay to secure professionals with critical skillsets. Further progress will be made in the recovery that emerged in 2024, with inflation stabilising and interest rates dropping. However, the Government’s recent announcement of hikes to Employer National Insurance may prompt a renewed focus on contract and temporary hires, becoming more significant as ‘skills-based’ hiring continues to take priority in the market.

Gen-Z will continue to make waves in the workplace in 2025, particularly in reinforcing the importance of company culture and bringing the notion of a ‘purpose economy’ into the fold. This will revitalise organisations’ focus on ‘purpose beyond profit’ and employee experience. Calls for better workplace wellbeing will only become louder, whether that be in the form of demands for improved wellness initiatives or benefits, or the continuation of flexible working options. Hybrid-working isn’t leaving the zeitgeist, but employees and employers will have to strike a balance between back-to-office mandates and ongoing demands for flexibility. The cut and dry here is that employers must embrace the future. Those considering the spectrum of ways they can embrace AI tools and evolving technology will forge ahead in 2025 with innovations with the potential to stimulate substantial growth.

Early 2025 will see subdued bonus growth. However, continuing candidate caution will necessitate that employers fine-tune their hiring strategies to remain competitive. Whether this means adjusting salaries or bonus packages, it will certainly require a deeper focus on value-add aspects, such as workplace benefits, social values as well as a robust ‘employer brand’ to attract the right talent. With tighter budgets expected to be a continuing theme, Employee Value Proposition (EVP) will be a focal point for companies of all sizes and means, not only as an attraction tool, but something to secure sustained loyalty.”

Chris Eldridge

CEO - UKI & North America, Robert Walters

Top 3 employment trends expected in 2025:

1

Retention through employee experience

2

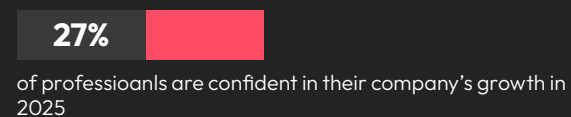
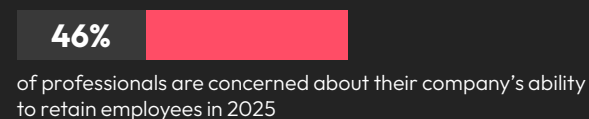
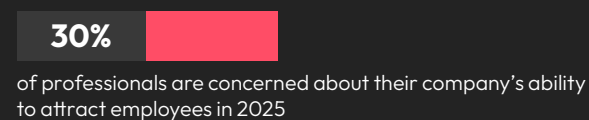
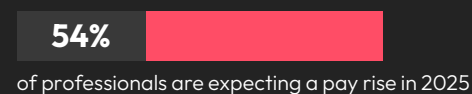
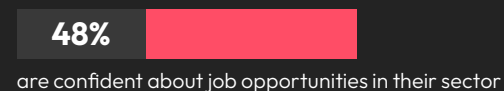
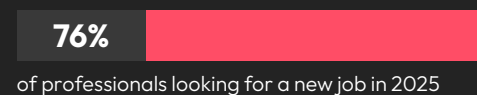
Skills-based hiring

3

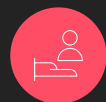
Strategic use of AI tools

Key findings

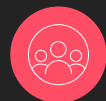
Employee expectations for 2025



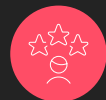
What professionals value most in an employer in 2025



Flexible work arrangements

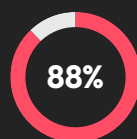


Excellent compensation and benefits

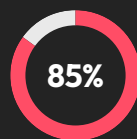


Opportunities for career growth within the company

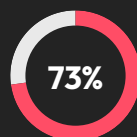
Top 3 company benefits received



Company contributory pensions



Private health insurance



Bonus scheme

Most sought after professionals

- Director
- Owner
- Managing Director
- Manager
- Project Manager
- Chief Executive Officer
- Operations Manager
- Account Manager

Top industries hiring

- Hospital & Health Care
- Construction
- IT Services and IT Consulting
- Software Development
- Real Estate
- Financial Services

1.6 years
Average tenure

65%
of professionals find company values important when looking for a new role

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
- Treasury
- Audit
- Tax
- Regulation & Policy
- Executive
- Interim Management

In the following industries:

- Banking
- Commerce & Industry
- Investment Management
- Insurance
- Practice & Advisory



Key findings

Sector trends

Average tenure	Female	Male
1.8 years	46%	54%
Talent pool growth	Hiring demand	
0.80%	Very high	

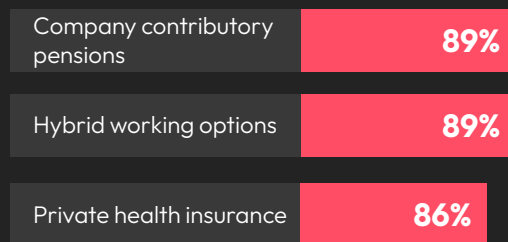
Top industries hiring this talent in 2025

- 1 Challenger Banks/Fintech
- 2 Investment Management
- 3 Real Estate

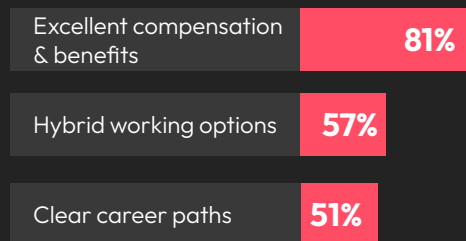
Top 3 professionals in demand

- 1 Finance/Financial Director
- 2 FP&A Manager/Head of
- 3 Regulatory Reporting Manager

Top 3 employee benefits received

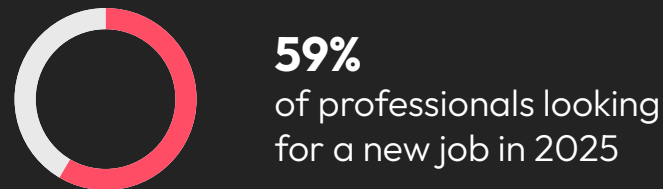


Top 3 employee benefits in demand



*Enhance your benefits package with our Employee Benefits Guide - the ultimate resource for understanding what professionals value most in workplace benefits. Learn more [here](#).

Employee expectations



vs



Top 3 soft skills in demand

- 1 Critical thinking
- 2 Problem solving
- 3 Communication

Top 3 skills in demand for management roles

-  Emotional intelligence
-  Adaptability
-  Conflict management

Banking & Financial Services

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 1,000 - 5,000)		Large Enterprise (HC 5,000+)			
Role	Range	Average	Range	Average	Range	Average
Finance						
Director (10+ yrs' PQE)	130 - 170k	153,989	145 - 185k	168,567	850 - 1,500	1,200
VP/Senior Manager (5-10 yrs' PQE)	90 - 130k	109,987	90 - 135k	121,678	575 - 850	650
AVP (3-5 yrs' PQE)	80 - 100k	87,465	80 - 100k	91,390	450 - 600	525
Analyst/Associate (newly qualified - 3 years PQE)	60 - 80k	71,637	60 - 80k	75,876	325 - 450	400
Treasury						
Director (10+ yrs' PQE)	140 - 185k	164,380	140 - 185k	176,863	900 - 1,500	1,300
VP (5-10 yrs' PQE)	110 - 145k	122,367	110 - 145k	136,457	625 - 900	800
AVP (3-5 yrs' PQE)	85 - 110k	91,478	85 - 110k	101,480	525 - 625	575
Analyst/Associate (newly qualified - 3 years PQE)	70 - 90k	78,238	70 - 90k	83,699	425 - 525	475
Regulation						
Director (10+ yrs')	150 - 175k	162,954	150 - 190k	178,637	900 - 1,600	1,200
VP (5-10 yrs')	110 - 140k	122,879	120 - 140k	135,753	600 - 900	750
AVP (3-5 yrs')	80 - 95k	85,378	80 - 105k	92,687	475 - 600	525
Associate (1-3 yrs')	65 - 80k	72,380	65 - 80k	76,450	375 - 475	425
Policy						
Director (10+ yrs')	150 - 175k	161,238	150 - 190k	174,886	1,000 - 1,600	1,300
VP (5-10 yrs')	115 - 140k	128,654	115 - 140k	136,974	600 - 1,000	750
AVP (3-5 yrs')	85k - 110k	97,346	85k - 110k	103,657	475 - 600	575

Banking & Financial Services

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 1,000 - 5,000)		Large Enterprise (HC 5,000+)			
Role	Range	Average	Range	Average	Range	Average
Associate (1-3 yrs')	70 - 85k	79,657	70 - 85k	82,690	400 - 500	450
Product Control						
Director (10+ yrs' PQE)	140 - 165k	152,387	155 - 200k	181,987	800 - 1,200	1,000
VP (5-10 yrs' PQE)	90 - 135k	111,585	110 - 145k	131,657	550 - 800	625
AVP (3-5 yrs' PQE)	80 - 95k	82,479	80 - 105k	91,654	450 - 550	500
Analyst/Associate (newly qualified - 3 years PQE)	65 - 80k	71,228	65 - 80k	76,450	350 - 450	425

Buy Side Finance

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 250 – 1,000)		Large Enterprise (HC 1,000+)			
Role	Range	Average	Range	Average	Range	Average
Financial Control - Investment Management Finance						
CFO	190 – 314k	265,878	212 – 364k	296,868	1,550 – 2,100	1,800
Financial Director	172 – 203k	194,936	184 – 223k	207,182	950 – 1,200	1,100
Financial Controller	109 – 148k	133,967	117 – 162k	148,382	665 – 825	780
Finance Manager (3+ yrs' PQE)	75 – 105k	92,453	81 – 112k	97,231	450 – 550	520
Financial Accountant (0 – 3 yrs' PQE)	62 – 80k	73,200	63 – 85k	76,783	350 – 450	425

Buy Side Finance

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 250 - 1,000)		Large Enterprise (HC 1,000+)			
Role	Range	Average	Range	Average	Range	Average
Management Reporting/Financial Planning & Analysis - Investment Management Finance						
Head of Management Reporting/FP&A	110 - 148k	132,987	125 - 165k	149,843	550 - 750	665
Senior Management Accountant/FP&A Manager (3+ yrs' PQE)	85 - 115k	101,984	95 - 120k	116,583	475 - 550	520
Management Accountant/FP&A Analyst (0 - 3 yrs' PQE)	60 - 80k	68,760	60 - 80k	72,136	350 - 475	420
Fund Accounting - Investment Management Finance						
Fund Controller (5+ yrs' PQE)	100 - 120k	103,589	105 - 135k	121,764	500 - 800	600
Fund Accountant (3 - 5 yrs' PQE)	78 - 91k	82,971	83 - 97k	90,482	425 - 500	450
Fund Accountant (0 - 3 yrs' PQE)	65 - 80k	71,323	65 - 80k	73,811	325 - 425	350

61%

of accounting & finance professionals do not think their pay accurately reflects the work they do

Fintech and Challenger Banks

	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
Role	Range	Average	Range	Average
CFO	220 - 280k	268,340	1,200 - 2,000	1,500
Finance Director	180 - 230k	195,673	1,000 - 1,300	1,100
Head of Finance	140 - 180k	168,975	900 - 1,200	1,000
Head of FP&A	120 - 155k	138,984	600 - 900	850
Financial Controller	100 - 150k	141,638	525 - 800	725
Finance Manager	85 - 110k	98,978	475 - 525	500
Financial Accountant (newly-qualified - 3 yrs' PQE)	65 - 85k	76,898	350 - 475	400
Management Accountant (newly-qualified - 3 yrs' PQE)	65 - 85k	75,387	350 - 450	400

42%

of accounting & finance professionals are planning to negotiate their salary in 2025

Financial Services - Internal Audit

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise		Large Enterprise			
Role	Range	Average	Range	Average	Range	Average
Internal Audit - Banking						
Director of Internal Audit/SVP of Internal Audit	100 - 130k	115,560	110 - 140k	125,400	700 - 1,000	850
Head of Internal Audit	110 - 140k	120,900	120 - 180k	150,670	800 - 1,200	950
VP of Internal Audit	95 - 110k	105,700	100 - 130k	115,400	600 - 800	710
Senior Internal Audit Manager	90 - 100k	96,540	95 - 110k	100,100	550 - 750	620
Internal Audit Manager	65 - 80k	70,050	70 - 90k	82,300	400 - 550	490
Senior Internal Auditor	60 - 75k	70,100	65 - 80k	72,300	300 - 400	375
Internal Auditor	55 - 65k	62,890	55 - 75k	68,920	300 - 350	325
Newly-qualified (still in practice)	55 - 65k	61,000	55 - 70k	60,900	250 - 300	275
Auditor (part-qualified)	35 - 45k	40,580	40 - 50k	45,760	200 - 250	225
Internal Audit - Investment Management						
Head of Internal Audit	120 - 150k	135,000	140 - 185k	167,200	850 - 1,200	1,100
Internal Audit Manager	75 - 90k	88,950	80 - 100k	91,200	500 - 675	585
Internal Auditor (3+ yrs' PQE)	65 - 75k	68,000	65 - 80k	75,205	400 - 450	430
Internal Auditor (0 - 3 yrs' PQE)	55 - 65k	59,920	60 - 70k	67,810	300 - 350	330

Financial Services - Internal Audit

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise		Large Enterprise			
Role	Range	Average	Range	Average	Range	Average
Internal Audit - Insurance						
Head of Internal Audit	120 - 140k	131,500	130 - 160k	145,000	800 - 1,200	900
Senior Audit Manager	90 - 100k	96,425	95 - 110k	105,095	650 - 750	675
Audit Manager	65 - 75k	71,300	70 - 90k	81,000	400 - 600	520
Senior Auditor	55 - 65k	59,000	60 - 70k	66,650	350 - 450	380
Internal Auditor	50 - 60k	56,025	55 - 65k	60,130	250 - 300	275
IT Audit - Financial Services						
Head of IT Audit	95 - 125k	110,000	135 - 235k	190,560	725 - 1,425	1,305
IT Audit Senior Manager	85 - 105k	97,850	110 - 155k	140,000	625 - 925	750
IT Audit Manager	70 - 95k	85,025	85 - 105k	94,350	550 - 750	690
IT Auditor	65 - 85k	69,100	65 - 95k	80,932	400 - 650	500

Commerce & Industry - Executive & Interim Management

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
CFO	100 - 190k	155,000	190 - 300k	255,000	1,200 - 2,000	1,600
Finance Director	100 - 150k	140,000	170 - 200k	175,000	700 - 1,000	850
Group Financial Controller	90 - 120k	100,000	120 - 180k	146,000	650 - 950	800
Head of Finance	80 - 110k	96,000	110 - 130k	122,000	500 - 800	675
Financial Controller	80 - 110k	90,000	90 - 130k	125,000	500 - 800	650
Business Change/Transformation	75 - 120k+	99,000	75 - 140k	109,000	1,200 - 2,000	1,500
Head of FP&A	80 - 120k	101,500	110 - 160k	135,600	400 - 800	650

Commerce & Industry - Qualified

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Finance Director	100 - 160k	140,000	120 - 180k	165,000	600 - 1,000	825
Financial Controller	70 - 110k	90,000	100 - 140k	125,000	500 - 700	600
FP&A Manager	75 - 90k	84,000	75 - 100k	89,000	500 - 600	550
Commercial Finance Manager	75 - 90k	84,000	75 - 100k	90,000	450 - 550	500
Group Reporting Manager	70 - 90k	85,000	80 - 115k	105,000	500 - 600	550
Finance Manager	60 - 80k	75,000	75 - 100k	85,000	400 - 500	450

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
Systems/Project Accountant	70 – 95k	83,000	70 – 110k	93,000	500 – 750	625
Finance Business Partner	60 – 80k	75,000	60 – 95k	83,000	400 – 500	450
Commercial/Financial Analyst	60 – 75k	65,000	60 – 75k	68,000	375 – 450	425
Group Accountant/Senior Group Accountant	60 – 70k	63,000	60 – 70k	68,000	450 – 550	500
Senior Management Accountant	60 – 75k	68,000	70 – 80k	72,000	400 – 500	450
Financial Accountant	60 – 70k	63,000	60 – 70k	68,000	400 – 450	425
Management Accountant	60 – 66k	63,000	60 – 70k	66,000	400 – 450	425
Newly-qualified ACA	60 – 65k	63,000	60 – 67k	65,000	350 – 400	375
Newly-qualified CIMA	60 – 65k	63,000	60 – 70k	65,000	325 – 375	350
Newly-qualified ACCA	60 – 65k	63,000	60 – 67k	64,000	325 – 375	350

90%

of accounting & finance professionals value having flexible work arrangements

Commerce & Industry - Part-Qualified & Transactional

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Part and Non-Qualified						
ACCA Part 3/CIMA Strategic	55 - 60k	57,600	55 - 60k	57,820	240 - 260	250
ACCA Part 2/CIMA Management	40 - 50k	46,700	45 - 50k	47,010	175 - 220	200
ACCA Part 1/CIMA Operational	32 - 37k	34,560	32 - 37k	35,600	140 - 165	150
Assistant Accountant	35 - 45k	41,030	35 - 45k	39,120	150 - 175	155
PQ Management Accountant	45 - 55k	51,900	45 - 55k	47,700	170 - 240	205
Business/Financial Analyst	40 - 55k	52,000	45 - 55k	48,950	170 - 240	210
Accounts Payable Manager	40 - 55k	53,100	45 - 60k	58,230	170 - 260	220
Accounts Payable Assistant	28 - 35k	29,010	28 - 35k	31,410	130 - 160	145
Accounts Assistant	30 - 35k	32,770	30 - 35k	32,300	150 - 180	165
Graduate	25 - 32k	27,400	25 - 32k	30,980	130 - 150	145
Payroll						
Payroll Manager	45 - 55k	47,850	45 - 60k	56,700	220 - 260	240
Payroll Officer	30 - 40k	38,300	35 - 45k	47,210	150 - 170	155



63%

of accounting & finance professionals value having challenging and interesting work

Commerce & Industry - Part-Qualified & Transactional

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Credit & Accounts Receivable						
Accounts Receivable Manager	45 - 60k	56,530	50 - 60k	54,090	170 - 260	235
Accounts receivable Assistant	28 - 35k	31,540	28 - 35k	31,760	130 - 170	145
Credit Control Manager	45 - 55k	51,300	50 - 60k	55,900	200 - 260	235
Revenue/Billings Manager	45 - 55k	50,100	50 - 60k	54,920	200 - 260	230
Credit Controller	35 - 40k	37,550	35 - 40k	38,900	150 - 200	170
Senior Credit Controller	40 - 48k	44,200	45 - 50k	47,620	170 - 220	200
Billings Specialist	30 - 35k	32,100	32 - 39k	36,310	130 - 200	180

Internal Audit

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Internal Audit - Commerce & Industry						
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	120,225	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	65 - 75k	67,888	70 - 90k	84,560	350 - 700	520
Internal Auditor	60 - 70k	66,534	70 - 80k	73,346	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
Risk Management - Commerce & Industry						
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

Internal Audit

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
IT Audit - Commerce & Industry						
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
Internal Controls - Commerce & Industry						
Head of Internal Control	90 - 120k	106,300	100 - 150k	126,320	600 - 850	755
Internal Control Manager	70 - 85k	79,900	80 - 110k	96,800	500 - 750	640
Internal Control Analyst	60 - 70k	65,860	60 - 85k	73,200	300 - 450	380

Commerce & Industry - Tax

Role	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
	Range	Average	Range	Average
FTSE100				
Head of Tax	140 - 300k	210,900	800 - 1,500	1,250
Group Tax Manager/Senior Manager	90 - 150k	130,420	600 - 1,000	870
International Tax Manager	80 - 130k	91,070	600 - 800	720
UK Tax Manager	60 - 90k	67,800	450 - 600	540
Tax Accountant/Analyst	45 - 60k	51,700	400 - 500	475
Transfer Pricing Senior Manager	110 - 150k	135,000	600 - 1,000	820
Transfer Pricing Manager	80 - 120k	110,300	600 - 800	710
Head of Indirect Tax	125 - 160k	150,250	750 - 1,000	850
VAT Manager	60 - 90k	71,340	550 - 800	670
Mid-cap/Non-listed				
Head of Tax	120 - 175k	152,700	600 - 1,200	780
Senior Manager - International Tax	100 - 140k	130,500	600 - 900	750
Transfer Pricing Senior Manager	100 - 140k	125,070	600 - 900	765
Transfer Pricing Manager	80 - 125k	105,900	500 - 700	590
Head of Indirect Tax	90 - 125k	110,000	600 - 800	760
VAT Manager	60 - 95k	75,500	500 - 600	580
Corporate Tax Manager	65 - 95k	69,960	450 - 600	490
Corporate Tax Accountant	45 - 65k	56,010	450 - 600	550

Commerce & Industry - Tax

	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
Role	Range	Average	Range	Average
Financial Services				
Head of Tax	150 - 300k	205,700	800 - 1,500	1,100
Group Tax Manager/Senior Manager	120 - 160k	150,000	800 - 1,000	860
Business Unit/Product Tax Lead Advisor	125 - 180k	165,810	800 - 1,200	950
Business Unit/Product Tax Advisor	90 - 130k	120,490	700 - 1,000	890
Transfer Pricing Senior Manager	120 - 180k	145,600	700 - 1,000	940
Transfer Pricing Manager	80 - 125k	110,980	700 - 800	765
Head of Indirect Tax	120 - 200k	150,870	800 - 1,200	1,050
Indirect Tax Manager	80 - 125k	100,500	500 - 800	730
International Tax Manager	80 - 120k	110,570	500 - 800	790
UK Tax Manager	60 - 90k	76,900	500 - 600	560
Tax Accountant/Analyst	45 - 60k	52,760	450 - 600	520

Treasury

	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
Role	Range	Average	Range	Average
Senior Treasury				
Group Treasurer - FTSE 100	140 - 210k+	175,230	1,000 - 2,000	1,640
Group Treasurer - FTSE 250	130 - 180k	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
Treasury Analyst				
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 - 80k	77,560	350 - 500	410
Treasury Dealer 0 - 2 yrs' exp	35 - 55k	41,300	250 - 350	320

Commerce & Industry - Qualified

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Group Finance Director/CFO	80 - 130k	110,010	120 - 220k	180,340	800 - 1,250	1,050
Head of FP&A	65 - 85k	79,000	70 - 120k	110,560	650 - 1,100	1,050
Finance Director	70 - 105k	85,430	85 - 150k	130,880	550 - 1,100	740
Group Financial Controller	70 - 95k	82,000	75 - 125k	98,000	450 - 750	580
Financial Controller	65 - 80k	71,250	70 - 90k	85,320	400 - 600	520
Finance Business Partner/Commercial Accountant	55 - 65k	59,800	60 - 70k	67,000	500 - 1,000	880
Internal Audit/Risk	50 - 55k	52,400	50 - 60k	56,090	250 - 450	310
Finance Manager	55 - 65k	61,000	60 - 70k	67,830	250 - 450	350
Group Accountant	50 - 55k	53,040	55 - 65k	61,000	250 - 450	405
Project Accountant	50 - 60k	58,220	55 - 65k	62,980	250 - 500	470
Systems Accountant	55 - 65k	60,900	60 - 70k	67,250	200 - 450	320
Financial Accountant (Qualified)	50 - 55k	53,270	55 - 60k	58,005	200 - 500	360
Financial Planning Analyst	50 - 55k	54,100	55 - 60k	57,200	200 - 400	350
Management Accountant (Qualified)	50 - 55k	52,390	55 - 60k	56,990	200 - 300	280
Financial Analyst	50 - 55k	52,340	50 - 60k	52,000	200 - 300	265
Commercial Finance Analyst	50 - 55k	51,000	50 - 60k	55,600	200 - 300	240

Commerce & Industry - Qualified

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
In-House Tax						
Corporate	40 - 65k	55,560	45 - 90k	70,105	350 - 600	405
Indirect/VAT	40 - 65k	50,100	45 - 90k	61,000	350 - 600	530
Treasury						
Group Treasurer	65 - 80k	72,920	70 - 100k	82,320	550 - 800	710
Treasury Manager	60 - 70k	67,400	65 - 80k	71,400	350 - 550	415
Assistant Group Treasurer	40 - 60k	44,020	50 - 70k	65,890	275 - 450	380
Treasury Analyst	30 - 45k	39,000	35 - 55k	43,200	200 - 350	285

Commerce & Industry - Part-Qualified & Transactional

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Transactional Services						
Transactional Processing Manager	35 - 50k	40,100	40 - 60k	55,000	150 - 250	200
Payroll Manager	26 - 40k	32,000	40 - 50k	47,950	120 - 200	160
Credit Control Manager	30 - 40k	36,500	40 - 50k	45,430	120 - 200	160
Accounts Receivable Manager	32 - 40k	35,680	35 - 45k	41,005	140 - 190	165
Accounts Payable Manager	32 - 40k	38,105	35 - 45k	40,700	140 - 190	165
Credit Control Supervisor/Team Leader	28 - 35k	31,005	30 - 40k	37,405	120 - 170	145
Accounts Receivable Supervisor/Team Leader	25 - 32k	29,950	30 - 36k	33,250	120 - 160	140
Payroll Supervisor/Team Leader	24 - 33k	31,305	27 - 45k	40,100	110 - 190	150
Accounts Payable Supervisor/Team Leader	27 - 33k	28,205	30 - 36k	33,430	120 - 160	140
Payroll Clerk	20 - 26k	24,000	25 - 35k	29,500	100 - 150	125
Credit Control Clerk/Credit Controller	22 - 28k	25,560	25 - 34k	31,220	100 - 140	120
Accounts Receivable Clerk	21 - 24k	23,450	22 - 28k	26,599	100 - 130	115
Accounts Payable Clerk	21 - 24k	22,000	22 - 27k	24,535	100 - 120	110
Accounts Assistant	19 - 25k	21,040	21 - 28k	25,300	100 - 130	115

Commerce & Industry - Part-Qualified & Transactional

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
CIMA/ACCA						
Strategic/Part 3	35 - 45k	39,000	38 - 48k	44,060	200 - 300	250
Managerial/Part 2	25 - 35k	29,560	28 - 38k	34,000	160 - 220	200
Certificate/Part 1	20 - 30k	25,765	25 - 35k	30,135	110 - 170	140
Other						
AAT	20 - 30k	25,750	25 - 38k	30,400	100 - 180	140
QBE Bookkeeper	19 - 30k	26,900	20 - 35k	31,760	100 - 130	110

Commerce & Industry - Qualified

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Chief Financial Officer	120 - 160k	135,660	150 - 215k	180,980	700 - 1,400	1,000
Finance Director	80 - 100k	86,800	95 - 150k	115,050	550 - 1,000	750
Financial Controller	60 - 75k	69,870	70 - 90k	81,400	400 - 700	580
Finance Manager	50 - 60k	56,000	60 - 72k	68,930	350 - 500	420
Head of Audit	70 - 85k	81,250	90 - 120k	105,000	520 - 800	650
Internal Controls Manager	55 - 75k	60,550	65 - 90k	78,230	520 - 800	650
Finance Project Manager	65 - 80k	75,900	80 - 115k	94,210	420 - 650	550
Systems Accountant	55 - 60k	58,520	65 - 75k	72,340	450 - 650	500
Financial Accountant	55 - 60k	56,100	65 - 75k	68,605	300 - 450	350
Project Accountant	55 - 60k	58,980	65 - 75k	71,205	300 - 450	400
Management Accountant	45 - 55k	50,650	55 - 70k	61,000	280 - 400	320
Financial Analyst	45 - 55k	52,000	55 - 70k	64,550	280 - 400	320

Commerce & Industry - Part-Qualified & Transactional

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
CIMA/ACCA/AAT						
Strategic/Part 3	35 - 45k	42,300	38 - 53k	45,530	185 - 250	205
Management/Part 2	29 - 40k	35,000	32 - 45k	36,870	160 - 215	180
Operational Level/Part 1	26 - 32k	30,220	28 - 37k	35,000	130 - 190	155
AAT	24 - 30k	26,705	25 - 31k	28,900	110 - 155	130
Manager						
Credit Control	38 - 50k	45,560	40 - 65k	55,890	185 - 400	260
Accounts Payable	37 - 48k	42,720	40 - 60k	58,000	185 - 350	300
Accounts Receivable	37 - 48k	44,205	40 - 60k	51,100	185 - 350	210
Payroll	37 - 50k	45,800	40 - 65k	48,905	185 - 400	260
Billing	37 - 48k	43,200	40 - 60k	50,100	185 - 350	305
Team Leader/Supervisor						
Credit Control	32 - 40k	36,860	35 - 46k	40,200	160 - 250	190
Accounts Receivable	28 - 36k	34,000	30 - 40k	36,110	150 - 200	180
Accounts Payable	28 - 36k	32,700	30 - 40k	32,400	150 - 200	190
Payroll	30 - 42k	37,540	32 - 45k	37,950	160 - 235	175
Billing	28 - 36k	32,990	30 - 38k	36,150	150 - 200	175

Commerce & Industry - Part-Qualified & Transactional

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Clerks						
Credit Control	26 - 35k	30,000	27 - 35k	29,000	115 - 170	145
Accounts Payable	24 - 32k	28,000	26 - 33k	27,000	110 - 140	130
Accounts Receivable	24 - 30k	29,210	26 - 33k	27,700	110 - 140	125
Payroll	26 - 35k	30,105	28 - 38k	34,405	125 - 180	160
Billing	25 - 30k	28,000	26 - 32k	28,900	110 - 140	130
Cashier	25 - 30k	27,600	26 - 32k	29,150	110 - 140	120



Top 3 certifications in demand:

- 1 Association of Chartered Certified Accountants (ACCA)
- 2 Association of Accounting Technicians (AAT)
- 3 Chartered Institute of Management

Commerce & Industry - Qualified

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Group Finance Director/CFO	125 - 200k	150,600	200 - 300k	270,090	700 - 1,200	1,050
Head of Audit	115 - 130k	125,200	150 - 200k	181,200	650 - 1,000	950
Head of FP&A	80 - 100k	90,430	100 - 125k	120,900	600 - 1,000	860
Finance Director	100 - 130k	112,320	150 - 220k	180,460	600 - 1,000	925
Group Financial Controller	90 - 110k	98,550	100 - 140k	115,800	600 - 900	760
Financial Controller	80 - 100k	90,100	90 - 120k	105,000	400 - 600	590
Finance Business Partner/Commercial Accountant	65 - 85k	72,980	80 - 100k	90,720	400 - 500	480
Internal Audit/Risk	60 - 70k	66,670	65 - 80k	75,990	300 - 500	390
Finance Manager	55 - 65k	60,400	60 - 80k	71,300	300 - 500	450
Group Accountant	50 - 65k	57,730	55 - 70k	62,670	350 - 450	405
Project Accountant*	55 - 65k	61,000	60 - 80k	74,900	300 - 600	500
Financial Accountant*	50 - 60k	56,800	55 - 65k	62,000	300 - 450	420
Systems Accountant	50 - 65k	55,995	60 - 80k	72,250	250 - 400	330
Financial Planning Analyst	50 - 65k	59,000	50 - 65k	58,990	300 - 600	430
Financial Analyst	50 - 60k	56,870	55 - 65k	61,000	150 - 300	195
Management Accountant	50 - 60k	55,200	55 - 65k	62,300	250 - 350	300
Commercial Finance Analyst	50 - 60k	56,100	55 - 65k	60,950	250 - 350	295

Commerce & Industry - Qualified

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
In-House Tax						
Corporate	50 - 75k	71,800	60 - 100k	85,870	400 - 600	510
Indirect/VAT	50 - 75k	69,500	60 - 100k	79,000	380 - 500	440
Treasury						
Group Treasurer	75 - 90k	84,760	90 - 135k	115,600	600 - 800	720
Assistant Group Treasurer	60 - 75k	71,230	65 - 85k	79,460	400 - 600	550
Treasury Manager	55 - 70k	60,900	70 - 90k	87,405	300 - 500	460
Treasury Analyst	50 - 60k	57,040	55 - 65k	61,260	250 - 400	305

Commerce & Industry - Part-Qualified & Transactional

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Transactional Services						
Transactional Processing Manager	40 - 60k	47,300	40 - 75k	56,755	200 - 650	420
Payroll Manager	40 - 55k	48,000	45 - 70k	64,280	200 - 400	355
Credit Control Manager	35 - 45k	40,100	45 - 80k	57,800	250 - 500	310

Commerce & Industry - Part-Qualified & Transactional

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Accounts Receivable Manager	32 - 50k	39,760	35 - 55k	42,320	200 - 350	290
Accounts Payable Manager	38 - 45k	40,200	45 - 60k	52,200	200 - 500	370
Billings Manager	40 - 45k	41,500	45 - 65k	51,500	250 - 350	310
Credit Control Supervisor/Team Leader	30 - 35k	32,250	35 - 40k	38,820	150 - 300	255
Accounts Receivable Supervisor/Team Leader	30 - 35k	32,400	35 - 40k	37,150	150 - 300	220
Payroll Supervisor/Team Leader	28 - 32k	30,200	30 - 45k	38,920	180 - 300	250
Accounts Payable Supervisor/Team Leader	28 - 32k	31,400	32 - 42k	36,400	150 - 200	175
Payroll Clerk	25 - 30k	28,920	27 - 33k	31,225	85 - 115	105
Credit Control Clerk/Credit Controller	26 - 28k	27,870	28 - 32k	29,000	100 - 150	125
Accounts Receivable Clerk	25 - 27k	26,150	26 - 29k	27,430	85 - 125	105
Billings Clerk	25 - 28k	26,200	28 - 31k	29,000	85 - 150	110
Accounts Payable Clerk	25 - 27k	25,550	27 - 30k	28,205	85 - 125	105
Accounts Assistant	25 - 27k	26,000	27 - 30k	29,100	85 - 150	135

Commerce & Industry - Part-Qualified & Transactional

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
CIMA/ACCA						
Strategic/Part 3	30 - 40k	36,520	32 - 45k	38,000	200 - 300	225
Managerial/Part 2	26 - 32k	28,900	28 - 35k	31,250	150 - 250	185
Certificate/Part 1	24 - 28k	26,400	25 - 32k	28,920	100 - 200	160
Other						
AAT	22 - 28k	25,050	25 - 35k	28,725	85 - 200	160
QBE Bookkeeper	25 - 35k	31,420	30 - 40k	37,220	100 - 250	180
Bookkeeper	25 - 35k	31,000	30 - 40k	34,505	100 - 250	195

Commerce & Industry - Qualified

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Qualified						
Finance Director	110 - 120k	117,925	120 - 160k	141,125	600 - 900	760
Financial Controller	70 - 90k	79,750	75 - 100k	92,250	400 - 550	485
Finance Manager	60 - 70k	66,596	65 - 85k	78,050	350 - 500	435
Finance Business Partner	60 - 70k	66,600	65 - 85k	75,392	350 - 500	430
Head of Audit	75 - 90k	82,350	100 - 120k	111,236	400 - 700	565
Financial Accountant	50 - 60k	56,759	55 - 70k	63,300	350 - 500	425
Project Accountant	50 - 60k	55,990	55 - 65k	60,976	350 - 500	430
Management Accountant	50 - 60k	55,477	55 - 65k	59,993	350 - 450	405
Systems Accountant	55 - 65k	60,025	55 - 70k	64,101	400 - 500	460
Financial Analyst	55 - 65k	57,125	55 - 70k	63,263	325 - 435	390

Commerce & Industry - Part-Qualified & Transactional

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 – 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
CIMA/ACCA/AAT						
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 – 33k	28,563	100 – 135	125
Manager						
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
Team Leader/Supervisor						
Credit Control	33 – 40k	36,550	38 – 50k	43,995	140 – 170	160
Accounts Receivable	33 – 40k	37,720	38 – 48k	41,900	140 – 170	165
Accounts Payable	33 – 40k	36,355	38 – 48k	42,506	140 – 170	155
Payroll	30 – 35k	34,980	34 – 45k	39,847	140 – 170	150
Clerks						
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

Financial Services

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

- Distribution & Front Office
- Operations - Sell Side
- Operations - Buy Side
- Custody, Fund Administration & Third Parties Operations



Key findings

Sector trends

Average tenure	Female	Male
1.7 years	40%	60%
Talent pool growth	Hiring demand	
3%	Very high	

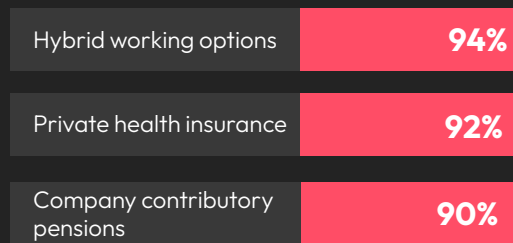
Top industries hiring this talent in 2025

- 1 Private Markets
- 2 Capital Markets
- 3 Investment Banking

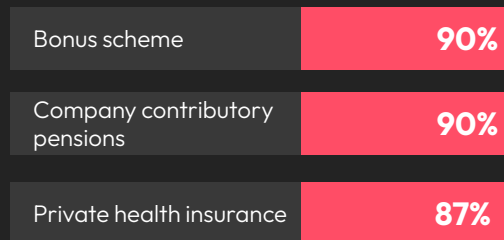
Top 3 professionals in demand

- 1 Financial Controller
- 2 Loan Operations
- 3 Investment Analyst

Top 3 employee benefits received

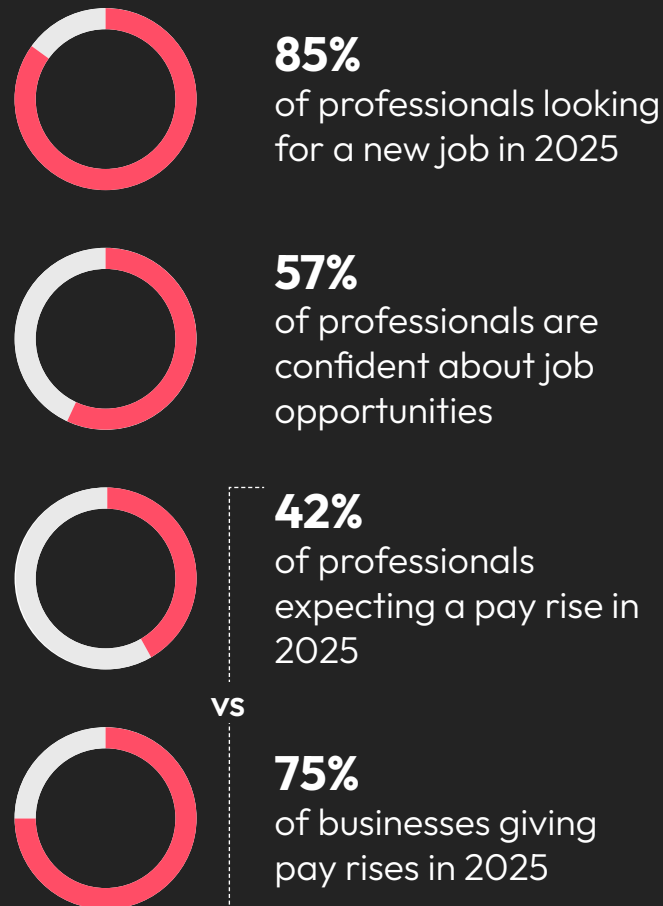


Top 3 employee benefits in demand



*Enhance your benefits package with our Employee Benefits Guide - the ultimate resource for understanding what professionals value most in workplace benefits. Learn more [here](#).

Employee expectations



Top 3 soft skills in demand

- 1 Problem solving
- 2 Adaptability
- 3 Collaboration

Top 3 skills in demand for management roles

-  Leadership
-  Integrity
-  Decision making

Distribution & Front Office - Sell Side

	Permanent Salary Per Annum GBP (£)									
	Analyst		Associate		Vice President		Director		Managing Director	
Role	Range	Average	Range	Average	Range	Average	Range	Average	Range	Average
Investment Banking										
Advisory/Corporate Finance	60 - 80k	70,100	85 - 125k	110,230	130 - 200k	150,560	210 - 300k	267,000	310k+	-
Relationship Manager	-	-	75 - 100k	91,404	110 - 160k	141,300	160 - 250k	194,030	255k+	-
Structuring & Execution	55 - 75k	67,050	80 - 120k	103,000	130 - 170k	156,705	175 - 225k	200,500	230k+	-
Origination DCM/ECM	65 - 75k	71,000	75 - 110k	99,450	120 - 170k	156,980	180 - 250k	210,430	255k+	-
Product Specialist	60 - 75k	66,000	75 - 110k	89,270	115 - 150k	125,400	155 - 175k	160,120	200k+	-
Banking										
Corporate Banking	50 - 70k	61,605	75 - 120k	105,000	130 - 160k	143,805	165 - 230k	190,320	235k	-
Institutional Banking	65 - 75k	71,400	80 - 125k	115,020	130 - 170k	159,870	175 - 250k	200,640	255k+	-
Project Finance	65 - 75k	73,350	80 - 125k	112,305	130 - 170k	153,465	175 - 250k	205,785	255k+	-
Capital Markets										
Sales	65 - 85k	75,600	90 - 130k	105,450	140 - 185k	152,300	190 - 225k	205,900	235k+	-
Trading	75 - 90k	83,200	95 - 140k	120,855	145 - 185k	156,000	190 - 250k	210,790	260k+	-
Research	70 - 90k	85,670	95 - 120k	112,090	125 - 160k	137,305	165 - 210k	180,200	220k+	-
Private Banking/Wealth Manager										
Wealth Investment Manager	35 - 45k	41,305	50 - 85k	71,000	110 - 150k	131,560	155 - 200k	187,000	210k+	-
Private Banker	35 - 50k	48,930	55 - 80k	70,200	85 - 150k	125,800	155 - 225k	204,220	250k+	-
Portfolio Manager	40 - 55k	50,500	60 - 80k	69,725	90 - 130k	105,760	135 - 200k	141,305	205k+	-

Distribution & Front Office - Buy Side (Asset Management, Private Markets, Hedge Funds, Investment Managers)

	Permanent Salary Per Annum GBP (£)									
	Analyst		Associate		Vice President		Director		Managing Director	
Role	Range	Average	Range	Average	Range	Average	Range	Average	Range	Average
Front Office										
Investment Manager	65 - 85k	77,000	90 - 110k	101,235	120 - 150k	137,985	160 - 250k	217,000	260k+	-
Portfolio Manager	65 - 85k	75,010	90 - 120k	106,538	125 - 160k	143,600	165 - 230k	202,090	240k+	-
Investment Analyst	70 - 90k	82,392	95 - 110k	103,405	120 - 150k	137,830	160 - 250k	203,920	260k+	-
Fund Manager	60 - 80k	72,340	85 - 100k	94,660	110 - 150k	134,655	155 - 185k	178,465	190k+	-
Asset Manager	70 - 90k	81,205	95 - 120k	109,543	125 - 150k	138,950	160 - 190k	180,320	200k+	-
Researcher	70 - 110k	91,805	115 - 130k	125,720	135 - 180k	161,000	185 - 260k	219,465	270k+	-
Product Manager	60 - 75k	68,400	80 - 115k	99,005	120 - 150k	136,630	155 - 175k	162,210	200k+	-
Quant	70 - 90k	82,255	95 - 135k	121,300	140 - 195k	172,005	200 - 300k	235,855	310k+	-
Distribution										
Institutional Sales	65 - 85k	77,000	90 - 130k	105,000	135 - 160k	153,450	165 - 200k	189,750	210k+	-
Business Development	60 - 80k	72,340	85 - 100k	93,725	105 - 130k	120,915	135 - 150k	147,000	155k+	-
Relationship Management	50 - 75k	64,000	80 - 120k	101,220	125 - 150k	137,232	155 - 200k	182,452	205k+	-
Investor Relations	45 - 70k	58,765	75 - 120k	99,110	120 - 170k	146,215	175 - 250k	216,000	260k+	-
Client Executive	45 - 60k	53,500	65 - 90k	78,880	95 - 120k	110,000	125 - 140k	135,555	145k+	-
Wealth										
Investment Manager	35 - 50k	43,540	55 - 80k	69,910	85 - 130k	109,425	135 - 180k	161,000	190k+	-
Planning/Advisory	35 - 50k	42,000	55 - 90k	72,300	100 - 160k	132,655	170 - 200k	189,945	210k+	-
Relationship Manager	60 - 70k	66,700	70 - 95k	84,205	100 - 155k	132,660	160 - 240k	202,220	250k+	-

Operations - Sell Side

	Permanent Salary Per Annum GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Investment Banking						
Trade Support	40 - 55k	47,500	60 - 75k	67,500	80 - 100k	90,000
Settlements	40 - 55k	47,500	55 - 70K	62,500	75 - 90k	82,500
OTC Clearing	40 - 55k	47,500	55 - 70K	62,500	75 - 90k	82,500
Corporate Actions/Asset Servicing	35 - 50k	44,450	50 - 65k	57,500	70 - 90k	78,250
Loans Administration	35 - 50k	44,450	50 - 65k	57,500	70 - 90k	78,250
Loan Agency	50 - 60k	55,000	65 - 70k	67,000	80 - 110k	95,000
Loan Closing	70 - 90k	77,125	90 - 110k	95,000	110 - 140k	125,000
Data Management	40 - 55k	77,125	55 - 95k	75,000	90 - 140k	118,000
Collateral Management	45 - 60k	52,500	60 - 75k	67,500	85 - 115k	105,125
Regulatory Reporting (EMIR/ MIFID)	45 - 65k	60,750	65 - 90k	83,432	95 - 120k	105,750
Client Onboarding	35 - 45k	43,000	45 - 65k	58,450	70 - 90k	78,500
Client Money	32 - 45k	39,715	45 - 65k	61,000	75 - 95k	84,275
Payments	30 - 40k	34,125	40 - 55k	47,500	60 - 75k	68,125
Cash Management/Treasury	40 - 55k	48,000	55 - 65k	62,250	65 - 90k	78,125
Reconciliations	32 - 45k	41,750	45 - 55k	51,350	60 - 75k	68,910
Documentation (Confirmations & Drafting)	35 - 50k	46,125	50 - 65k	57,500	65 - 85k	75,000
Prime Brokerage/Stock Loan	45 - 65k	61,750	65 - 85k	73,480	85 - 115k	112,500
Trade Finance	35 - 50k	43,750	55 - 75k	67,325	85 - 110k	98,750

Operations - Sell Side

	Permanent Salary Per Annum GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Head of Operations	-	-	-	-	150 - 210k	185,000
Chief Operations Officer	-	-	-	-	225 - 300k	268,500

Operations – Sell Side

	Permanent Salary Per Annum GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Brokerage						
Trade Support	30 – 50k	40,000	50 – 65k	57,500	75 – 95k	87,500
Settlements	30 – 50k	40,000	50 – 65k	57,586	75 – 85k	80,000
Corporate Actions	30 – 45k	37,500	45 – 60k	52,500	65 – 80k	72,582
Data Management	35 – 55k	50,789	55 – 70k	64,793	70 – 100k	84,700
Regulatory Reporting (EMIR/MIFID)	35 – 55k	45,000	55 – 70k	62,500	70 – 100k	87,800
Client Onboarding	35 – 50k	42,500	50 – 65k	59,750	70 – 85k	76,500
Cash Management	32 – 48k	39,332	48 – 60k	52,521	70 – 90k	81,930
Supervisor	-	-	-	-	65 – 100k	81,573
Head of Operations	-	-	-	-	100 – 140k	131,500
Chief Operations Officer	-	-	-	-	160 – 200k	176,000

Operations – Sell Side

	Permanent Salary Per Annum GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Trading Houses & Exchanges						
Trade Assistant	30 - 50k	42,780	50 - 65k	62,550	75 - 90k	82,196
Clearing Operations	35 - 50k	42,500	50 - 65k	57,541	65 - 80k	72,500
Physical Operations	40 - 55k	45,000	55 - 75k	71,500	70 - 100k	86,700
Regulatory Reporting (EMIR/MIFID)	35 - 55k	45,879	55 - 70k	63,498	70 - 90k	86,850
Client Onboarding	35 - 50k	42,512	50 - 65k	63,980	70 - 85k	78,772
Data Management	35 - 50k	47,294	50 - 75k	67,516	75 - 100k	92,700
Supervisor	-	-	-	-	70 - 100k	83,286
Head of Operations	-	-	-	-	150 - 200k	185,000
Chief Operations Officer	-	-	-	-	180 - 250k	235,000

56%

of financial services professionals do not think their pay accurately reflects the work they do

Operations - Sell Side (Contract)

	Contract Rate Per Day (PAYE) GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Investment Banking (Contract)						
Trade Support	250 - 380	315	350 - 550	440	400 - 650	535
Settlements	250 - 380	315	320 - 500	420	500 - 600	540
OTC Clearing	215 - 325	300	325 - 400	340	450 - 600	510
Corporate Actions/Asset Servicing	180 - 260	240	250 - 360	285	300 - 420	330
Loans Administration	180 - 230	220	250 - 350	320	350 - 500	445
Loan Agency	200 - 300	280	350 - 425	400	450 - 575	525
Loan Closing	250 - 350	320	350 - 550	440	500 - 675	600
Data Management	150 - 350	330	300 - 610	470	350 - 650	500
Collateral, Margining, Liquidity	200 - 320	280	250 - 465	365	270 - 500	475
Regulatory Reporting (EMIR/MIFID)	230 - 480	380	350 - 620	520	600 - 800	650
Client Money	180 - 225	220	200 - 300	265	200 - 300	260
Payments	150 - 200	170	180 - 250	230	200 - 300	235
Cash Management/Treasury	200 - 300	265	250 - 375	320	400 - 500	440
Reconciliations	190 - 300	250	200 - 280	260	300 - 400	340
Documentation	200 - 250	240	250 - 310	290	300 - 410	365
Prime Brokerage/Stock Loan	275 - 365	330	300 - 450	390	450 - 550	465
Trade Finance	200 - 320	260	300 - 400	360	400 - 480	410

Operations - Sell Side (Contract)

	Contract Rate Per Day (PAYE) GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Brokerage						
Trade Support	180 - 260	220	260 - 360	300	380 - 520	450
Settlements	180 - 250	230	250 - 350	260	350 - 500	415
Corporate Actions	180 - 230	205	230 - 300	260	350 - 460	405
Data Management	200 - 280	230	280 - 450	350	400 - 750	550
Regulatory Reporting (EMIR/MIFID)	180 - 290	235	260 - 450	350	420 - 670	610
Onboarding	180 - 240	210	220 - 310	265	350 - 485	375
Cash Management	180 - 230	205	230 - 310	270	350 - 460	405
Supervisor	-	-	-	-	360 - 480	450
Head of Operations	-	-	-	-	450 - 670	650
Chief Operations Officer	-	-	-	-	700 - 950	825

46%

of financial services professionals are planning to negotiate their salary in 2025

Operations - Sell Side (Contract)

	Contract Rate Per Day (PAYE) GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Trading Houses & Exchanges						
Trade Assistant	220 - 280	250	220 - 350	285	350 - 550	450
Clearing Operations	200 - 260	230	220 - 320	270	280 - 350	340
Physical Operations	240 - 300	274	220 - 320	295	350 - 550	450
Regulatory Reporting (EMIR/MIFID)	220 - 300	260	250 - 450	335	450 - 550	515
Client Onboarding	180 - 240	210	220 - 310	265	350 - 485	375
Data Management	200 - 280	230	280 - 450	350	400 - 750	550
Supervisor	-	-	-	-	350 - 600	475
Head of Operations	-	-	-	-	450 - 700	575
Chief Operations Officer	-	-	-	-	450 - 700	575

98%

of banking and financial services professionals value having flexible work arrangements

Operations - Buy Side

	Permanent Salary Per Annum GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Asset & Investment Management						
Trade Assistant	45 - 60k	56,750	65 - 85k	72,759	90 - 130k	110,659
Trade Support/Middle Office	40 - 55k	47,587	60 - 75k	67,512	85 - 120k	102,587
Collateral Management	40 - 55k	44,498	60 - 78k	72,870	85 - 110k	97,565
Corporate Actions	40 - 50k	45,020	50 - 65k	63,014	70 - 85k	76,502
Settlements	40 - 50k	45,891	55 - 70k	64,500	70 - 85k	82,320
Reconciliations	35 - 45k	42,370	50 - 65k	57,500	65 - 80k	72,500
Data Management	35 - 50k	46,789	55 - 75k	72,587	75 - 110k	103,786
Fund Administration	30 - 45k	39,782	45 - 60k	53,980	65 - 90k	72,784
Fund Accountant	40 - 55k	46,510	60 - 75k	62,170	70 - 95k	83,798
Oversight (UCITS, OEICS etc.)	40 - 55k	47,512	55 - 70k	64,502	70 - 95k	88,985
Transfer Agency	35 - 50k	42,524	50 - 65k	62,856	70 - 90k	79,900
Cash Management	35 - 50k	42,550	50 - 65k	60,567	70 - 90k	80,000
Treasury	40 - 55k	48,520	60 - 80k	71,008	80 - 105k	101,769
Performance	40 - 55k	47,529	55 - 75k	68,518	85 - 110k	97,503
Regulatory Reporting (EMIR/MIFID)	40 - 55k	47,520	60 - 80k	76,709	85 - 110k	102,500
Client Reporting (KIIDs/Factsheets)	35 - 50k	42,501	50 - 65k	54,709	70 - 80k	73,749
Onboarding	35 - 55k	47,900	55 - 70k	67,750	75 - 95k	82,900

Operations - Buy Side

	Permanent Salary Per Annum GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Transitions	45 - 55k	52,125	55 - 75k	73,215	80 - 100k	93,750
Head of Operations	-	-	-	-	120 - 160k	139,078
Chief Operations Officer	-	-	-	-	175 - 200k	181,089

Operations - Buy Side

	Permanent Salary Per Annum GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Hedge Funds						
Trade Assistant	45 - 65k	62,450	65 - 90k	82,756	90 - 140k	118,700
Operations/Middle Office/Allrounder	40 - 60k	56,870	60 - 80k	72,602	85 - 120k	105,520
Treasury	40 - 55k	47,578	60 - 90k	85,098	100 - 130k	115,010
Regulatory Reporting	40 - 60k	54,098	60 - 80k	73,980	85 - 120k	102,510
Data Management	40 - 60k	49,500	65 - 85k	78,925	90 - 130k	110,065
Supervisor	-	-	-	-	90 - 130k	110,361
Head of Operations	-	-	-	-	135 - 180k	159,276
Chief Operations Officer	-	-	-	-	180 - 260k	204,896

Operations - Buy Side

	Permanent Salary Per Annum GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Alternatives & Private Markets						
Fund Operations (AIFs, EIS, VCT, Debt)	40 - 60k	56,098	60 - 85k	81,803	90 - 120k	113,042
Middle Office/Trade Assistant	45 - 60k	58,709	65 - 85k	83,674	90 - 130k	110,089
Lending	50 - 70k	65,897	75 - 105k	95,287	100 - 125k	112,010
Treasury	40 - 55k	48,769	60 - 90k	87,987	100 - 130k	119,378
Regulatory Reporting (EMIR/MIFID)	45 - 65k	59,184	70 - 90k	86,145	90 - 120k	110,000
Data Management	40 - 60k	50,500	65 - 85k	78,925	90 - 130k	110,065
Oversight (AIFs, Private Equity, Private Debt)	45 - 65k	59,273	65 - 90k	84,859	90 - 130k	119,784
Supervisor	-	-	-	-	90 - 130k	114,247
Head of Operations	-	-	-	-	135 - 195k	169,209
Chief Operations Officer	-	-	-	-	180 - 275k	219,471

Operations - Buy Side

	Permanent Salary Per Annum GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Wealth Management						
Transfers	28 - 40k	33,856	45 - 50k	47,104	60 - 80k	67,097
Onboarding	26 - 36k	35,893	37 - 55k	46,098	55 - 80k	67,972
Data Management	35 - 50k	42,518	55 - 70k	68,725	70 - 85k	79,786
Settlements/Trade Support	30 - 40k	37,510	40 - 60k	52,598	65 - 80k	72,520
Fund Operations (ISA/SIPPs/GIAs/Pensions)	32 - 37k	35,521	38 - 45k	42,030	50 - 70k	65,004
Client Reporting	30 - 40k	37,505	40 - 60k	52,500	60 - 75k	68,079
Supervisor (2+ teams)	-	-	-	-	80 - 90k	70,076
Head of Operations	-	-	-	-	90 - 120k	105,875
Chief Operations Officer	-	-	-	-	110 - 135k	126,453

66%

of financial services professionals are expecting a bonus in 2025

Operations - Buy Side (Contract)

	Contract Rate Per Day (PAYE) GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Asset & Investment Management						
Trade Assistant	220 - 400	290	400 - 600	475	550 - 775	700
Trade Support/Middle Office	220 - 380	300	380 - 550	435	500 - 725	640
Collateral Management	200 - 300	260	300 - 450	350	450 - 550	495
Corporate Actions	200 - 260	235	260 - 380	300	350 - 490	405
Settlements	260 - 300	275	300 - 385	360	390 - 500	450
Reconciliations	190 - 300	250	200 - 280	270	300 - 400	340
Data Management	150 - 350	330	300 - 610	470	600 - 760	650
Fund Administration	180 - 250	232	250 - 350	315	350 - 475	453
Fund Accountant	180 - 260	245	250 - 350	330	350 - 475	460
Oversight (UCITS, OEICS etc.)	200 - 300	280	300 - 390	370	390 - 550	505
Transfer Agency	180 - 250	235	230 - 375	345	300 - 475	440
Cash Management	180 - 260	240	260 - 355	300	355 - 505	415
Treasury	200 - 300	260	300 - 375	360	375 - 500	465
Performance	225 - 300	285	260 - 475	375	475 - 750	650
Regulatory Reporting (EMIR/MIFID)	180 - 290	235	260 - 450	350	420 - 670	617
Client Reporting (KIIDs/Factsheets)	200 - 275	235	275 - 375	320	375 - 450	420

Operations - Buy Side (Contract)

	Contract Rate Per Day (PAYE) GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Onboarding	180 - 260	230	260 - 360	330	360 - 485	400
Transitions	220 - 270	225	280 - 415	300	450 - 650	585
Head of Operations	-	-	-	-	750 - 1,250	1,050
Chief Operations Officer	-	-	-	-	1,000 - 1,400	1,350

Operations - Buy Side (Contract)

	Contract Rate Per Day (PAYE) GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Hedge Funds						
Trade Assistant	250 - 410	375	410 - 650	560	650 - 850	720
Operations/Middle Office Allrounder	225 - 400	315	400 - 560	455	550 - 650	625
Treasury	200 - 300	260	300 - 450	360	450 - 550	515
Regulatory Reporting (EMIR/MIFID)	180 - 300	235	280 - 470	350	470 - 685	600
Data Management	150 - 350	330	300 - 610	470	600 - 760	650
Supervisor	-	-	-	-	500 - 750	670
Head of Operations	-	-	-	-	750 - 1,250	1,100
Chief Operations Officer	-	-	-	-	1,000 - 1,750	1,600

Operations - Buy Side (Contract)

	Contract Rate Per Day (PAYE) GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Alternatives & Private Markets						
Fund Operations (AIFs, EIS, VCT, Debt)	220 - 380	300	380 - 550	435	500 - 725	625
Middle Office/Trade Assistant	220 - 400	350	400 - 600	560	550 - 775	700
Lending	225 - 400	315	400 - 560	455	550 - 700	625
Treasury	200 - 300	260	300 - 450	360	450 - 550	515
Regulatory Reporting (EMIR/MIFID)	180 - 300	235	280 - 470	350	470 - 685	600
Data Management	150 - 350	330	300 - 610	470	600 - 760	650
Oversight (AIFs, Private Equity, Private Debt)	200 - 370	270	370 - 430	405	430 - 600	520
Supervisor	-	-	-	-	500 - 750	670
Head of Operations	-	-	-	-	750 - 1,400	1,350
Chief Operations Officer	-	-	-	-	1,000 - 1,750	1,675

Operations - Buy Side (Contract)

	Contract Rate Per Day (PAYE) GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Wealth Management						
Transfers	180 - 250	235	240 - 325	315	325 - 430	405
Onboarding	180 - 225	210	225 - 300	285	300 - 400	385
Data Management	150 - 280	250	280 - 350	320	350 - 475	437
Settlements/Trade Support	150 - 230	225	230 - 350	295	350 - 400	370
Fund Operations (ISA/SIPPs/GIA)	180 - 240	220	240 - 300	280	300 - 415	375
Client Reporting	235 - 280	255	235 - 300	283	300 - 375	405
Supervisor	-	-	-	-	450 - 650	590
Head of Operations	-	-	-	-	600 - 900	815
Chief Operations Officer	-	-	-	-	900 - 1,200	1,050

Operations - Custody

	Permanent Salary Per Annum GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Trade Support/Middle Office	40 - 55k	49,000	55 - 65k	58,750	75 - 95k	88,125
Collateral Management	45 - 60k	56,780	60 - 75k	69,500	80 - 100k	92,500
Corporate Actions	38 - 55k	47,750	55 - 65k	55,250	65 - 75k	70,125
Settlements	40 - 55k	49,500	55 - 65k	62,450	70 - 80k	72,793
Reconciliations	38 - 45k	43,450	45 - 60k	51,125	62 - 75k	66,250
Data Management	35 - 50k	42,518	55 - 70k	68,725	90 - 120k	104,869
Digital Asset Custody	30 - 45k	42,022	50 - 85k	67,250	85 - 115k	102,000
Documentation (Confirmations & Drafting)	38 - 45k	43,498	45 - 65k	57,187	65 - 80k	71,259
Payments	30 - 40k	34,800	40 - 50k	43,179	55 - 65k	58,723
Cash Management	35 - 45k	43,000	50 - 70k	56,750	70 - 85k	76,978
Treasury	40 - 50k	47,520	55 - 70k	58,500	75 - 100k	83,500
Regulatory Reporting	40 - 55k	53,250	55 - 75k	70,125	80 - 110k	96,125
Onboarding	35 - 50k	42,598	50 - 65k	63,000	70 - 85k	78,000
Transitions	40 - 55k	47,300	55 - 70k	63,125	80 - 105k	93,500
Supervisor	-	-	-	-	62 - 120k	81,768
Head of Operations	-	-	-	-	130 - 175k	161,098
Chief Operations Officer	-	-	-	-	175 - 240k	205,778

Operations - Fund Administration

	Permanent Salary Per Annum GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Fund Administration	32 - 40k	36,414	40 - 55k	53,276	55 - 80k	65,980
NAVs/Fund Accounting	35 - 45k	40,790	45 - 60k	56,400	60 - 75k	67,297
Asset Servicing/Corporate Actions	32 - 40k	37,300	40 - 55k	47,402	55 - 65k	64,023
Regulatory Reporting (AIFMD)	32 - 45k	34,978	55 - 75k	58,970	95 - 115k	105,798
Client Reporting (KIIDs/Factsheets)	32 - 45k	37,892	50 - 65k	58,987	65 - 90k	75,987
Performance	35 - 45k	40,017	45 - 65k	52,789	65 - 75k	68,431
Data Management	35 - 55k	48,200	55 - 75k	67,500	75 - 90k	86,750
Supervisor	-	-	-	-	55 - 90k	76,324
Head of Operations	-	-	-	-	100 - 130k	118,879
Chief Operations Officer	-	-	-	-	150 - 180k	168,823

Operations - Third Parties/Fintechs/Platforms

	Permanent Salary Per Annum GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Pensions	32 - 38k	36,425	42 - 50k	46,789	55 - 70k	67,725
Wealth Operations	30 - 42k	35,620	42 - 55k	48,484	55 - 70k	62,318
CASS/Client Money	32 - 45k	36,721	45 - 60k	55,756	65 - 90k	79,340
Transfer Agency	23 - 32k	26,820	36 - 42k	37,457	49 - 60k	52,912
Corporate Trust	45 - 60k	57,500	65 - 75k	70,102	75 - 90k	85,010
Physical Operations/Logistics	38 - 50k	46,590	50 - 75k	72,378	75 - 110k	98,050
Payment Platforms	26 - 35k	34,780	35 - 45k	42,007	45 - 60k	54,190
Supervisor	-	-	-	-	45 - 110k	71,364
Head of Operations	-	-	-	-	80 - 115k	92,809
Chief Operations Officer	-	-	-	-	120 - 160k	139,782

Operations - Custody (Contract)

	Contract Rate Per Day (PAYE) GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Trade Support/Middle Office	180 - 260	220	260 - 450	300	450 - 540	475
Collateral Management	200 - 270	240	300 - 420	370	250 - 550	440
Corporate Actions	180 - 250	230	250 - 300	285	300 - 400	330
Settlements	180 - 240	210	240 - 400	375	400 - 500	440
Reconciliations	180 - 225	220	225 - 275	257	275 - 400	390
Data Management	150 - 350	330	300 - 610	470	350 - 650	500
Digital Asset Custody	200 - 270	260	300 - 420	400	250 - 550	460
Documentation (Confirmations & Drafting)	200 - 270	240	300 - 400	375	400 - 475	420
Payments	180 - 225	220	225 - 275	257	275 - 400	370
Cash Management	200 - 250	240	255 - 295	275	295 - 430	395
Treasury	225 - 300	275	300 - 400	360	400 - 550	445
Regulatory Reporting	180 - 290	235	260 - 450	375	420 - 650	585
Onboarding	180 - 240	210	220 - 310	275	350 - 410	375
Transitions	180 - 235	230	230 - 315	285	350 - 410	390
Supervisor	-	-	-	-	300 - 550	425
Head of Operations	-	-	-	-	700 - 900	775
Chief Operations Officer	-	-	-	-	1,000 - 1,250	1,150

Operations - Fund Administration (Contract)

	Contract Rate Per Day (PAYE) GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Fund Administration	170 - 230	175	240 - 300	250	300 - 450	365
NAVs/Fund Accounting	170 - 230	190	255 - 315	260	315 - 465	365
Asset Servicing/Corporate Actions	170 - 235	180	240 - 305	255	310 - 450	355
Regulatory Reporting (AIFMD)	170 - 235	185	300 - 450	378	550 - 700	655
Client Reporting (KIIDs/Factsheets)	170 - 230	175	230 - 300	270	300 - 450	355
Performance	170 - 230	190	255 - 315	260	315 - 465	405
Data Management	150 - 280	250	280 - 350	320	350 - 475	440
Supervisor	-	-	-	-	450 - 650	475
Head of Operations	-	-	-	-	600 - 900	815
Chief Operations Officer	-	-	-	-	900 - 1,200	1,050

Operations - Third Parties/Fintechs/Platforms (Contract)

	Contract Rate Per Day (PAYE) GBP (£)					
	Analyst		AVP/Associate		Management	
Role	Range	Average	Range	Average	Range	Average
Pensions	180 - 250	235	230 - 300	295	300 - 475	430
Wealth Operations	180 - 235	230	230 - 280	255	290 - 475	435
CASS/Client Money	180 - 235	230	245 - 300	275	350 - 600	550
Transfer Agency	120 - 180	160	180 - 255	220	225 - 275	240
Corporate Trust	220 - 300	265	300 - 400	366	400 - 500	465
Physical Operations/Logistics	180 - 250	240	250 - 400	310	400 - 600	475
Payment Platforms	140 - 190	170	200 - 250	220	225 - 300	270
Supervisor	-	-	-	-	225 - 500	409
Head of Operations	-	-	-	-	500 - 700	550
Chief Operations Officer	-	-	-	-	700 - 850	800

Banking & Financial Services

	Permanent Salary Per Annum GBP (£)					
	0-3 yrs' experience		3-5 yrs' experience		5 yrs+ experience	
Role	Range	Average	Range	Average	Range	Average
Operations/Back Office						
Operations Manager	35 - 44k	39,900	45 - 55k	48,000	60 - 78k	69,000
Corporate Actions	24 - 40k	33,000	43 - 55k	49,870	60 - 90k	76,040
Transfer Pricing	30 - 40k	36,430	43 - 55k	50,100	59 - 75k	67,010
Fraud	24 - 33k	28,100	34 - 44k	39,020	47 - 83k	73,102
Cash Management	24 - 28k	26,220	29 - 45k	36,000	46 - 68k	55,000
Paraplanner	24 - 35k	30,630	36 - 40k	38,890	44 - 50k	47,775
Client Services	23 - 28k	25,905	34 - 42k	36,000	41 - 53k	47,050
Collections	24 - 34k	30,200	34 - 49k	42,325	54 - 70k	61,000
Settlements	24 - 28k	26,320	26 - 36k	31,000	32 - 41k	38,710
Trade Support	24 - 28k	26,420	26 - 36k	33,305	32 - 40k	38,454
Reconciliations	24 - 28k	26,000	26 - 36k	32,000	31 - 40k	35,999
Compliance						
Compliance Advisory	26 - 37k	30,056	38 - 55k	45,005	56 - 90k	76,000
Compliance Monitoring	26 - 37k	31,000	38 - 55k	49,500	56 - 75k	65,235

Banking & Financial Services

	Permanent Salary Per Annum GBP (£)					
	0-3 yrs' experience		3-5 yrs' experience		5 yrs+ experience	
Role	Range	Average	Range	Average	Range	Average
Middle & Front Office						
Asset and Liability Management	31 - 41k	38,405	42 - 54k	49,320	55 - 90k	79,000
Investment Manager	27 - 41k	37,000	43 - 61k	55,000	62 - 90k	76,320
Investment Assistant	24 - 28k	25,500	29 - 38k	32,999	39 - 52k	46,070
Credit Risk	24 - 42k	34,555	39 - 58k	45,000	51 - 70k	65,095
Regulatory Risk	24 - 32k	27,005	33 - 49k	41,150	48 - 66k	57,400
Operational Risk	22 - 31k	26,940	27 - 39k	34,590	50 - 90k	77,000
Market Risk	30 - 42k	39,005	39 - 47k	42,220	47 - 70k	59,450
Anti-Money-Laundering	25 - 44K	34,104	45 - 58k	54,905	59 - 90k	79,800
Research Analyst	26 - 37k	31,000	37 - 58k	54,000	60 - 80k	69,000
Business Development	24 - 36k	32,400	30 - 46k	39,950	45 - 85k	74,530

Technology

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

- Architecture
- Data, AI & Machine Learning
- Software Engineering/Development
- Information Security
- Infrastructure
- DevOps
- ERP
- CRM
- Senior Appointments
- Testing



Key findings

Sector trends

Average tenure	Female	Male
1.8 years	35%	65%
Talent pool growth	Hiring demand	
-0.40%	Very high	

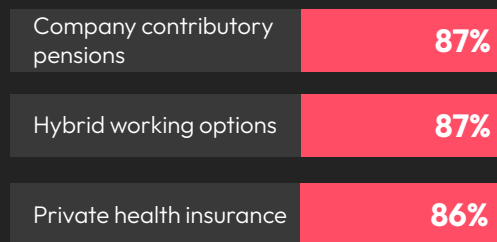
Top industries hiring this talent in 2025

- 1 Software Development
- 2 Hospitals and Healthcare
- 3 Telecommunications

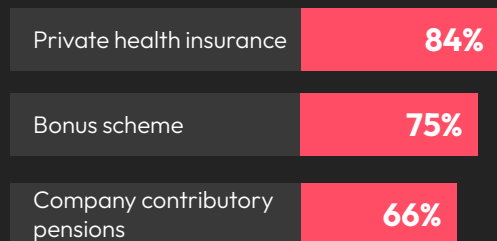
Top 3 professionals in demand

- 1 Machine Learning Engineer
- 2 Information Security Engineer
- 3 Data Governance Analyst

Top 3 employee benefits received

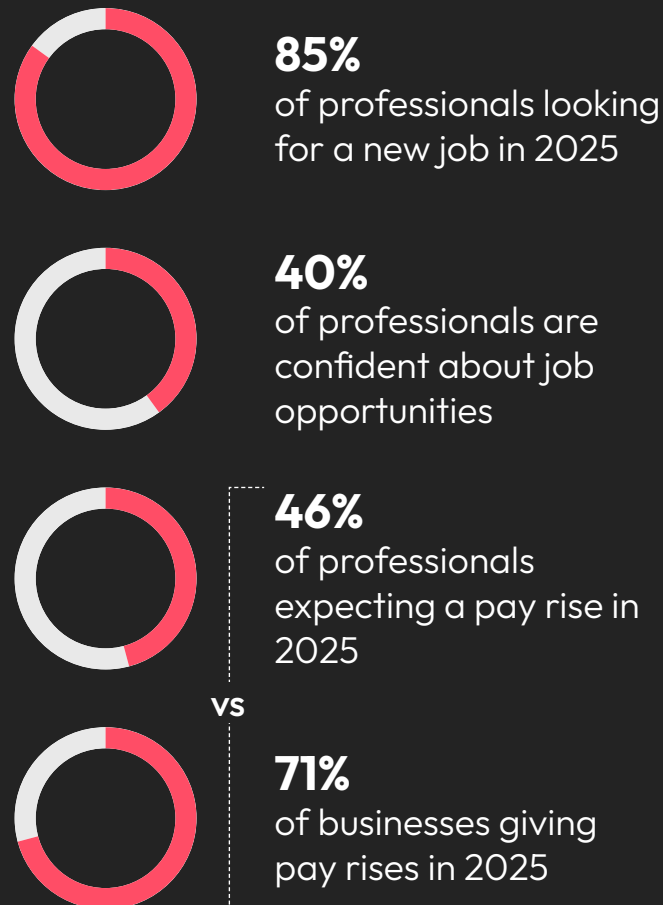


Top 3 employee benefits in demand



*Enhance your benefits package with our Employee Benefits Guide - the ultimate resource for understanding what professionals value most in workplace benefits. Learn more [here](#).

Employee expectations



Top 3 soft skills in demand

- 1 Resilience
- 2 Communication
- 3 Leadership/mentor qualities

Top 3 skills in demand for management roles

-  Adaptability
-  Agility
-  Change management

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Chief Data Officer/Chief Data Scientist	170 - 260k	220,150	185 - 310k	270,200	850 - 2,100	1,180
VP/Director of Data	155 - 185k	168,000	180 - 240k	186,310	850 - 1,700	930
VP/Director AI/Machine Learning	160 - 210k	185,500	185 - 235k	189,320	850 - 1,650	980
Head of Data Analytics/Engineering	125 - 185k	155,595	140 - 190k	167,216	700 - 1,100	880
Head of AI/Machine Learning	125 - 190k	156,050	135 - 185k	168,000	650 - 1,150	875
Data Science/Engineering - Manager/Lead	110 - 160k	134,100	120 - 170k	148,280	550 - 900	700
Data Scientist	55 - 140k	112,000	65 - 155k	119,200	450 - 850	780
Research Scientist	75 - 155k	108,340	90 - 170k	110,890	700 - 1,150	790
Machine Learning Engineer	70 - 145k	105,700	85 - 170k	123,201	400 - 950	650
BI/MI Analyst	40 - 95k	60,245	50 - 110k	76,205	350 - 600	385
Data Analyst	45 - 115k	78,790	55 - 140k	86,000	450 - 570	475
AI Specialists - NLP/Deep & Reinforcement Learning/Computer Vision	80 - 155k	128,200	80 - 160k	136,070	600 - 1,250	790
MLOps/DataOps Engineer	70 - 110k	94,180	90 - 135k	122,080	565 - 800	575
Data Engineer	60 - 135k	94,400	75 - 135k	99,085	550 - 800	575
BI Engineer	45 - 85k	68,220	50 - 95k	75,580	350 - 550	375
Data Architect	75 - 125k	98,460	90 - 150k	116,860	700 - 1,200	895



52%

of technology
professionals do
not think their pay
accurately reflects the
work they do

Software Engineering

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
CTO	165 - 260k	210,000	185 - 310k	255,000	800 - 2,000	1,300
VP of Engineering	105 - 145k	140,000	130 - 190k	182,000	800 - 1,250	1,200
Head of Development	95 - 155k	130,000	100 - 180k	165,000	800 - 1,100	1,000
Software Engineering Manager	90 - 145k	138,000	110 - 150k	125,000	800 - 1,050	900
Frontend Engineer	55 - 85k	78,000	70 - 115k	90,000	450 - 900	700
Backend Engineer	75 - 120k	105,000	80 - 135k	120,000	500 - 900	700
Full Stack Engineer	55 - 115k	95,000	65 - 115k	108,000	600 - 900	700
Technical Team Lead	100 - 150k	130,500	100 - 150k	139,000	600 - 1,000	800
Head of QA	100 - 125k	115,000	115 - 145k	130,000	750 - 900	800
QA Team Lead	85 - 105k	95,000	95 - 125k	110,000	500 - 800	750
QA Engineer	50 - 80k	65,000	75 - 105k	88,000	400 - 600	500
Solution Architect	70 - 130k	100,130	70 - 145k	107,000	600 - 1,000	860

Information Security

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Head of Information Security	110 - 155k	134,560	120 - 175k	145,000	725 - 900	800
Information Security Risk Manager	90 - 120k	110,105	95 - 120k	115,555	775 - 950	850
Senior Information Security Manager	85 - 110k	100,100	105 - 135k	124,000	675 - 875	720
Information Security Manager	75 - 90k	83,255	75 - 120k	99,100	625 - 825	780
Senior Information Security Analyst	60 - 90k	71,000	80 - 110k	101,000	575 - 775	625
Information Security Analyst	50 - 75k	61,920	60 - 85k	77,555	525 - 725	695
Security Operations Consultant (SOC)	55 - 85k	70,500	70 - 100k	91,300	475 - 625	585
Security Engineer	60 - 90k	74,300	80 - 110k	102,305	525 - 775	680
Security Architect	85 - 125k	99,000	90 - 150k	129,000	675 - 925	700
CISO	100 - 200k	165,000	160 - 350k	250,000	1,150 - 1,650	1,455
BISO	98 - 130k	115,065	130 - 205k	190,500	770 - 1,025	900
Penetration Tester	70 - 105k	99,225	75 - 130k	110,200	650 - 950	805
Business Continuity Analyst	55 - 75k	65,540	65 - 85k	70,915	525 - 625	585
Cloud Security Architect	90 - 130k	110,000	100 - 170k	135,400	875 - 1,275	980
Cloud Security Engineer	70 - 95k	81,020	85 - 115k	100,010	625 - 825	705
Identity and Access Management Analyst	70 - 80k	76,000	75 - 90k	80,100	625 - 825	720
Identity and Access Management Architect	85 - 100k	92,300	90 - 110k	100,200	625 - 825	720
Application Security Engineer	110 - 135k	120,405	115 - 150k	134,250	750 - 1,000	890
Operational Resilience Manager	75 - 90k	84,500	80 - 110k	99,015	700 - 900	820
IT Audit Manager	75 - 85k	80,800	90 - 120k	110,000	700 - 850	790

Infrastructure

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Infrastructure Engineer	45 - 70k	53,500	50 - 90k	75,000	375 - 625	505
Network Engineer	45 - 70k	54,500	50 - 95k	78,960	375 - 650	515
DevOps Engineer	55 - 115k	90,010	80 - 140k	110,200	550 - 850	755
Cloud Engineer	60 - 110k	75,295	75 - 125k	105,600	500 - 775	615
Site Reliability Engineer/ SRE	60 - 115k	100,500	90 - 130k	110,325	600 - 800	715
Platform Engineer	60 - 115k	95,050	80 - 115k	105,650	550 - 750	655
Server Engineer	55 - 75k	66,455	65 - 85k	71,000	475 - 650	615
Linux Engineer	40 - 75k	62,000	60 - 110k	90,435	400 - 725	625
Tradefloor Desktop Support Engineer	40 - 60k	47,025	50 - 80k	71,290	375 - 550	450
Desktop Support Engineer	35 - 55k	43,855	40 - 60k	55,300	250 - 400	310
2nd Line Engineer	30 - 45k	39,555	35 - 55k	45,020	200 - 375	295
3rd Line Engineer	45 - 70k	62,300	50 - 85k	70,300	375 - 575	485
Application Support Analyst	50 - 85k	64,600	75 - 110k	99,025	500 - 725	655
System Administrator	38 - 55k	49,070	40 - 80k	61,000	450 - 575	505
Infrastructure/Cloud Architect	70 - 135k	110,000	80 - 140k	115,405	800 - 1,050	950
System Engineer	40 - 70k	59,340	60 - 100k	89,050	450 - 700	605

Infrastructure

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Manager						
Service Desk Manager	45 - 65k	51,725	60 - 85k	74,000	425 - 650	550
Service Delivery Manager	55 - 80k	68,900	65 - 90k	79,200	450 - 625	535
Environments Manager	65 - 85k	77,000	80 - 120k	100,100	550 - 750	605
IT Manager	60 - 90k	78,000	75 - 115k	105,605	500 - 750	605
Infrastructure Manager	65 - 85k	77,305	80 - 110k	100,555	525 - 725	630
Network Manager	65 - 85k	76,405	80 - 100k	94,305	525 - 725	625
IT Operations Manager	55 - 70k	64,100	65 - 95k	79,000	450 - 650	580
Leadership						
Head of Service Delivery	75 - 105k	87,000	80 - 140k	123,030	550 - 900	785
Head of IT Operations	80 - 105k	94,300	100 - 150k	112,030	725 - 950	755
Head of Infrastructure	70 - 110k	92,765	100 - 170k	130,400	725 - 1,200	950
Head of Networks	80 - 100k	91,000	90 - 130k	100,900	550 - 850	620
Head of DevOps	100 - 140k	121,980	105 - 170k	121,345	800 - 1,200	905
Head of SRE	100 - 140k	123,005	105 - 170k	121,345	800 - 1,200	915
Head of Cloud Engineering	90 - 140k	110,980	110 - 170k	134,660	800 - 1,100	920
Head of IT/Technology	80 - 150k	127,000	120 - 180k	140,500	750 - 1,300	855
Chief Information Officer	140 - 250k	200,500	180 - 300k	255,300	1,000 - 2,000	1,555

BI & Data

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 – 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
BI Developer	40 - 65k	54,000	45 - 70k	51,980	400 - 600	500
Data Warehouse Developer/ETL Developer	45 - 70k	55,670	50 - 65k	57,535	400 - 600	500
Head of BI/Data	80 - 120k	101,100	90 - 130k	110,000	800 - 1,200	1,000
BI/MI Analyst	30 - 45k	38,250	35 - 50k	42,300	350 - 550	450
Data Architect	80 - 120k	105,600	90 - 130k	100,205	500 - 800	650
Data Visualisation Developer	40 - 65k	55,035	50 - 65k	58,240	400 - 600	500
Data Scientist	45 - 70k	61,000	55 - 85k	71,080	500 - 750	625

Development

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 – 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Back End/Full Stack						
PHP (Back End)	30 - 55k	43,450	40 - 65k	52,540	300 - 475	405
PHP (Full Stack)	30 - 55k	43,635	40 - 65k	52,540	300 - 475	410
Java (Back End)	40 - 80k	67,650	50 - 110k	80,800	450 - 600	500
Java (Full Stack)	40 - 85k	71,000	60 - 120k	92,305	450 - 600	500
C# .NET (Back End)	35 - 75k	55,405	60 - 110k	92,305	450 - 575	500
C# .NET (Full Stack)	45 - 80k	61,020	50 - 120k	86,555	450 - 550	500
Node JS (Back End)	50 - 85k	67,200	50 - 100k	76,000	450 - 600	500
Node JS (Full Stack)	45 - 95k	71,500	55 - 100k	79,290	450 - 600	500
Front End						
Vue	40 - 60k	52,455	50 - 66k	58,755	400 - 590	500
Angular	40 - 60k	51,000	50 - 80k	66,700	430 - 640	560
Mobile	35 - 55k	45,675	45 - 90k	64,555	405 - 695	545
Native Android (Java)	40 - 70k	61,200	45 - 85k	64,105	450 - 600	475
Native iOS (Objective-C/Swift)	40 - 70k	61,200	45 - 85k	64,105	450 - 600	475
React	40 - 65k	59,240	50 - 80k	66,505	430 - 695	565
React Native	40 - 70k	61,200	45 - 85k	66,760	400 - 575	475
Xamarin	40 - 65k	59,240	45 - 75k	60,100	400 - 535	475
Jquery	30 - 40k	36,745	35 - 50k	43,020	300 - 450	375

Development Leadership

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Development Manager	65 - 85k	71,000	75 - 95k	81,205	400 - 700	500
Head of Development	70 - 100k	84,540	80 - 120k	105,000	500 - 800	700
Lead Developer	45 - 75k	55,600	65 - 100k	80,295	430 - 910	710
Scrum Master	55 - 70k	61,390	60 - 80k	71,000	400 - 600	550

DevOps

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
DevOps Engineer	70 - 80k	77,000	90 - 130k	105,000	550 - 650	600
Senior/Lead DevOps Engineer	80 - 115k	100,100	90 - 120k	101,035	700 - 900	790

Infrastructure

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
IT Manager	60 - 80k	71,800	55 - 90k	78,000	500 - 750	550
Linux Engineer	50 - 70k	66,505	50 - 70k	61,750	380 - 500	410
Infrastructure Engineer	50 - 80k	65,055	50 - 80k	67,800	330 - 550	400
Network Engineer	50 - 70k	61,205	50 - 70k	61,750	330 - 550	405
3rd Line Support Engineer	55 - 65k	61,000	55 - 65k	59,605	300 - 500	400
2nd Line Support Engineer	30 - 35k	32,250	30 - 35k	32,400	250 - 300	275
Technical Architect	65 - 120k	98,055	65 - 120k	102,405	510 - 1,000	895
Solutions Architect	65 - 120k	98,055	65 - 120k	102,405	560 - 1,000	800
Service Desk Analyst	30 - 35k	32,400	30 - 35k	33,000	100 - 350	275

48%

of technology professionals are planning to negotiate their salary in 2025

ERP/CRM

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
CRM Consultant	60 - 90k	71,000	70 - 95k	79,185	430 - 800	620
ERP Consultant	60 - 95k	73,350	75 - 107k	92,845	590 - 750	685
ERP Support	43 - 70k	57,880	70 - 80k	76,375	270 - 590	435
Dynamics Developer	45 - 77k	60,995	59 - 102k	81,960	455 - 800	635
Dynamics Support	37 - 52k	45,930	45 - 70k	56,470	270 - 535	415

Security

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Information Security Manager	70 - 90k	80,500	70 - 90k	80,500	550 - 850	750
Security Analyst	60 - 80k	72,175	60 - 80k	70,175	450 - 700	550
Security Engineer/SCO	50 - 80k	72,210	50 - 80k	72,210	450 - 1,000	700
CISO	100 - 130k	105,000	100 - 130k	105,000	850 - 1,100	950
DPO	100 - 130k	104,825	100 - 130k	104,825	550 - 750	650

Senior Appointments

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
CIO/Chief Data Officer	100 - 150k	128,550	100 - 175k	157,500	1,000 - 1,500	1,250
CTO	90 - 130k	106,330	100 - 200k	153,250	700 - 1,000	850
Digital Director	75 - 120k	104,750	95 - 150k	142,570	900 - 1,000	950
IT Director	85 - 125k	101,470	95 - 160k	125,500	700 - 1,000	850
Transformation Director	85 - 135k	105,100	110 - 166k	133,985	800 - 1,200	1,000

Testing

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Test Manager	50 - 80k	67,905	55 - 95k	81,845	450 - 800	600
NFT/Performance/Automation Tester	40 - 75k	65,975	45 - 85k	75,890	450 - 600	500
QA Test Analyst	30 - 55k	37,010	30 - 60k	39,920	300 - 500	400

AI & Machine Learning

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 – 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
AI CTO	150 – 225k	180,000	200 – 250k	226,295	1,200 – 1,400	1,340
Head of Machine Learning/Head of Data Science	100 – 120k	113,040	120 – 140k	131,000	900 – 1,000	970
Head of Research & Development	100 – 120k	108,390	120 – 140k	131,000	900 – 1,000	970
Machine Learning Engineer	60 – 80k	71,000	65 – 100k	83,000	600 – 800	710
Machine Learning Researcher	50 – 70k	60,500	60 – 80k	73,060	450 – 600	510
Senior Data Scientist	70 – 90k	80,300	60 – 100k	82,400	600 – 800	695
Data Scientist	55 – 80k	72,455	55 – 85k	67,345	500 – 750	595
Data Engineer	50 – 80k	69,505	65 – 120k	89,000	400 – 600	450

67%

of technology professionals value having flexible work arrangements

Architecture

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 – 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Technical Architect	70 – 90k	80,100	80 – 100k	91,605	500 – 900	645
Solution Architect	70 – 90k	80,100	80 – 100k	91,605	500 – 800	620
Digital Architect	70 – 90k	80,100	80 – 100k	91,605	600 – 1,000	750
Cloud Architect	80 – 100k	91,050	90 – 120k	105,000	600 – 1,000	750
Enterprise Architect	95 – 125k	111,385	95 – 125k	100,855	700 – 1,000	800
Head of Architecture	75 – 100k	91,005	80 – 120k	101,390	600 – 900	700
Chief Architect	85 – 100k	93,780	90 – 125k	102,380	600 – 1,000	775

BI & Data

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
BI Developer	45 - 60k	55,550	50 - 70k	59,000	300 - 500	400
Data Warehouse Developer/ETL Developer	55 - 80k	69,250	60 - 80k	71,255	350 - 550	450
Head of BI/Data	90 - 120k	100,500	100 - 160k	135,400	700 - 1,000	850
BI/MI Analyst	35 - 50k	41,055	35 - 60k	46,500	300 - 500	400
Data Architect	85 - 100k	92,000	90 - 120k	108,100	500 - 750	625
Data Visualisation Developer	45 - 55k	50,200	50 - 70k	60,700	350 - 500	425
Data Scientist	55 - 80k	67,255	55 - 85k	67,000	500 - 650	575
Senior Data Scientist	70 - 90k	80,000	60 - 100k	89,505	500 - 700	600

Development

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	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
Native iOS (Objective-C/Swift)	40 - 70k	56,889	45 - 85k	71,191	450 - 600	475
JavaScript (Front End) (Angular/Vue)	40 - 85k	69,868	45 - 100k	75,748	450 - 550	475
React Native (Cross Platform)	40 - 70k	60,685	45 - 85k	68,094	400 - 575	475
Flutter (Cross Platform)	45 - 75k	63,429	45 - 90k	70,812	400 - 575	500
Front End React Developer	40 - 90k	70,132	50 - 100k	75,234	400 - 550	475

Development Leadership

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Head of Development	75 - 100k	85,035	85 - 125k	105,445	500 - 800	700
Development Manager	75 - 90k	84,000	75 - 110k	89,000	400 - 700	550
Scrum Master	60 - 80k	71,245	60 - 80k	68,745	400 - 600	550

DevOps

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
DevOps Engineer	60 - 100k	81,035	65 - 110k	85,700	500 - 700	650
Senior/Lead DevOps Engineer	70 - 120k	100,200	75 - 120k	105,000	600 - 900	725

Infrastructure

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
IT Manager	50 - 65k	58,975	65 - 85k	73,660	500 - 750	550
Linux Engineer	45 - 65k	56,040	45 - 65k	56,070	380 - 500	390
Infrastructure Engineer	40 - 60k	51,575	50 - 67k	62,430	330 - 550	400
Network Engineer	40 - 65k	49,250	45 - 70k	58,900	325 - 525	425
3rd Line Support Engineer	40 - 50k	45,655	43 - 62k	54,000	300 - 500	400
2nd Line Support Engineer	27 - 38k	32,255	28 - 38k	34,000	150 - 200	180
Service Desk Analyst	24 - 30k	26,500	25 - 32k	29,200	120 - 250	175

Security

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Information Security Manager	65 - 90k	75,455	65 - 100k	82,100	600 - 900	750
Security Analyst	45 - 75k	53,460	45 - 85k	60,195	450 - 800	625
Security Engineer/SCO	65 - 85k	71,000	65 - 95k	74,155	450 - 1,000	650
CISO	90 - 150k	120,300	90 - 180k	132,980	850 - 1,500	1,150
DPO	60 - 80k	70,540	60 - 100k	75,125	550 - 850	680

Senior Appointments

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
CIO/Chief Data Officer	100 - 150k	128,550	100 - 175k	157,500	1,000 - 1,500	1,255
CTO	90 - 130k	106,330	100 - 200k	153,250	700 - 1,000	855
IT Director	85 - 125k	101,475	95 - 160k	125,500	700 - 1,000	870
Transformation Director	85 - 135k	105,100	110 - 166k	133,985	800 - 1,200	1,010
Digital Director	75 - 120k	104,745	95 - 150k	142,570	900 - 1,000	955

Testing

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Manual Tester/QA	30 - 55k	37,010	30 - 60k	39,920	275 - 500	390
Automation Tester/SDET	40 - 75k	65,975	45 - 75k	59,000	400 - 600	500
Test Manager	50 - 80k	67,905	55 - 85k	74,350	400 - 750	525

AI & Machine Learning

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
AI CTO (Fractional)	150 - 250k	200,000	200 - 300k	250,000	1,000 - 2,000	1,400
Head of Machine Learning/Head of Data Science	100 - 130k	120,000	140 - 160k	150,000	800 - 1,200	950
Head of Research & Development	100 - 125k	115,000	130 - 145k	145,000	800 - 1,100	900
Machine Learning Engineer	75 - 110k	90,000	85 - 120k	110,000	600 - 900	725
Machine Learning Researcher	65 - 85k	75,000	75 - 95k	85,000	450 - 650	525
Senior Data Scientist	85 - 100k	93,000	90 - 115k	105,000	550 - 850	725
Data Engineer	60 - 95k	80,000	60 - 100k	85,000	450 - 700	550

BI & Data

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
BI Developer	35 - 65k	50,100	40 - 70k	51,600	400 - 600	500
Data Warehouse Developer/ETL Developer	45 - 60k	54,050	50 - 65k	59,305	400 - 600	500
Head of BI/Data	75 - 120k	99,005	100 - 150k	125,055	800 - 1,200	1,000
BI/MI Analyst	30 - 55k	43,555	35 - 60k	48,400	350 - 550	450
Data Architect	50 - 80k	69,000	70 - 90k	81,000	500 - 800	650
Data Visualisation Developer	30 - 60k	45,620	50 - 75k	65,010	400 - 600	500
Data Scientist	55 - 90k	72,000	55 - 90k	70,000	500 - 750	600

Development

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 – 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Back End/Full Stack						
PHP (Back End)	30 – 65k	52,565	65 – 95k	79,235	200 – 720	425
PHP (Full Stack)	30 – 50k	42,230	40 – 60k	51,500	300 – 550	450
Java (Back End)	35 – 85k	73,750	80 – 132k	97,230	300 – 800	590
Java (Full Stack)	40 – 60k	52,000	50 – 75k	65,920	400 – 650	550
C# .NET (Back End)	30 – 70k	49,445	60 – 80k	72,300	350 – 850	550
C# .NET (Full Stack)	30 – 55k	43,775	60 – 90k	72,495	375 – 550	530
Node JS (Back End)	35 – 75k	55,025	70 – 100k	86,000	250 – 700	525
Node JS (Full Stack)	40 – 65k	55,620	50 – 90k	72,100	400 – 650	450
Front End						
Vue	43 – 58k	52,550	50 – 80k	66,950	350 – 550	510
Mobile	40 – 75k	55,650	70 – 95k	76,450	300 – 650	440
Native Android (Java)	40 – 75k	66,770	70 – 100k	75,045	300 – 700	525
Native iOS (Objective-C/Swift)	40 – 60k	51,500	50 – 85k	69,525	350 – 650	500
React	45 – 90k	67,343	80 – 100k	88,000	300 – 850	550

Development

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
React Native	40 - 65k	54,075	60 - 100k	77,505	400 - 700	525
Xamarin	45 - 60k	55,105	50 - 75k	68,235	200 - 420	250
Angular	40 - 85k	62,020	70 - 90k	81,000	300 - 800	600
JQuery	30 - 45k	38,625	30 - 50k	41,200	300 - 440	410

Development Leadership

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
CTO	90 - 120k	105,000	120 - 150k	126,400	800 - 1,555	920
Head of Development	80 - 110k	95,335	80 - 110k	95,550	600 - 990	800
Development Manager	65 - 80k	69,200	70 - 90k	85,405	450 - 920	600
Scrum Master	45 - 80k	63,375	75 - 140k	90,000	500 - 820	580

Infrastructure

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
IT Manager	60 - 80k	71,800	55 - 90k	74,030	500 - 650	600
Linux Engineer	50 - 70k	61,995	50 - 70k	65,000	400 - 550	475
Infrastructure Engineer	50 - 80k	69,020	50 - 80k	77,500	450 - 600	525
Network Engineer	50 - 70k	61,200	50 - 70k	62,365	350 - 600	475
3rd Line Support Engineer	55 - 65k	59,035	55 - 65k	58,620	300 - 500	400
2nd Line Support Engineer	30 - 35k	32,250	30 - 35k	32,250	180 - 225	200
Technical Architect	65 - 120k	100,200	65 - 120k	92,000	500 - 900	725
Solutions Architect	65 - 120k	100,200	65 - 120k	92,000	500 - 900	700
Service Desk Analyst	30 - 35k	32,270	30 - 35k	32,400	100 - 200	150
DevOps Engineer	70 - 80k	77,000	90 - 130k	115,600	450 - 650	555

ERP/CRM

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
CRM Consultant	60 - 90k	75,600	70 - 95k	88,000	450 - 750	555
ERP Consultant	60 - 95k	74,245	75 - 107k	95,820	500 - 700	625
ERP Support	43 - 70k	56,000	70 - 80k	77,820	250 - 400	295
Dynamics Developer	45 - 77k	60,755	59 - 102k	87,035	450 - 650	520
Dynamics Support	37 - 52k	47,005	45 - 70k	52,000	250 - 400	295

Security

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Information Security Manager	70 - 85k	78,000	80 - 100k	91,000	600 - 900	750
Security Analyst	35 - 65k	48,395	50 - 75k	62,320	500 - 700	600
Security Engineer/SCO	50 - 70k	61,040	60 - 80k	70,600	460 - 800	625
CISO	100 - 120k	111,000	120 - 150k	135,605	1,000 - 1,600	1,300
DPO	43 - 80k	65,000	50 - 90k	76,355	500 - 800	700

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
CIO/Chief Data Officer	100 - 120k	109,900	110 - 150k	120,250	1,000 - 1,700	1,400
CTO	100 - 150k	126,700	120 - 160k	139,000	1,000 - 1,400	1,225
IT Director	80 - 110k	100,100	100 - 150k	127,755	800 - 1,000	975
Transformation Director	80 - 130k	112,305	100 - 150k	127,755	800 - 1,200	975
Digital Director	80 - 100k	91,000	100 - 120k	115,000	900 - 1,000	935

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Automation	28 - 50k	40,170	35 - 60k	48,925	350 - 450	350
Manual	28 - 48k	39,140	35 - 45k	41,200	400 - 650	500

Testing

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
QA Test Analyst	27 - 45k	37,080	35 - 60k	48,925	300 - 550	425
Test Manager	40 - 65k	54,075	55 - 75k	66,950	400 - 800	600
NFT/Performance/Automation Tester	35 - 50k	43,775	40 - 65k	54,075	350 - 500	425

Projects, Change & Transformation

The Projects, Change & Transformation salary report covers the salary and employment trends observed in London, the North, the Midlands and the South across the following industries:

- Commerce & Industry
- Financial Services



Key findings

Sector trends

Average tenure	Female	Male
1.9 years	36%	64%
Talent pool growth	Hiring demand	
-0.60%	Very high	

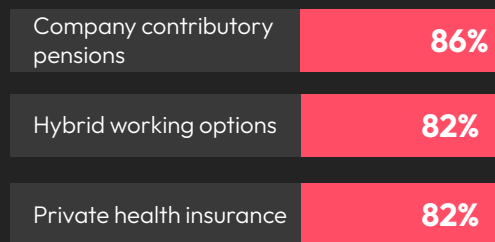
Top industries hiring this talent in 2025

- 1 Software Development
- 2 IT Services and IT Consulting
- 3 Banking

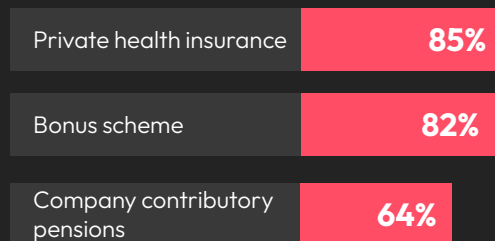
Top 3 professionals in demand

- 1 Private Market Business Analysts
- 2 Finance Business Analyst
- 3 Workstream Lead

Top 3 employee benefits received

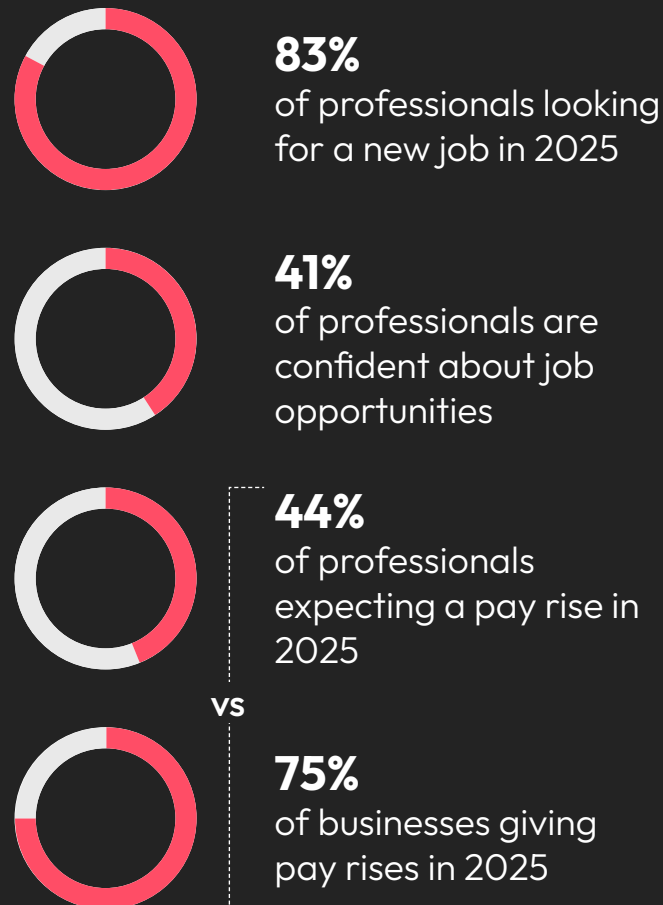


Top 3 employee benefits in demand



*Enhance your benefits package with our Employee Benefits Guide - the ultimate resource for understanding what professionals value most in workplace benefits. Learn more [here](#).

Employee expectations



Top 3 soft skills in demand

- 1 Resilience
- 2 Communication
- 3 Leadership/mentor qualities

Top 3 skills in demand for management roles

- Analytical
- Agility
- Change management

Commerce & Industry

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 – 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Head of Transformation	160 – 200k	175,020	160 – 230k	185,200	1,100 – 1,700	1,360
Programme Director	110 – 160k	130,130	125 – 170k	141,035	900 – 1,500	1,220
Programme Manager	85 – 130k	115,200	95 – 140k	127,030	800 – 1,200	980
Delivery Manager	65 – 100k	81,420	75 – 115k	94,025	600 – 900	745
Project Manager	65 – 100k	86,100	75 – 115k	97,240	650 – 1,000	890
Head of Process/Operational Excellence	90 – 150k	120,576	110 – 150k	136,040	650 – 1,100	905
Business Analyst	55 – 90k	75,777	65 – 105k	87,023	400 – 600	485
PMO	45 – 85k	72,070	55 – 100k	78,065	350 – 600	540

54%

of projects, change & transformation professionals do not think their pay accurately reflects the work they do



51%

of projects, change
& transformation
professionals are
planning to negotiate
their salary in 2025

Financial Services

	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
Role	Range	Average	Range	Average
PMO				
PMO Manager/Portfolio Manager	85 - 120k	103,400	700 - 1,000	875
PMO	75 - 90k	83,810	600 - 750	680
PMO Analyst	55k - 80k	69,920	450 - 650	560
Front Office				
Programme Manager	120 - 200k	162,785	800 - 1,200	1,010
Project Manager	95 - 130k	110,300	700 - 950	840
Business Analyst	90 - 120k	108,000	700 - 900	790
Finance				
Programme Manager	110 - 180k	146,660	800 - 1,200	1,010
Project Manager	85 - 130k	113,035	700 - 950	825
Business Analyst	80 - 120k	99,830	650 - 850	755
Operations				
Programme Manager	100 - 150k	127,775	700 - 1,000	875
Project Manager	80 - 110k	97,365	750 - 900	830
Business Analyst	60 - 100k	88,975	500 - 800	660
Risk & Compliance				
Programme Manager	100 - 150k	128,250	700 - 1,000	860
Project Manager	90 - 130k	116,725	700 - 850	785
Business Analyst	70 - 120k	98,035	500 - 800	660

Financial Services

	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
Role	Range	Average	Range	Average
Investment Management				
Programme Manager	95 - 140k	120,450	850 - 1,200	1,030
Project Manager	90 - 130k	110,500	800 - 1,000	920
Business Analyst	80 - 110k	98,745	650 - 850	710
Regulatory				
Programme Manager	110 - 140k	121,000	850 - 1,200	970
Project Manager	90 - 120k	105,605	800 - 1,000	880
Business Analyst	85 - 115k	97,800	550 - 800	670
Internal Consultancy				
Programme Manager	100 - 150k	125,650	700 - 1,000	865
Project Manager	90 - 120k	105,205	700 - 850	785
Business Analyst	80 - 110k	95,665	500 - 800	655
Technology				
Programme Manager	95 - 140k	123,485	850 - 1,200	1,035
Project Manager	90 - 120k	105,605	800 - 1,000	905
Business Analyst	80 - 115k	94,945	650 - 850	705

Projects & Programmes

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Delivery Manager	50 - 70k	65,000	50 - 95k	71,205	550 - 650	600
Project Manager	40 - 65k	51,205	50 - 80k	68,700	375 - 750	505
Programme Manager	55 - 80k	71,205	70 - 100k	85,000	500 - 800	600
Programme Director	90 - 110k	99,000	80 - 120k	105,355	750 - 1,000	810
Head of Delivery	70 - 100k	82,355	70 - 120k	95,700	650 - 800	725
Head of Change	90 - 110k	101,000	80 - 115k	100,100	750 - 900	855
Business Analyst	40 - 60k	51,050	50 - 80k	65,405	350 - 550	450
Agile Coach	50 - 80k	66,485	50 - 80k	66,770	450 - 650	600

Projects & Programmes

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Agile Coach	50 - 80k	66,760	50 - 80k	66,760	400 - 650	600
Business Analyst	45 - 65k	56,656	45 - 80k	63,420	275 - 600	460
Delivery Manager	55 - 70k	63,505	55 - 95k	67,200	510 - 650	590
Head of Change	85 - 110k	101,044	85 - 115k	101,593	750 - 900	850
Head of Delivery	70 - 95k	83,440	70 - 120k	96,778	550 - 800	700
Programme Director	85 - 110k	98,810	85 - 130k	112,010	650 - 1,000	800
Programme Manager	60 - 85k	73,132	75 - 100k	88,530	450 - 800	600
Project Manager	45 - 65k	54,950	55 - 80k	69,743	250 - 700	445

Projects & Programmes

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Delivery Manager	40 - 60k	53,560	60 - 80k	77,000	500 - 700	600
Scrum Master	45 - 65k	56,650	55 - 80k	69,525	400 - 600	500
Project Manager	40 - 55k	50,470	50 - 75k	67,250	400 - 650	560
Programme Manager	65 - 80k	76,735	65 - 95k	77,000	650 - 900	775
Programme Director	90 - 105k	95,275	95 - 115k	100,500	800 - 1,200	1,050
Agile Coach	45 - 65k	58,710	60 - 80k	75,620	450 - 650	525
Head of Delivery	80 - 95k	87,035	90 - 120k	105,695	650 - 800	720
Head of Change	80 - 95k	91,670	90 - 120k	105,695	750 - 900	805
Business Analyst	40 - 60k	47,380	50 - 85k	68,000	350 - 600	495



77%

of projects, change
& transformation
professionals value
having flexible work
arrangements

Sales & Revenue

The Sales & Revenue 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

Sector trends

Average tenure	Female	Male
1.4 years	37%	63%
Talent pool growth	Hiring demand	
0.40%	Very high	

Top industries hiring this talent in 2025

- 1 Retail
- 2 Advertising Services
- 3 Real Estate

Top 3 professionals in demand

- 1 Senior Enterprise Account Executive
- 2 VP of Sales
- 3 Enterprise Customer Success Manager

Top 3 employee benefits received

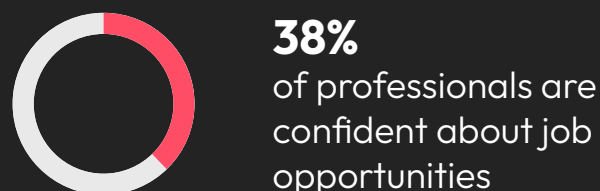
Private health insurance	84%
Company contributory pensions	81%
Hybrid working options	77%

Top 3 employee benefits in demand

Private health insurance	84%
Bonus scheme	62%
Company contributory pensions	53%

*Enhance your benefits package with our Employee Benefits Guide - the ultimate resource for understanding what professionals value most in workplace benefits. Learn more [here](#).

Employee expectations



vs



Top 3 soft skills in demand

- 1 Growth mindset
- 2 Adaptability
- 3 Empathy

Top 3 skills in demand for management roles

-  Clear responsibilities and goals
-  Determine an effective organisational structure
-  Involvement without micromangement

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Start-Ups and Scale-Ups		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Chief Commercial Officer (CCO)	200 - 250k	225,500	180 - 270k	240,000	1,000 - 2,000	1,550
Head of Commercial Strategy	160 - 200k	180,925	140 - 220k	189,405	800 - 1,400	1,010
Commercial Strategy Director	120 - 160k	146,900	100 - 180k	146,585	600 - 1,200	890
Commercial Strategy Manager	80 - 120k	102,325	60 - 140k	112,395	400 - 800	620
General Manager	120 - 180k	165,085	100 - 200k	167,300	900 - 1,600	1,355
Chief Revenue Officer (CRO)	200 - 250k	225,900	180 - 270k	220,500	1,000 - 2,000	1,650
VP of Sales	150 - 200k	175,600	130 - 220k	180,000	700 - 1,400	1,000
Business Development Director (BDD)	120 - 160k	143,895	100 - 280k	232,000	500 - 1,200	990
Enterprise Account Executive	50 - 120k	86,995	50 - 140k	110,050	300 - 600	465
Business Development Representative (BDR)	30 - 70k	49,875	30 - 90k	49,040	200 - 300	260
Pre-Sales Consultant	60 - 100k	89,095	60 - 120k	84,495	500 - 700	600
Account Manager	30 - 80k	50,000	30 - 100k	67,000	300 - 600	420
Head of Customer Success	100 - 160k	132,600	80 - 180k	130,075	600 - 1,200	890
Customer Success Director	80 - 120k	100,100	60 - 140k	100,005	500 - 1,000	780
Customer Success Manager	50 - 90k	77,875	50 - 110k	89,065	400 - 800	685
Customer Success Associate	30 - 70k	45,000	30 - 90k	60,775	200 - 400	275
Head of Revenue Enablement	120 - 180k	150,900	100 - 200k	156,000	900 - 1,600	1,235
Revenue Enablement Director	80 - 120k	100,055	60 - 140k	105,395	400 - 800	725

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Start-Ups and Scale-Ups		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Revenue Enablement Manager	50 - 80k	75,765	40 - 100k	72,700	300 - 600	465
Revenue Enablement Associate	30 - 70k	57,005	30 - 90k	65,999	200 - 300	250
Head of Revenue Operations	120 - 180k	165,000	100 - 200k	160,095	900 - 1,600	1,290
Revenue Operations Director	80 - 120k	100,200	60 - 140k	112,500	400 - 800	670
Revenue Operations Manager	50 - 80k	62,435	40 - 100k	65,000	300 - 600	485
Revenue Operations Associate	30 - 70k	46,000	30 - 90k	55,090	200 - 300	275
Head of Customer Support	110 - 140k	125,400	90 - 160k	139,235	600 - 1,000	825
Customer Support Director	90 - 110k	105,095	70 - 130k	110,000	400 - 800	625
Customer Support Manager	60 - 90k	70,085	50 - 100k	78,990	300 - 600	405
Customer Support Associate	30 - 60k	55,000	30 - 70k	55,870	200 - 300	265
Head of Customer Service	110 - 140k	120,065	90 - 160k	115,035	600 - 1,000	775
Customer Service Director	90 - 110k	100,025	70 - 130k	105,000	400 - 800	650
Customer Service Manager	60 - 90k	71,000	50 - 100k	78,000	300 - 600	405
Customer Service Associate	30 - 60k	40,860	30 - 70k	55,055	200 - 300	275
Head of Managed Services	120 - 150k	135,245	100 - 170k	139,775	600 - 1,000	875
Managed Services Director	90 - 120k	108,985	70 - 140k	105,600	400 - 800	600
Managed Services Manager	60 - 90k	75,000	50 - 100k	78,000	300 - 600	470
Managed Services Associate	30 - 60k	45,070	30 - 70k	55,095	200 - 300	250

Product & Design

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

- Product
- Design
- UX/UI



Key findings

Sector trends

Average tenure	Female	Male
1.7 years	35%	65%
Talent pool growth	Hiring demand	
-0.40%	Very high	

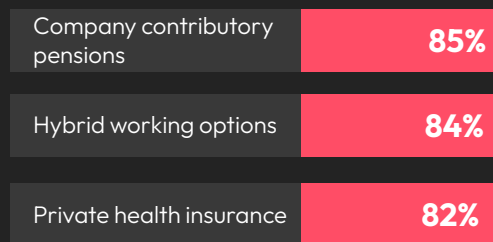
Top industries hiring this talent in 2025

- 1 Fintech
- 2 Technology and Software (SaaS and AI)
- 3 E-commerce and Retail Technology

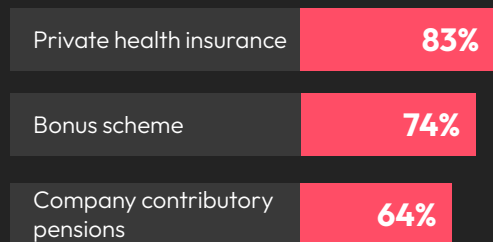
Top 3 professionals in demand

- 1 Senior Product Manager
- 2 Technical Product Manager
- 3 Product Owner

Top 3 employee benefits received

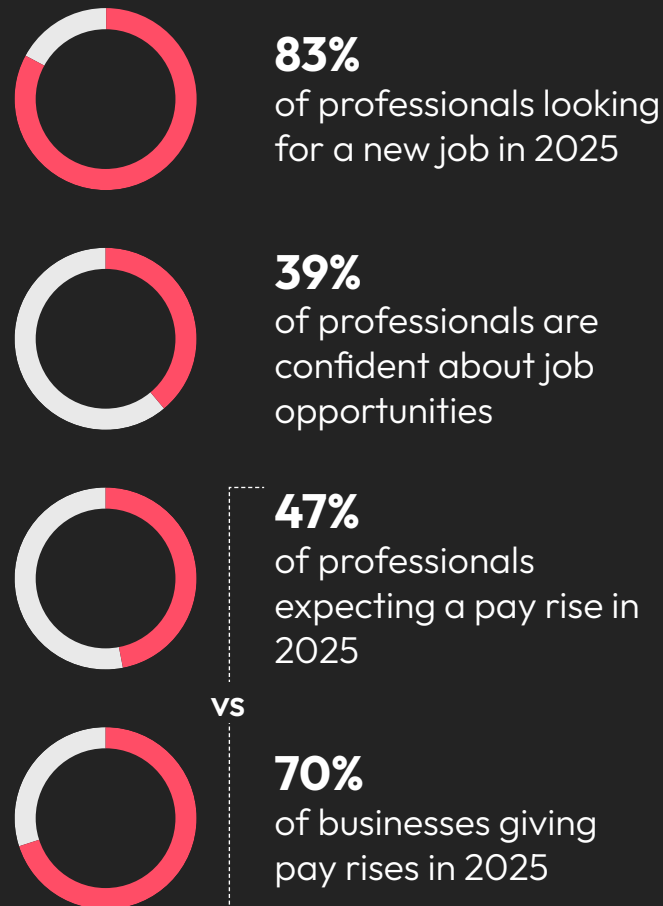


Top 3 employee benefits in demand



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Employee expectations



Top 3 soft skills in demand

- 1 Regulatory, compliance and digital innovation
- 2 Data analytics and AI integration
- 3 Agile and Lean methodologies

Top 3 skills in demand for management roles

-  Stakeholder management and communication
-  Adaptability and resilience
-  Cultural intelligence and inclusivity

Product & Design

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Head of Design/Head of Product Design	85 - 140k	112,500	100 - 140k	120,000	630 - 830	730
UX/UI Lead	75 - 105k	90,000	85 - 105k	95,000	520 - 830	675
UX/UI Designer	45 - 75k	60,000	55 - 75k	65,000	360 - 520	440
UX Researcher	65 - 80k	72,500	65 - 80k	72,500	470 - 620	545
Design Director	80 - 120k	100,000	85 - 125k	105,000	520 - 780	650
Product Designer	65 - 130k	97,500	70 - 130k	100,000	520 - 830	675
Product Owner	50 - 105k	77,500	60 - 110k	85,000	310 - 420	365
Product Manager	70 - 130k	100,000	80 - 130k	105,000	420 - 520	470
Technical Product Manager/Owner	65 - 130k	97,500	85 - 130k	107,500	420 - 680	550
Chief Product Officer	95 - 265k	180,000	140 - 265k	202,500	850 - 2,100	1,475
Head/VP of Product	75 - 190k	132,500	105 - 190k	147,500	850 - 1,050	950
Lead Product Manager	85 - 140k	112,500	95 - 140k	117,500	600 - 1,050	825
Product Director	75 - 190k	132,500	105 - 190k	147,500	800 - 1,200	1,000
Product Analyst	45 - 85k	65,000	55 - 85k	70,000	300 - 450	375



51%

of product & design
professionals do
not think their pay
accurately reflects the
work they do

Legal

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

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



Key findings

Sector trends

Average tenure	Female	Male
1.2 years	59%	41%
Talent pool growth	Hiring demand	
2%	Very high	

Top industries hiring this talent in 2025

- 1 Banking
- 2 Financial Services
- 3 IT Services and IT Consulting

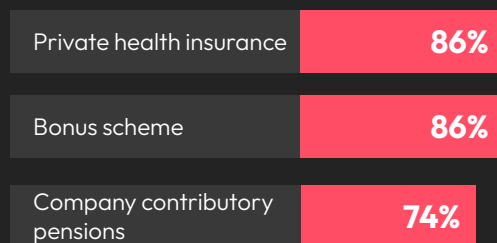
Top 3 professionals in demand

- 1 Commercial – 2-6 PQE
- 2 Corporate/Regulatory – all levels
- 3 Employment – senior

Top 3 employee benefits received

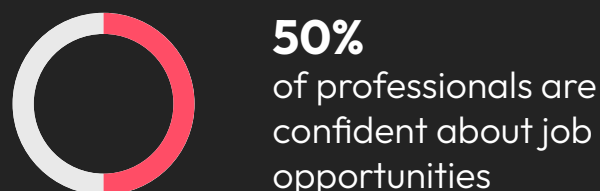


Top 3 employee benefits in demand

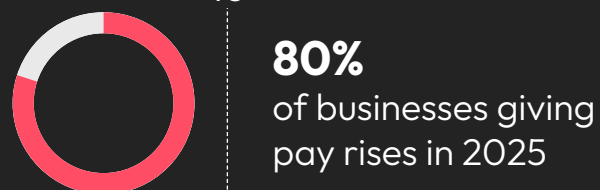


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Employee expectations



vs



Top 3 soft skills in demand

- 1 Communication and collaboration
- 2 Problem-solving and adaptability
- 3 Emotional intelligence

Top 3 skills in demand for management roles

-  Senior stakeholder management
-  Strategic thinking
-  Risk management and compliance

Company Secretary

	Permanent Salary Per Annum GBP (£)	Contract Rate Per Day (PAYE) GBP (£)
Role	Range	Range
Plc		
Company Secretary	150 - 350k	800 - 1,100
Deputy Company Secretary	100 - 200k	700 - 950
Assistant Company Secretary	70 - 95k	500 - 700
Company Secretarial Assistant	40 - 60k	250 - 350
Trainee Company Secretary	30 - 35k	-
Ltd Company		
Company Secretary	110 - 190k	700 - 900
Deputy Company Secretary	80 - 130k	600 - 750
Assistant Company Secretary	55 - 80k	350 - 600
Company Secretarial Assistant	35 - 45k	200 - 300
Trainee Company Secretary	25 - 35k	-

In-house - Commerce & Industry

	Permanent Salary Per Annum GBP (£)	Contract Rate Per Day (PAYE) GBP (£)
Role	Range	Range
IT		
General Counsel/Head of Legal/Legal Director	150 - 300k	750 - 1,200
7 - 8 yrs' PQE	110 - 170k	550 - 750
4 - 6 yrs' PQE	90 - 130k	500 - 600
1 - 3 yrs' PQE	75 - 90k	350 - 500
Newly-qualified	65 - 75k	300 - 350
Contracts Manager	60 - 90k	350 - 500
Paralegal	30 - 55k	175 - 225
Construction		
General Counsel/Head of Legal/Legal Director	150k+	900 - 1,250
7 - 8 yrs' PQE	110 - 150k	600 - 750
4 - 6 yrs' PQE	85 - 115k	550 - 600
1 - 3 yrs' PQE	75 - 90k	375 - 525
Newly-qualified	65 - 75k	300 - 350
Contracts Manager	50 - 90k	300 - 450
Paralegal	30 - 55k	175 - 225

In-house - Commerce & Industry

	Permanent Salary Per Annum GBP (£)	Contract Rate Per Day (PAYE) GBP (£)
Role	Range	Range
Hospitality		
General Counsel/Head of Legal/Legal Director	150k+	750 - 1,100
7 - 8 yrs' PQE	100 - 130k	550 - 650
4 - 6 yrs' PQE	85 - 100k	450 - 550
1 - 3 yrs' PQE	65 - 85k	375 - 450
Newly-qualified	60 - 65k	300 - 350
Contracts Manager	50 - 70k	250 - 325
Paralegal	30 - 45k	175 - 200

In-house - Financial Services

	Permanent Salary Per Annum GBP (£)	Contract Rate Per Day (PAYE) GBP (£)
Role	Range	Range
Investment Banking		
10+ yrs' PQE	160k+	900 - 1,000
7 - 9 yrs' PQE	135 - 190k	750 - 850
5 - 6 yrs' PQE	110 - 160k	650 - 750
4 yrs' PQE	100 - 135k	550 - 650
3 yrs' PQE	90 - 110k	450 - 500
2 yrs' PQE	80 - 100k	400 - 450

In-house - Financial Services

	Permanent Salary Per Annum GBP (£)	Contract Rate Per Day (PAYE) GBP (£)
Role	Range	Range
1 yr PQE	80 - 100k	350 - 400
Investment Management/Private Wealth		
10+ yrs' PQE	165k+	900 - 1,250
7 - 9 yrs' PQE	135 - 190k	750 - 800
5 - 6 yrs' PQE	110 - 160k	650 - 750
4 yrs' PQE	100 - 135k	600 - 650
3 yrs' PQE	90 - 110k	550 - 600
2 yrs' PQE	80 - 100k	500 - 550
1 yr PQE	80 - 100k	400 - 500
Retail Banking & Insurance		
10+ yrs' PQE	130 - 180k	700 - 900
7 - 9 yrs' PQE	120 - 160k	650 - 700
5 - 6 yrs' PQE	100 - 120k	550 - 650
4 yrs' PQE	90 - 120k	500 - 550
3 yrs' PQE	90 - 110k	450 - 500
2 yrs' PQE	80 - 100k	400 - 450
1 yr PQE	80 - 100k	350 - 400

In-house - Financial Services

	Permanent Salary Per Annum GBP (£)	Contract Rate Per Day (PAYE) GBP (£)
Role	Range	Range
Trading Documentation Negotiator		
10+ yrs' PQE	135k+	700 - 800
7 - 9 yrs' PQE	110 - 135k	600 - 700
5 - 6 yrs' PQE	105 - 125k	550 - 600
4 yrs' PQE	65 - 100k	500 - 550
3 yrs' PQE	60 - 95k	500 - 550
2 yrs' PQE	55 - 80k	450 - 500
1 yr PQE	40 - 60k	350 - 450

Private Practice - London Firm

	Permanent Salary Per Annum GBP (£)	Contract Rate Per Hour (PAYE) GBP (£)
Role	Range	Range
City Firm		
Partner	180k+	-
7+ yrs' PQE	130k+	60+
6 yrs' PQE	115 - 200k	60 - 70
5 yrs' PQE	110 - 190k	55 - 65
4 yrs' PQE	105 - 180k	50 - 60
3 yrs' PQE	102 - 170k	45 - 55

Private Practice - London Firm

	Permanent Salary Per Annum GBP (£)	Contract Rate Per Hour (PAYE) GBP (£)
Role	Range	Range
2 yrs' PQE	100 - 165k	40 - 50
1 yr PQE	95 - 155k	35 - 45
Newly-qualified	90 - 150k	30 - 40
Paralegal	30 - 50k	20 - 30
West End Firm		
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

Private Practice - US Firm

	Permanent Salary Per Annum GBP (£)	Contract Rate Per Hour (PAYE) GBP (£)
Role	Range	Range
New York		
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

72%

of legal professionals do not think their pay accurately reflects the work they do

Private Practice - US Firm

	Permanent Salary Per Annum GBP (£)	Contract Rate Per Hour (PAYE) GBP (£)
Role	Range	Range
Mid-Atlantic		
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

87%

of legal professionals are planning to negotiate their salary in 2025

Private Practice - Risk & Compliance

	Permanent Salary Per Annum GBP (£)
Role	Range
Head of	
Global Head of Department/Director of Risk	230 - 350k
Head of Department	135 - 255k
Deputy Head/Compliance Manager	100 - 140k
Senior Risk & Compliance Lawyer	
10+ yrs' PQE	150 - 170k
6 - 10yrs' PQE	130 - 150k
3 - 6yrs PQE	110 - 140k
0 - 3yrs' PQE	90 - 110k
Risk & Compliance Analyst/Officer/Assistant	
3 - 6yrs PQE	65 - 90k
1 - 3yrs' PQE	45 - 65k
0 - 1yr PQE	38 - 48k

Offshore

	Permanent Salary Per Annum USD (\$)
Role	Range
Cayman Islands	
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
British Virgin Islands	
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

Offshore

	Permanent Salary Per Annum GBP (£)
Role	Range
Channel Islands	
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



91%

of legal professionals
value having flexible
work arrangements

In-house

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 – 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
9+ yrs’ PQE	85 – 160k	130,500	85 – 160k	135,000	500 – 850	650
7 – 9 yrs’ PQE	60 – 105k	82,250	60 – 105k	85,670	500 – 800	630
6 yrs’ PQE	55 – 95k	76,900	55 – 95k	80,900	400 – 750	535
5 yrs’ PQE	52 – 90k	74,220	52 – 90k	78,450	400 – 600	480
4 yrs’ PQE	50 – 85k	71,325	50 – 85k	79,000	350 – 470	425
3 yrs’ PQE	48 – 75k	66,000	48 – 75k	68,200	300 – 400	370
2 yrs’ PQE	48 – 70k	59,050	48 – 70k	61,760	200 – 300	265
1 yr PQE	47 – 65k	55,015	47 – 65k	60,995	200 – 275	245
Newly-qualified	45 – 60k	54,000	45 – 60k	56,000	140 – 250	210
Paralegal/Contract Manager	24 – 45k	36,870	24 – 45k	39,000	100 – 125	115

Private Practice

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 – 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
9+ yrs’ PQE	90 – 150k	121,300	80 – 180k	132,400	450 – 700	610
7 – 9 yrs’ PQE	57 – 98k	78,000	75 – 130k	103,125	400 – 650	560
6 yrs’ PQE	55 – 87k	74,235	70 – 110k	95,675	350 – 550	480
5 yrs’ PQE	47 – 77k	69,000	68 – 100k	85,600	300 – 500	465
4 yrs’ PQE	42 – 74k	63,205	65 – 90k	78,120	250 – 400	345
3 yrs’ PQE	40 – 71k	56,955	63 – 90k	77,000	200 – 350	290
2 yrs’ PQE	38 – 68k	51,000	60 – 89k	75,660	150 – 250	215
1 yr PQE	34 – 65k	54,710	58 – 87k	70,210	150 – 250	200
Newly-qualified	32 – 63k	50,100	55 – 85k	71,355	100 – 250	200
Paralegal/Contract Manager	24 – 38k	30,950	26 – 48k	35,000	100 – 235	215

In-house

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 – 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
9+ yrs’ PQE	94 – 175k	135,400	95 – 175k	136,780	535 – 1,000	750
7 – 9 yrs’ PQE	66 – 115k	91,000	67 – 115k	92,375	535 – 800	690
6 yrs’ PQE	61 – 105k	83,450	62 – 105k	84,590	430 – 695	595
5 yrs’ PQE	57 – 98k	78,925	58 – 100k	85,600	430 – 590	505
4 yrs’ PQE	55 – 92k	74,500	55 – 94k	76,000	375 – 480	410
3 yrs’ PQE	53 – 82k	68,200	53 – 83k	68,755	320 – 420	360
2 yrs’ PQE	50 – 76k	64,005	50 – 76k	63,225	215 – 270	245
1 yr PQE	47 – 72k	61,260	48 – 72k	60,800	215 – 270	245
Newly-qualified	45 – 67k	56,700	45 – 67k	56,200	150 – 270	205
Paralegal/Contract Manager	23 – 50k	37,000	25 – 52k	40,500	110 – 190	150

Private Practice

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 – 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
9+ yrs’ PQE	95 – 140k	120,500	95 – 220k	160,900	480 – 850	670
7 – 9 yrs’ PQE	55 – 105k	81,420	80 – 105k	93,000	480 – 750	620
6 yrs’ PQE	50 – 90k	71,300	67 – 95k	82,345	375 – 695	540
5 yrs’ PQE	45 – 78k	62,370	62 – 90k	77,235	267 – 590	435
4 yrs’ PQE	42 – 70k	57,600	58 – 88k	72,405	215 – 375	305
3 yrs’ PQE	40 – 65k	52,300	55 – 85k	69,995	215 – 320	275
2 yrs’ PQE	38 – 62k	50,205	53 – 82k	68,025	160 – 295	235
1 yr PQE	35 – 61k	49,535	50 – 77k	64,000	160 – 295	235
Newly-qualified	30 – 60k	46,000	44 – 74k	59,645	107 – 270	195
Paralegal/Contract Manager	22 – 38k	31,000	26 – 50k	38,395	107 – 270	195

Risk, Compliance & Financial Crime

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

- Risk
- Compliance - Buy Side
- Compliance - Sell Side
- Financial Crime



Key findings

Sector trends

Average tenure	Female	Male
1.8 years	40%	60%
Talent pool growth	Hiring demand	
0.80%	Very high	

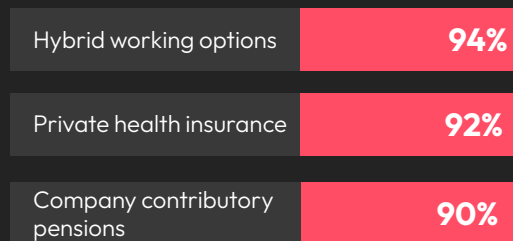
Top industries hiring this talent in 2025

- 1 Banking
- 2 Financial Services
- 3 IT Services and IT Consulting

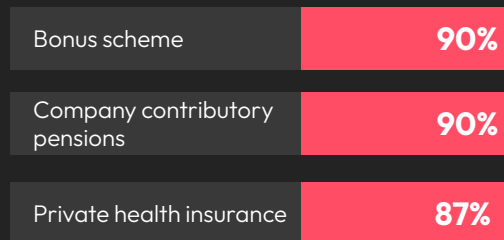
Top 3 professionals in demand

- 1 Head of Compliance
- 2 MLRO
- 3 Compliance Advisory

Top 3 employee benefits received

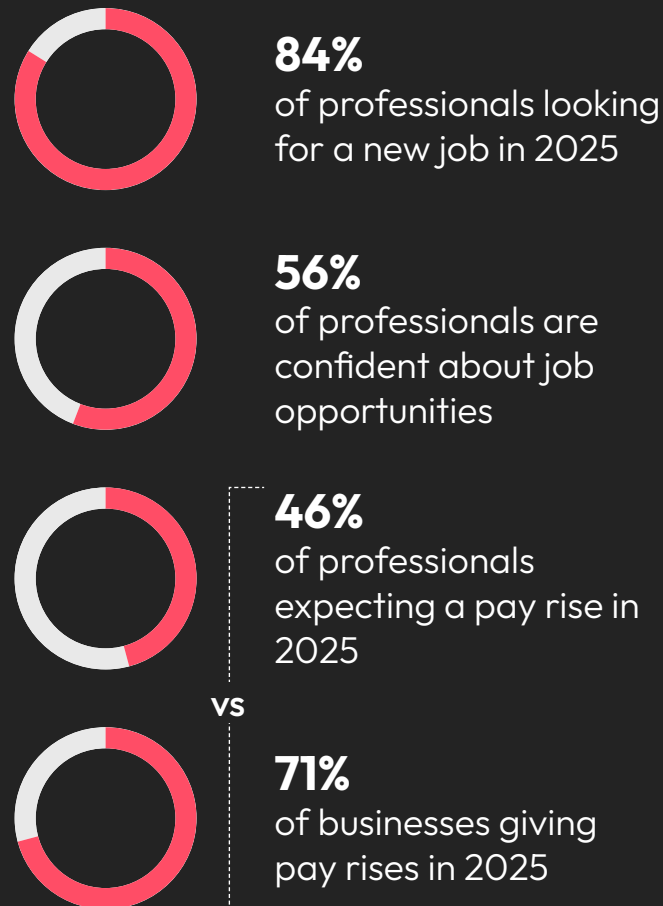


Top 3 employee benefits in demand



*Enhance your benefits package with our Employee Benefits Guide - the ultimate resource for understanding what professionals value most in workplace benefits. Learn more [here](#).

Employee expectations



Top 3 soft skills in demand

- 1 Risk Mindset
- 2 Collaborative
- 3 Flexible

Top 3 skills in demand for management roles



	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
Role	Range	Average	Range	Average
Market Risk Management				
10+ yrs' exp (VP/Director)	140k+	-	850+	-
7 - 10 yrs' exp (VP)	80 - 125k	100,125	650 - 850	725
5 - 7 yrs' exp (AVP/VP)	65 - 85k	72,320	500 - 700	625
3 - 5 yrs' exp (Associate/AVP)	55 - 70k	62,320	400 - 550	500
1 - 3 yrs' exp (Analyst)	40 - 50k	46,850	250 - 375	315
Credit Analysis				
10+ yrs' exp (VP/Director)	130k+	-	1,000+	-
7 - 10 yrs' exp (VP)	80 - 105k	90,125	450 - 550	490
5 - 7 yrs' exp (AVP/VP)	60 - 78k	69,100	300 - 450	360
3 - 5 yrs' exp (Associate/AVP)	44 - 65k	54,120	200 - 350	275
1 - 3 yrs' exp (Analyst)	35 - 50k	45,125	200 - 300	255
Credit Risk Modelling/Stress Testing				
10+ yrs' exp (VP/Director)	130k+	-	900+	-
7 - 10 yrs' exp (VP)	95 - 130k	110,320	750 - 850	820
5 - 7 yrs' exp (AVP/VP)	75 - 115k	90,125	575 - 700	625
3 - 5 yrs' exp (Associate/AVP)	55 - 80k	70,555	480 - 600	550
1 - 3 yrs' exp (Analyst)	35 - 60k	48,390	300 - 500	410

	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
Role	Range	Average	Range	Average
Quantitative Analysis				
10+ yrs' exp (VP/Director)	130k+	-	900+	-
7 - 10 yrs' exp (VP)	95 - 130k	110,325	650 - 850	700
5 - 7 yrs' exp (AVP/VP)	75 - 105k	90,125	550 - 750	650
3 - 5 yrs' exp (Associate/AVP)	55 - 80k	71,690	500 - 650	575
1 - 3 yrs' exp (Analyst)	35 - 60k	51,650	250 - 550	400
Performance & Investment Risk Analysis				
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	505
3 - 5 yrs' exp (Associate/AVP)	55 - 75k	66,555	325 - 500	430
1 - 3 yrs' exp (Analyst)	40 - 55k	47,750	300 - 450	380
Operational Risk				
10+ yrs' exp (VP/Director)	135k+	-	750+	-
7 - 10 yrs' exp (VP)	90 - 130k	110,120	550 - 675	600
5 - 7 yrs' exp (AVP/VP)	70 - 95k	82,325	440 - 575	515
3 - 5 yrs' exp (Associate/AVP)	50 - 75k	67,430	400 - 500	455
1 - 3 yrs' exp (Analyst)	40 - 55k	48,125	325 - 450	415

Risk

138

	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
Role	Range	Average	Range	Average
Large Institutional Asset Manager				
Director	135k+	-	800+	-
VP	90 - 130k	110,050	550 - 750	650
Associate/AVP	55 - 85k	70,275	350 - 550	465
Analyst	35 - 50k	40,375	200 - 300	250
Asset Management Arm of Financial Services Firm				
Director	130k+	-	800+	-
VP	85 - 125k	100,900	500 - 750	600
Associate/AVP	55 - 80k	72,180	350 - 550	440
Analyst	35 - 50k	41,020	200 - 300	240
Boutique Investment Manager				
Director	135k+	-	800+	-
VP	95 - 130k	111,000	550 - 750	640
Associate/AVP	60 - 90k	75,385	350 - 550	470
Analyst	35 - 60k	51,035	200 - 300	250

Compliance - Sell Side

	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
Role	Range	Average	Range	Average
Central Compliance				
Director	120 - 150k	136,135	550 - 600	575
VP	80 - 125k	103,110	400 - 475	440
Associate/AVP	40 - 75k	59,125	300 - 400	350
Trade Surveillance				
Director	120 - 150k	137,180	500 - 600	555
VP	80 - 120k	101,120	400 - 500	450
Associate/AVP	50 - 70k	60,920	325 - 375	350
Product Advisory				
Director	135 - 170k	152,500	650 - 850	750
VP	95 - 130k	112,500	500 - 650	575
Associate/AVP	65 - 95k	80,000	350 - 500	450
Control Room				
Director	120 - 150k	137,125	650 - 750	700
VP	70 - 115k	91,185	400 - 600	490
Associate/AVP	50 - 70k	57,980	300 - 400	320

	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
Role	Range	Average	Range	Average
Regulatory Affairs/Change				
Director	120 - 155k	138,575	650 - 750	690
VP	80 - 115k	96,245	400 - 550	450
Associate/AVP	55 - 80k	64,760	300 - 400	340
Monitoring/Assurance				
Director	120 - 155k	138,900	650 - 750	680
VP	80 - 115k	96,125	400 - 550	450
Associate/AVP	55 - 80k	62,320	300 - 400	335

of risk, compliance & financial crime professionals do not think their pay accurately reflects the work they do

	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
Role	Range	Average	Range	Average
KYC				
6+ yrs' exp	70 - 90k	81,120	450 - 650	555
4 - 6 yrs' exp	55 - 65k	61,190	350 - 425	405
2 - 4 yrs' exp	40 - 48k	44,325	250 - 325	290
0 - 2 yrs' exp	30 - 40k	35,270	200 - 250	235
AML Policy/Advisory				
6+ yrs' exp	90 - 130k	112,505	550 - 850	700
4 - 6 yrs' exp	70 - 85k	77,130	425 - 525	475
2 - 4 yrs' exp	50 - 65k	58,910	325 - 425	380
0 - 2 yrs' exp	40 - 50k	45,150	250 - 300	285
Sanctions Policy/Advisory				
6+ yrs' exp	100 - 120k	113,135	550 - 750	660
4 - 6 yrs' exp	70 - 90k	78,005	400 - 500	440
2 - 4 yrs' exp	50 - 70k	61,210	275 - 375	335

Financial Crime

	Permanent Salary Per Annum GBP (£)		Contract Rate Per Day (PAYE) GBP (£)	
Role	Range	Average	Range	Average
ABC Policy/Advisory				
6+ yrs' exp	85 - 120k	103,130	500 - 700	610
4 - 6 yrs' exp	65 - 78k	72,450	400 - 500	455
2 - 4 yrs' exp	50 - 60k	56,890	300 - 375	350
0 - 2 yrs' exp	35 - 45k	39,190	-	-
Fraud				
6+ yrs' exp	70 - 110k	92,300	450 - 600	530
4 - 6 yrs' exp	50 - 70k	61,350	350 - 450	400
2 - 4 yrs' exp	40 - 50k	44,540	250 - 350	305
0 - 2 yrs' exp	30 - 40k	34,315	200 - 250	230
Transaction Monitoring				
6+ yrs' exp	75 - 110k	95,130	500 - 600	555
4 - 6 yrs' exp	60 - 72k	67,450	400 - 475	440
2 - 4 yrs' exp	45 - 55k	47,500	300 - 400	360
0 - 2 yrs' exp	30 - 42k	35,000	200 - 300	250

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

Sector trends

Average tenure	Female	Male
1.8 years	26%	74%
Talent pool growth	Hiring demand	
0.10%	Very high	

Top industries hiring this talent in 2025

- 1 Internet & Web Services
- 2 Rail Transportation
- 3 Warehousing and Storage

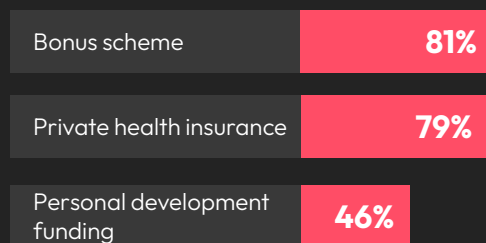
Top 3 professionals in demand

- 1 Category Manager (IT/Tech, Marketing and Professional Services)
- 2 ESG Procurement Manager
- 3 Procurement Specialist/Analyst

Top 3 employee benefits received

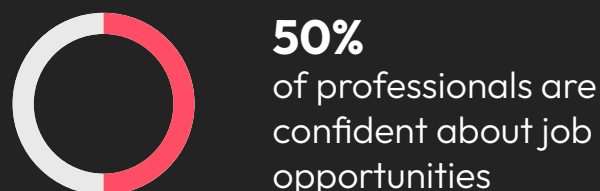
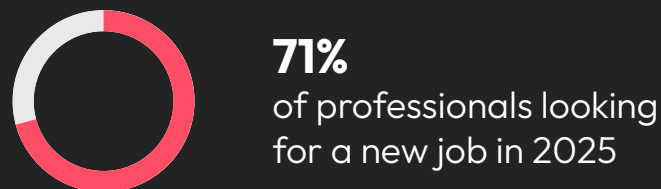


Top 3 employee benefits in demand



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Employee expectations



vs



Top 3 soft skills in demand

- 1 Collaborative approach with stakeholders
- 2 Strong relationship building and management
- 3 Strategic mindset

Top 3 skills in demand for management roles

- Strong communication, relationship building and management skills
- Collaborative approach with stakeholders
- Integrity and trust

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 – 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Procurement						
Procurement/Purchasing Director	75 – 100k	85,600	100 – 130k	115,600	750 – 1,000	865
Head of Procurement/Purchasing	70 – 90k	81,205	80 – 110k	100,925	600 – 800	705
Procurement/Purchasing Manager	45 – 60k	55,000	55 – 75k	61,200	450 – 650	500
Category Manager	45 – 60k	55,405	55 – 75k	61,200	450 – 650	540
Senior Buyer	35 – 45k	40,200	40 – 55k	49,480	250 – 350	295
Buyer/Junior Buyer	20 – 32k	26,000	25 – 37k	31,000	120 – 225	205
Supply Chain						
Supply Chain Director	82 – 130k	107,840	115 – 165k	141,025	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	37,180	35 – 45k	40,100	150 – 300	225
Material Planning Manager	42 – 50k	47,030	50 – 60k	55,205	150 – 300	225
Supply Chain Analyst	30 – 36k	33,425	35 – 45k	41,380	200 – 300	250
Stock Team Leader	25 – 32k	29,935	31 – 37k	35,495	150 – 250	200

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 – 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Logistics						
Logistics Director	85 - 105k	96,485	95 - 140k	118,450	650 - 1,200	950
Operations Director	85 - 110k	90,100	110 - 150k	131,395	600 - 1,200	950
General Manager	60 - 85k	71,980	75 - 110k	92,500	500 - 800	710
Transport Manager	45 - 55k	49,000	55 - 70k	63,290	300 - 475	400
Logistics Manager	45 - 55k	51,265	55 - 75k	66,590	350 - 500	450
Warehouse Manager	35 - 48k	41,930	45 - 60k	53,495	250 - 380	325
Operations Manager	45 - 55k	50,005	55 - 70k	63,490	240 - 400	350
Distribution Manager	40 - 50k	45,695	50 - 65k	58,009	250 - 360	350
Health & Safety Manager	42 - 50k	47,570	50 - 60k	56,490	-	-
Shift Manager	35 - 42k	39,205	42 - 52k	48,390	200 - 300	300
First Line Manager	27 - 32k	29,455	32 - 40k	36,205	-	-

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 – 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Procurement						
Procurement/Purchasing Director	90 – 110k	101,500	120 – 150k	134,300	800 – 1,100	950
Head of Procurement/Purchasing	80 – 100k	94,355	90 – 130k	105,605	650 – 950	790
Procurement/Purchasing Manager	55 – 70k	61,005	60 – 75k	69,000	550 – 675	600
Category Manager	50 – 60k	56,705	60 – 75k	69,000	500 – 625	585
Senior Buyer	42 – 55k	49,000	50 – 65k	58,595	420 – 550	490
Buyer/Junior Buyer	32 – 37k	34,515	38 – 45k	41,300	275 – 350	305
Supply Chain						
Supply Chain Director	90 – 120k	105,020	130 – 175k	155,655	800 – 1,250	1,000
Head of Supply Chain	75 – 90k	81,000	85 – 110k	99,000	750 – 1,000	925
Supply Chain Manager	60 – 70k	65,735	70 – 90k	81,395	550 – 700	620
Demand Planning Manager	55 – 65k	60,115	60 – 80k	71,090	400 – 650	520
Planner	33 – 38k	35,045	45 – 55k	50,500	250 – 400	310

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Logistics						
Logistics Director	90 - 120k	105,655	120 - 150k	136,700	800 - 1,200	900
Operations Director	90 - 120k	105,655	120 - 150k	136,700	800 - 1,200	900
General Manager	70 - 85k	78,500	85 - 110k	96,745	500 - 650	570
Transport Manager	60 - 65k	61,270	65 - 80k	71,800	350 - 550	505
Logistics Manager	55 - 70k	60,155	75 - 85k	80,950	350 - 500	490
Warehouse Manager	50 - 60k	57,000	50 - 70k	61,405	300 - 500	355
Operations Manager	50 - 60k	57,000	50 - 70k	60,700	275 - 475	300
Distribution Manager	50 - 60k	57,000	60 - 75k	69,395	325 - 450	380
Shift Manager	40 - 50k	45,360	50 - 60k	55,000	225 - 325	280

88%

of supply chain, procurement & logistics professionals
do not think their pay accurately reflects the work they
do

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Procurement						
Chief Procurement Officer	-	-	170 - 250k	211,000	1,200 - 1,800	1,555
Procurement Director	100 - 125k	113,400	120 - 160k	135,405	950 - 1,200	1,100
Category Director	100 - 125k	113,400	110 - 130k	117,505	950 - 1,200	1,105
Head of Procurement	80 - 100k	95,050	100 - 125k	119,000	900 - 1,100	1,020
Head of Category Management	80 - 100k	95,050	100 - 125k	119,000	900 - 1,100	1,020
Head of Supplier Management	80 - 100k	95,050	100 - 120k	114,055	900 - 1,100	1,020
Senior Category Manager	70 - 80k	76,300	85 - 110k	105,855	750 - 850	805
Procurement Lead	65 - 80k	72,650	75 - 85k	80,100	700 - 800	765
Supplier Manager	60 - 70k	66,000	65 - 75k	71,205	600 - 750	675
Procurement Manager	50 - 70k	60,130	60 - 75k	71,205	550 - 650	605
Category Manager	50 - 70k	60,130	60 - 75k	71,205	500 - 600	545
Sourcing Manager	50 - 60k	56,625	55 - 70k	63,455	450 - 600	500
Contract Manager	45 - 60k	52,305	50 - 65k	57,520	400 - 550	475
Procurement Specialist	35 - 40k	37,600	45 - 55k	50,600	300 - 400	360
Senior Buyer	35 - 40k	37,600	40 - 50k	46,520	200 - 275	240

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 – 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Category Buyer	30 – 40k	35,325	35 – 42k	37,995	200 – 275	240
Procurement Analyst	30 – 40k	35,325	35 – 45k	40,505	180 – 275	225
Procurement Officer	30 – 35k	33,200	30 – 38k	35,000	180 – 220	200
Buyer	25 – 30k	27,500	30 – 40k	35,500	150 – 200	175
Procurement Assistant	20 – 25k	21,950	25 – 30k	27,945	115 – 140	130
Logistics						
Logistics Director	85 – 105k	96,598	95 – 150k	123,029	650 – 1,200	950
Operations Director	85 – 100k	93,598	95 – 145k	120,550	600 – 1,200	950
General Manager	60 – 85k	71,000	85 – 110k	98,460	400 – 800	650
Transport Manager	45 – 52k	49,565	60 – 75k	68,460	300 – 475	400
Logistics Manager	45 – 55k	51,285	60 – 75k	68,500	350 – 500	450
Warehouse Manager	35 – 48k	41,250	45 – 60k	53,274	250 – 380	325
Operations Manager	45 – 55k	50,230	55 – 70k	63,485	240 – 400	350
Distribution Manager	40 – 50k	46,590	50 – 65k	58,900	250 – 360	350
Shift Manager	35 – 42k	39,700	42 – 52k	48,399	200 – 300	285

Manufacturing & Engineering

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

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



Key findings

Sector trends

Average tenure	Female	Male
1.9 years	31%	69%
Talent pool growth	Hiring demand	
-2.00%	Very high	

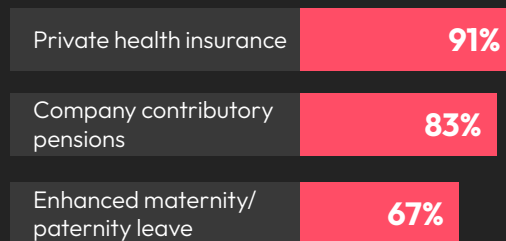
Top industries hiring this talent in 2025

- 1 Software Development
- 2 Construction
- 3 Financial Services

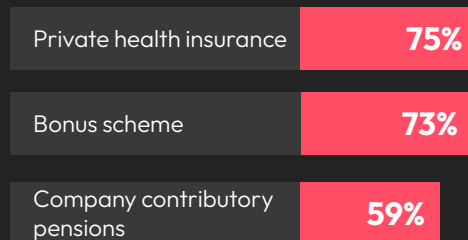
Top 3 professionals in demand

- 1 Process Engineer
- 2 Electronics Engineer
- 3 Maintenance Engineer

Top 3 employee benefits received

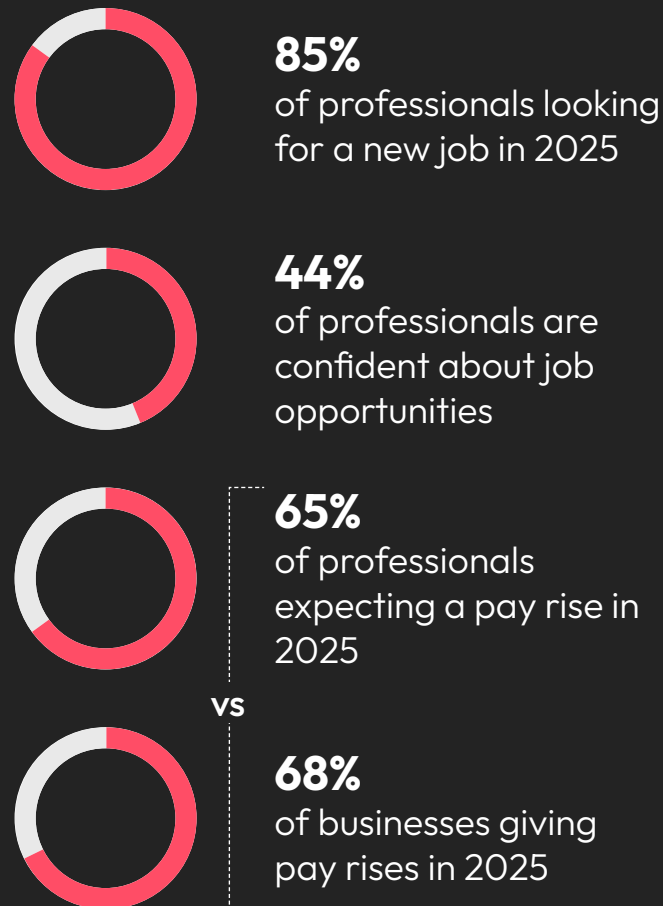


Top 3 employee benefits in demand



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Employee expectations



Top 3 soft skills in demand

- 1 Empathy
- 2 Cultural awareness
- 3 Critical thinking

Top 3 skills in demand for management roles

-  Problem identification / Solution implementation
-  Adapting communication styles
-  Organisation & time management

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Operations Director	82 - 107k	95,600	120 - 180k	151,000	650 - 1,000	825
Factory/Plant Manager	80 - 100k	91,225	80 - 105k	93,425	450 - 750	605
Engineering Manager	60 - 85k	75,105	65 - 85k	76,895	400 - 650	590
CI Manager	55 - 75k	65,700	60 - 85k	73,400	400 - 600	510
Quality Manager	55 - 75k	65,700	60 - 85k	73,400	400 - 600	510
Production Manager	55 - 75k	65,000	60 - 85k	73,400	300 - 400	365
Health and Safety Manager	55 - 75k	64,010	60 - 85k	73,400	275 - 380	310
ECI Engineer	45 - 55k	51,000	55 - 75k	65,305	375 - 475	425
Automation Engineer	50 - 70k	61,265	60 - 80k	70,120	450 - 600	505
Process Engineer	50 - 70k	61,265	60 - 80k	69,000	400 - 600	490
Manufacturing Engineer	42 - 55k	49,590	50 - 65k	58,295	320 - 420	390

	Permanent Salary Per Annum GBP (£)			
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)	
Role	Range	Average	Range	Average
Managing Director	90 - 130k	111,005	130 - 200k	166,290
Operations Director	80 - 95k	89,360	95 - 140k	120,265
Engineering Director	75 - 90k	83,655	90 - 130k	111,090
Manufacturing Director	75 - 90k	82,300	90 - 130k	110,500
Operations Manager	45 - 55k	51,280	60 - 75k	69,920
Production Manager	40 - 55k	44,980	55 - 70k	63,290
Quality Manager	45 - 55k	49,000	55 - 70k	62,785
Design Engineer	35 - 50k	43,350	40 - 60k	49,390
Manufacturing Engineer	35 - 45k	41,294	40 - 50k	46,930
Quality Engineer	33 - 42k	39,475	38 - 48k	44,000

81%

of manufacturing & engineering professionals do not think their pay accurately reflects the work they do

Marketing

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

- General Marketing
- Digital Marketing



Key findings

Sector trends

Average tenure	Female	Male
1.4 years	58%	42%
Talent pool growth	Hiring demand	
0.40%	Very high	

Top industries hiring this talent in 2025

- 1 Accounting
- 2 Retail
- 3 Technology, Information and Media

Top 3 professionals in demand

- 1 Marketing Manager
- 2 Digital Marketing Manager
- 3 Marketing Campaign Executive

Top 3 employee benefits received

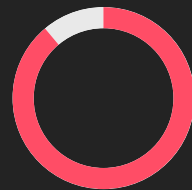
Private health insurance	82%
Company contributory pensions	81%
Hybrid working options	79%

Top 3 employee benefits in demand

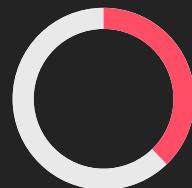
Private health insurance	86%
Bonus scheme	66%
Company contributory pensions	56%

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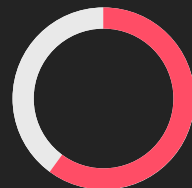
Employee expectations



89%
of professionals looking for a new job in 2025

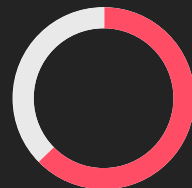


38%
of professionals are confident about job opportunities



60%
of professionals expecting a pay rise in 2025

vs



63%
of businesses giving pay rises in 2025

Top 3 soft skills in demand

- 1 Communication
- 2 Strategic thinking
- 3 Creative and innovative

Top 3 skills in demand for management roles

-  Data driven marketing
-  Storytelling
-  Technical skills

General Marketing

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 – 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Chief Marketing Officer	120 – 180k	155,000	150 – 300k	230,400	650 – 1,500	1,100
Marketing Director	90 – 140k	116,400	120 – 200k	171,490	550 – 1,200	1,050
Brand Director	60 – 80k	70,280	100 – 150k	127,605	450 – 1,000	780
Head of Marketing	70 – 120k	96,805	90 – 130k	112,000	450 – 950	670
Head of PR	70 – 100k	86,210	80 – 120k	99,010	500 – 1,000	745
Head of Communications	70 – 120k	98,000	90 – 140k	115,230	600 – 1,200	805
Head of Content	65 – 90k	79,285	70 – 110k	93,000	450 – 900	680
Marketing Manager	45 – 65k	56,020	55 – 80k	67,550	350 – 900	630
B2B Marketing Manager	45 – 65k	55,000	55 – 85k	69,430	350 – 900	630
Demand Generation Manager	45 – 65k	55,000	55 – 80k	67,000	350 – 900	630
Brand Manager	40 – 55k	51,050	55 – 80k	67,000	300 – 650	425
Campaign Manager	40 – 55k	51,100	50 – 75k	60,700	300 – 650	425
Content Manager	32 – 50k	42,030	50 – 70k	60,700	300 – 550	430
Copywriter	28 – 45k	37,589	45 – 65k	54,300	250 – 550	395
Events Manager	28 – 50k	41,205	50 – 80k	65,100	250 – 650	465
Marketing Executive	28 – 40k	34,500	35 – 55k	44,000	250 – 550	420

Digital Marketing

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Chief Digital Officer	90 - 180k	141,000	120 - 300k	212,050	650 - 1,500	1,080
Digital Marketing Director	80 - 130k	107,340	100 - 200k	154,000	550 - 1,200	880
E-Commerce Director	70 - 120k	95,005	100 - 200k	153,200	550 - 1,100	905
Head of Growth	70 - 120k	95,005	100 - 200k	154,000	550 - 1,100	905
Head of CRM	65 - 115k	92,800	80 - 120k	110,325	350 - 900	635
SEO/SEM Manager	55 - 90k	71,450	65 - 110k	88,500	300 - 800	560
PPC Manager	40 - 60k	50,500	55 - 70k	63,000	300 - 550	430
Digital Marketing Manager	45 - 65k	53,105	50 - 90k	71,105	300 - 750	530
Marketing Automation Manager	40 - 60k	50,500	55 - 75k	66,845	300 - 650	475
Social Media Manager	32 - 48k	40,220	40 - 58k	49,595	300 - 500	420
Lead Generation Manager	35 - 55k	46,000	40 - 60k	51,000	300 - 500	420
E-commerce Marketing Manager	32 - 55k	43,750	50 - 80k	62,300	300 - 550	430
Digital PR Manager	32 - 55k	43,750	40 - 60k	50,500	300 - 500	390
Digital Content Specialist	32 - 50k	40,100	45 - 65k	56,750	300 - 500	425
Digital Marketing Executive	32 - 50k	40,100	40 - 55k	48,500	300 - 500	420

HR

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

- Generalist HR
- Learning & Development
- Talent
- Reward & compensation
- Employee Relations
- HR Data Analytics
- Specialist HR



Key findings

Sector trends

Average tenure	Female	Male
1.7 years	66%	34%
Talent pool growth	Hiring demand	
-0.50%	Very high	

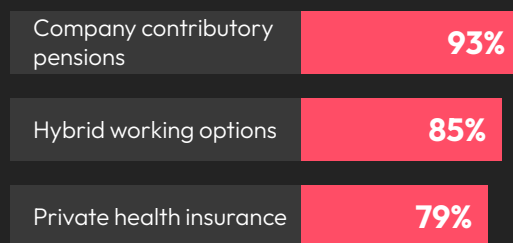
Top industries hiring this talent in 2025

- 1 Staffing and Recruiting
- 2 Accounting
- 3 Law Practice

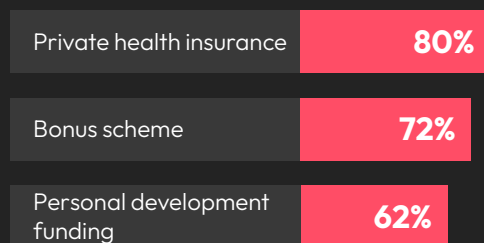
Top 3 professionals in demand

- 1 Senior HR Business Partner
- 2 ER Advisor
- 3 HRIS/Analyst

Top 3 employee benefits received

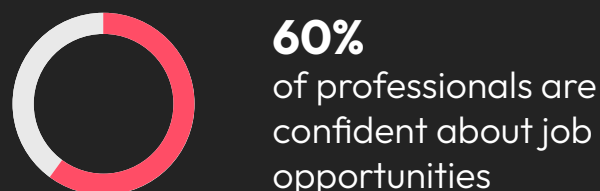


Top 3 employee benefits in demand



*Enhance your benefits package with our Employee Benefits Guide - the ultimate resource for understanding what professionals value most in workplace benefits. Learn more [here](#).

Employee expectations



vs



Top 3 soft skills in demand

- 1 Communication
- 2 Creative
- 3 Agile

Top 3 skills in demand for management roles

-  Data-driven decision making
-  Employee-centric approaches
-  Focus on equity and inclusion

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Generalist HR						
Chief People Officer	100 - 180k	150,000	230 - 430k	335,650	800 - 1,500	1,050
HR Director	110 - 150k	130,000	130 - 210k	175,590	600 - 1,200	955
Head of HR	85 - 120k	99,990	165 - 180k	173,405	500 - 1,000	760
Head of HR Business Partnering	90 - 120k	105,000	110 - 130k	123,330	700 - 1,200	905
HR Business Partner	60 - 75k	70,100	90 - 125k	110,000	400 - 800	670
HR Manager	55 - 72k	64,230	75 - 90k	84,800	350 - 700	565
HR Officer	30 - 45k	37,750	40 - 55k	48,765	250 - 500	400
Senior HR Advisor	45 - 60k	54,090	50 - 65k	59,900	500 - 800	710
HR Advisor	35 - 50k	43,200	40 - 55k	47,255	300 - 600	490
HR Coordinator	28 - 34k	31,000	35 - 38k	36,000	200 - 400	270
L&D						
Head of Learning and Development	67 - 86k	73,050	83 - 150k	117,320	700 - 1,200	1,050
Learning and Development Manager	50 - 71k	60,900	75 - 90k	80,100	500 - 900	720
Learning and Development Specialist	40 - 50k	46,732	56 - 67k	62,000	350 - 700	560

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 – 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Talent						
Director of Talent	85 – 110k	95,000	112 – 140k	125,555	800 – 1,400	1,150
Head of Talent	60 – 85k	74,250	99 – 125k	110,020	700 – 1,200	995
Talent Acquisition Manager	55 – 75k	63,440	65 – 90k	74,000	500 – 900	750
Recruitment Coordinator	35 – 50k	43,820	45 – 50k	47,890	300 – 500	390
Reward/Comp & Bens						
Director of Reward	90 – 130k	110,000	150 – 180k	161,100	900 – 1,500	1,100
Head of Reward	85 – 120k	100,000	131 – 160k	148,935	800 – 1,300	1,000
Reward Manager	65 – 85k	75,000	110 – 135k	121,000	600 – 1,000	850
Reward Specialist	50 – 65k	57,500	57 – 85k	73,005	500 – 900	755
Reward Analyst	40 – 55k	47,500	51 – 65k	59,000	350 – 600	495
Employee Benefits Manager	-	-	72 – 90k	82,090	600 – 1,000	850
Pensions Manager	-	-	79 – 100k	89,400	700 – 1,200	1,000
ER						
Head of Employee Relations	80 – 110k	95,000	100 – 150k	126,000	800 – 1,400	1,150
Employee Relations Manager	55 – 75k	65,000	60 – 85k	71,230	600 – 1,000	820
Employee Relations Specialist	45 – 60k	52,500	45 – 60k	54,980	350 – 600	560
Employee Relations Advisor	35 – 45k	40,000	45 – 60k	57,000	400 – 700	550

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 – 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
HR Data Analytics						
HR Data Analytics Manager	69 – 80k	74,405	70 – 100k	86,700	700 – 1,200	920
HR Data Analytics Specialist	45 – 60k	52,350	50 – 70k	62,340	450 – 800	670
HR Data Analytics Analyst	30 – 45k	38,740	35 – 50k	41,980	350 – 600	490
Other Specialisms						
Head of Equity, Diversity & Inclusion	90 – 130k	110,000	90 – 130k	108,650	900 – 1,500	1,120
Diversity Equity & Inclusion Manager	60 – 80k	70,000	60 – 85k	78,090	600 – 1,000	890
Global Mobility Manager	55 – 75k	62,000	70 – 95k	84,500	700 – 1,200	1,000
Global Mobility Advisor	35 – 55k	46,890	45 – 65k	55,000	500 – 800	760
Global Mobility Assistant	30 – 35k	32,405	30 – 40k	36,200	350 – 600	450

59%

of HR professionals do not think their pay accurately reflects the work they do



S	M	K
1500	1200	1000
200	150	400

1.2
1200

1000
1200
2000
1200

32%

of HR professionals are
planning to negotiate
their salary in 2025

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Compensation & Benefits Analyst	29 - 40k	31,500	30 - 50k	38,500	100 - 200	175
Compensation & Benefits Manager	45 - 65k	50,005	45 - 73k	60,000	200 - 525	350
Employee Relations Advisor/Business Partner	32 - 55k	35,480	35 - 62k	42,590	175 - 335	200
Global Mobility Specialist	35 - 46k	40,255	42 - 57k	53,005	350 - 450	400
Graduate Recruiter	26 - 37k	29,580	28 - 45k	38,665	150 - 300	200
Head of HR	60 - 90k	71,256	75 - 110k	86,560	350 - 600	500
Head of Learning & Development	55 - 74k	64,835	70 - 110k	82,560	300 - 600	500
Head of Recruitment	55 - 75k	62,450	68 - 105k	77,440	400 - 600	500
Head of Reward, Compensation & Benefits	58 - 92k	72,403	79 - 112k	88,725	450 - 775	500
HR Advisor	28 - 40k	31,495	34 - 46k	37,650	155 - 250	160
HR Business Partner	42 - 53k	48,555	48 - 68k	58,790	250 - 500	360
HR Director	75 - 101k	81,450	80 - 135k	95,330	550 - 910	600
HR Manager	37 - 55k	41,335	48 - 65k	52,380	250 - 550	360
HRMI/HRIS Analyst	30 - 45k	38,570	40 - 60k	47,890	250 - 500	400

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
HRMI/HRIS Manager	38 - 51k	43,545	47 - 92k	60,220	300 - 520	420
Learning & Development Manager	36 - 48k	40,250	40 - 62k	52,485	300 - 450	425
Organisational Development Consultant	37 - 52k	48,195	44 - 76k	62,450	300 - 500	450
Recruitment Manager	38 - 46k	40,110	45 - 72k	50,220	250 - 500	400
Reward Advisor	35 - 50k	37,550	40 - 60k	49,800	300 - 500	400
Senior HR Business Partner	50 - 70k	57,845	62 - 85k	72,385	400 - 600	550
Training Manager	41 - 50k	45,180	45 - 82k	50,245	300 - 450	350
Training Officer	25 - 35k	27,550	30 - 47k	34,520	150 - 300	200
Diversity & Inclusion Manager	38 - 51k	44,480	46 - 74k	58,870	250 - 400	325
Diversity & Inclusion Specialist	35 - 46k	42,710	44 - 65k	56,285	250 - 350	300
HR Officer	25 - 33k	28,530	27 - 41k	33,080	100 - 120	115
HR Administrator	20 - 25k	23,335	24 - 35k	29,000	80 - 120	100
HR Assistant	22 - 26k	24,530	26 - 35k	29,515	90 - 140	110

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 – 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
HR Director	70 – 100k	86,050	100 – 150k	126,505	600 – 1,000	850
Head of Human Resources	60 – 80k	71,200	70 – 100k	82,000	450 – 600	540
Head of Reward, Compensation & Benefits	70 – 85k	77,780	75 – 100k	85,650	250 – 550	380
Organisational Development Consultant	65 – 85k	79,465	70 – 90k	81,235	300 – 600	480
Head of Learning & Development	60 – 70k	66,099	70 – 110k	102,200	350 – 650	510
Head of Recruitment	60 – 70k	65,235	70 – 110k	103,325	350 – 650	495
Senior HR Business Partner	55 – 70k	62,000	60 – 80k	77,000	350 – 550	460
HR Business Partner	45 – 55k	49,990	45 – 60k	51,245	220 – 420	360
HR Manager	35 – 50k	45,700	45 – 60k	55,000	250 – 450	320
Compensation & Benefits Manager	40 – 55k	48,850	45 – 60k	54,870	240 – 420	390
Compensation & Benefits Analyst	28 – 38k	33,495	30 – 50k	41,335	200 – 300	260
Reward Advisor	33 – 45k	39,005	38 – 55k	48,000	260 – 380	325
Recruitment Manager	35 – 50k	45,765	40 – 65k	58,990	230 – 380	300
Graduate Recruiter	25 – 28k	26,705	26 – 32k	29,925	120 – 220	190

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Learning & Development Manager	35 - 50k	44,000	40 - 60k	56,975	200 - 400	300
Training Manager	35 - 50k	43,000	40 - 60k	54,300	200 - 400	320
Training Officer	25 - 40k	32,340	28 - 45k	38,000	230 - 330	290
Employee Relations Advisor/Business Partner	28 - 45k	38,990	35 - 60k	49,985	200 - 450	310
Global Mobility Specialist	35 - 50k	45,600	38 - 60k	45,060	250 - 450	325
HR Advisor	27 - 35k	31,000	30 - 45k	39,000	150 - 250	195
HR Officer	25 - 30k	27,555	28 - 40k	34,100	125 - 250	210
HR Administrator	24 - 27k	26,700	26 - 30k	28,000	125 - 200	155

76%

of HR professionals value having challenging and interesting work

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 – 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Compensation & Benefits Analyst	31 – 45k	35,500	35 – 60k	42,300	140 – 300	210
Employee Relations Advisor/Business Partner	32 – 45k	38,995	40 – 60k	48,905	200 – 330	280
Global Mobility Specialist	32 – 47k	40,500	44 – 60k	53,000	368 – 460	400
Head of HR	53 – 95k	67,555	79 – 105k	90,500	368 – 683	540
Head of Learning & Development	63 – 79k	71,800	63 – 105k	91,000	263 – 570	315
Head of Recruitment	58 – 74k	65,405	63 – 90k	70,305	420 – 630	515
Head of Reward, Compensation & Benefits	63 – 90k	77,500	80 – 123k	99,000	475 – 788	600
HR Advisor	35 – 48k	43,200	35 – 58k	43,500	160 – 315	210
HR Business Partner	43 – 55k	50,500	55 – 72k	61,020	210 – 525	375
HR Director	71 – 105k	89,000	88 – 126k	100,500	578 – 1,050	820
HR Manager	36 – 55k	49,955	47 – 74k	54,000	252 – 525	290
Learning & Development Manager	42 – 52k	49,000	45 – 68k	56,700	250 – 450	395
Organisational Development Consultant	41 – 54k	45,600	44 – 79k	57,005	200 – 315	285
Recruitment Manager	35 – 50k	45,700	45 – 74k	60,100	210 – 525	345
Reward Advisor	38 – 47k	43,000	40 – 60k	53,000	315 – 525	420
Senior HR Business Partner	50 – 68k	55,665	55 – 95k	69,605	315 – 525	400
Training Officer	28 – 35k	31,300	34 – 47k	41,000	126 – 263	185



95%

of HR professionals
value having flexible
work arrangements

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:

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



Key findings

Sector trends

Average tenure	Female	Male
1.3 years	74%	26%
Talent pool growth	Hiring demand	
-0.90%	Medium	

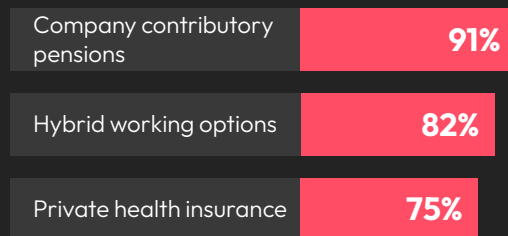
Top industries hiring this talent in 2025

- 1 Retail
- 2 Law Practice
- 3 Accounting

Top 3 professionals in demand

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

Top 3 employee benefits received

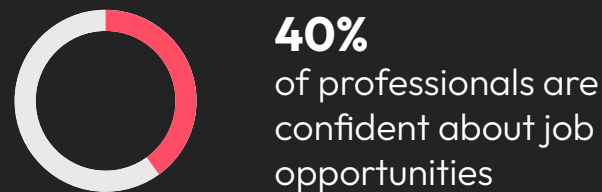
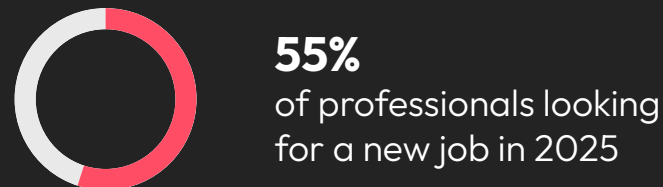


Top 3 employee benefits in demand



*Enhance your benefits package with our Employee Benefits Guide - the ultimate resource for understanding what professionals value most in workplace benefits. Learn more [here](#).

Employee expectations



vs



Top 3 soft skills in demand

- 1 Interpersonal communication
- 2 Organisation/time management
- 3 Adaptability

Top 3 skills in demand for management roles

-  Technical
-  Leadership
-  Problem solving

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 – 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
HR						
HR Advisor	35 – 50k	43,670	40 – 55k	48,750	300 – 600	465
HR Assistant	35 – 40k	37,750	37 – 45k	40,735	200 – 400	320
HR Business Partner	55 – 75k	60,100	90 – 120k	110,790	400 – 800	640
HR Coordinator	28 – 34k	32,000	35 – 38k	37,050	250 – 500	370
HR Manager	55 – 72k	65,555	75 – 90k	81,200	350 – 700	585
Marketing						
Marketing Assistant	28 – 32k	30,050	30 – 38k	34,500	100 – 200	160
Marketing Executive	30 – 40k	36,700	35 – 50k	46,010	150 – 350	305
Marketing Manager	40 – 55k	48,995	50 – 65k	59,205	300 – 450	360

63%

of business support professionals do not think their pay accurately reflects the work they do

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Hour (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Administration						
Administration Assistant	30 - 35k	32,400	35 - 48k	41,000	17 - 23	19
Office Manager	40 - 50k	46,750	45 - 60k	51,740	23 - 35	27
Executive Assistant	40 - 50k	45,420	45 - 75k	60,320	25 - 60	50
Personal Assistant	40 - 50k	47,000	45 - 75k	69,000	25 - 60	55
Receptionist	28 - 35k	31,305	30 - 38k	35,650	20 - 25	23
Data Administrator	23 - 29k	26,805	24 - 30k	28,450	15 - 18	17
Sales Administrator	24 - 29k	27,100	24 - 32k	29,000	15 - 19	17
Customer Service Assistant	23 - 28k	25,005	24 - 30k	28,710	15 - 18	16
Customer Service Manager	35 - 45k	42,300	45 - 50k	48,095	17 - 28	24
Facilities Assistant	28 - 30k	27,000	30 - 38k	34,720	16 - 22	19
Facilities Manager	45 - 50k	45,600	50 - 60k	56,035	25 - 35	29

Facilities - Junior

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Hour (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Facilities Assistant/Coordinator	30 - 40k	36,450	32 - 45k	41,200	23	-
Facilities Manager	45 - 55k	51,000	50 - 60k	56,925	32	-

Facilities - Senior

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Hour (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Facilities Senior Manager	55 - 75k	62,725	65 - 80k	71,000	275 - 400	350
Facilities Director	80 - 100k	91,000	85 - 120k	105,050	400 - 600	510

Health & Safety - Junior

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Hour (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
H&S Assistant/Coordinator	30 - 40k	37,600	32 - 45k	40,200	23	-

Health & Safety - Senior

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
H&S Manager/Advisor	45 - 65k	59,930	50 - 70k	59,055	225 - 350	310
Senior H&S Manager	65 - 85k	70,800	70 - 90k	81,000	350 - 450	415
H&S Director	90 - 130k	110,230	95 - 150k	115,600	450 - 750	595

72%

of business support professionals are planning to negotiate their salary in 2025

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 – 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Administration Assistant	20 - 27k	24,550	20 - 33k	27,715	115 - 170	145
Audio Typist	20 - 24k	22,100	19 - 24k	22,135	110 - 130	125
Customer Service Assistant	21 - 25k	23,100	20 - 36k	29,190	113 - 140	125
Data Entry Operator	20 - 22k	21,925	20 - 27k	23,900	110 - 130	120
Executive Assistant	27 - 37k	33,185	28 - 46k	38,275	160 - 270	205
Junior Administration Assistant	16 - 22k	19,920	18 - 24k	22,100	85 - 125	105
Legal Secretary	20 - 25k	23,405	22 - 29k	26,685	110 - 160	135
Medical Secretary	20 - 22k	21,295	20 - 29k	25,845	110 - 160	135
Office Manager	25 - 35k	30,120	28 - 48k	39,190	160 - 280	215
Personal Assistant	24 - 33k	29,010	26 - 41k	34,995	120 - 275	180
Project Coordinator	20 - 28k	24,990	22 - 40k	32,440	110 - 160	140
Receptionist	19 - 23k	22,305	19 - 31k	26,340	110 - 130	125
Recruitment Administrator	20 - 24k	22,100	22 - 28k	25,635	115 - 160	135
Secretary	18 - 26k	22,670	21 - 40k	31,500	110 - 160	135
Senior Administration Assistant	19 - 28k	24,300	24 - 40k	32,100	120 - 190	155
Senior Project Coordinator	22 - 32k	28,855	26 - 35k	31,000	160 - 280	215
Team Secretary	19 - 22k	21,050	22 - 28k	26,770	160 - 215	185



77%

of business support
professionals value
having challenging and
interesting work

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Hour (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Administration Assistant	21 - 25k	23,050	22 - 26k	25,000	11 - 13	12
Audio Typist	21 - 25k	23,100	22 - 26k	25,740	12 - 14	13
Customer Service Assistant	21 - 23k	21,000	21 - 28k	25,030	10 - 12	12
Data Entry Operator	21 - 23k	21,650	21 - 26k	23,500	10 - 13	12
Executive Assistant	30 - 42k	32,040	32 - 50k	42,090	15 - 18	16
HR Administrator	23 - 25k	24,000	25 - 29k	27,500	11 - 14	13
Junior Administration Assistants	21 - 22k	21,800	21 - 23k	21,000	10 - 11	11
Legal Secretary	24 - 30k	24,200	24 - 30k	26,105	11 - 22	17
Medical Secretary	24 - 28k	25,850	24 - 28k	25,230	11 - 15	15
Office Manager	22 - 32k	26,633	28 - 50k	28,284	14 - 37	26
Personal Assistant	24 - 32k	27,320	25 - 36k	29,005	13 - 16	16
Project Coordinator	21 - 28k	24,805	22 - 36k	24,805	12 - 31	22
Receptionist	21 - 23k	21,500	21 - 28k	24,000	10 - 12	12
Recruitment Administrator	21 - 25k	23,500	22 - 38k	24,077	11 - 31	21
Secretary	21 - 25k	22,220	22 - 32k	26,056	11 - 22	17
Senior Administration Assistant	22 - 30k	24,956	26 - 36k	29,956	12 - 25	19
Senior Project Coordinator	22 - 32k	27,714	26 - 38k	29,710	14 - 37	26
Team Secretary	21 - 26k	21,575	24 - 32k	28,575	12 - 31	22

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Hour (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Administration Assistant	17 - 25k	21,000	19 - 36k	27,720	11 - 16	13
Audio Typist	19 - 22k	20,500	19 - 24k	21,300	11 - 14	12
Customer Service Assistant	18 - 24k	21,000	22 - 36k	29,405	12 - 16	14
Data Entry Operator	19 - 22k	20,500	19 - 25k	21,000	11 - 14	13
Executive Assistant	23 - 41k	35,555	32 - 46k	38,690	17 - 31	25
HR Administrator	16 - 26k	21,300	22 - 28k	25,000	11 - 25	19
Junior Administration Assistant	16 - 22k	21,800	21 - 23k	21,000	10 - 11	11
Legal Secretary	20 - 28k	24,200	24 - 30k	26,105	11 - 22	17
Medical Secretary	20 - 25k	25,850	24 - 28k	25,230	11 - 15	15
Office Manager	25 - 36k	26,633	28 - 50k	28,284	14 - 37	26
Personal Assistant	22 - 34k	27,320	25 - 36k	29,005	13 - 16	16
Project Coordinator	19 - 25k	24,805	22 - 36k	24,805	12 - 31	22
Receptionist	18 - 26k	21,500	21 - 28k	24,000	10 - 12	12
Recruitment Administrator	16 - 26k	23,000	20 - 29k	25,000	11 - 31	25
Secretary	20 - 25k	22,250	23 - 40k	32,000	12 - 33	25
Senior Administration Assistant	20 - 27k	25,400	24 - 36k	31,200	12 - 19	16
Senior Project Coordinator	24 - 32k	29,995	26 - 36k	29,995	19 - 19	19
Team Secretary	20 - 26k	23,505	22 - 36k	30,100	11 - 19	15

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

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