



Chilworth Partnership

Executive Interim & Permanent Recruitment

2018 SALARY GUIDE



Salary Guide 2018

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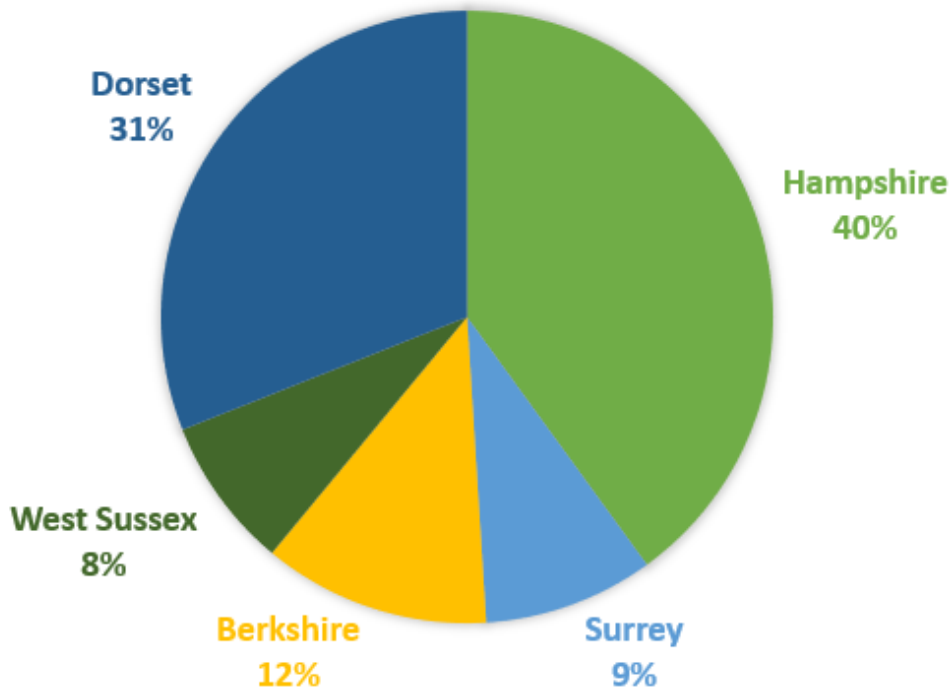
Salary guide for Finance and Accounting roles across the South Coast.

This is the fourth salary survey conducted by Chilworth Partnership and Venture Recruitment Partners. We surveyed clients across a number of sectors and areas and have consolidated these results below. At the time this survey was conducted, the financial recruitment market continues to see a steady improvement, resulting in increasing candidate shortages and an upward pressure on salaries. There were salaries that fitted at the extreme end and have therefore not been included in the information published below.

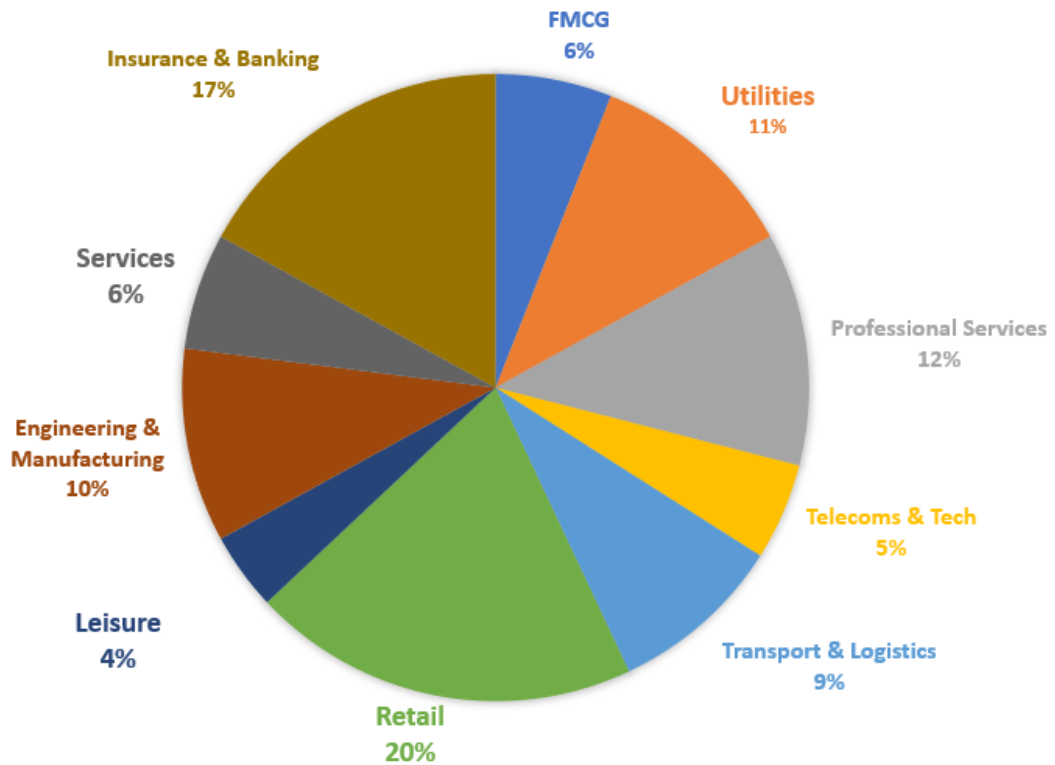
<p>Car Allowances</p> <p>Generally only available at salaries of £60,000-65,000 upwards. Allowances varied from £4,100 to £14,500 with a concentration around the £6,000 -£7,000 range</p>	<p>Pensions</p> <p>Company contributions typically ranged from 2% to 14% with a concentration around the 6-8% range</p>	<p>Private Healthcare</p> <p>63% of companies offered private health care across the range of roles surveyed.</p>
<p>Flexible Working</p> <p>Over the last five years there has been a substantial increase in the number of companies offering some form of flexible working. This ranges from the ability to work from home, flexible hours – often to suit parents, part-time working and job sharing.</p> <p>More often than not these privileges are reserved for staff already engaged within the business.</p>	<p>Holidays</p> <p>Holiday allowances varied typically from 20 days per annum to 34 with a real concentration around the 23-27 days range</p>	<p>Professional Study Support</p> <p>The recent decline in assistance offered has stabilised. Companies are less likely to offer in the form of paid study leave but financial assistance is still fairly commonly available with 69% of companies surveyed offering this. It is still common for employees to be allowed to take time at the company's expense to sit their exams</p>

Survey Results:

GEOGRAPHICAL BREAKDOWN OF COMPANIES SURVEYED



INDUSTRY BREAKDOWN OF COMPANIES SURVEYED



Salary Range by Job Title: Professional

	SME (to £100m pa turnover) £pa	Corporate (from £101m pa turnover) £pa
Group Finance Director/CFO	62,100 – 113,500	93,600 – 137,000
Group Financial Controller	60,500 – 75,000	67,200 – 115,600
Financial Controller	50,000 – 70,000	60,000 – 75,000
Financial Accountant	35,300 – 48,500	44,100 – 54,300
Senior Finance Manager	51,200 – 59,400	55,500 – 70,000
Finance Manager	42,000 – 49,200	45,000 – 60,000
Management Accountant	33,700 – 45,600	40,000 – 51,000
FP&A Manager	58,500 – 69,200	64,900 – 81,000
Financial Analyst	31,000 – 45,100	40,000 – 55,000
Head of Commercial Finance	66,100 – 81,200	80,000 – 90,000
Commercial Finance Manager	50,000 – 65,400	65,000 – 75,000
Senior Finance Business Partner	48,000 – 54,500	54,300 – 74,200
Finance Business Partner	40,500 – 49,400	45,100 – 58,500

Salary Range by Job Title: Interim

	SME (to £100m pa turnover) £p/d	Corporate (from £101m pa turnover) £p/d
Group Finance Director/CFO	400 - 650	600 – 800 +
Group Financial Controller	350 - 400	500 - 600
Financial Controller	300 - 400	400 - 600
Financial Accountant	250 - 300	300 - 450
Senior Finance Manager	300 - 400	300 - 450
Finance Manager	300 - 350	300 - 400
Management Accountant	200 - 300	300 - 400
FP&A Manager	300 – 400	400 - 500
Financial Analyst	250 - 350	275 - 400
Head of Commercial Finance	400 - 500	500 - 650
Commercial Finance Manager	300 - 400	350 - 450
Senior Finance Business Partner	300 - 400	350 - 450
Finance Business Partner	250 - 350	350 - 500
Project Managers	500 - 600	500 – 750 +
Business Transformation Manager	600 +	650 - 1000

Salary Range by Job Title: Transactional

	SME (to £100m pa turnover) £pa	Corporate (from £101m pa turnover) £pa
Credit Manager	27,400 – 38,700	45,000 – 60,000
Credit Supervisor	22,600 – 27,900	30,000 – 45,000
Credit Controller	16,300 – 23,900	18,600 – 25,000
Assistant Accountant	17,600 – 28,000	22,100 – 31,400
Accounts Assistant	16,500 – 21,200	18,400 – 23,700
Ledger Manager	23,700 – 32,900	45,000 – 60,000
Ledger Supervisor	21,700 – 28,600	30,000 – 45,000
Purchase/Sales Ledger Clerk	16,200 – 24,100	20,900 – 26,400
Payroll Manager	24,300 – 33,000	45,000 – 60,000
Payroll Supervisor	21,800 – 27,900	30,000 – 45,000
Payroll Administrator	18,500 – 22,400	19,700 – 24,900