



inspire

Recruitment Survey
and Salary Guide 2020



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Introduction

Now in its 8th year we are delighted to present our results and insight for our 2020 Recruitment Survey and Salary Guide.

This is the first time we have decided to take a snapshot across the UK in terms of where our offices are located for the survey. With well over 3000 businesses and organisations being invited to take part; CFOs, Finance Directors, Group HR Directors, Managers and Business Leaders all lending their thoughts and opinions to the survey. Some of the companies and organisations surveyed were not only based in the UK but also in Europe and further afield, and ranging in size from large listed companies to SME organisations.

We hope the survey provides some insight as to the opportunities, challenges and trends facing hiring managers and job seekers alike.

“Sheridan Maine will continue to develop and strengthen its market share as an accountancy and finance recruiter of choice.”

“A company that believes strongly in the core values of building firm, long standing and healthy relationships with candidates, clients and colleagues alike.”

“To be brave in our endeavours, to be bold in our aspirations and be beautiful in the work that we do.”

To complement the survey we have also included a breakdown on salaries and positions that Sheridan Maine typically recruit for within the broad spectrum of industries that we cover. **Our Salary Guide provides a useful benchmark and guide to the salaries across the permanent, fixed term contract and interim markets.**

In general, salaries have remained steady across the UK, albeit that we have seen slight increases. For certain positions the demand is still strong for top talent across all our offices. The debate over whether we will see an increase in fixed term contract salaries for those moving from Limited Companies due to the extension on the IR35 rules remains to be seen.

I am delighted to welcome and include Network HR, Network Career Consultants and ISE Partners who are our trusted colleagues and friends (also part of our parent Group Pertemps Network) should you wish to recruit outside of accountancy and finance. Please see the back pages.

2019 has been a very busy year for Sheridan Maine. I was delighted to announce earlier in the year that we had merged our London operation with our offices across the South Coast, Thames Valley and Bristol. This now

enables us to provide a stronger cohesive service to our candidates and clients under one unified management team. To complement this we opened our Reading office at the end of Q3 and with a few more potentially in the pipeline, 2020 is shaping up to be an exciting year. We have also grown our specialist arm within Public Practice.

Our relationship and investment with LinkedIn continues to grow with the support of our parent company Pertemps Network Group, enabling us to benefit from the unique Global Recruitment Partnership Agreement to work with high demand and hard-to-find candidates.

We have also launched our new website which is now mobile compatible, quicker and easier for job seekers to find the ideal career opportunity.

Ever mindful of our mission statements above we hope you find the document of interest. As always it is a guide and a discussion document but, should you require any further information, please feel free to reach out!

Gavin Warner, Managing Director
(London, Bristol, Thames Valley, South Coast)





Market Overview

The modern finance professional has excellent communication skills, is confident, is engaging and is able to bridge the gaps between finance and operations – they are in short a 'go to' person – they are required to have talent.

We made this statement in our 2019 Recruitment Survey and Salary Guide and it became true to form; there is every indication to suggest this will continue into 2020.

That is why Sheridan Maine will continue our commitment to meeting our candidates face to face in 2020. Even in this modern fast paced digital landscape where time is of the essence... ensuring we get a firm understanding of our candidates and the CV before submission is important to us; a commitment which **over 77%** of hiring managers in our survey will be pleased to note.

Our recent survey has once again thrown up some interesting points to consider for those that are looking to hire talent or perhaps might be considering a move in 2020. Interestingly when one accounts for uncertainty on the political landscape being a key factor when discussing why not to change jobs, **over 44% of those taking part in our survey agreed they would be open to a new career opportunity in 2020!**



Sheridan Maine Mini Retainer

A sure fire way of securing the candidate of choice. If you are serious about hiring then Sheridan Maine are serious about finding you the candidates of choice. The benefits available to you from Sheridan Maine are almost endless:

- A dedicated recruitment plan with agreed action plans & timeframes
- Exclusive candidates during the agreed recruitment plan
- Commitment to meeting candidates face to face
- Allocation of additional internal resources and our LinkedIn Champions
- £500 CV guarantee
- Use of our in-house testing suite on accountancy & finance skills
- Structured and detailed interview feedback
- Counter offer management
- 100% rebate on start date balance for 13 weeks
- Company profiling and brand awareness – being an employer of choice
- Higher candidate commitment from passive job seekers
- 100% fill ratio*

*Correct at time of going to press

Yet with a skills shortage being highlighted as a key factor (over 30%) or concern when hiring, the competition for the best candidates will be very strong across accountancy and finance. So how can you secure the best talent in 2020?

In the current market not only does a business' brand come under scrutiny but also the people behind the company, as many jobseekers delve through social media and in some cases media in general. Topics such as **being an employer of choice, mindfulness & wellbeing support programmes** and **environmental policies** are becoming increasingly more prevalent in order of importance to jobseekers when choosing to apply for a vacancy.

In our 2020 survey over 55% suggested their company was a 'Great Place to Work' whilst 27% agreed their work place was 'Okay' and only 10% commented that their work place was 'Amazing'. Hence representing your

company, brand or hiring manager outside of the job specification is something we take very seriously. According to many recruitment agencies one of the main reasons clients fail to hire successfully is due to a lack of speed and urgency. That is why to date we have been implementing **recruitment plans** with agreed action points and timeframes that benefit not only the hiring manager but also the job seeker.

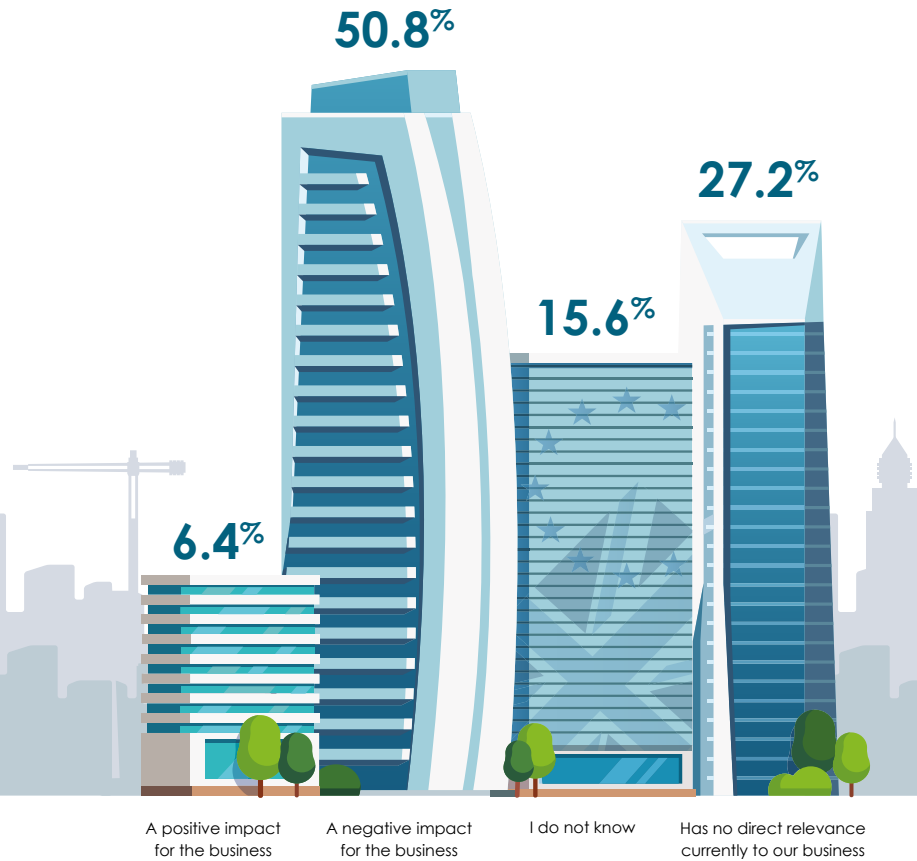
2020 will not be without its challenges – but recruiting the right person to do the job need not be one of those. Arguably staff are one of the biggest investments we make within our businesses and organisations. They are certainly one of our biggest assets – which is definitely the case for Sheridan Maine.

If this is your first experience of working with us we are looking forward to building a long lasting relationship with you. Of course if you are already a valued recruitment business partner thank you for working with us and the very best in 2020.

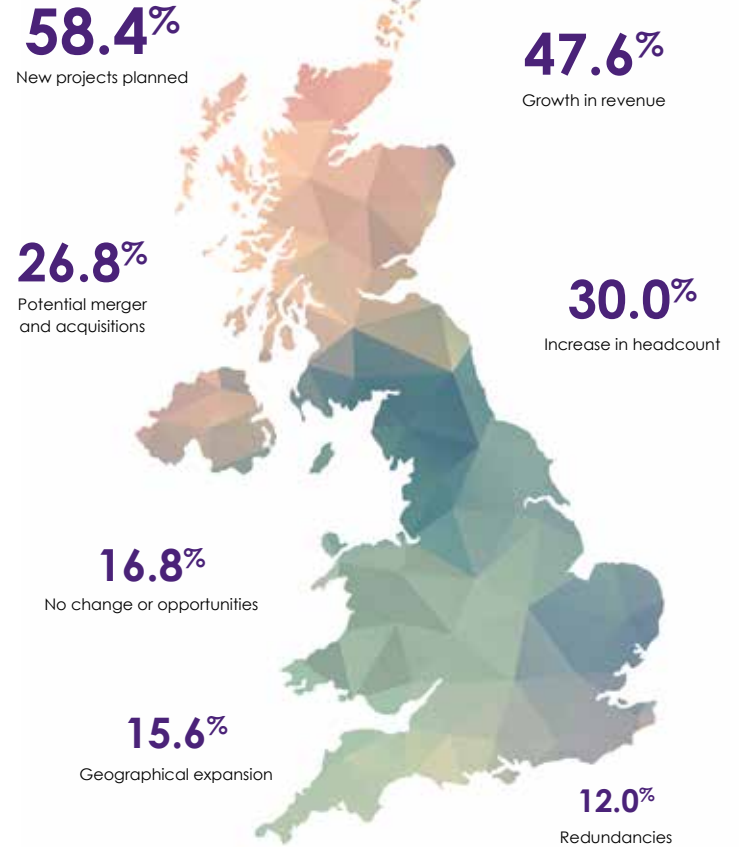
Lee Shepherd, Sales & Marketing Director
(London, Bristol, Thames Valley, South Coast)

Sheridan Maine Survey

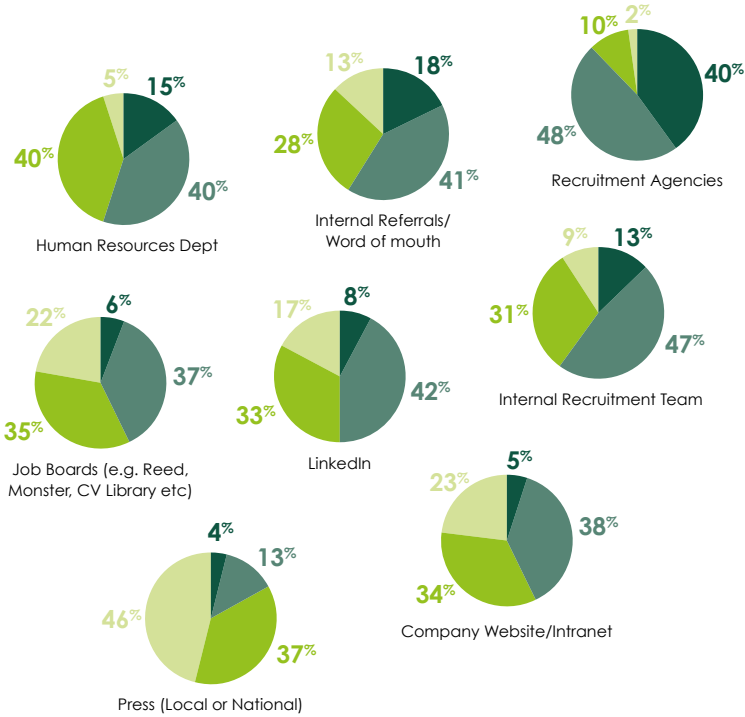
Q1 What impact do you feel the political landscape has had on your business in 2019?



Q2 What changes or opportunities do you foresee will impact on the business and hence your finance team in 2020?

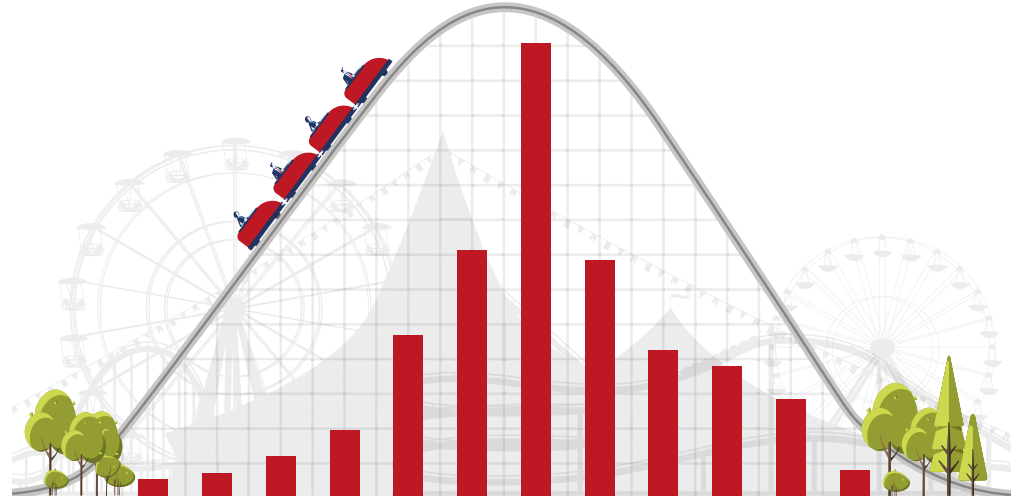


Q3 How would you rate (in terms of success) your company's methods of recruiting for your accounting & finance department?



● Excellent
 ● Good
 ● Average
 ● Poor

Q4 When recruiting permanent or temporary staff, what do you feel has been the main challenge in hiring candidates of choice in 2019?



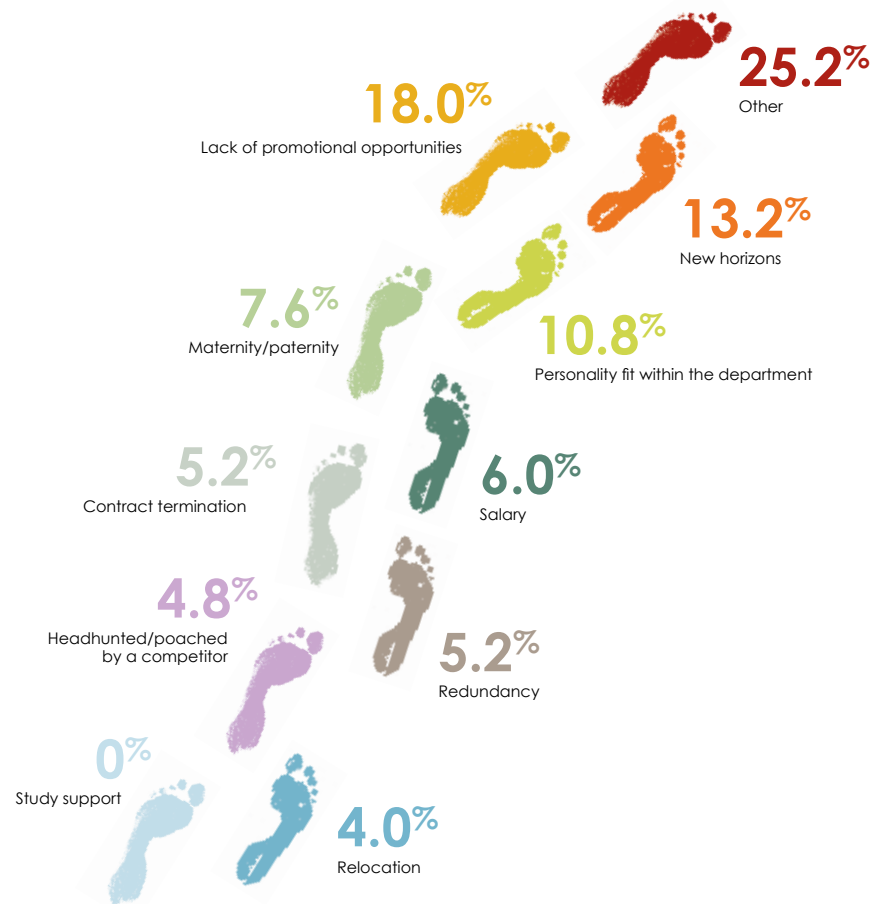
A lack of study support being provided
 A lack of pre-agreed recruitment plan (timelines and deadlines) with chosen recruitment partners
 Need for a specialist recruiter that understands accountancy and finance
 Not all stakeholders and decision makers agreeing on 'what good looks like'
 A lack of budget to hire with chosen external recruitment partners
 Internal salaries do not meet those of the current market
 A skills shortage across the accountancy and finance profession
 There have been no challenges
 Candidates do not meet with the brief given
 Unable to make decisions fast enough internally
 Counter offers
 External brand or company perception/opinion from job seekers



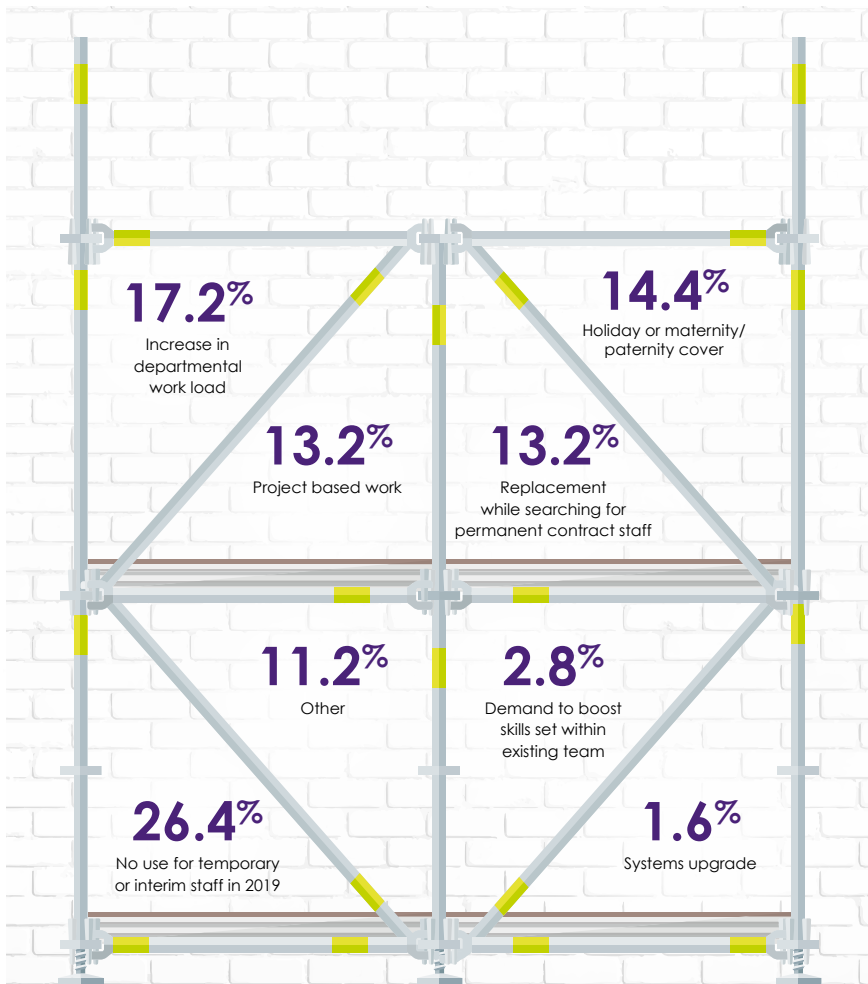
Q5 Which of the following benefits does your company offer new employees?

	76.8%	Pension scheme =/+ employees contribution of 5%
	62.4%	Full study support package (accounting)
	58.4%	Healthcare plan
	52.4%	Flexible working hours
	50.4%	Ride to work scheme or season ticket loan
	50.0%	Work from home/remotely
	48.8%	Child care vouchers or childcare facilities on site
	46.4%	Discretionary or guaranteed bonus scheme paying =/+ 5% of base salary
	42.0%	More than 25 days annual leave
	40.8%	Company discount (products) for staff
	37.2%	Competitive (above statutory) maternity/paternity leave
	31.2%	Option to buy additional annual leave or take a sabbatical
	22.8%	Dental plan
	22.0%	Company away days
	16.0%	Option to purchase additional benefits
	15.6%	Share option schemes / LTIP
	13.2%	Vocational training allowance
	11.2%	Supporting a hobby career (company sponsors or supports activities outside work)

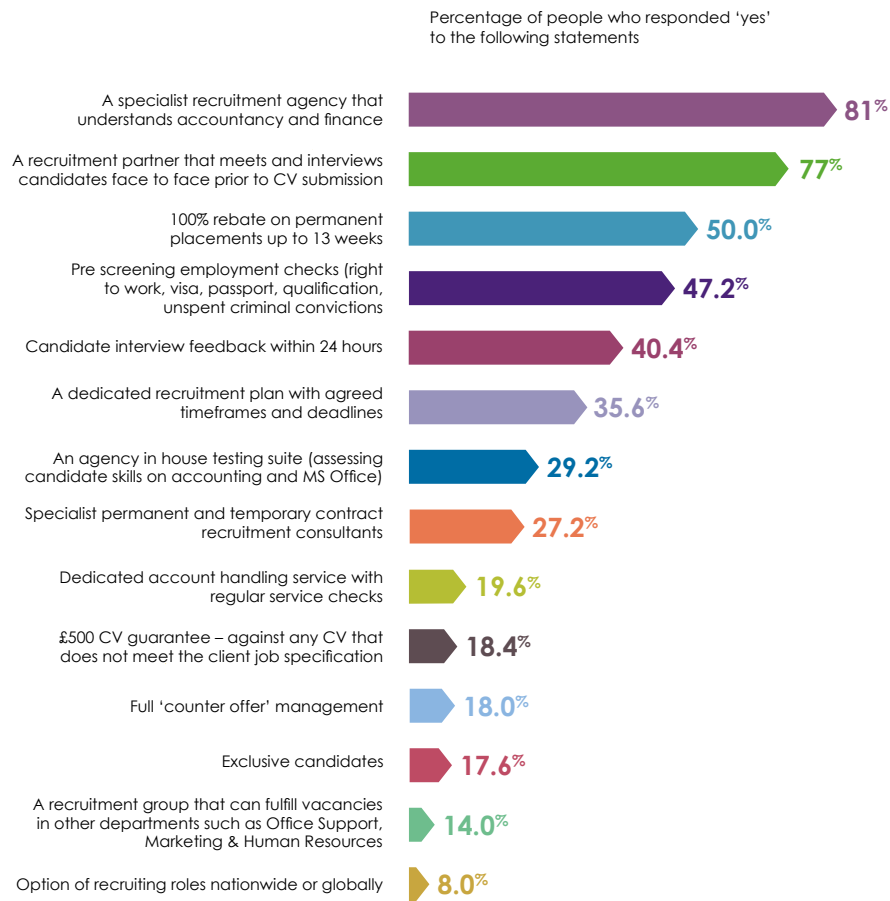
Q6 What has been the main reason for staff leaving the finance department in 2019?



Q7 What has been the main reason to hire temporary staff in 2019?



Q8 Which of the following do you feel could be of most benefit the next time you are looking to recruit?



Interim and Temporary Recruitment Market Overview

The interim and temporary markets have not seen significant growth as forecasted due to concerns surrounding Brexit in 2019.

However, we have continued to see strategic hiring to support project based work and an increase in departmental work-loads to complement a gap in the workforce while replacing a permanent member of staff.

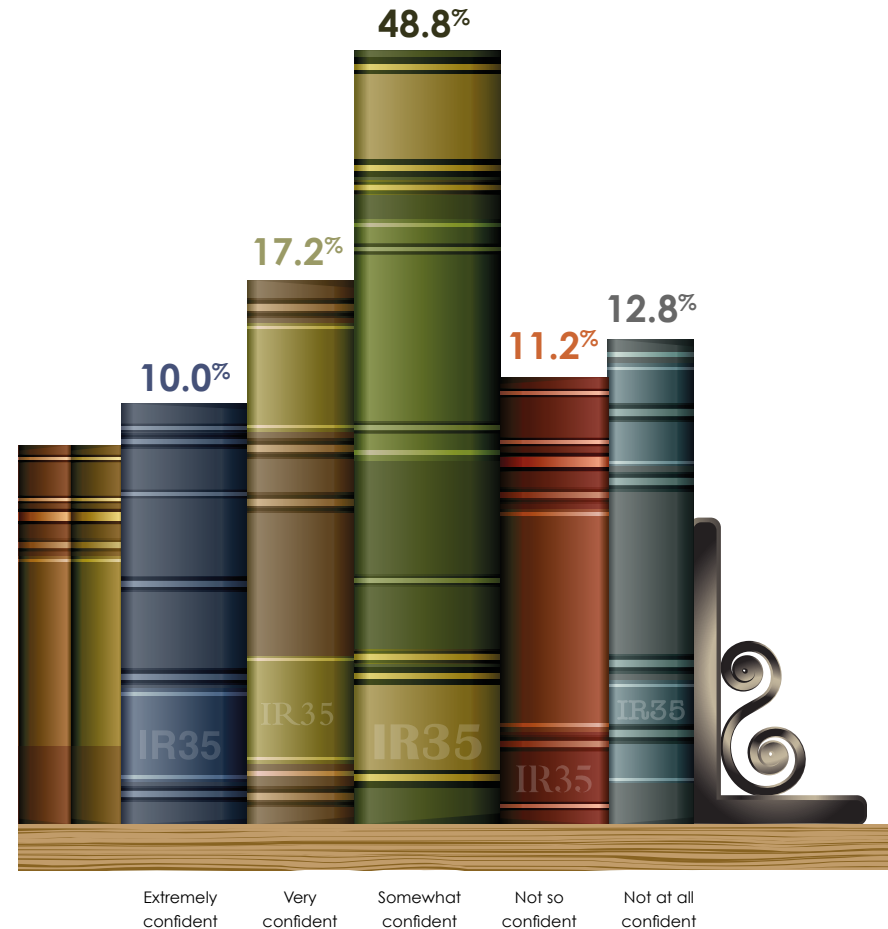
Furthermore, temporary to permanent placements (or try before you buy) have also increased and are forecasted to continue as a preferred method of recruitment in 2020. There are of course significant benefits to trialling a candidate before they are offered a permanent contract.

April 2020 will see the controversial IR35 extension rolled out to the private sector. Many large corporates have enforced a blanket ban on PSC's in favour of PAYE to relinquish any risk of a tax investigation. To this end, the interim market is forecasting to see an increase in Fixed Term Contracts in 2020 in favour of Limited Company Contractors (aka PSC's). Neither Sheridan Maine nor our clients who use us for contractors are exposed on the basis of our thorough checks and means testing.

In short:

- IR35 legislation to be extended to the private sector as already in public sector on 6th April 2020
- Clients are now responsible for deciding if contractors/assignments are inside or outside IR35 rules
- Agency workers through Umbrella companies (though PAYE) or direct PAYE workers are exempt as they always have been
- HMRC have provided a CEST test which assists in identifying status

If you plan to have limited company contractors working past April 2020; how knowledgeable are you about the extension rules to IR35?





Our Temp Promise

All our candidates are met in a face to face environment – in line with our strict internal compliance procedures we are able to ensure not only do we get a good understanding of a candidate's technical ability but also their personality profile.

Candidates are tested – when and where necessary we will test candidates on our in-house suite (at no additional cost) on a wide variety of accounting principles including but not limited to numeric data entry, accounts payable/receivable, UK bookkeeping or MS Excel. This gives you further peace of mind that a candidate can complement what they have done on their CV and can be 'fast & accurate'.

Offering working interviews – the opportunity for a temporary candidate to demonstrate their suitability and skill set for the role by working in your office for a trial 2-3 hours. This will be at no cost if in

the unlikely event they are deemed unsuitable. Thereby eliminating time and cost taken to interview beforehand and ensuring a quicker hiring timescale.

Completion Bonuses – at no additional charge on the hourly or day rate to our clients, Sheridan Maine can ensure a candidate is committed to the timescales required within a role for critical hires. Alleviating, although not eliminating, the possibility of candidates leaving a role earlier than when required.

Overleaf is a breakdown of the pay rates for temporary and interim candidates (based on 25 days holiday and a 37.5 hour working week in line with Agency Workers Regulations, which came into place in 2010). Pay rates have increased and are likely to do so as the demand for skilled finance professionals increases into 2020.

Of course there are huge benefits to hiring a temporary member of staff via an hourly or day rate:

The benefits would be:

- Your investment is not at risk
- You are only paying for the days worked by the candidate (not bank holidays, festive holidays or potential sick days)
- You can manage the work load within the role – so if you wish to terminate the temporary contract you have not paid in advance for time not worked as per a FTC
- A replacement candidate can be found at short notice
- We can implement a completion bonus to ensure the candidate completes the assignment
- Sheridan Maine will manage the employment contract as the candidate will be on our payroll
- Should you wish to extend the temporary assignment there is no additional fee payable

Vinesh Solanki, Associate Director
(Interim and Temporary Recruitment)



Position	Day Pay Rate £*			
	London	Bristol	Thames Valley	South Coast
CFO	800+	700+	800+	600+
Finance Director	600+	500+	550+	400+
Financial Controller	450+	400+	400+	350+
FP&A Manager	400+	350+	400+	350+
Finance Manager	350+	300+	325+	300+
Commercial Analyst	350+	300+	300+	250+
FP&A Accountant	300+	250+	300+	250+
Project Accountant / Year End Accountant	300+	275+	300+	250+
Qualified Accountant +3 years	350+	300+	325+	250+
Qualified Accountant +2 years	325+	275+	300+	250+
Financial Analyst	275+	250+	275+	250+
Newly Qualified Accountant Industry +1 year	300+	250+	275+	225+
Newly Qualified Accountant Post Practice +1 year	275+	225+	250+	225+
Payroll Manager	180 - 220	180 - 220	180 - 220	180 - 220

*Based on 25 days holiday and a 37.5 hour week, in line with agency workers regulations, which came into place in 2010.

Temporary



Position	Day/Hourly Pay Rate £*			
	London	Bristol	Thames Valley	South Coast
Part Qualified Accountant (Finalist) PQ2	220+	220+	200+	150+
Part Qualified Accountant PQ1	180+	150+	150+	125+
Credit Controller	16 - 20	12 - 14	15 - 20	12 - 15
Payroll Clerk	15 - 20	12 - 14	13 - 20	11 - 15
Billings Clerk	16 - 22	11 - 14	16 - 22	11 - 15
Accounts Assistant	16 - 22	11 - 14	14 - 22	11 - 14
Accounts Receivable Clerk	15 - 20	11 - 14	14 - 18	11 - 14
Accounts Payable Clerk	14 - 20	11 - 14	13 - 18	11 - 14
Finance Administrator	11 - 14	10 - 12	11 - 14	11 - 14

*Based on 25 days holiday and a 37.5 hour week, in line with agency workers regulations, which came into place in 2010.

Property and Construction & Engineering



Position	Experience	Property Salary £				Construction & Engineering Salary £			
		London	Bristol	Thames Valley	South Coast	London	Bristol	Thames Valley	South Coast
Group Finance Director	Turnover £400M+	175k+ inc B	160k+ inc B	175k+ inc B	175k+ inc B	150k+ inc B	135k+ inc B	150k+ inc B	150k+ inc B
Group Financial Controller	Turnover £400M+	150k+ inc B	130k+ inc B	150k+ inc B	150k+ inc B	130k+ inc B	110k+ inc B	130+ inc B	130k+ inc B
Finance Director		110k+ inc B	90k+ inc B	110k+ inc B	100k+ inc B	100k+ inc B	80k+ inc B	90k+ inc B	90k+ inc B
Financial Controller		90k+ inc B	70k+ inc B	90k+ inc B	70k - 80k	85k+ inc B	65k+ inc B	85k+ inc B	65 - 75k
Head of Corporate Strategy	PQE	95k - 120k	80k - 100k	95k - 120k	from 120k	85k - 90k	75k - 85k	85k - 90k	from 90k
Finance Manager		75k - 95k	50k - 75k	70k - 95k	65k - 75k	75k - 85k	50k - 70k	65k - 80k	60k - 70k
Senior Business Partner	PQE	65k - 80k	55k - 65k	55k - 75k	60k - 70k	65k - 75k	55k - 65k	55k - 70k	55k - 65k
Senior Fund Accountant	PQE	70k - 85k	55k - 70k	70k - 85k	-	-	-	-	-
Project Accountant (systems/process)		65k - 75k	55k - 65k	60k - 75k	50k - 55k	60k - 70k	45k - 60k	55k - 75k	50k - 55k
Qualified Accountant	4+ years	from 70k	from 55k	from 65k	from 55k	from 65k	from 55k	65k - 70k	from 55k
Qualified Accountant	2+ years	from 60k	from 50k	55k - 60k	from 50k	from 60k	from 50k	55k - 65k	from 50k
Treasury Accountant		55k - 65k	50k - 60k	55k - 65k	45k - 55k	50k - 60k	45k - 55k	50k - 60k	45k - 55k
Newly Qualified Accountant	ACA	from 55k	45k - 55k	50k - 65k	40k - 45k	from 55k	45k - 55k	50k - 65k	40k - 45k
Newly Qualified Accountant	ACCA/CIMA or equivalent	from 45k	40k - 50k	45k - 60k	40k - 45k	50k - 55k	40k - 50k	45k - 60k	40k - 45k
Accountant (Finalist)	ACCA/CIMA PQ stage 2	40k - 50k	35k - 40k	35k - 48k	30k - 40k	40k - 45k	35k - 40k	35k - 50k	30k - 40k
Part Qualified Accountant	ACCA/CIMA PQ stage 1	35k - 45k	28k - 35k	28k - 42k	25k - 30k	32k - 40k	28k - 35k	28k - 42k	25k - 30k
Service Charge/Client Accountant		35k - 40k	28k - 35k	35k - 40k	35k - 40k	-	-	30k - 35k	-

Media

(Advertising, Marketing, PR, Digital, Live Communications & Broadcasting)



Position	Experience	Salary £			
		London	Bristol	Thames Valley	South Coast
Group Finance Director	Turnover £200M+	180k+ inc B	160k+ inc B	180k+ inc B	150k+ inc B
Group Financial Controller	Turnover £200M+	140k+ inc B	120k+ inc B	140k+ inc B	130k+ inc B
Finance Director		100k+ inc B	90k+ inc B	120+ inc B	190k+ inc B
Financial Controller		85k+ inc B	70k+ inc B	85k+ inc B	75k+ inc B
Finance Manager		70k - 85k	50k - 75k	70k - 85k	65k - 75k
Senior Business Partner		65k - 75k	55k - 65k	70k - 85k	55k - 65k
FP&A Manager	PQE	65k - 75k	55k - 65k	70k - 85k	50k - 65k
Project Accountant (systems/process)	PQE	60k - 70k	50k - 60k	from 75k	50k - 55k
Financial Analyst	PQE	55k - 65k	45k - 55k	from 60k	45k - 55k
Qualified Accountant	4+ years	65k - 75k	50k - 65k	from 75k	50k - 55k
Qualified Accountant	2+ years	60k - 65k	45k - 55k	from 65k	45k - 50k
Client Accountant	PQE	55k - 65k	45k - 55k	60k - 65k	50k - 55k
Newly Qualified Accountant	ACA	from 55k	from 45k	from 65k	40k - 45k
Newly Qualified Accountant	ACCA/CIMA or equivalent	from 55k	from 40k	55k - 60k	40k - 45k
Accountant (Finalist)	ACCA/CIMA PQ stage 2	35k - 40k	35k - 40k	45k - 50k	30k - 40k
Part Qualified Accountant	ACCA/CIMA PQ stage 1	30k - 35k	28k - 35k	35k - 42k	25k - 35k
Qualified Internal Auditor		from 60k	from 50k	from 65k	from 50k
Royalties / Production Accountant		40k - 50k	40k - 45k	from 55k	35k - 40k

B = Benefits



FMCG & Retail and Leisure & Hospitality

Position	Experience	FMCG & Retail Salary £				Leisure & Hospitality Salary £			
		London	Bristol	Thames Valley	South Coast	London	Bristol	Thames Valley	South Coast
Group Finance Director	Turnover £500M+	160k+ inc B	150k+ inc B	160k+ inc B	160k+ inc B	150k+ inc B	125k+ inc B	150k+ inc B	130k+ inc B
Group Financial Controller	Turnover £500M+	150k+ inc B	130k+ inc B	150k+ inc B	150k+ inc B	140k+ inc B	115k+ inc B	140k+ inc B	120k+ inc B
Finance Director		120k+ inc B	90k+ inc B	120k+ inc B	100k+ inc B	110k+ inc B	75k+ inc B	110k+ inc B	80k+ inc B
Financial Controller		80k+ inc B	60k+ inc B	70k+ inc B	75k - 85k	80k+ inc B	60k - 75k	80k+ inc B	65k - 80k
Finance Manager		65k - 70k	50k - 65k	60k - 70k	65k - 75k	65k - 70k	60k - 65k	65k - 70k	65k - 70k
FP&A Manager		65k - 80k	50k - 65k	60k - 80k	60k - 75k	65k - 80k	55k - 65k	65k - 80k	60k - 70k
Analyst	PQE	55k - 65k	45k - 55k	55k - 65k	50k - 65k	55k - 65k	45k - 55k	55k - 65k	50k - 60k
Senior Business Partner		70k - 80k	50k - 65k	55k - 70k	55k - 65k	70k - 80k	45k - 55k	70k - 80k	50k - 60k
Project Accountant (systems/process)	PQE	60k - 70k	45k - 55k	50k - 70k	50k - 60k	60k - 70k	45k - 55k	60k - 70k	50k - 60k
Qualified Accountant	4+ years	from 65k	50k - 60k	55k - 70k	50k - 60k	from 65k	47k - 52k	from 65k	50k - 55k
Qualified Accountant	2+ years	from 60k	45k - 50k	50k - 65k	45k - 55k	from 60k	45k - 47k	from 60k	48k - 50k
Finance Business Partner	PQE	65k - 75k	45k - 50k	50k - 65k	50k - 60k	65k - 75k	42k - 52k	65k - 75k	45k - 55k
Newly Qualified Accountant	ACA	from 55k	from 45k	from 50k	from 45k	from 55k	from 42k	from 55k	from 45k
Newly Qualified Accountant	ACCA/CIMA or equivalent	from 55k	from 40k	from 50k	from 45k	from 55k	from 42k	from 55k	from 45k
Accountant (Finalist)	ACCA/CIMA PQ stage 2	45k - 50k	35k - 40k	40k - 48k	35k - 40k	45k - 50k	27k - 37k	45k - 50k	30k - 40k
Part Qualified Accountant	ACCA/CIMA PQ stage 1	30k - 40k	28k - 35k	28k - 35k	25k - 35k	30k - 40k	22k - 27k	30k - 40k	25k - 30k
Qualified Internal Auditor		50k - 55k	40k - 50k	50k - 70k	from 50k	50k - 55k	from 42k	50k - 55k	from 45k

Travel and Logistics



Position	Experience	Salary £			
		London	Bristol	Thames Valley	South Coast
Group Finance Director	Turnover £400M+	170k+ inc B	150k+ inc B	170k+ inc B	130k+ inc B
Group Financial Controller	Turnover £400M+	100k+ inc B	90k+ inc B	100k+ inc B	120k+ inc B
Finance Director		120k+ inc B	100k+ inc B	100k+ inc B	80k+ inc B
Financial Controller		80k - 95k+ inc B	70k - 80k+ inc B	75k - 95k+ inc B	65k - 80k+ inc B
Finance Manager		75k - 85k	50k - 65k	65k - 85k	65k - 70k
FP&A Manager		70k - 85k	55k - 75k	65k - 85k	60k - 70k
Senior Business Partner	PQE	65k - 80k	55k - 65k	55k - 70k	50k - 60k
Project Accountant (systems/process)	PQE	65k - 70k	55k - 65k	55k - 70k	50k - 60k
Qualified Accountant	4+ years	from 65k	from 50k	60k - 65k	50k - 55k
Qualified Accountant	2+ years	from 60k	45k - 50k	55k - 65k	45k - 50k
Financial/Commercial Analyst	Qualified	60k - 67k	45k - 55k	from 75k	45k - 55k
Newly Qualified Accountant	ACA	from 55k	from 45k	50k - 65k	from 45k
Newly Qualified Accountant	ACCA/CIMA or equivalent	from 55k	from 40k	48k - 60k	from 45k
Accountant (Finalist)	ACCA/CIMA PQ stage 2	45k - 50k	35k - 40k	32k - 48k	30k - 40k
Part Qualified Accountant	ACCA/CIMA PQ stage 1	30k - 40k	30k - 35k	28k - 40k	25k - 35k
Qualified Internal Auditor		55k - 60k	40k - 50k	55k - 70k	from 45k

Natural Resources, Utilities and Renewables



Position	Experience	Salary £			
		London	Bristol	Thames Valley	South Coast
Group Finance Director	Turnover £400M+	190k+ inc B	175k+ inc B	190k+ inc B	170k+ inc B
Group Financial Controller	Turnover £400M+	170k+ inc B	150k+ inc B	170k+ inc B	150k+ inc B
Finance Director		135k+ inc B	120k+ inc B	135k+ inc B	100k+ inc B
Financial Controller		110k+ inc B	90k+ inc B	110k+ inc B	70k+ inc B
Finance Manager		75k+ inc B	65k+ inc B	75k+ inc B	60k+ inc B
Senior Business Partner	PQE	70k - 85k	60k - 70k	70k - 85k	50k - 60k
FP&A Manager		70k - 80k	55k - 65k	from 85k	50k - 65k
Project Accountant (systems/process)	PQE	65k - 75k	45k - 55k	70k - 75k	50k - 55k
Qualified Accountant	4+ years	from 65k	from 55k	from 70k	50k - 60k
Qualified Accountant	2+ years	from 60k	45k - 55k	from 65k	45k - 55k
Financial/Commercial Analyst	Qualified	60k - 65k	45k - 55k	from 65k	45k - 55k
Newly Qualified Accountant	ACA	from 55k	from 45k	60k - 65k	from 45k
Newly Qualified Accountant	ACCA/CIMA or equivalent	from 55k	40k - 45k	55k - 60k	from 45k
Accountant (Finalist)	ACCA/CIMA PQ stage 2	45k - 50k	35k - 40k	45k - 50k	35k - 40k
Part Qualified Accountant	ACCA/CIMA PQ stage 1	40k - 45k	30k - 35k	40k - 42k	25k - 35k
Qualified Internal Auditor		60k - 65k	45k - 60k	60k - 65k	from 50k

IT & Technology and Professional Services



Position	Experience	IT & Technology Salary £				Professional Services Salary £			
		London	Bristol	Thames Valley	South Coast	London	Bristol	Thames Valley	South Coast
Group Finance Director	Turnover £300M+	170k+ inc B	170k+ inc B	170k+ inc B	150k+ inc B	190k+ inc B	175k+ inc B	180k+ inc B	170k+ inc B
Group Financial Controller	Turnover £300M+	130k+ inc B	120k+ inc B	130k+ inc B	110k+ inc B	150k+ inc B	130k+ inc B	130k+ inc B	130k+ inc B
Finance Director		130k+ inc B	110k+ inc B	130k+ inc B	80k+ inc B	140k+ inc B	120k+ inc B	130k+ inc B	90k+ inc B
Financial Controller		85k+ inc B	75k+ inc B	85k+ inc B	65k+ inc B	95k+ inc B	80k+ inc B	85k+ inc B	75k+ inc B
Finance Manager		75k - 85k	65k - 75k	75k - 85k	65k - 75k	80k - 90k	70k - 80k	70k - 90k	70k - 80k
FP&A Manager		65k - 75k	50k - 65k	65k - 90k	60k - 70k	65k - 75k	55k - 65k	65k - 75k	65k - 75k
Senior Business Partner	PQE	65k - 80k	55k - 65k	55k - 85k	50k - 60k	70k - 80k	60k - 70k	55k - 80k	60k - 70k
Project Accountant (systems & process)	PQE	60k - 65k	45k - 60k	55k - 85k	50k - 60k	65k - 75k	55k - 65k	55k - 75k	60k - 70k
Qualified Accountant	4+ years	from 65k	50k - 60k	60k - 75k	50k - 55k	62k - 70k	50k - 65k	60k - 70k	55k - 65k
Qualified Accountant	2+ years	from 60k	45k - 55k	55k - 70k	45k - 50k	58k - 65k	45k - 60k	55k - 65k	45k - 55k
Financial/Commercial Analyst	Qualified	60k - 65k	50k - 60k	50k - 80k	45k - 55k	65k - 70k	55k - 65k	50k - 70k	45k - 55k
Newly Qualified Accountant	ACA	from 55k	from 45k	50k - 65k	from 45k	from 55k	from 45k	50k - 55k	from 45k
Newly Qualified Accountant	ACCA/CIMA or equivalent	52k - 55k	40k - 45k	48k - 60k	from 45k	52k - 55k	40k - 45k	48k - 55k	from 45k
Accountant (Finalist)	ACCA/CIMA PQ stage 2	45k - 50k	35k - 40k	48k - 55k	30k - 40k	40k - 44k	35k - 40k	32k - 44k	35k - 45k
Part Qualified Accountant	ACCA/CIMA PQ stage 1	35k - 40k	30k - 35k	from 45k	20k - 30k	38k - 42k	30k - 35k	28k - 42k	25k - 35k
Qualified Internal Auditor		55k - 60k	45k - 55k	65k - 85k	from 45k	55k - 60k	45k - 55k	55k - 60k	from 50k



Financial Services and Banking

Position	Experience	Salary £			
		London	Bristol	Thames Valley	South Coast
Head of Compliance (CF10)		150k+ inc B	–	150k+ inc B	–
Finance Director		120k+ inc B	100k+ inc B	120k+ inc B	100k+ inc B
Financial Controller		85k+ inc B	70k+ inc B	85k+ inc B	80k+ inc B
Business Partner		75k - 85k	60k - 75k	75k - 85k	65k - 80k
FP&A Manager		75k - 85k	60k - 70k	75k - 85k	60k - 70k
Technical Accounting Manager	5+ Years PQE	90k+ inc B	75k+ inc B	85k+ inc B	65k - 75k
Technical Accountant	3+ Years PQE	65k - 70k	55k - 65k	65k - 70k	55k - 65k
Qualified Accountant	4+ Years PQE	65k - 70k	55k - 65k	65k - 70k	55k - 60k
Financial Analyst		55k - 65k	45k - 55k	55k - 65k	45k - 55k
Newly Qualified Accountant	ACA	from 55k	45k - 55k	55k - 60k	from 45k
Newly Qualified Accountant	ACCA/CIMA or equivalent	50k - 55k	40k - 50k	50k - 55k	from 45k
Accountant (Finalist)		45k - 50k	40k - 55k	45k - 50k	35k - 40k
Part Qualified Accountant		45k - 50k	35k - 42k	40k - 45k	25k - 35k
Chartered Financial Planner		65k - 110k	–	65k - 110k	–
Independent Financial Advisor		50k - 75k	–	50k - 75k	–
Chartered Paraplanner		45k - 70k	–	45k - 70k	–
Self Employed IFA (funds under management)		15% - 20% Trail	–	15% - 20% Trail	–

Not for Profit and Education



Position	Experience	Salary £			
		London	Bristol	Thames Valley	South Coast
Director of Finance		120k+ inc B	90k+ inc B	90k+ inc B	100k+ inc B
Deputy Director of Finance		90k+ inc B	75k+ inc B	90k+ inc B	80k+ inc B
Financial Controller		75k+ inc B	65k+ inc B	75k+ inc B	60k+ inc B
Finance Manager		70k+ inc B	55k+ inc B	65k+ inc B	50k+ inc B
Senior Finance Analyst	PQE	55k - 65k	50k - 55k	55k - 65k	50k - 60k
Project Accountant (systems/process)	PQE	50k - 55k	42k - 48k	50k - 55k	40k - 50k
Qualified Accountant	4+ years	from 60k	from 50k	50k - 60k	from 50k
Qualified Accountant	2+ years	from 55k	45k - 55k	45k - 55k	from 45k
Financial Analyst	Qualified	from 50k	40k - 45k	45k - 55k	40k - 50k
Newly Qualified Accountant	ACA	from 55k	from 45k	from 45k	from 40k
Newly Qualified Accountant	ACCA/CIMA or equivalent	from 50k	from 40k	from 45k	from 40k
Accountant (Finalist)	ACCA/CIMA PQ stage 2	38k - 45k	30k - 38k	35k - 40k	30k - 35k
Part Qualified Accountant	ACCA/CIMA PQ stage 1	30k - 35k	25k - 30k	25k - 35k	25k - 35k
Qualified Internal Auditor		from 50k	35k - 45k	from 50k	from 40k



Pharmaceutical and Life Sciences

Position	Experience	Salary £			
		London	Bristol	Thames Valley	South Coast
Group Finance Director	Turnover £400M+	170k+ inc B	160k+ inc B	170k+ inc B	160k+ inc B
Group Financial Controller	Turnover £400M+	130k+ inc B	120k+ inc B	130k+ inc B	120k+ inc B
Finance Director		130k+ inc B	120k+ inc B	130k+ inc B	120k+ inc B
Financial Controller		95k+ inc B	85k+ inc B	95k+ inc B	85k+ inc B
Finance Manager		75k - 85k	65k - 75k	75k - 85k	65k - 75k
FP&A Manager		75k - 90k	65k - 80k	75k - 90k	65k - 80k
Financial/Commercial Analyst	Qualified	70k - 80k	65k - 70k	70k - 80k	65k - 70k
Senior Business Partner	PQE	70k - 85k	60k - 70k	70k - 85k	60k - 70k
Revenue Accountant		65k - 85k	65k - 85k	65k - 85k	65k - 85k
Project Accountant (systems & process)	PQE	75k - 85k	60k - 70k	75k - 85k	60k - 70k
Qualified Internal Auditor		65k - 85k	60k - 70k	65k - 85k	60k - 70k
Qualified Accountant	4+ years	65k - 75k	60k - 70k	65k - 75k	60k - 70k
Qualified Accountant	2+ years	65k - 70k	55k - 60k	65k - 70k	55k - 60k
Newly Qualified Accountant	ACA	from 60k	from 50k	from 60k	from 50k
Newly Qualified Accountant	ACCA/CIMA or equivalent	from 60k	from 50k	from 60k	from 50k
Accountant (Finalist)	ACCA/CIMA PQ stage 2	45k - 50k	40k - 45k	45k - 50k	40k - 45k
Part Qualified Accountant	ACCA/CIMA PQ stage 1	from 45k	from 38k	from 45k	from 38k

Manufacturing



Position	Experience	Salary £		
		Bristol	Thames Valley	South Coast
Group Finance Director	Turnover £300M+	130k+ inc B	145k+ inc B	130k+ inc B
Group Financial Controller	Turnover £300M+	115k+ inc B	120k+ inc B	115k+ inc B
Finance Director		85k+ inc B	90k+ inc B	85k+ inc B
Financial Controller		70k+ inc B	75k+ inc B	70k+ inc B
Finance Manager/Head of	PQE	60k+ inc B	65k+ inc B	60k+ inc B
Senior Business Partner	PQE	50k - 60k	55k - 65k	50k - 60k
FP&A Manager		55k - 65k	60k - 70k	55k - 65k
Project Accountant (systems/process)	PQE	45k - 55k	50k - 55k	45k - 55k
Qualified Accountant	4+ years	55k - 65k	from 55k	55k - 65k
Qualified Accountant	2+ years	40k - 50k	from 55k	45k - 50k
Financial/Commercial Analyst	Qualified	from 45k	45k - 50k	from 45k
Newly Qualified Accountant	ACA	from 45k	from 45k	from 45k
Newly Qualified Accountant	ACCA/CIMA or equivalent	35k - 40k	from 45k	35k - 40k
Accountant (Finalist)	ACCA/CIMA PQ stage 2	25k - 35k	35k - 40k	25k - 35k
Part Qualified Accountant	ACCA/CIMA PQ stage 1	25k - 35k	25k - 35k	25k - 35k
Qualified Internal Auditor		from 50k	from 50k	from 50k

Practice



Position	Salary £*	
	Big 4 / Mid tier	Top 50
Tax Associate Director / Director	85k - 175k	75k - 140k
Tax Senior Manager / Tax Manager	52k - 80k	49k - 70k
Tax Assistant Manager / Tax Senior	30k - 48k	30k - 42k
Tax Semi Senior	20k - 30k	18k - 28k
Audit Associate Director / Audit Director	80k - 165k	75k - 138k
Audit Senior Manager / Audit Manager	50k - 78k	50k - 70k
Audit Assistant Manager / Audit Senior	32k - 48k	30k - 45k
Audit Semi Senior	20k - 30k	18k - 28k
Business Services Associate Director / Business Services Director	80k - 145k	70k - 125k
Business Services Senior Manager / Business Services Manager	45k - 70k	44k - 65k
Business Services Assistant Manager / Business Services Senior	32k - 45k	30k - 42k
Business Services Semi Services	20k - 30k	18k - 27k

Transactional Accounting



Position	Experience	Salary £			
		London	Bristol	Thames Valley	South Coast
Tax Manager	PQE	from 70k	from 65k	from 70k	from 70k
Group Transactions Manager	Turnover £400M+	45k - 55k	45k - 55k	55k - 70k	40k - 60k
Group Credit Control Manager	Turnover £400M+	45k - 55k	50k - 60k	55k - 65k	40k - 50k
Senior Credit Controller	5+ years	from 35k	28k - 32k	30k - 40k	28k - 35k
Credit Controller	1 - 3 years	28k - 35k	23k - 28k	25k - 30k	22k - 28k
Junior Analyst	2+ years	from 30k	from 26k	from 28k	from 26k
Payroll Manager	Supervision of a department	45k - 55k	35k - 50k	45k - 55k	40k - 45k
Payroll Supervisor	4+ years	35k - 45k	28k - 35k	35k - 45k	30k - 35k
Payroll Clerk	2+ years	from 30k	22k - 26k	25k - 30k	24k - 30k
Purchase/Sale Ledger Manager	5+ years with supervision of a large team	from 45k	35k - 45k	40k - 55k	35k - 45k
Purchase/Sale Ledger Manager	3+ years with supervision of a small team	35k - 45k	28k - 38k	24k - 30k	28k - 35k
Purchase/Sale Ledger Clerk	1 - 3 years	28k - 35k	21k - 25k	25k - 30k	20k - 24k
Assistant Accountant	AAT Qualified	30k - 35k	26k - 30k	28k - 35k	26k - 30k
Accounts Assistant	2+ years	from 28k	23k - 25k	26k - 28k	22k - 25k
Billings Clerk	1+ years	from 28k	23k - 25k	26k - 30k	21k - 23k
Accounts Clerk	1+ years	from 25k	21k - 25k	23k - 26k	21k - 23k
Graduate	2:1 or above - relevant degree	from 25k	from 20k	from 22k	from 20k

*Salaries are across all regions South Coast, Bristol, Thames Valley & London.

Network HR



Established in 2003, Network HR are one of the UK's leading Human Resources (HR) recruitment specialists. We have carved an enviable reputation for flexible, client-focused recruitment solutions having partnered with a broad and varied client base on projects across the UK and internationally.

We offer our clients a truly competitive advantage by enabling evidence-based decision making, underpinned by accurate data in talent assessment. With help from our trusted partners, our data-driven approach to ED&I is market-leading and allows for both sector and market comparison.

Our operating model is designed to keep our clients one step ahead of the market by providing both sector and functional expertise, supported by an in-house market research team and BPS accredited psychometric practitioners – all operating solely within the HR recruitment market.

In addition to our contingent and executive search practices, our research team have helped to shape the human capital strategy for some of the world's most recognised organisations via;

- Competitor Analysis
- Talent and Leadership Assessment
- Data Collection

Whilst every recruitment campaign is unique, we find that the common challenges faced when hiring can be categorised under one of five following headings:

- Identification
- Attraction
- Assessment
- Negotiation
- Integration

Our campaigns ensure all five facets of your recruitment process are managed efficiently and effectively by our in-house experts, ensuring the best likelihood of a successful hire both that continues to add value.

We engage in robust and systematic search processes, work confidentially and discreetly and execute to an exceptionally high standard. We offer bespoke psychometric profiling assessments (accredited by the British Psychological Society) incorporating a "future-fit potential" indicator as standard alongside our competency-based interviewing techniques. We're also proud to offer a bespoke on-boarding program to each of our clients ensuring a seamless integration into the business.

Ultimately our approach is bespoke to each individual client – tailored to your timescales, your needs and your expectations. Our service is carefully defined in an efficient and cost effective manner to always exceed your requirements.

Adam Oliver, Head of Division – HR Executive Search

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Level	HR Generalist £	Recruitment and Talent £	Learning and Development £	Reward, Benefits & Compensation £	HR Operations £	Organisational Development £	MI & Data £
Director	140k - 180k	100k - 150k	120k - 140k	140k - 200k	120k - 140k	100k - 120k	130k - 150k
Associate Director	120k - 140k	90k - 100k	100k - 120k	120k - 140k	100k - 120k	90k - 100k	100k - 130k
Head of	100k - 120k	80k - 90k	80k - 100k	100k - 120k	80k - 100k	80k - 90k	90k - 100k
Business Partner	70k - 100k	70k - 80k	60k - 80k	70k - 100k	60k - 80k	70k - 80k	80k - 90k
Manager	55k - 70k	50k - 70k	50k - 60k	60k - 70k	50k - 60k	60k - 70k	60k - 80k
Adviser (CIPD Qualified)	45k - 55k	45k - 50k	45k - 50k	50k - 60k	45k - 50k	50k - 60k	55k - 60k
Officer	40k - 45k	37.5k - 45k	35k - 45k	45k - 50k	35k - 45k	–	40k - 45k
Senior Assistant	35k - 40k	35k - 37.5k	–	40k - 45k	32k - 35k	–	35k - 40k
Assistant	28k - 35k	28k - 35k	28k - 35k	32k - 40k	28k - 32k	–	28k - 35k

Network Career Consultants



Since 1984 Network have been providing both permanent and freelance recruitment support and advice to a wide range of creative & branding agencies and in-house design studios, not just in the UK but globally earning us a fantastic reputation as one of the country's leading recruitment consultancies in our specialist sectors.

Our key values of honesty, integrity & partnership are at the core of what we do and our senior consultants all have a background within the creative industry allowing us to provide honest and impartial advice to both clients and candidate alike.

We use our extensive industry knowledge, broad range of contacts and external tools such as a corporate LinkedIn license to source the very best talent for each and every role that we work on.

So how we see 2020 panning out for recruitment within the creative industry? We feel that it will be a very similar market to the last 2 years; clients will still be looking to recruit the best candidates they can but against a backdrop of ongoing global uncertainty which makes a lot of candidates wary about moving and as a result it is proving hard to attract the highest level candidates.

We are finding that there is a shortage of good quality mid-weight level designers in the marketplace and that at the more senior level a lot of candidates are focusing more on freelance rather than permanent employment, which they perceive to be more lucrative and professionally rewarding. We have also noticed that clients are moving away from requesting separate graphics and digital designers towards a more integrated need and expect this trend to continue.

On the following page we have provided a guide as to the ball park salaries for candidates within the creative industry but we would be delighted to provide you with a more accurate figure if you have a specific request in mind.

Should you have any further questions or would like us to help you recruit a new team member then please don't hesitate to contact me.

Stuart Newman – Managing Director, Network Career Consultants

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Position	Salary £
Graphic Design	
Head of Design	65k - 100k+
Copywriter/Proofreader	30k - 40k+
Senior Designer	40k - 50k+
Middle-weight Designer	30k - 40k+
Junior Designer	22k - 26k+
Artwork/Production	
Design/Studio Manager	38k - 50k+
PowerPoint Designer	35k - 45k+
Senior Artworker	35k - 45k+
Middle-weight Artworker	27k - 34k+
Junior Artworker	23k - 26k+

Position	Salary £
Digital Design	
Head of Digital	75k - 120k+
Motion Graphic Designer	35k - 45k+
Senior Developer	40k - 55k+
Senior Digital Designer	45k - 55k+
Junior to Middle-weight Digital Designer	23k - 32k+
Interior Design	
Head of Design	65k - 100k+
Team Leader	55k - 65k+
Senior Designer	40k - 50k+
Middle-weight Designer	30k - 40k+
Junior Designer	21k - 26k+

ISE Partners



Secretarial Recruitment

ISE Partners' secretarial and support staff team offer an unparalleled level of personal service for some of the world's most demanding industry sectors.

Over 12 years, we have developed an excellent reputation within banking and finance and professional services (notably investment banking, private equity, hedge funds, venture capital and fintech); management consultancy, executive search and fast growth tech-driven businesses.

Roles we recruit for include:

- Personal / Executive Assistants / Business Assistants
- Office Operations and Administration Managers
- Team Assistants
- Marketing and Investor Relations Assistants
- HR Assistants
- Graduate Administrators
- Reception, Front of House and Facilities staff

2019 has seen bonuses remain stable but base salaries have increased markedly from 2018 levels in response to talent shortages: between 8% (for Receptionists) to over 15% (for Senior EAs)

Position	Salary £		
	Low	Median	High
Operations/Office Manager	35k	52k	80k
EA to CEO/Board	40k	58k	75k
EA to Partner	39k	49k	75k
EA (Team)	39k	47.5k	60k
Team Assistant	28k	38k	46k
Receptionist	22k	31k	40k



PR & Communications

Our PR and Communications team has an established yet continually growing network of contacts, which has been built up over more than a decade.

With a focus on Financial PR, Corporate PR and Public Affairs, the team has experience of working within the industry as well as for it. As well as active job-seekers, we also have the advantage of being in touch with more passive individuals who are ready to engage in conversation when the right opportunity arises. We can also undertake specific searches for a particular skill-set or specialism.

Roles we recruit for include:

- Head of Corporate Communications
- Head of Media Relations
- PR Manager
- PR Executive / Assistant
- Partner / Director – Consultancy
- Associate / Account Manager – Consultancy
- Account Executive – Consultancy

Having been fairly stagnant for the 18 months following the referendum, salaries have been steadily on the up. The increased demand for reputation management advisory has led to industry expansion, so leading communications businesses and inhouse teams are willing to pay 20% more to secure the best talent.

Position	Salary £		
	Low	Median	High
Head of Corporate Comms	150k	175k	200k
Head of Media Relations	80k	104k	150k
PR Manager	40k	62k	80k
PR Executive	28k	32k	40k
Partner/Director (Consultancy)	100k	132k	180k
Associate / Account Manager (Consultancy)	35k	42k	50k
Account Executive (Consultancy)	28k	31k	35k



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I HAVE FOUND THE EXPERIENCE OF WORKING WITH SHERIDAN MAINE TO BE REFRESHING COMPARED TO OTHER RECRUITERS I HAVE DEALT WITH

THE RECRUITMENT PROCESS HAS BEEN EXTREMELY EFFICIENT

I HAVE FOUND THE WORKING INTERVIEWS THAT WERE RECOMMENDED PARTICULARLY USEFUL

HAPPY TO RECOMMEND SHERIDAN MAINE

THE RETAINED PROCESS WAS EXCELLENT, STRESS FREE AND VERY EFFECTIVE

VERY OPEN, UPFRONT AND RESPONSIVE CONSULTANT

SCREENED CANDIDATES EFFECTIVELY ON MY BEHALF AND I HAVE BEEN IMPRESSED BY THE QUALITY OF CANDIDATES THAT I HAVE MET FROM SHERIDAN MAINE

APPROACHABLE AND PERSONABLE

OVERALL THE QUALITY OF SERVICE HAS BEEN EXCEPTIONAL AND FAR SURPASSES THE APPROACH I HAVE RECEIVED FROM OTHER RECRUITERS

THEY TOOK TIME TO MEET ME IN PERSON AND REALLY GET A STRONG UNDERSTANDING OF MY REQUIREMENTS

PASSION LED US HERE





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