

2024 SALARY GUIDE



UNITED KINGDOM

TABLE OF CONTENTS



The 2024 Salary Guide is based on the analysis of thousands of placements made across the UK over the past year with predictions for the year ahead.

03

[Market Outlook 2024](#)

07

[How to use our Salary Tables](#)

08

[Finance and Accounting](#)

10

[IT and Technology](#)

12

[Marketing and Creative](#)

14

[Administrative, HR and Office Support](#)

18

[Legal](#)

20

[Financial Services](#)

22

[Perks and Benefits](#)

25

[Methodology](#)

26

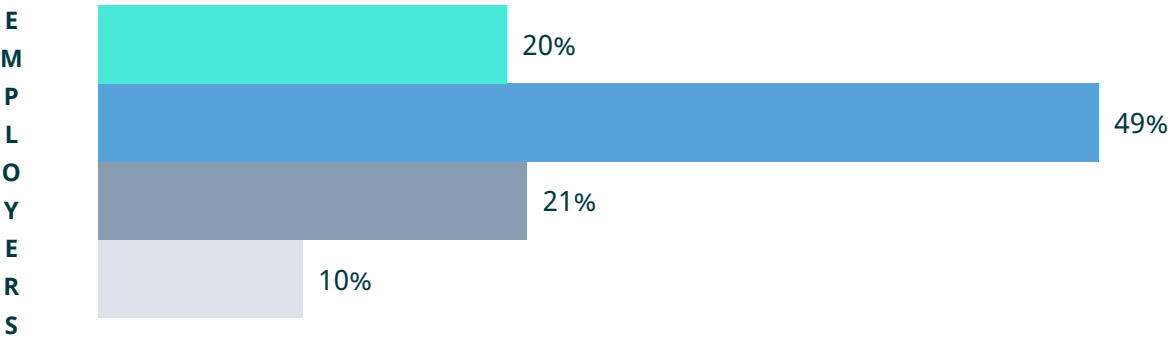
[About Robert Half](#)

27

[Salary Tables](#)

The need to recruit talent that ensures business continuity and growth still outweighs concerns about economic uncertainty. As a result, the jobs market continues to be tight, defined by a war for talent amidst skills shortages and a historically low unemployment rate.

How confident are you about your company’s growth prospects compared to 2023?



Increased confidence anticipated for 2024 driven by:

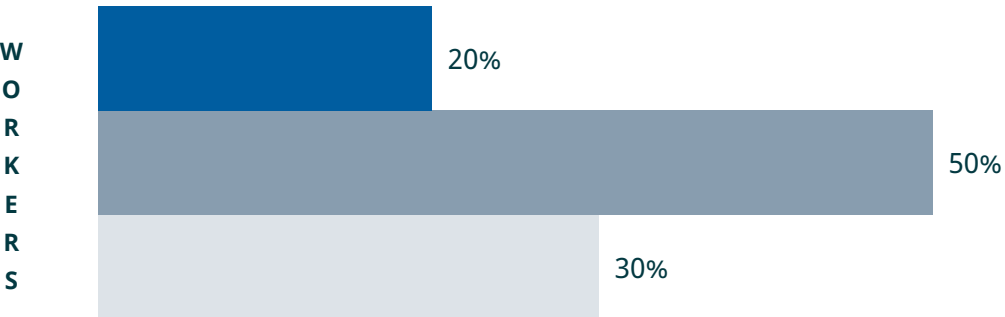
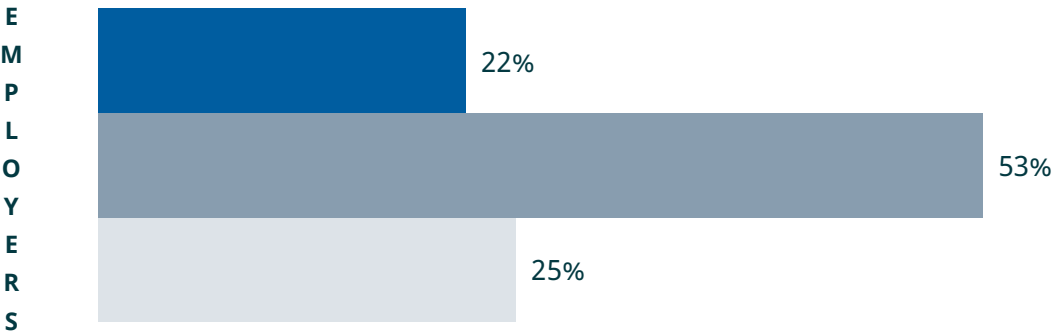
- Increased product/service demand
 - Expanding business opportunities
 - Better economic situation
 - Increased financial resources/budget
 - Successful restructuring
-
- Expanding business opportunities
 - Increased product/service demand
 - Better economic situation
 - Successful restructuring
 - Pace of digitisation/adoption of new technologies

Much more confident Somewhat more confident Stay the same Less confident



With hiring needs outweighing economic uncertainty, 75% of business leaders are concerned about their ability to both attract skilled talent and retain valued employees in 2024. It’s a new world of work and with that comes new talent management demands.

How concerned are you about your company’s ability to retain employees in 2024?



Very concerned Somewhat concerned Not at all concerned

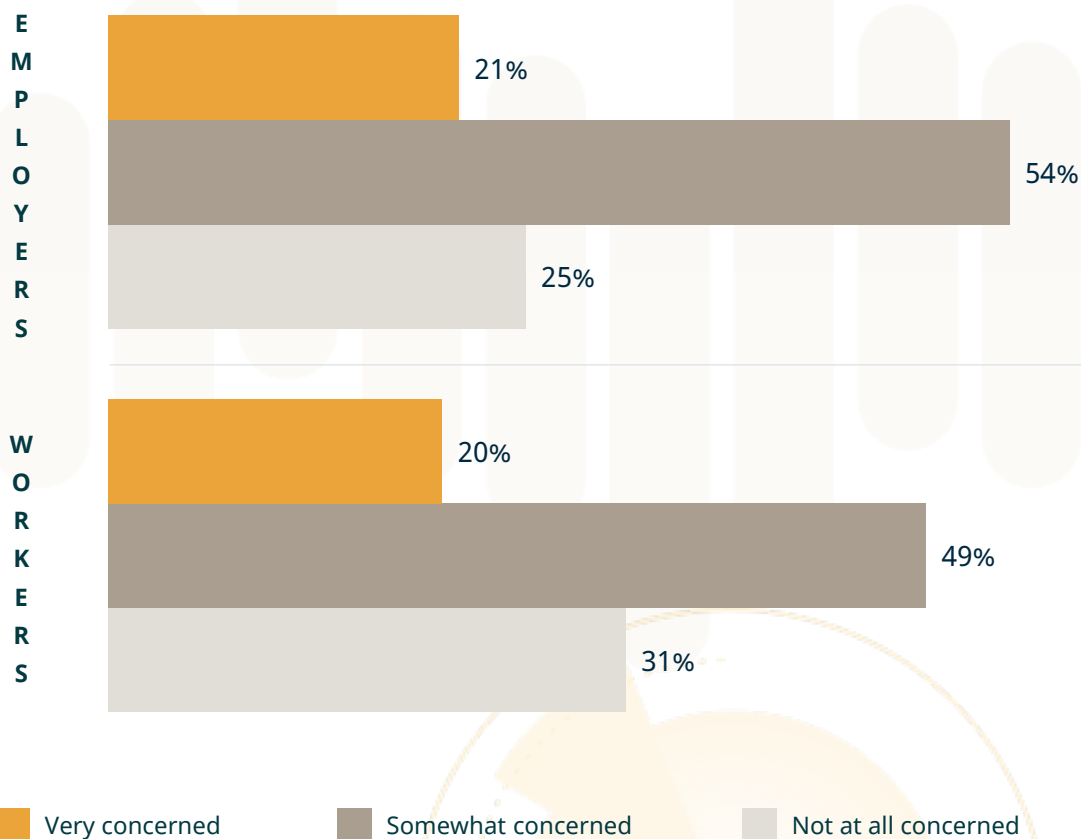
Main concerns around the retention of valued employees in 2024:

- Heavy workloads/increased work pressure
 - Talent may be headhunted by competitors
 - Lack of competitive pay (industry/sector comparison)
 - Lack of competitive pay (job/role comparison)
 - High rates of burnout
-
- Lack of competitive pay (job/role comparison)
 - Limited opportunities for career progression/training
 - Lack of competitive pay (industry/sector comparison)
 - Talent may be headhunted by competitors
 - High rates of burnout



In the war for talent success will come with preparation. Understanding the main obstacles for attraction and how to overcome them will separate those that win the battle.

How concerned are you about your company's ability to attract employees in 2024?



Main concerns around the attraction of skilled talent in 2024:

- Lack of competitive pay (industry/sector comparison)
 - Lack of competitive pay (job/role comparison)
 - Poor work/life balance
 - Unrealistic job expectations from employees
 - Lack of flexibility (remote working/flexible hours)
-
- Lack of competitive pay (job/role comparison)
 - Lack of competitive pay (industry/sector comparison)
 - Pace of hiring process
 - Poor work/life balance
 - Limited opportunities for career progression/training



Employers' intention to increase salaries

41%

A flat-rate percentage increase

27%

In line with inflation

16%

Performance-based increases

Employers' ability to increase salaries

22%

Not increasing salaries further

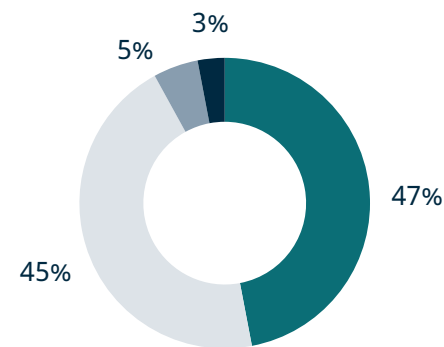
19%

Perceive increases in line with inflation risky for the business

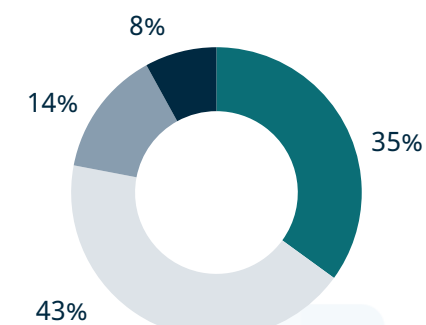
19%

Need to choose between stability and helping staff with the cost of living

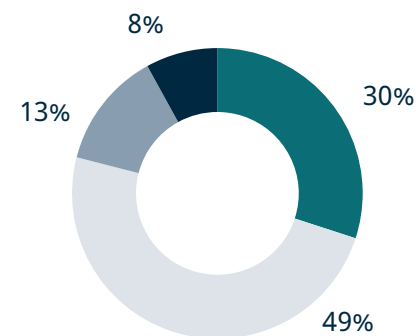
Hiring intentions for permanent jobs



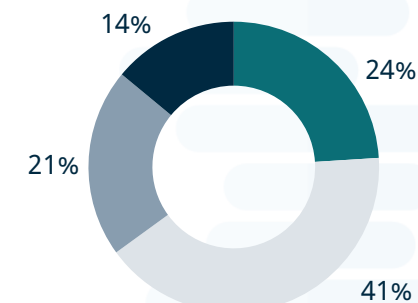
Hiring intentions for contract jobs



Hiring intentions for outsourcing/project sourcing



Hiring intentions for freelancers



HOW TO USE OUR SALARY TABLES



Salary percentiles

Starting salaries are not one-size-fits-all, which is why we separate them into three percentiles based on multiple factors. The percentiles account for differences in experience, skill, professional certifications, demand for the role, and the size/complexity of the company that's hiring. The salaries do not include any bonuses or benefits.

25th

The candidate has little or no prior experience in the position and is still developing relevant skills.

50th

The candidate has an average level of experience and has most of the necessary skills.

75th

The candidate has above-average experience, has most or all the necessary skills, and may have specialised qualifications.

Regional variances

Due to the cost of living, availability of talent and other factors, starting salaries vary by market. We place candidates across all UK regions and use what we learn each year to set regional variances to help you determine pay in your area. Simply increase or decrease the national starting salary by the percentage listed for the various UK regions. The selected regions coincide with Robert Half office locations.

United Kingdom	100%	West Midlands	- 1%
Scotland	+ 9%	East of England	+ 6%
North East England	- 5%	London	+ 22%
North West England	- 1%	South East England	+ 10%
Yorkshire	- 3%	South West England	+ 5%
East Midlands	- 3%	Wales	- 2%



Finance and accounting managers show little sign of stopping hiring in 2024, yet challenges continue. Whilst the economic downturn may be on many employers' minds and is likely to impact the hiring market to an extent, intense pressure to find new talent remains. New skill sets and new mindsets will be required as companies meet new regulatory and ESG standards in 2024.

Most in-demand permanent jobs

Financial Analyst
Financial Controller
Finance Director/CFO
Finance Manager
Management Accountant

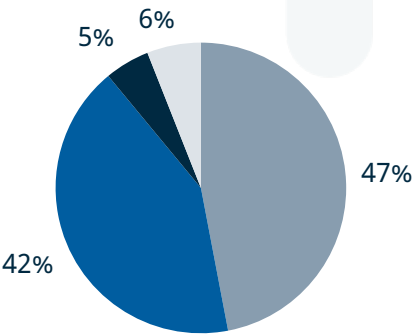
Most in-demand contract jobs

Finance Business Partner
Finance Analyst
System Implementation Specialist
Financial Modelling Specialist
Accounts Payable/Receivable Specialist

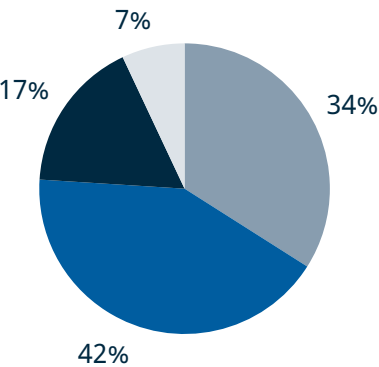
[Click here to discover all salaries in Finance and Accounting](#)



Hiring intentions for permanent jobs



Hiring intentions for contract jobs



Most in-demand soft skills

Team management
Commercial acumen
Communication skills
Analytical skills
Flexibility and initiative

Most in-demand certifications and degrees

ACCA
CIMA
ACA
CIA
AAT

Sectors that recruit the most

Tech
FMCG
Consultancy
Real Estate/Property
Energy

Most in-demand technical skills

Financial modelling
Data analytics
Digital proficiency
Cashflow management
Forecasting

Top 5 benefits workers demand

Working from home allowance
Flexible benefits programme
Fuel allowance
Meal vouchers
Dental insurance

Areas in which staff are hard to find

Tax
Internal Audit
Treasury
Financial Modelling
Payroll



With 75% of tech hiring managers confident in their companies’ 2024 growth prospects, 50% plan to add new positions for permanent full-time employees, and 35% will bring more temporary talent on board to aid with growth plans. Experts in cloud, cyber security, full stack development and ERP implementation are expected to be most sought-after, with financial services, fintech and e-commerce among the sectors recruiting for tech professionals the most.

Most in-demand permanent jobs

Full Stack Developer
ERP/CRM Engineer
Head of IT
Cloud Infrastructure Engineer
Cyber Security Analyst

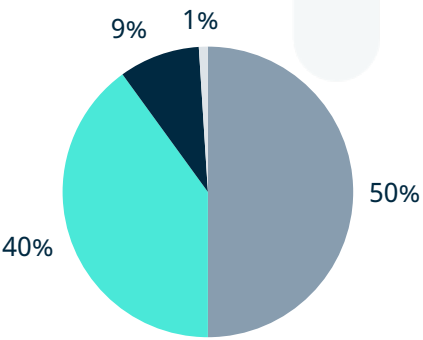
Most in-demand contract jobs

Project Manager (ERP/CRM implementation)
Infrastructure Engineer
Network Engineer
First Line Support (Help Desk/Desktop Support)
Second Line Support (Help Desk/Desktop Support)

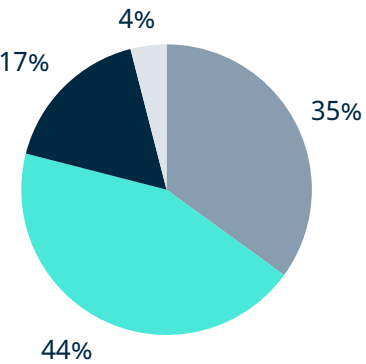
Click here to discover all salaries in IT and Technology



Hiring intentions for permanent jobs



Hiring intentions for contract jobs



Most in-demand soft skills

Communication skills
Stakeholder management
Leadership/people management
Vendor/relationship management
Time management

Most in-demand certifications and degrees

Cloud (AWS/Azure/GCP)
CISSP/CISM
Prince2
Scrum
MCTS

Sectors that recruit the most

Financial Services
E-commerce
Media
SaaS and FinTech
Legal
Retail

Most in-demand technical skills

Cloud (AWS/Azure/GCP)
Dynamics/NetSuite/SAP
Python/SQL
React JS/Node JS/Angular JS
.Net
Automation QA

Top 5 benefits workers demand

Financial allowance for working from home
Paid sabbaticals
Flexible benefits programme
Private health insurance
Fuel allowance

Areas in which staff are hard to find

Security
DevOps
CRM/ERP
.Net
Modern JS
PHP



Heavy workloads and the risk of burnout are among the biggest concerns for both employers and employees within Marketing and Creative when it comes to retaining talent in 2024. Digital and Content Marketing Managers are most in-demand, yet skilled talent in areas such as data analytics and SEO is hard to find. Nearly half of businesses are looking to increase both permanent and contract headcount in 2024, futureproofing their teams while remaining flexible.

Most in-demand permanent jobs

Digital Marketing Manager

Content Manager

SEO Manager

Social Media Manager

Marketing Assistant

Most in-demand contract jobs

SEO Manager

PPC Manager

Social Media Manager

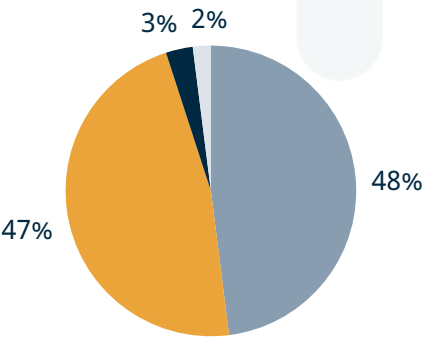
Digital Marketing Executive

Copywriter

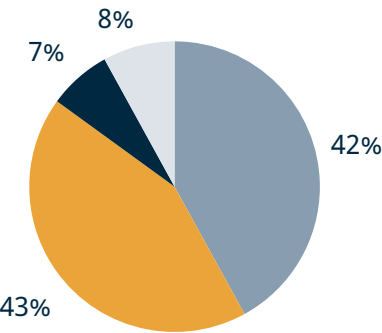
[**Click here to discover all salaries in
Marketing and Creative**](#)



Hiring intentions for permanent jobs



Hiring intentions for contract jobs



Most in-demand soft skills

Storytelling
Social and communication skills
Analytical skills
Creativity
Multitasking

Most in-demand certifications and degrees

CIM Degrees
Google Ads Certifications
Adobe Qualifications
Institute of Data and Marketing (IDM) Qualifications

Sectors that recruit the most

Financial Services
E-commerce
Consulting
Insurance
Pharma

Most in-demand technical skills

CMS
Marketing automation tools
SEO
CRM
Graphic design
Social media

Top 5 benefits workers demand

Dental insurance
Agreed bonus
Paid sabbaticals
Private health insurance
Flexible benefits programme

Areas in which staff are hard to find

Content management
Public relations and comms
SEO
Data analytics
Design



Lack of competitive pay is the biggest concern for hiring managers when attracting skilled HR and office support talent in 2024, yet only 25% of businesses are in the position to increase salaries in line with inflation. A solution could be holistic non-financial retention strategies designed to prevent flight-risk talent from leaving by addressing employees’ pain points.

Most in-demand permanent jobs (HR)

HR Manager
Head of HR
HR Generalist
HR Advisor
HR Admin

Most in-demand contract jobs (HR)

HR Administrator
HR Business Partner
HR Generalist
HR Manager
HR Advisor

Click here to discover all salaries in
Administrative, HR and Office Support



Despite the economic uncertainty, nearly half of business leaders are planning on increasing their permanent headcount, with HR Managers, Heads of HR and Executive Assistants the most sought-after roles.

**Most in-demand permanent jobs
(Admin/Office Support)**

Executive Assistant
Personal Assistant
Office Manager
Team Assistant
Receptionist

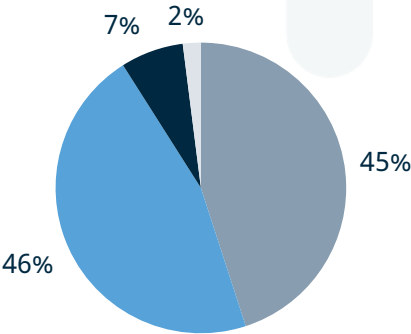
**Most in-demand contract jobs
(Admin/Office Support)**

Office Manager
General Administrator
Executive Assistant
Team Assistant
Receptionist

**Click here to discover all salaries in
Administrative, HR and Office Support**



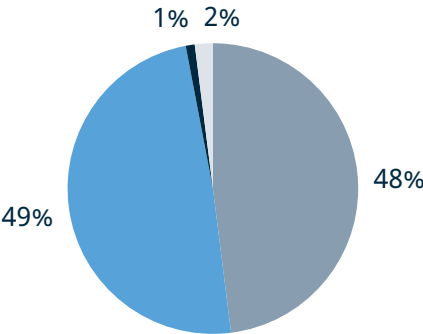
Hiring intentions for permanent jobs (HR)



Most in-demand soft skills (Admin/HR/OS)

Employee relations
Recruitment skills
Stakeholder management
Organisational skills
Project management

Hiring intentions for permanent jobs (Administrative and Office Support)



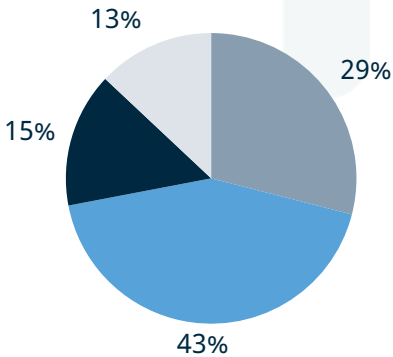
Most in-demand technical skills (Admin/HR/OS)

Human resources information system (HRIS)
Compensation and benefits management
Budgeting
Microsoft 365
Data analytics
DEI/ESG
Employment legislation





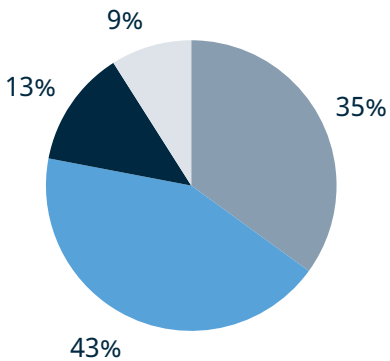
Hiring intentions for contract jobs (HR)



Top 5 benefits workers demand (Admin/HR/OS)

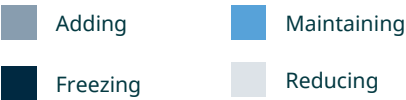
Dental insurance
Bonus eligibility
Working from home allowance
Private health insurance
Paid sabbatical

Hiring intentions for contract jobs (Administrative and Office Support)



Sectors that recruit the most (Admin/HR/OS)

Financial Services
FMCG/E-commerce
Tech
Pharma
Consultancy





Firms are seeking lawyers with a commercial focus who can either bolster their existing team or be the linchpin of a new in-house function. The war for talent shows no sign of abating and qualified legal counsel with commercial and generalist experience continuing to be most in demand.

Most in-demand permanent jobs

Legal Counsel

Paralegal

Head of Legal

Senior Legal Counsel

In-house Lawyer

**Click here to discover all salaries in
Legal**



Most in-demand soft skills

Stakeholder management
Persuasive communication skills
Time management
Project management
Horizon scanning

Most in-demand certifications and degrees

England and Wales Qualified Solicitor
CILEX
LPC
Bachelor/Master of Laws Degrees

Sectors that recruit the most

Tech
Construction and Engineering
Real Estate
Banking
Asset Management

Most in-demand technical skills

Commercial contract negotiation and review
Data privacy law
Commercial real estate
Construction and engineering contracts
SaaS agreements

Top 5 benefits workers demand

Private health insurance
Condensed work hours
Generous pension scheme
Long-term incentive plan (LTIP)
Hybrid working

Areas in which staff are hard to find

Cyber security legal consulting
FinTech
Crypto
AI



61% of business leaders in financial services are planning on increasing permanent headcount in 2024, with experts in financial crime, accounting and fund management most in demand. Against a skills shortage backdrop showing no signs of improvement in 2024, retention is key. Access to stress reduction support, mental health resources and employee engagement through giving and volunteering programmes are top of mind for over a quarter of businesses as they assess their retention strategies for 2024.

Most in-demand permanent jobs

Head of Financial Crime/MLRO
Compliance Officer
Financial Accountant
Financial Controller
Fund Accountant

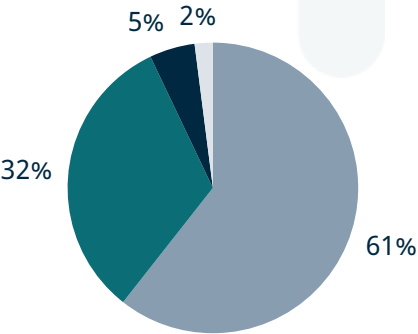
Most in-demand contract jobs

Compliance Officer
Risk Manager
Controls Manager
Auditor
Liquidity Reporting, Data and ESG

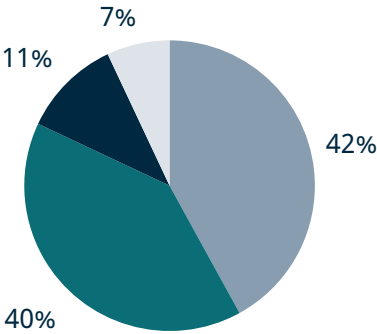
Click here to discover all salaries in Financial Services



Hiring intentions for permanent jobs



Hiring intentions for contract jobs



Most in-demand soft skills

Stakeholder management
Communication skills
Flexibility
Critical thinking
Collaboration

Most in-demand certifications and degrees

ACAMS
CISI
ICA
CFA
ACCA/ACA/CIMA

Sectors that recruit the most

Corporate banking
Private Equity
Investment management
Asset management
FinTech

Most in-demand technical skills

IFRS 9
Tax
Financial modelling (VBA)
Year end/month end reporting
Data management

Top 5 benefits employers plan to introduce in 2024

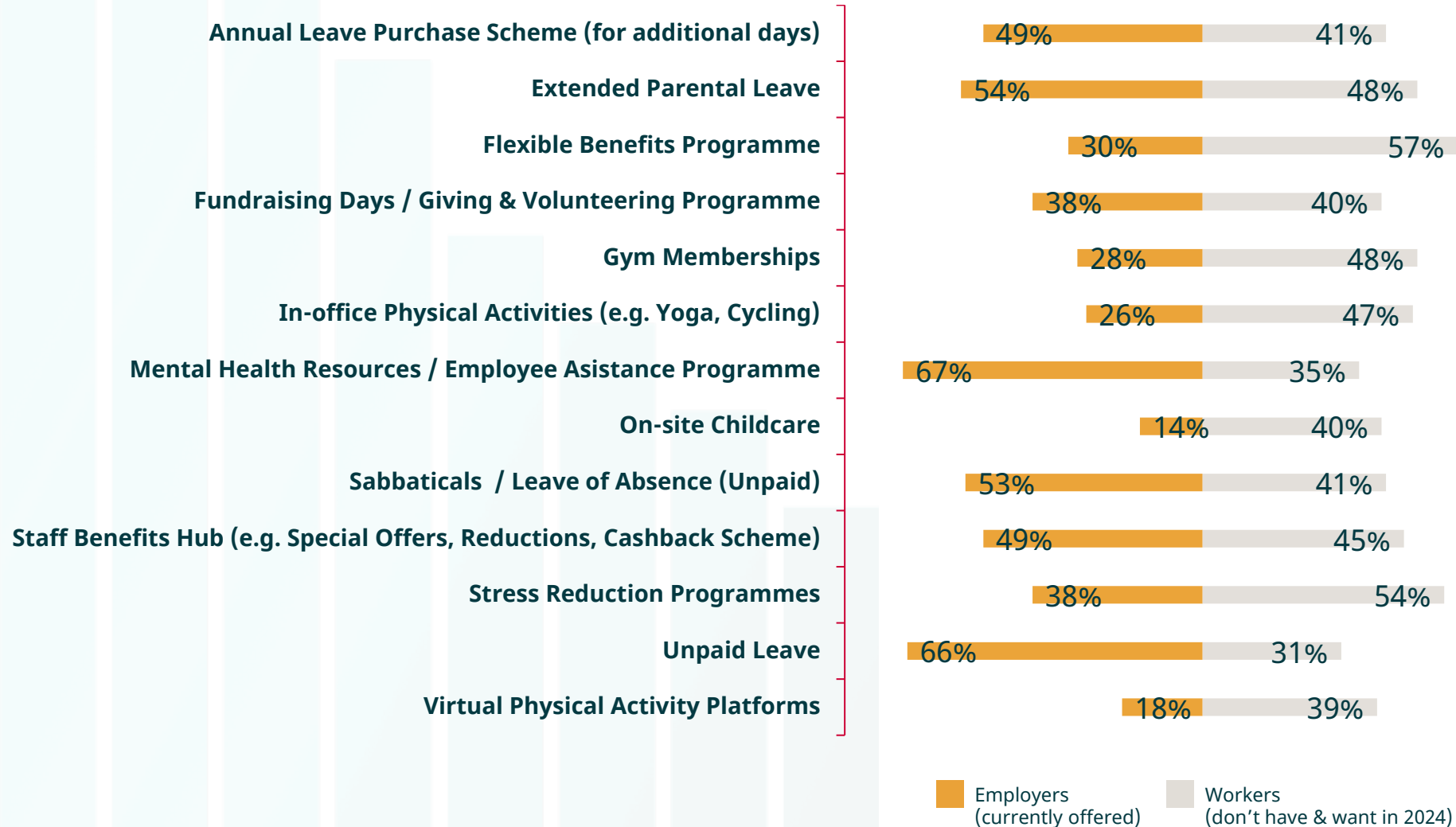
Stress reduction programmes
Mental health resources/EAP
Occupational disability insurance
Company car allowance
Giving & volunteering programmes

Areas in which staff are hard to find

Regulatory reporting
CASS
Operational risk
Operational resilience
Product management

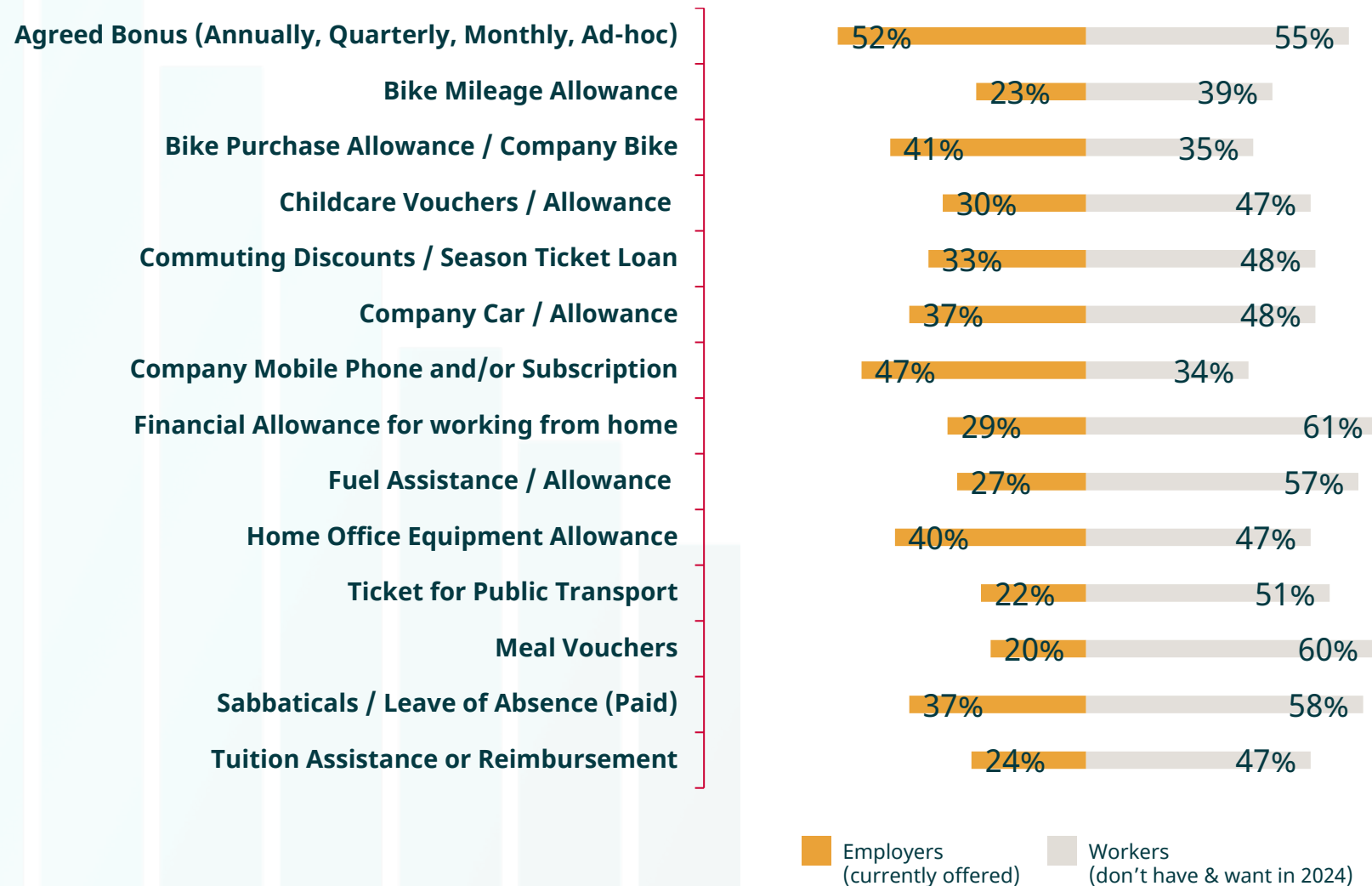


In the competitive global market, companies need to make offers that speak to more than just the financial needs of potential hires. For that reason, employers are now exploring alternative strategies to help create a positive work environment that not only attracts candidates but retains current employees — and evolving company perks has proven to be a major tipping point.

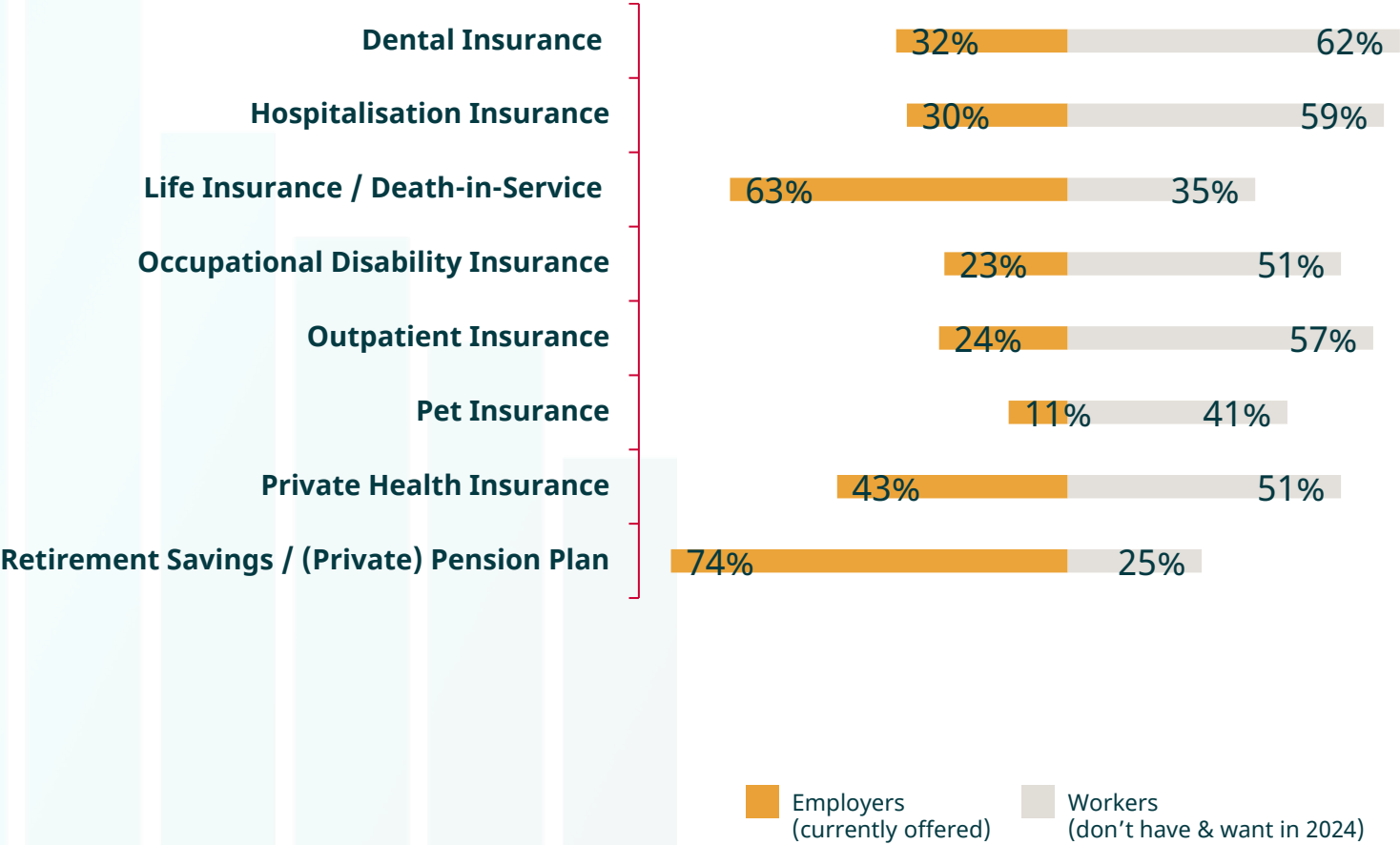




Financial benefits such as allowances for home working and assistance with fuel costs are top of mind for workers amidst the cost-of-living challenges, and will make a difference to business' hiring and retention strategies in what is expected still to be a tight labour market in 2024. Non-contractual elements of the benefits package can create a meaningful employee experience.



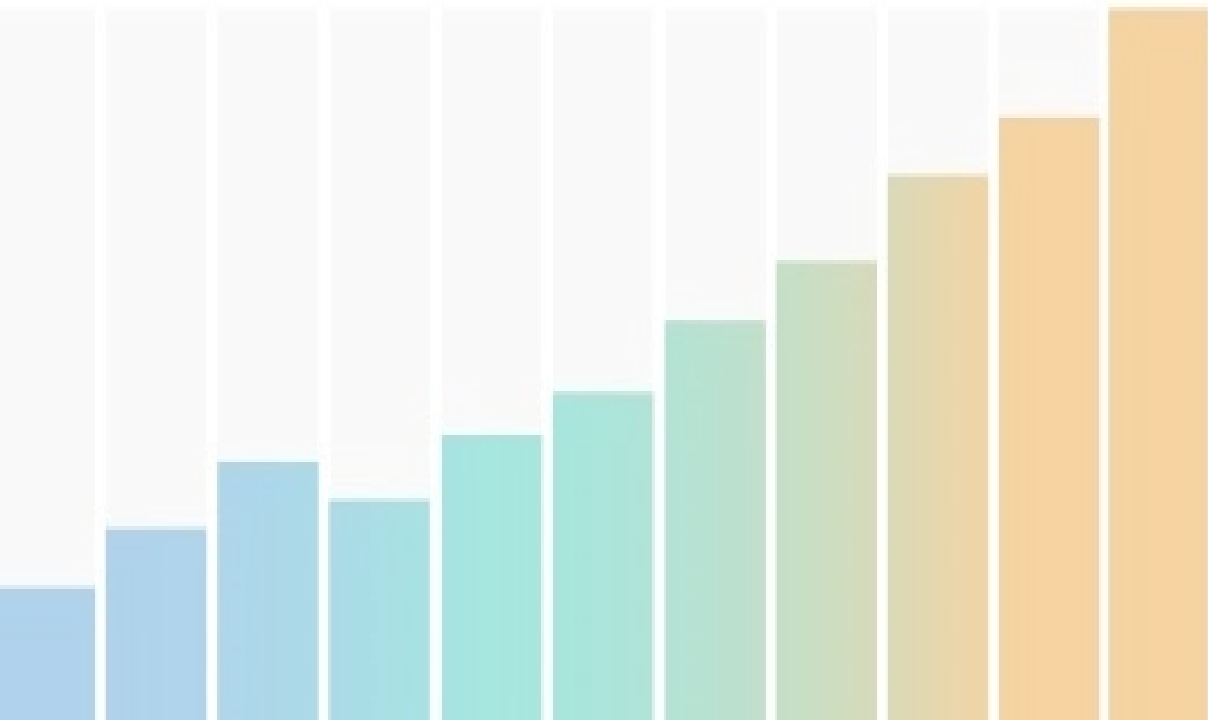
Building a culture of care can help your employees in the event that they are not able to perform their job due to accident or illness is fundamental. Insurance policies that replace all or some lost salary generate goodwill and a faster return to work, critical in an environment of rising economic inactivity due to long-term sickness that is prevalent in the UK.



METHODOLOGY



Data referenced in this Salary Guide is based on proprietary Robert Half insights and an online survey developed by Robert Half, conducted by an independent research firm. During June and July 2023 Robert Half commissioned research amongst 1500 respondents using an online data collection methodology. The respondents represent 500 employers and 1000 employees in Finance, HR, Operations/Administration, Marketing and Tech departments. Respondents are drawn from a sample of SME and large organisations from public sector, private and publicly listed businesses across the UK.



ABOUT ROBERT HALF



Robert Half is the world's first and largest specialised talent solutions firm that connects companies with highly skilled job seekers. Offering contract and permanent placement solutions in the fields of finance and accounting, technology, financial services, administrative and customer support, human resources, legal, and marketing, Robert Half has more than 300 locations worldwide, including nearly 100 locations in 18 countries outside the United States.

Robert Half is the parent company of Protiviti, a global consulting firm that provides internal audit, risk, business, and technology consulting solutions. Robert Half, including Protiviti, has been named a Fortune® Most Admired Company™ and a Forbes Best Employer for Diversity. Robert Half and Protiviti have also each been named to the Fortune 100 Best Companies to Work For® list.

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Corporate Accounting	JOB TITLE	25th	50th	75th
	Chief Financial Officer	£ 125,000	£ 170,000	£ 205,000
	Group Finance Director	£ 110,250	£ 126,500	£ 140,000
	Finance Director	£ 84,250	£ 100,000	£ 123,500
	Shared Service Centre Director	£ 77,500	£ 88,000	£ 100,000
	Group Financial Controller	£ 76,500	£ 92,250	£ 127,500
	Financial Controller	£67,750	£ 82,000	£ 90,250
	Finance Manager	£ 53,500	£ 62,000	£ 66,000
	Group Accountant	£ 54,000	£ 61,500	£ 66,250
	Qualified Management/Financial Accountant	£ 49,500	£ 54,000	£ 58,000
	Director of Audit & Risk	£ 87,000	£ 91,750	£ 105,000
	Internal Audit Manager	£ 57,500	£ 65,000	£ 70,000
	Internal Auditor	£ 50,000	£ 53,250	£ 58,750
	Treasury Manager	£ 65,250	£ 72,500	£ 78,000
	Treasury Accountant	£ 50,000	£ 54,500	£ 61,500
	Tax Manager	£ 58,500	£ 71,000	£ 87,500
	Tax Accountant	£ 50,250	£ 55,000	£ 61,500



	JOB TITLE	25th	50th	75th
Accounting Operations	Finalist Management/Financial Accountant	£ 39,500	£ 41,000	£ 44,000
	Assistant Management/Financial Accountant	£ 28,750	£ 32,750	£ 35,750
	Junior Financial Analyst	£ 31,500	£ 35,000	£ 37,000
	Accounts Assistant	£ 25,500	£ 27,500	£ 29,750
	Purchase Ledger Manager	£ 40,000	£ 43,750	£ 47,500
	Purchase Ledger Clerk	£ 25,000	£ 28,500	£ 31,500
	Sales Ledger/Billings Manager	£ 39,500	£ 43,000	£ 46,000
	Sales Ledger/Billings Clerk	£ 26,250	£ 28,750	£ 39,500
	Credit Control Manager	£ 41,000	£ 44,000	£ 47,000
	Credit Controller	£ 26,250	£ 29,000	£ 31,500
	Payroll Manager/Supervisor	£ 41,000	£ 46,500	£ 51,000
	Payroll Administrator/Clerk	£ 28,000	£ 30,000	£ 33,000
Commercial Accounting	Financial Planning & Analysis Manager	£ 58,000	£ 70,000	£ 80,000
	Financial Analyst	£ 45,250	£ 53,500	£ 65,500
	Financial Modeller	£ 54,000	£ 61,000	£ 75,000
	Senior Finance Business Partner	£ 61,500	£ 70,000	£ 78,000
	Finance Business Partner	£ 50,000	£ 55,000	£ 62,500
	Project Accountant	£ 53,750	£ 56,750	£ 62,000



	JOB TITLE	25th	50th	75th
Leadership	Chief Information Officer (CIO)	£ 105,000	£ 141,000	£ 176,000
	Chief Technology Officer (CTO)	£ 100,000	£ 130,000	£ 165,000
	Chief Information Security Officer (CISO)	£ 100,000	£ 141,000	£ 158,000
	Chief Architect	£ 120,000	£ 130,000	£ 150,000
	IT Director	£ 82,000	£ 94,500	£ 112,500
	Head of IT	£ 66,250	£ 76,750	£ 82,500
	IT Manager	£ 48,000	£ 54,250	£ 65,500
Architecture	Enterprise Architect	£ 80,000	£ 93,000	£ 110,000
	Infrastructure Architect	£ 67,500	£ 74,000	£ 87,000
	Data Architect	£ 70,000	£ 78,750	£ 95,000
	Solution Architect	£ 75,000	£ 86,000	£ 103,000



	JOB TITLE	25th	50th	75th
Transformation	Programme Director	£ 87,500	£ 105,000	£ 130,500
	Programme Manager	£ 74,000	£ 87,000	£ 114,500
	Project Manager	£ 50,000	£ 60,000	£ 74,000
	Project Management Office (PMO) Analyst	£ 32,000	£ 42,500	£ 49,750
	Senior Business Analyst	£ 57,000	£ 62,000	£ 69,750
	Business Analyst	£ 34,500	£ 49,000	£ 58,000
	Head of Product	£ 74,000	£ 95,000	£ 110,000
	Product Manager	£ 56,000	£ 65,750	£ 84,000
Cloud and Infrastructure	Infrastructure Manager	£ 62,000	£ 67,500	£ 78,000
	Network Manager	£ 59,000	£ 65,000	£ 74,000
	Network Engineer	£ 48,750	£ 53,000	£ 61,500
	Infrastructure Engineer	£ 42,500	£ 49,000	£ 57,000
	Network Administrator	£ 32,750	£ 37,000	£ 43,000
	Service Delivery Manager	£ 48,000	£ 53,000	£ 61,500
	Cloud Engineer	£ 51,500	£ 58,000	£ 63,000



	JOB TITLE	25th	50th	75th
Cloud and Infrastructure (Cont.)	DevOps Manager	£ 83,000	£ 100,000	£ 110,750
	DevOps Engineer	£ 56,000	£ 60,500	£ 69,000
	IT Support Manager	£ 41,000	£ 47,000	£ 53,000
	Second Line Support	£ 24,000	£ 28,000	£ 31,000
	First Line Support	£ 22,250	£ 25,500	£ 28,000
Information Security	Information Security Manager	£ 62,000	£ 70,000	£ 88,000
	Information Security Analyst	£ 40,750	£ 45,500	£ 53,500
	Security Network Engineer	£ 45,500	£ 53,750	£ 64,000
	IT Auditor	£ 46,000	£ 54,500	£ 57,750
	Security Architect	£ 66,000	£ 73,750	£ 89,750
Software Development and Testing	Head of Engineering	£ 83,000	£ 88,000	£ 109,000
	Lead Engineer	£ 51,500	£ 60,250	£ 67,250
	Full-stack Developer	£ 38,750	£ 50,500	£ 67,000
	Back-End Developer	£ 38,750	£ 52,250	£ 70,750
	Front-End Developer	£ 43,750	£ 55,250	£ 75,750



	JOB TITLE	25th	50th	75th
Software Development and Testing (Cont.)	Applications Support	£ 32,000	£ 46,500	£ 50,500
	Test Manager	£ 43,500	£ 57,250	£ 77,500
	Test Analyst/QA	£ 27,000	£ 35,000	£ 49,250
Business Intelligence and Data Analytics	Data Engineer	£ 53,500	£ 62,500	£ 67,500
	Data Scientist	£ 55,500	£ 64,500	£ 69,500
	Business Intelligence Manager	£ 55,000	£ 66,000	£ 76,000
	Database/Business Intelligence Developer	£ 45,000	£ 52,000	£ 65,000
	Business Intelligence Analyst	£ 30,000	£ 39,000	£ 51,500
	Data Analyst	£ 31,750	£ 47,250	£ 55,000
	Database Administrator	£ 42,000	£ 49,500	£ 56,500



	JOB TITLE	25th	50th	75th
Digital	Head of Digital	£ 77,750	£ 85,000	£ 104,500
	Digital Marketing Manager	£ 44,000	£ 50,000	£ 65,500
	Digital/Insights Analyst	£ 30,500	£ 39,500	£ 55,750
	SEO/PPC Specialist	£ 30,500	£ 40,250	£ 57,000
	Social Media Manager	£ 26,500	£ 36,750	£ 56,750
	Digital Executive	£ 24,500	£ 29,000	£ 36,500
	Digital Assistant	£ 22,000	£ 23,750	£ 28,000
UX/UI and Design	Head of UX/UI	£ 77,250	£ 88,000	£ 102,750
	UX/UI Designer	£ 30,500	£ 44,000	£ 56,750
	Graphic Designer	£ 22,000	£ 28,500	£ 35,000
	Product Designer	£ 45,000	£ 58,000	£ 70,000



	JOB TITLE	25th	50th	75th
Marketing and Public Relations	Chief Marketing Officer	£ 82,000	£ 100,000	£ 127,000
	Head of Marketing	£ 59,250	£ 66,000	£ 74,000
	Marketing Manager	£ 37,500	£ 46,500	£ 52,000
	Marketing Executive	£ 28,000	£ 32,250	£ 39,500
	Marketing Assistant	£ 21,000	£ 26,250	£ 28,750
	PR/Communications Manager	£ 39,000	£ 48,500	£ 61,000
	PR/Communications Executive	£ 25,000	£ 28,500	£ 39,000
	Events Manager	£ 25,000	£ 33,250	£ 43,500



	JOB TITLE	25th	50th	75th
Human Resources	HR Director	£ 74,500	£ 98,500	£ 127,000
	Head of HR	£ 67,000	£ 73,500	£ 82,000
	HR Manager	£ 53,000	£ 62,000	£ 70,000
	HR Project Manager (HRIS/Compensation and Benefits)	£ 52,000	£ 68,750	£ 73,750
	Learning and Development Manager	£ 46,000	£ 52,750	£ 60,750
	HR Business Partner	£ 46,000	£ 52,500	£ 61,000
	HR Generalist	£ 41,000	£ 48,000	£ 52,750
	HR Advisor	£ 31,500	£ 34,500	£ 37,500
	HR Officer/Coordinator	£ 27,000	£ 29,250	£ 31,250
	HR Administrator	£ 25,000	£ 26,500	£ 28,000
Talent Acquisition	Head of Talent	£ 66,000	£ 75,000	£ 83,500
	Talent Acquisition Partner	£ 37,000	£ 49,500	£ 66,000
	Talent Acquisition Coordinator	£ 24,000	£ 30,000	£ 34,500



	JOB TITLE	25th	50th	75th
Customer Services	Customer Services Manager/Supervisor	£ 25,750	£ 28,500	£ 40,000
	Customer Services Assistant/Administrator	£ 20,000	£ 23,000	£ 24,250
Senior Support	Executive Assistant	£ 33,000	£ 38,750	£ 46,000
	Personal Assistant	£ 29,000	£ 32,750	£ 40,500
	Operations Manager	£ 39,250	£ 46,000	£ 52,500
	Office Manager	£ 29,000	£ 34,500	£ 41,000
Office Support	Administrative Assistant	£ 21,000	£ 23,750	£ 29,000
	Receptionist	£ 20,750	£ 24,000	£ 30,000
Secretarial	Secretary/Team Assistant	£ 24,500	£ 29,500	£ 32,000
	Legal Secretary	£ 22,500	£ 26,000	£ 35,000



	JOB TITLE	25th	50th	75th
Commerce and Industry (In-house)	General Counsel	£ 132,500	£ 152,000	£ 177,750
	Head of Legal	£ 115,000	£ 122,250	£ 127,500
	Senior Legal Counsel	£ 89,500	£ 99,500	£ 110,750
	Legal Counsel (3 – 6 years PQE)	£ 74,000	£ 81,000	£ 86,750
	Legal Counsel (NQ – 2 years PQE)	£ 56,500	£ 63,750	£ 70,000
	Paralegal	£ 25,000	£ 34,000	£ 41,500
Financial Services (In-house)	General Counsel	£ 149,500	£ 182,750	£ 213,250
	Head of Legal	£ 124,750	£ 137,250	£ 146,750
	Senior Legal Counsel	£ 98,750	£ 109,250	£ 119,500
	Legal Counsel (3 – 6 years PQE)	£ 75,000	£ 84,000	£ 90,500
	Legal Counsel (NQ – 2 years PQE)	£ 58,000	£ 67,000	£ 73,500
	Paralegal	£ 40,250	£ 45,500	£ 51,000



	JOB TITLE	25th	50th	75th
Finance and Accounting	Chief Financial Officer	£ 130,000	£ 172,750	£ 215,000
	Finance Director	£ 92,000	£ 108,750	£ 131,500
	Financial Controller	£ 74,500	£ 86,000	£ 95,500
	Finance Manager	£ 53,000	£ 59,500	£ 68,000
	Tax Accountant	£ 47,750	£ 51,500	£ 53,000
	Qualified Financial Accountant	£ 46,000	£ 49,500	£ 55,000
	Part-Qualified Financial Accountant	£ 31,250	£ 34,250	£ 39,750
	Financial Analyst	£ 45,500	£ 50,000	£ 53,250
	Financial Planning & Analysis Manager	£ 65,250	£ 75,250	£ 82,750
	Head of Regulatory Reporting	£ 73,500	£ 83,000	£ 100,250
	Regulatory Accountant	£ 48,000	£ 57,000	£ 65,750
	Finance Business Partner	£ 49,750	£ 55,500	£ 66,500
	Qualified Management Accountant	£ 45,000	£ 49,500	£ 55,000
	Part-Qualified Management Accountant	£ 30,750	£ 33,750	£ 39,750
	Fund Controller	£ 65,750	£ 74,000	£ 84,000
	Fund Accountant	£ 41,000	£ 46,500	£ 50,500



	JOB TITLE	25th	50th	75th
Finance and Accounting (Cont.)	Assistant Fund Accountant	£ 30,500	£ 34,000	£ 37,000
	Internal Audit Manager	£ 49,000	£ 55,500	£ 61,000
	Internal Auditor	£ 28,750	£ 35,750	£ 49,250
	Treasury Manager	£ 57,000	£ 63,000	£ 74,250
	Accounts Payable/Accounts Receivables Manager	£ 37,000	£ 41,000	£ 45,500
	Accounts Payable/Accounts Receivables Clerk	£ 24,750	£ 27,000	£ 29,500
	Graduate Accounts Assistant	£ 24,250	£ 26,500	£ 28,750
	Entry Level Accounts Assistant (School Leaver)	£ 21,500	£ 22,500	£ 23,750
Compliance	Director/Head of Compliance	£ 106,750	£ 124,500	£ 147,500
	Compliance Manager	£ 70,500	£ 78,250	£ 95,750
	Senior Compliance Analyst	£ 37,000	£ 51,000	£ 66,000
	Compliance Analyst	£ 27,000	£ 31,250	£ 34,500



	JOB TITLE	25th	50th	75th
AML/Financial Crime	Money Laundering Reporting Officer (MLRO)	£ 104,750	£ 122,500	£ 145,500
	Head of Client Onboarding	£ 67,750	£ 81,000	£ 86,750
	Senior AML/Senior Onboarding Analyst	£ 50,250	£ 52,750	£ 58,500
	Client Onboarding Analyst/AML Analyst	£ 35,250	£ 40,250	£ 46,500
Credit Risk	Director/Head of Credit Risk Management	£ 96,000	£ 114,000	£ 137,500
	Senior Credit Risk Manager	£ 70,750	£ 80,500	£ 91,250
	Credit Risk Manager	£ 52,750	£ 62,250	£ 65,250
	Credit Risk Analyst	£ 32,500	£ 42,500	£ 46,000
Operational Risk	Director/Head of Operational Risk Management	£ 104,250	£ 120,750	£ 130,500
	Senior Operational Risk Manager	£ 73,750	£ 81,000	£ 86,750
	Operational Risk Manager	£ 54,250	£ 65,250	£ 71,000
	Operational Risk Analyst	£ 34,750	£ 41,000	£ 48,250



	JOB TITLE	25th	50th	75th
Market Risk	Director/Head of Market Risk Management	£ 102,000	£ 120,000	£ 132,500
	Senior Market Risk Manager	£ 74,250	£ 84,750	£ 88,750
	Market Risk Manager	£ 59,000	£ 62,250	£ 67,250
	Market Risk Analyst	£ 37,500	£ 46,500	£ 50,750
Banking Operations	Chief Operations Officer (COO)	£ 107,000	£ 148,000	£ 180,750
	Director/Head of Operations	£ 73,750	£ 89,500	£ 112,000
	Operations Manager	£ 56,500	£ 69,750	£ 86,500
	Sell Side - Equity, Fixed Income, FX, ETD/OTC, FX Options Trade Support Manager	£ 44,750	£ 58,250	£ 65,500
	Sell Side - Equity, Fixed Income, FX, ETD/OTC, FX Options Trade Support Clerk	£ 26,000	£ 36,500	£ 47,750
	Hedge Fund/Investment Management Trade Support Manager	£ 53,750	£ 65,250	£ 71,500
	Hedge Fund/Investment Management Trade Support Clerk	£ 27,500	£ 31,250	£ 40,500



	JOB TITLE	25th	50th	75th
Banking Operations (Cont.)	Settlements (Equity, Fixed Income, FX, OTC Derivatives) 4–7 years' experience	£ 34,000	£ 43,000	£ 53,500
	Settlements (Equity, Fixed Income, FX, OTC Derivatives) ≤ 3 years' experience	£ 27,000	£ 31,250	£ 33,000
	Futures Clearing/Broker Reconciliations Manager	£ 40,250	£ 44,750	£ 53,750
	Futures Clearing/Broker Reconciliations Clerk	£ 24,250	£ 31,250	£ 36,000
	Client Services Manager	£ 35,750	£ 44,750	£ 53,750
	Client Services Clerk	£ 23,250	£ 27,000	£ 31,250
	Collateral Management Manager	£ 41,750	£ 46,000	£ 56,500
	Collateral Management Clerk	£ 27,000	£ 31,250	£ 35,750
	CASS Operations Manager	£ 53,750	£ 66,500	£ 87,500
	CASS Operations Clerk	£ 28,000	£ 40,000	£ 46,750
	Operations Control/Reconciliations Manager	£ 40,250	£ 44,750	£ 53,750



	JOB TITLE	25th	50th	75th
Banking Operations (Cont.)	Operations Control/Reconciliations Clerk	£ 22,500	£ 25,000	£ 31,250
	Payments Manager	£ 34,250	£ 38,500	£ 44,750
	Payments Clerk	£ 19,250	£ 25,000	£ 31,250
	Static Data Manager	£ 40,250	£ 44,750	£ 53,750
	Static Data Clerk	£ 24,500	£ 27,000	£ 36,000
	Asset Servicing Manager	£ 40,250	£ 49,250	£ 56,500
	Asset Servicing Clerk	£ 27,750	£ 35,000	£ 43,500
	Fund Administration Manager	£ 44,750	£ 53,750	£ 62,500
	Fund Administration Clerk	£ 31,250	£ 40,250	£ 49,250
	Client Reporting/Performance Manager	£ 47,750	£ 53,500	£ 62,250
	Client Reporting/Performance Analyst	£ 31,250	£ 40,250	£ 48,750