



# SPECIALIST MARKETS

## MARKET & SALARY GUIDE

**MARKS  
SATTIN**

Gi Group Holding





# INTRODUCTION

Welcome to the 15th edition of our Market Insight & Salary Guide, where we share our expertise on key trends within finance, tech, transformation, legal and specialist markets for 2025.

This year our research is based upon a robust sample size of 1,823 respondents, and is referred to by 100k+ professionals across our nine offices in the UK, Ireland, and the Netherlands.

The recruitment landscape continues to evolve, shaped by economic, political & geopolitical challenges, rising operational costs, fast paced technological advancements, and an uneven market recovery. While these hurdles persist, businesses are demonstrating greater strategic agility. In particular, the finance and tech sectors are leading the way, adapting to new realities with renewed focus and determination.

There is a clear shift in sentiment: organisations are no longer merely reacting to change; they are preparing for it. The rapid pace of technological advancement and shifting workforce expectations have ushered in a new era where it's no longer '*business as usual*' - it's '*transformation as usual*' and traditional approaches to hiring and workforce planning are being replaced with more agile, skills-focused strategies.

In this context, investing in people is more critical than ever. Skills, rather than experience, are emerging as the primary currency for hiring managers. The pace of change has never been faster, and employers are seeking professionals who can adapt, innovate, and thrive. As one industry leader put it: "Your performance tells me what you've done in the past, your skills tell me what you can do in the future."

Age inclusion is also rising up the talent agenda. With 47% of the UK workforce projected to be over 50 by 2030, businesses are increasingly recognising the need to value experience alongside innovation. Age diversity is no longer a 'nice to have' - it's a strategic imperative. Organisations that harness the full breadth of workforce demographics will be better positioned to meet evolving market demands and foster sustainable growth.

Another prevalent trend is the growing influence of AI across sectors. Businesses are making significant investments in advanced technologies to maintain a competitive edge and spur innovation. However, adopting these technologies alone is not sufficient, it is crucial for organisations to ensure their workforce possess the necessary skills to fully leverage these tools. Without the right expertise, even the most sophisticated technologies may not deliver the desired outcomes. To achieve sustained growth and stay ahead of the curve, businesses must prioritise the integration of skilled talent capable of effectively utilising these innovations to drive change and maximise value. This shift places greater emphasis on upskilling and digital readiness as key elements of workforce strategy.

In our fast-moving environment, competition for talent is intense. Companies are offering more attractive salary packages, enhanced benefits, and flexible working models in a bid to secure top professionals. Beyond pay, professionals are increasingly prioritising wellbeing, autonomy, and alignment with company values when considering new roles. These factors are becoming critical differentiators in today's market.

This annual report explores these developments in detail. From emerging hiring trends to salary benchmarks and workforce expectations, we provide comprehensive insight to support both employers and jobseekers. Whether you're refining your talent strategy or planning your next career move, our goal is to equip you with the knowledge needed to navigate a complex and competitive market with confidence.

A sincere thank you to the 1,823 professionals who gave their valuable time to participate in our survey. We have partnered with Ecologi again this year to plant a tree for each survey response we received!

**MATTHEW WILCOX**

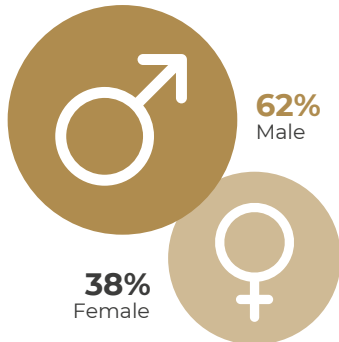
Managing Director

matthew.wilcox@markssattin.com

# DEMOGRAPHIC OF RESPONDENTS

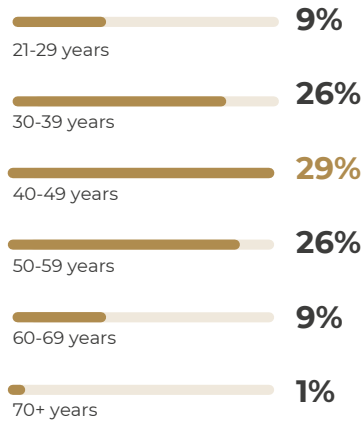
Here we outline the demographics of our survey respondents. Please note this is not a representation of our candidate and client community, rather a demographic overview of our research participants this year.

## GENDER

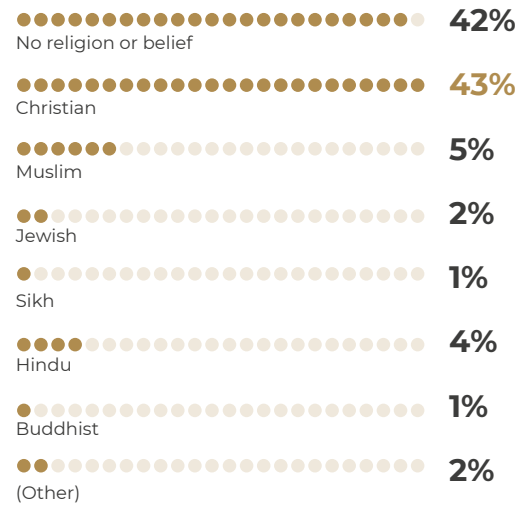


11 respondents chose non-binary

## AGE



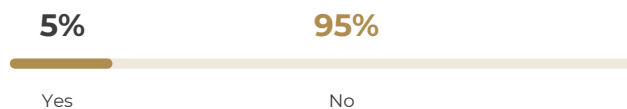
## RELIGION OR BELIEF



## DO YOU HAVE A DISABILITY UNDER THE EQUALITY ACT 2010?

In the Act, a person has a disability if:

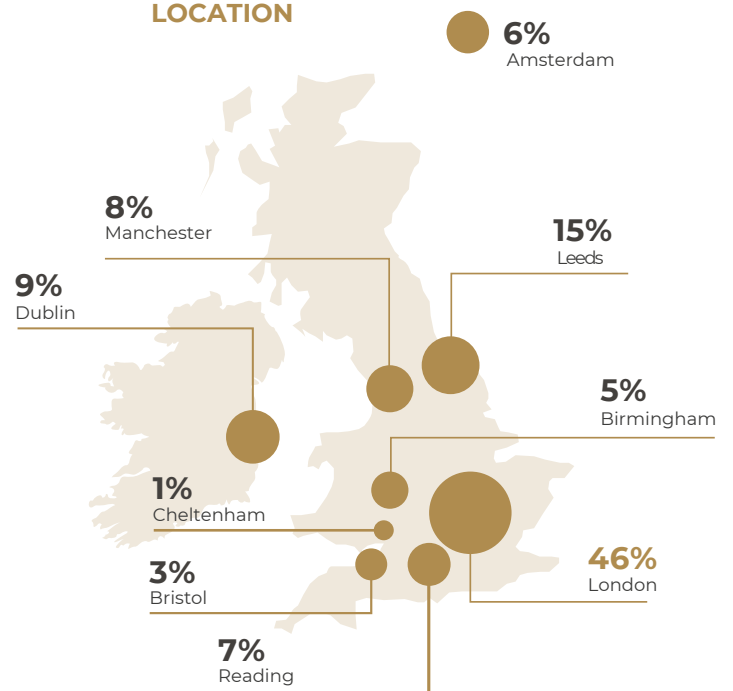
- they have a physical or mental impairment
- the impairment has a substantial and long-term adverse effect on their ability to perform normal day-to-day activities.



## CONTRACT TYPE



## LOCATION



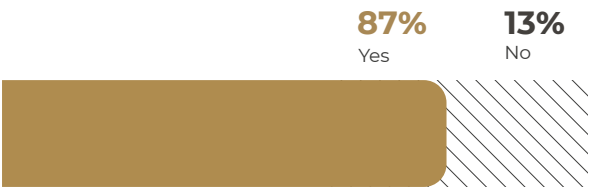
# FUTURE OF WORK

## EQUALITY, DIVERSITY & INCLUSION

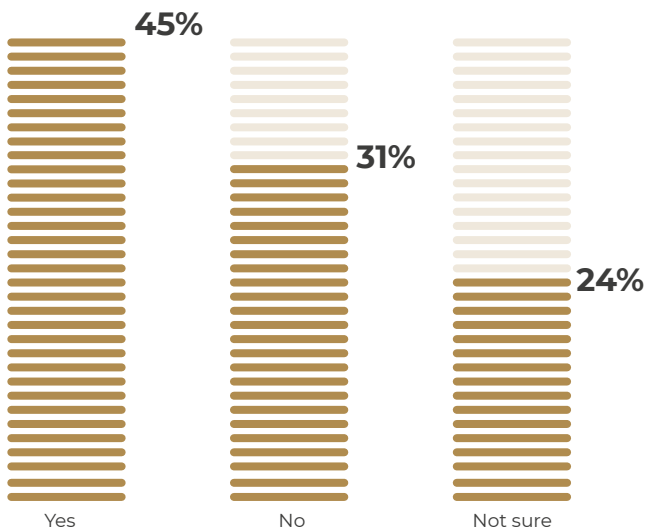
Do you think your leadership team is sufficiently diverse?



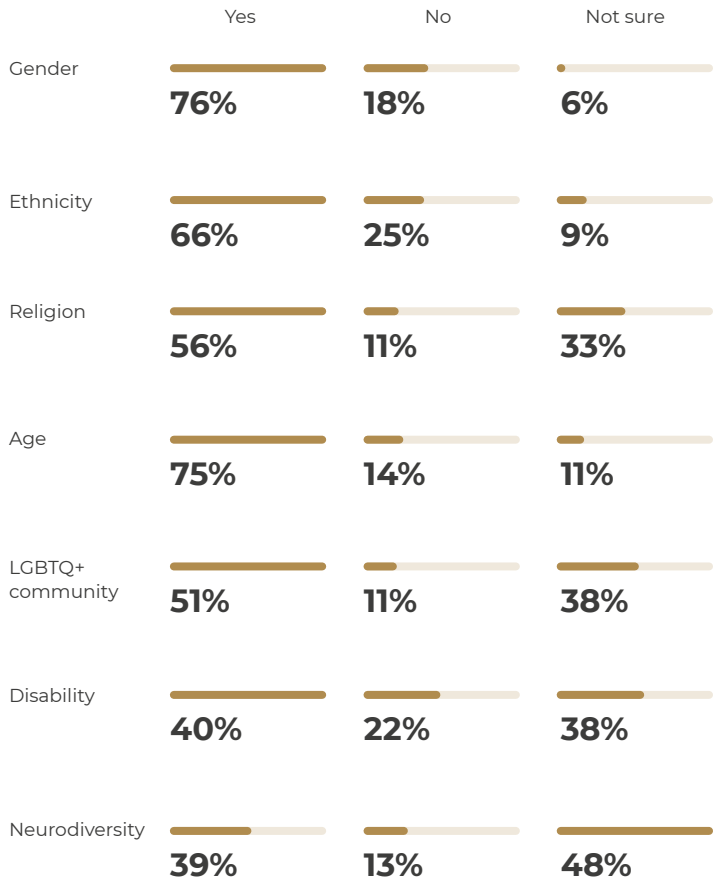
Do you feel your (or most recent) organisation, supports and encourages diversity in the workplace?



Does your company publish information on their gender pay gap?



In your opinion, do you believe your organisation is sufficiently diverse in the following areas?



## OUR DIVERSITY PROMISE

As a talent consultancy, we have an unwavering responsibility to represent everyone in our network in a fair and ethical manner. We commit to providing the same high level service to every professional we work with regardless of their age, gender identity, race, sexual orientation, physical or mental ability, and ethnicity.

We recognise and advocate that a diverse workforce contributes positively to a company's success and growth. It's not just about the service we provide, true appreciation for diversity, equality, and inclusion needs to be at our core. We pledge to keep embedding these values in our culture, so that as advisors, we feel empowered to afford the same opportunities we receive, to the professionals we represent.



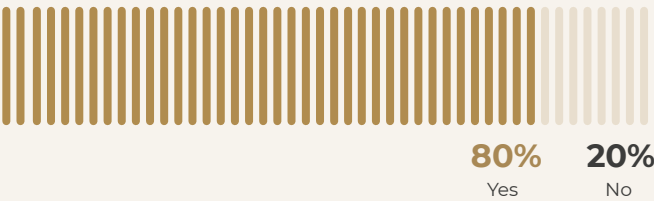
Visit our dedicated Equality, Diversity & Inclusion hub:  
[www.markssattin.co.uk/diversity-and-inclusion](http://www.markssattin.co.uk/diversity-and-inclusion)

ESG

How important is it for you to work for an organisation that has a robust ESG Strategy?

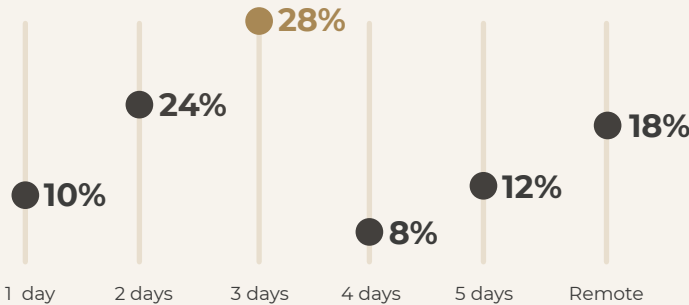


Are you satisfied with the effort your company makes to improve ESG challenges?

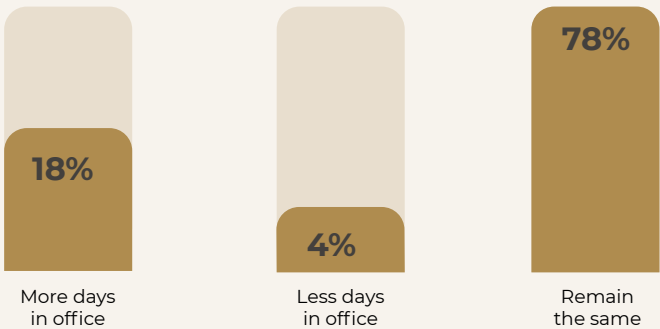


WORKPLACE FLEXIBILITY

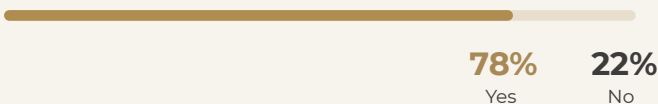
How many days per week are you expected to be in the office?



Do you anticipate this changing in 2025?

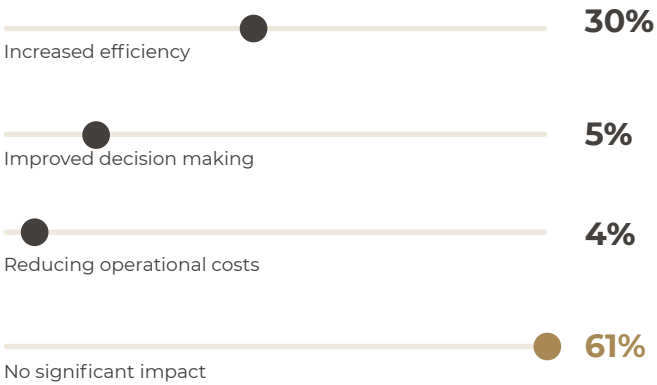


Does your organisation allow you to work flexible hours?

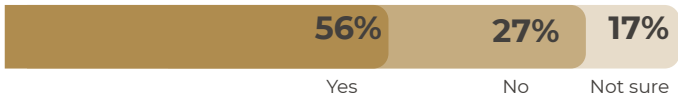


AI

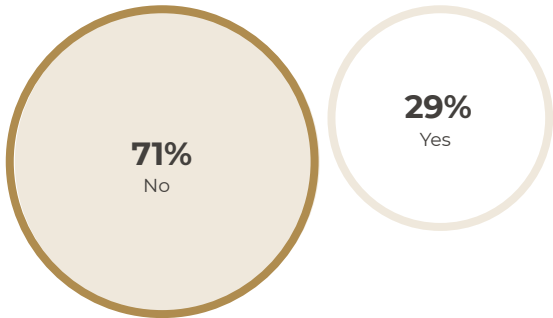
How has AI impacted your current role?



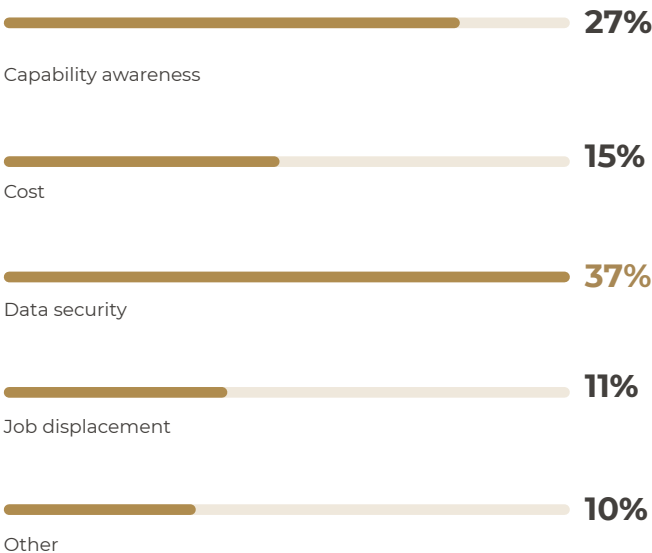
Is your company investing in AI tools?



Does your company offer training on AI?



What concerns, if any, does your business have regarding AI implementation?



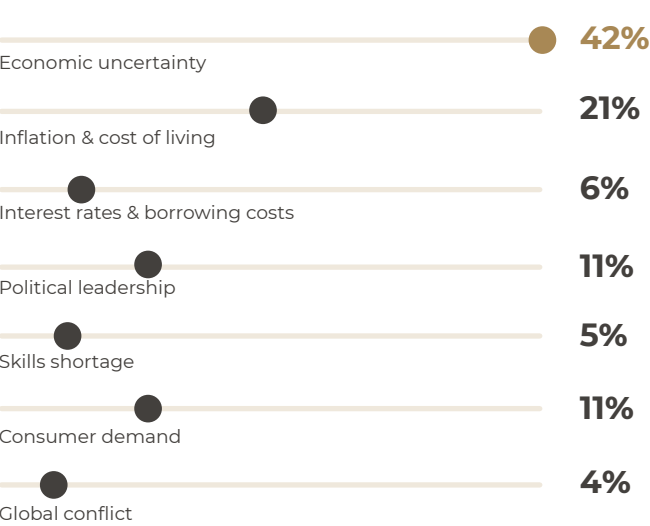
# BUSINESS CONFIDENCE

To gain a deeper understanding of how economic conditions are affecting recruitment and talent strategy, we incorporated market confidence questions in this year’s survey. With over 1,800 respondents sharing their perspectives, here are some valuable insights into hiring outlooks and market sentiment for the remainder of the year.

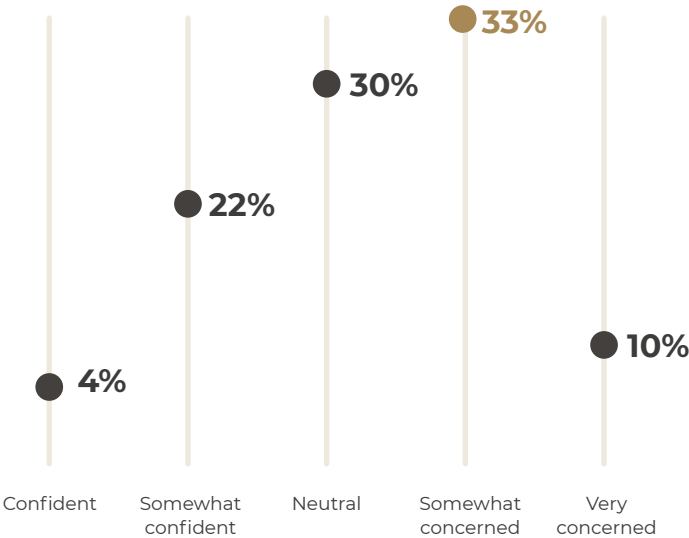
The results of our 2025 Business Confidence Survey highlight that companies are taking a measured approach to recruitment, focusing on selective hiring and investing in strategic areas like digital transformation, technology, and regulatory compliance. Businesses are adapting to the changing economic climate by prioritising resilience, innovation, and cost control. While some

are embarking on major transformation initiatives, others are maintaining stability and carefully navigating uncertainty. This strategic focus on transformation is expected to drive demand for specialised talent, particularly in technology and legal sectors. Overall, while there are concerns about the long-term impact of economic conditions, businesses are staying agile, leveraging opportunities for growth in high-demand sectors. The trend toward stability, coupled with a clear preference for flexible work and cautious relocation decisions, reflects the broader sentiment of managing risk in an unpredictable environment. As we move forward through 2025, the outlook remains one of adaptability and strategic investment in the face of ongoing change.

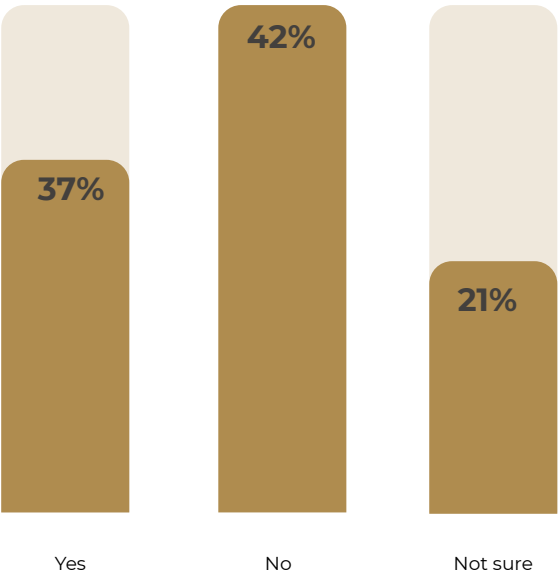
## What factors are currently impacting your business confidence the most?



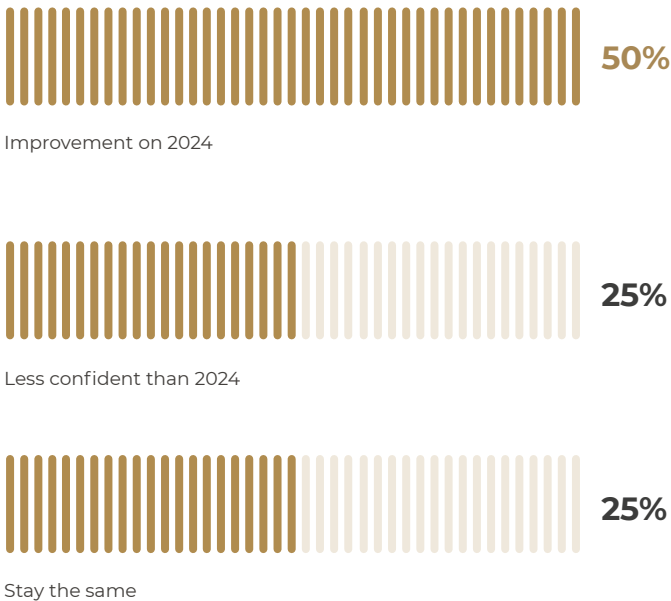
## How optimistic are you regarding the UK & Ireland's economy?



## Is your current (or recent) business embarking on any significant Change Programmes in 2025?



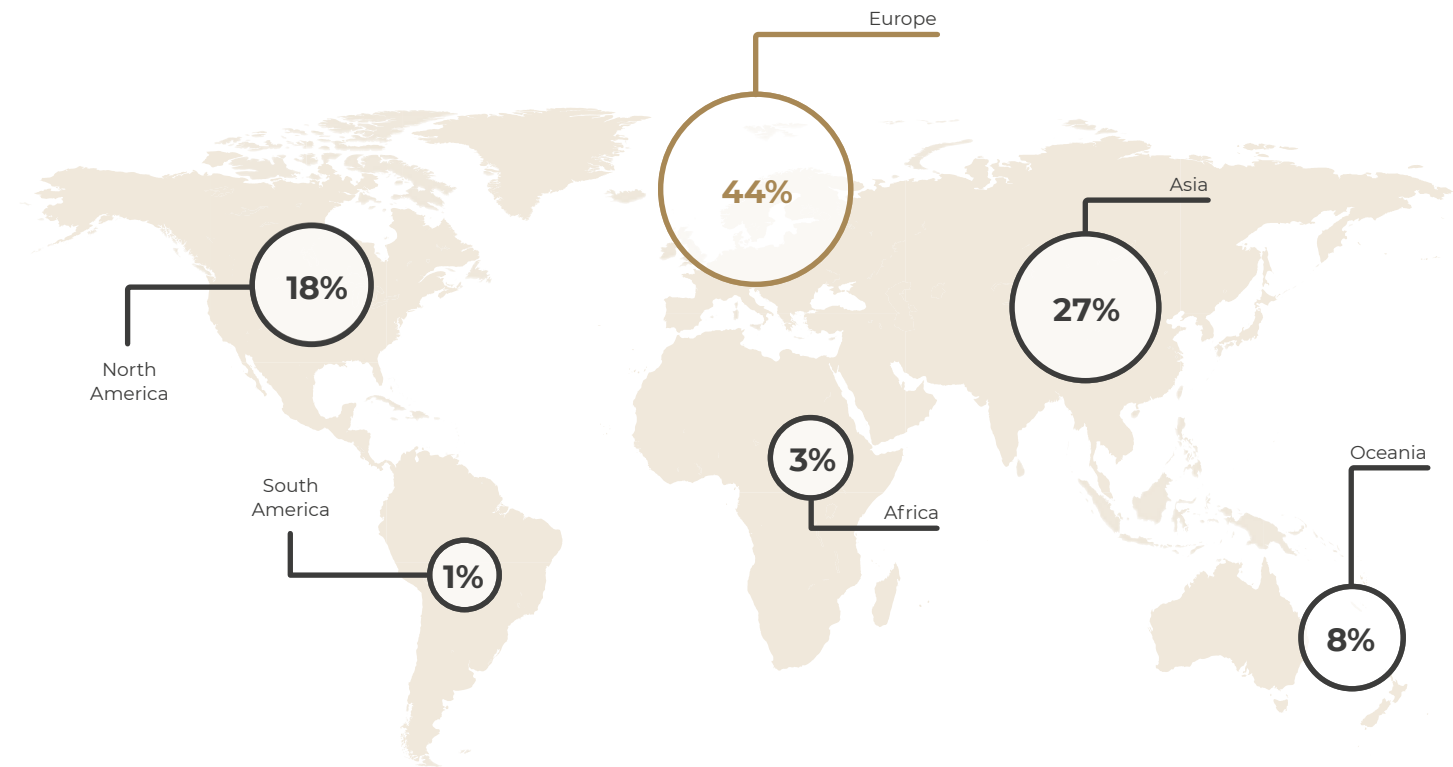
## How do you expect your current (or recent) company to perform over the next 12 months?



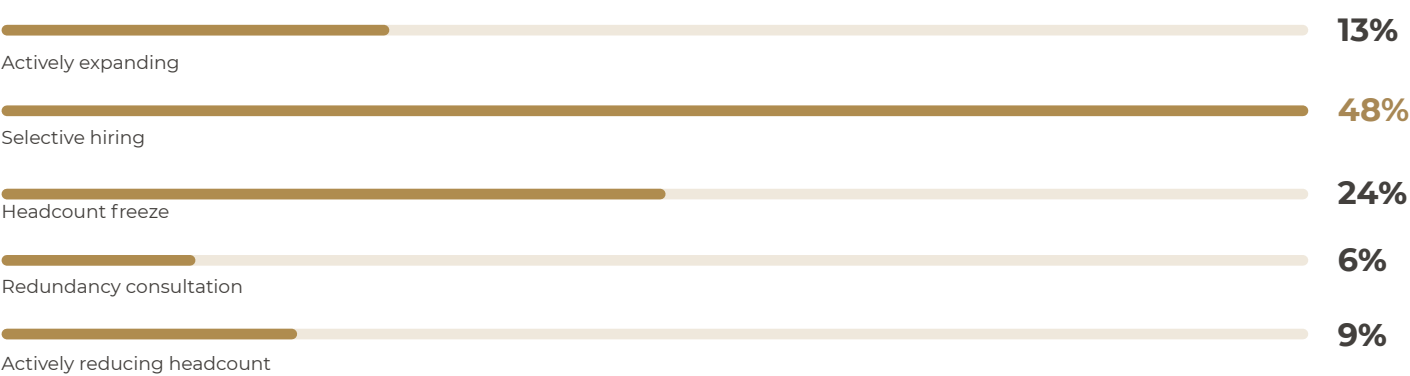
Would you relocate in the next 12 months?



Which international location would you relocate to?

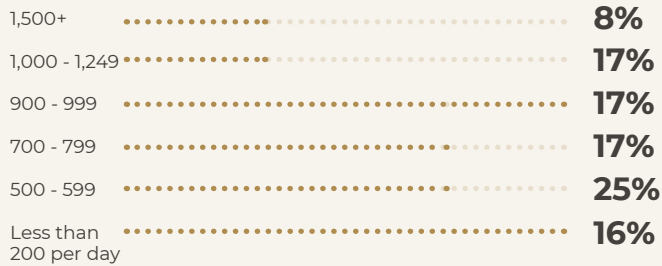


What is your business's current hiring outlook?

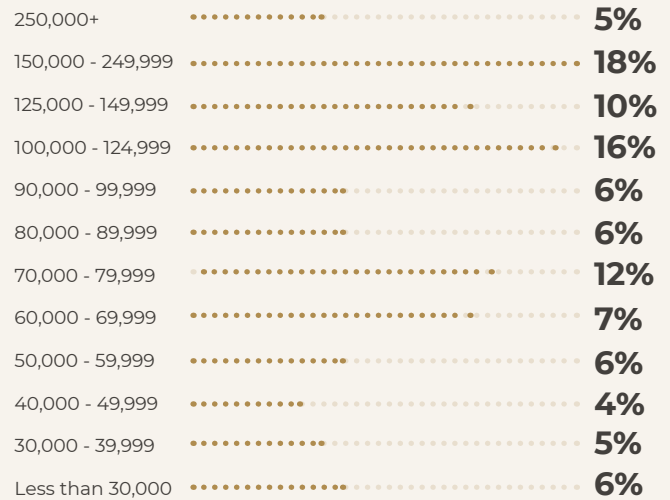


# KEY FINDINGS

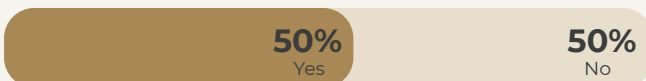
## What is your current (or most recent) daily rate? CONTRACT



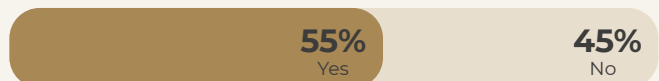
## What is your current (or most recent) basic salary? PERMANENT / FTC



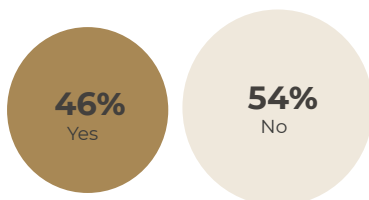
### Are you satisfied with your current rate?



### Are you satisfied with your current pay?



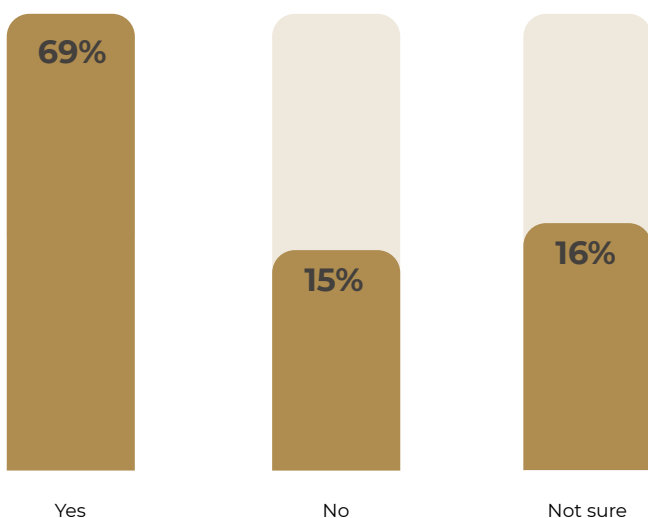
### Do you envisage changing jobs in the next 12 months?



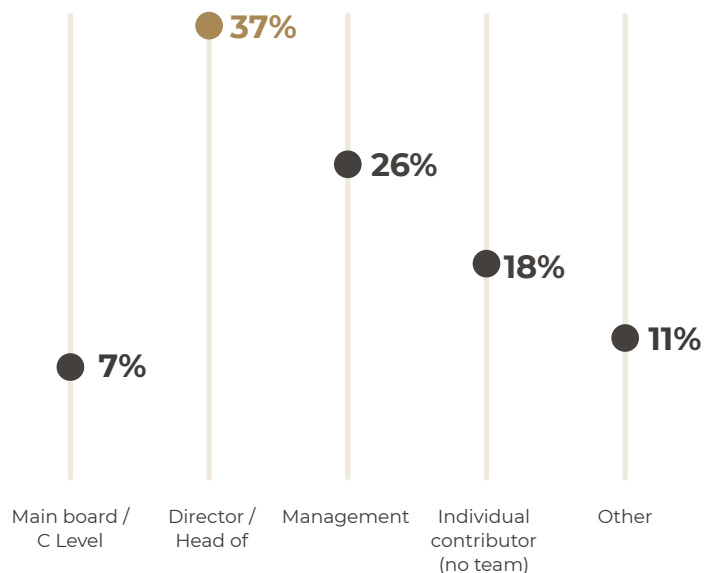
### Top 3 reasons for leaving last role



### Do you feel your job is secure in 2025?



### What level is your current (or most recent) position?

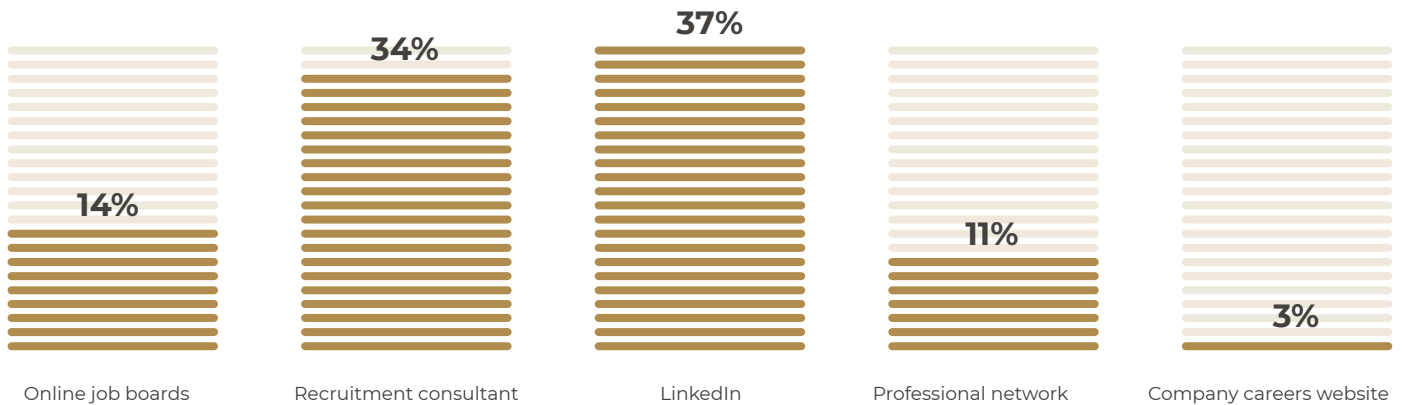




### Are you satisfied in your current role?



### When looking for a role, which of the below would you use?



### Top 5 benefits



25 days+  
annual leave



Annual  
bonus



Insurances (PMI,  
Dental, DIS, Life)



Employee Assistance  
Programme (EAP)

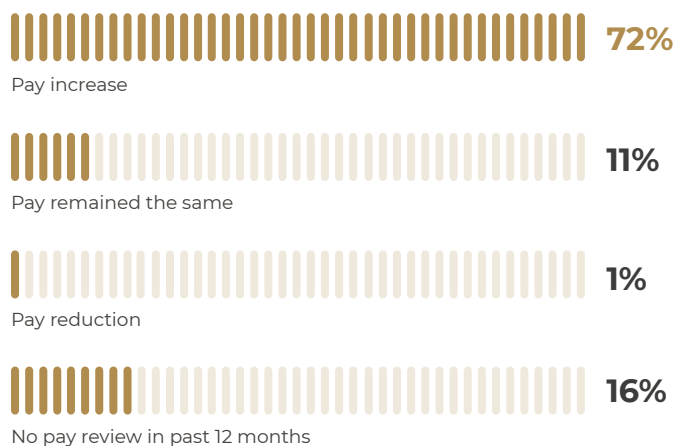


Gym / Health  
subsidy

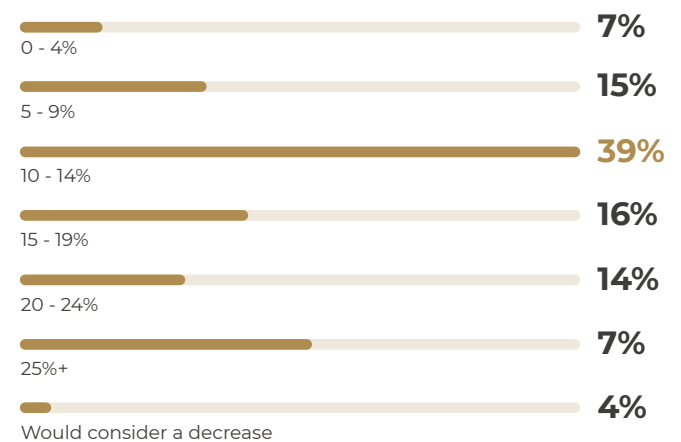
### Are you happy with your current benefits?



### What was the outcome of your last pay review?



### When looking for a new position, what salary increase would you target?



# MARKET INSIGHT

The hiring landscape in specialist sectors such as Internal Audit, Risk Management, Taxation, Treasury, Governance & Compliance, IT Audit, Corporate Finance, Information & Cyber Security, and Insolvency & Restructuring across the UK and Ireland continues to evolve. Hiring patterns reflect a strategic shift, organisations are prioritising essential, high-impact roles over broad workforce expansion. While Internal Audit and Risk Management continue to experience cyclical demand fluctuations, certain areas remain robust. Internal Audit positions, particularly those focused on IT and data analytics, remain sought after, despite a recent softening in recruitment. Risk management teams, meanwhile, are preparing for increased hiring, buoyed by improving economic confidence and rising regulatory pressures.

Taxation stands out with a hiring surge driven by complex regulatory changes and a growing appetite for advisory services. Treasury roles are also gaining momentum as firms seek strategic professionals skilled in managing liquidity and financial risks amid ongoing economic volatility. Governance & compliance teams, though currently operating within tight budgets, anticipate a rebound fuelled by stricter regulatory expectations.

Technological advancements continue to reshape these markets. The demand for digital expertise is growing rapidly, with IT Audit and Cyber Security professionals needing to stay ahead of emerging technologies, cybersecurity threats, and data protection mandates, highlighting the critical role of digital transformation.

## DEMAND DRIVERS

### Regulatory and policy changes

Regulatory shifts remain a powerful catalyst for hiring. The UK's Economic Crime and Transparency Bill, for example, raises the bar for financial crime compliance, creating demand for fraud risk, monitoring, and governance experts. In Risk Management, the upcoming Basel 3.1 bank capital rules will increase the need for credit risk modellers and validation specialists.

The establishment of ARGA (the new UK audit regulator) and updates like MiFID III have intensified recruitment of compliance officers and governance specialists. In Taxation, major fiscal reforms effective from April 2025, such as hikes in national insurance, abolishment of the UK remittance basis, new VAT rules on private school fees, and electric vehicle tax changes, fuel demand for corporate tax, VAT, and cross-border tax experts.

Each regulatory change prompts organisations to recruit specialists with precise technical skills to ensure compliance and capitalise on new rules.

### Technological advancements and digital transformation

Rapid technology evolution is another significant hiring driver. Firms invest heavily in data analytics, automation, and AI, seeking finance and risk professionals capable of leveraging these tools. Internal audit functions increasingly require candidates proficient in data science and analytics (Python, SQL, PowerBI) to analyse large data sets and develop audit automation.

Emerging technologies like machine learning and blockchain are transforming finance roles, modernising pricing, trading, and

reporting systems. AI's impact is double-edged: while automating routine tasks and reducing some junior roles, it also creates new needs such as AI governance experts to manage model risks of AI/ML systems.

Employers now seek tech-savvy auditors, risk managers, and analysts who blend domain expertise with digital skills. Job descriptions increasingly emphasise analytics software, cloud platform proficiency, and cybersecurity knowledge. Even traditionally non-technical roles evolve, finance managers with automation experience or quants implementing machine learning models are highly sought.

## Macroeconomic and market conditions

Economic factors such as interest rates, inflation, and growth outlook directly influence specialist demand. Rising interest rates have heightened corporate credit stress, increasing demand for risk and restructuring experts. Firms reliant on cheap debt now face costly refinancing, pushing the need for credit risk managers experienced in downturns and restructuring advisors.

Inflationary pressures have eased somewhat, but treasury and finance teams remain focused on optimising cash flow and cost control amid ongoing global uncertainties. Interest rates have started to stabilise in 2025, encouraging a cautious uptick in corporate finance hiring, particularly for M&A projects. Similarly, internal audit demand is rising as organisations seek assurance on new initiatives and strategic investments in a stabilising economic environment.

Low UK unemployment means even modest economic growth leads to skill shortages. Geopolitical and trade developments, such as increased European defence spending, are opening niche demand for military-tech and cybersecurity talent. Market volatility drives counter-cyclical hiring: in downturns, firms seek risk, compliance, and insolvency specialists; in upturns, deal-makers, analysts, and growth-oriented professionals.

## INDUSTRY-SPECIFIC CHALLENGES AND INITIATIVES

Each specialist sector faces unique drivers:

**ESG:** Increasingly central, ESG considerations pressure financial institutions to improve climate risk management and ESG reporting. Demand rises for professionals skilled in sustainable finance and climate-related regulation integration into risk frameworks.

**Fraud and Cybersecurity:** Persistent threats push retail banks and payment firms to invest in anti-fraud capabilities. Compliance and IT audit teams need experts in fraud analytics, cybersecurity controls, and new UK fraud legislation.

**Taxation:** Global digital tax administration and cross-border transparency rules (e.g., OECD initiatives) heighten demand for tax specialists with international and tech expertise.

**Post-Brexit shifts:** Financial services relocating certain functions to EU hubs (Dublin, Paris, Frankfurt) create intense regional demand, while the UK adapts to a smaller financial footprint.

These evolving industry priorities—from ESG to digitalisation to geopolitical shifts—generate new staffing needs as firms seek to stay ahead.

### SECTOR-SPECIFIC INSIGHTS

In Internal Audit, there's a growing emphasis on data analytics and IT skills, necessitating candidates with proficiency in tools like Python and PowerBI. Risk Management is experiencing a demand for professionals with downturn experience and regulatory expertise.

The Taxation sector's focus on international tax and transfer pricing reflects the complexity of global tax reforms. Treasury roles are evolving, with a need for strategic thinkers who can navigate financial risks and influence corporate strategy.

Governance & Compliance sectors are under strain due to budget cuts, yet demand remains for professionals who can manage compliance in a cost-effective manner. The IT Audit domain requires auditors who can bridge technical and audit skills, given the rapid digital transformation.

### INSOLVENCY & RESTRUCTURING

The Insolvency & Restructuring sector is positioned for growth in 2025, driven by economic pressures and rising corporate debt levels. Demand for restructuring advisors and insolvency practitioners is increasing as firms seek to navigate financial distress. The sector faces challenges in attracting experienced professionals, given the cyclical nature of the work and the need for specialised skills.

In summary, the 2025 specialist hiring market in Leeds, Manchester, London, and Dublin is characterised by strategic, cautious expansion. While economic uncertainties persist, sectors like Taxation and Information & Cyber Security continue to thrive. Firms are adapting to new regulatory landscapes and technological advancements, driving demand for professionals with specialised skills and experience.

### REGIONAL DISPARITIES

Leeds and Manchester are emerging as significant hubs for tax and risk management roles, driven by regional expansions of major firms. London remains the epicentre for specialised roles, particularly in finance and cybersecurity, while Dublin's post-Brexit growth in financial services has spurred demand in compliance and tax sectors.

### CONTRACT & PERMANENT HIRING

In 2025, the balance between permanent and contract hiring across specialist sectors has shifted significantly, largely influenced by regulatory changes like the UK's IR35 reforms. While contracting remains vital for short-term projects and urgent expertise, especially in technology, cybersecurity, and transformation initiatives, many organisations now favour permanent or fixed-term employment for critical roles to ensure stability and reduce compliance risks. The tightening of contractor tax rules has discouraged traditional self-employed contracts, pushing firms to either engage fixed-term employees or use intermediaries such as umbrella companies and consultancies to manage contract work. This has led to a decline in direct

contractor engagement, particularly in fields like internal audit and finance, where companies increasingly prefer permanent hires or outsourced consulting arrangements to maintain continuity and control.

From a candidate perspective, seasoned professionals weigh flexibility and higher earnings potential against the stability, benefits, and career progression offered by permanent roles, with many contractors transitioning to permanent employment due to the complexities introduced by IR35 and the loss of contracting advantages. Organisations are more cautious, often using contracts sparingly and primarily through third-party vendors or consultancies to mitigate tax and legal risks. The pandemic-induced shift to remote work has also blurred lines, making permanent roles more attractive due to increased flexibility. Overall, the 2025 hiring landscape is characterised by a strategic and compliance-driven approach, with permanent hires dominating for long-term needs, while contract roles persist primarily for highly specialised, short-duration demands handled through compliant frameworks.

### H2 OUTLOOK

The sector faces challenges in attracting talent with downturn experience and technical expertise in restructuring. However, the outlook remains positive as firms prepare for a potential surge in restructuring activities, necessitating strategic hires to navigate economic challenges.

#### Sources:

Marks Sattin Business Confidence Report 2025, Barclay Simpson 2024 Internal Audit Market Report, Morgan McKinley UK Labour Market Reports



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# SALARY GUIDE

## LONDON

	BIG 4	TOP 50	INDEPENDENT
<b>EXTERNAL AUDIT &amp; ASSURANCE</b>			
Graduate/Trainee	£28,000 - £32,000	£25,000 - £32,000	£25,000 - £32,000
Part-Qualified	£30,000 - £45,000	£30,000 - £40,000	£30,000 - £40,000
Finalist	£35,000 - £45,000	£35,000 - £45,000	£35,000 - £45,000
Newly Qualified	£45,000 - £55,000	£45,000 - £55,000	£45,000 - £55,000
Post Qualified (1 - 3 Years)	£50,000 - £60,000	£50,000 - £60,000	£50,000 - £60,000
Manager	£60,000 - £70,000	£60,000 - £70,000	£60,000 - £70,000
Senior Manager/Director	£70,000 - £100,000	£70,000 - £100,000	£70,000 - £100,000
Director/Associate Partner w/ RI Status	£100,000 - £150,000	£100,000 - £120,000	£100,000 - £120,000
Salaried Partner	£150,000 - £250,000	£120,000 - £250,000	£120,000 - £250,000
Equity Partner	Uncapped OTE	Uncapped OTE	Uncapped OTE

## REGIONS

	BIG 4	TOP 50	INDEPENDENT
<b>EXTERNAL AUDIT &amp; ASSURANCE</b>			
Graduate/Trainee	£25,000 - £35,000	£25,000 - £30,000	£25,000 - £30,000
Part-Qualified	£32,000 - £37,000	£30,000 - £35,000	£30,000 - £35,000
Finalist	£35,000 - £42,000	£30,000 - £40,000	£30,000 - £40,000
Newly Qualified	£45,000 - £55,000	£40,000 - £50,000	£40,000 - £50,000
Post Qualified (1 - 3 Years)	£50,000 - £60,000	£50,000 - £55,000	£50,000 - £55,000
Manager	£60,000 - £70,000	£55,000 - £65,000	£55,000 - £65,000
Senior Manager	£70,000 - £95,000	£70,000 - £80,000	£70,000 - £80,000
Director/Associate Partner w/ RI Status	£95,000 - £120,000	£80,000 - £120,000	£80,000 - £120,000
Salaried Partner	£120,000 - £250,000	£100,000 - £250,000	£100,000 - £250,000
Equity Partner	Uncapped OTE	Uncapped OTE	Uncapped OTE



## LONDON

	BIG 4	TOP 50	INDEPENDENT
<b>ACCOUNTING AND GENERAL PRACTICE</b>			
Graduate/Trainee	£25,000 - £35,000	£25,000 - £30,000	£25,000 - £30,000
Part-Qualified	£28,000 - £38,000	£24,000 - £34,000	£24,000 - £34,000
Finalist	£35,000 - £45,000	£28,000 - £38,000	£28,000 - £38,000
Newly Qualified	£40,000 - £50,000	£38,000 - £50,000	£38,000 - £50,000
Post Qualified (1 - 3 Years)	£50,000 - £60,000	£45,000 - £55,000	£45,000 - £55,000
Manager	£60,000 - £70,000	£55,000 - £65,000	£55,000 - £60,000
Senior Manager	£70,000 - £90,000	£65,000 - £90,000	£60,000 - £80,000
Director / Associate Partner	£90,000 - £150,000	£90,000 - £120,000	£80,000 - £120,000
Salaried Partner	£150,000 - £200,000	£120,000 - £190,000	£120,000 - £150,000
Equity Partner	£200,000+	£190,000+	£150,000+

## REGIONS

	BIG 4	TOP 50	INDEPENDENT
<b>ACCOUNTING AND GENERAL PRACTICE</b>			
Graduate/Trainee	£25,000 - £30,000	£20,000 - £30,000	£20,000 - £30,000
Part-Qualified	£28,000 - £38,000	£24,000 - £34,000	£24,000 - £34,000
Finalist	£35,000 - £45,000	£28,000 - £38,000	£28,000 - £38,000
Newly Qualified	£40,000 - £50,000	£38,000 - £50,000	£38,000 - £50,000
Post Qualified (1 - 3 Years)	£50,000 - £60,000	£45,000 - £55,000	£45,000 - £55,000
Manager	£55,000 - £65,000	£55,000 - £65,000	£55,000 - £65,000
Senior Manager	£65,000 - £75,000	£60,000 - £70,000	£60,000 - £70,000
Director / Associate Partner	£75,000 - £90,000	£70,000 - £85,000	£70,000 - £85,000
Salaried Partner	£90,000 - £150,000	£85,000 - £150,000	£85,000 - £120,000
Equity Partner	£150,000+	£150,000+	£120,000+

## LONDON

	BIG 4	MID-TIER / TOP 20	INDEPENDENT
<b>INSOLVENCY &amp; RESTRUCTURING</b>			
Administrator	£30,000 - £35,000	£30,000 - £35,000	£30,000 - £37,000
Senior Administrator	£40,000 - £50,000	£35,000 - £45,000	£35,000 - £45,000
Assistant Manager	£45,000 - £55,000	£45,000 - £50,000	£45,000 - £50,000
Manager	£55,000 - £80,000	£50,000 - £70,000	£50,000 - £80,000
Senior Manager	£80,000 - £100,000	£75,000 - £100,000	£70,000 - £90,000
Director	£100,000+	£100,000+	£90,000+

## REGIONS

	BIG 4	MID-TIER / TOP 20	INDEPENDENT
<b>INSOLVENCY &amp; RESTRUCTURING</b>			
Administrator	£30,000 - £35,000	£30,000 - £35,000	£30,000 - £37,000
Senior Administrator	£40,000 - £50,000	£35,000 - £45,000	£35,000 - £45,000
Assistant Manager	£45,000 - £55,000	£45,000 - £50,000	£45,000 - £50,000
Manager	£55,000 - £80,000	£50,000 - £70,000	£50,000 - £80,000
Senior Manager	£80,000 - £100,000	£75,000 - £100,000	£70,000 - £90,000
Director	£100,000+	£100,000+	£90,000+

## LONDON

	BIG 4	MID-TIER / TOP 20	INDEPENDENT
<b>CORPORATE FINANCE</b>			
Executive	£50,000 - £60,000	£50,000 - £60,000	£50,000 - £60,000
Assistant Manager	£55,000 - £65,000	£55,000 - £65,000	£55,000 - £65,000
Manager	£65,000 - £80,000	£65,000 - £75,000	£60,000 - £80,000
Senior Manager	£80,000 - £115,000	£75,000 - £105,000	£75,000 - £115,000
Director	£120,000+	£110,000+	£120,000+

## REGIONS

	BIG 4	MID-TIER / TOP 20	INDEPENDENT
<b>CORPORATE FINANCE</b>			
Executive	£50,000 - £55,000	£50,000 - £55,000	£50,000 - £55,000
Assistant Manager	£53,000 - £60,000	£53,000 - £60,000	£53,000 - £60,000
Manager	£60,000 - £75,000	£60,000 - £72,000	£60,000 - £75,000
Senior Manager	£80,000 - £100,000	£75,000 - £90,000	£80,000 - £110,000
Director	£100,000+	£90,000+	£110,000+

## LONDON

	BIG 4	TOP 50	INDEPENDENT
<b>FORENSIC ACCOUNTING</b>			
Executive	£50,000 - £55,000	£50,000 - £55,000	£50,000 - £60,000
Assistant Manager	£55,000 - £63,000	£55,000 - £63,000	£55,000 - £63,000
Manager	£63,000 - £75,000	£63,000 - £75,000	£63,000 - £75,000
Senior Manager	£75,000 - £100,000	£65,000 - £90,000	£90,000 - £100,000
Director	£100,000+	£100,000+	£100,000+

## REGIONS

	BIG 4	TOP 50	INDEPENDENT
<b>FORENSIC ACCOUNTING</b>			
Executive	£45,000 - £50,000	£45,000 - £50,000	£45,000 - £50,000
Assistant Manager	£50,000 - £55,000	£50,000 - £55,000	£50,000 - £60,000
Manager	£60,000 - £80,000	£55,000 - £80,000	£60,000 - £75,000
Senior Manager	£75,000 - £95,000	£65,000 - £90,000	£65,000 - £95,000
Director	£100,000+	£90,000+	£100,000+

## LONDON

	BIG 4	TOP 50	INDEPENDENT
<b>CORPORATE TAX</b>			
Partner	£170,000+	£140,000+	£100,000+
Director	£110,000 - £180,000	£100,000 - £130,000	£80,000 - £100,000
Senior Manager / Associate Director	£80,000 - £120,000	£75,000 - £100,000	£70,000 - £80,000
Manager	£65,000 - £90,000	£55,000 - £70,000	£55,000 - £65,000
Assistant Manager	£50,000 - £65,000	£45,000 - £60,000	£45,000 - £55,000
Semi Senior / Senior	£35,000 - £40,000	£30,000 - £35,000	£30,000 - £35,000

## REGIONS

	BIG 4	TOP 50	INDEPENDENT
<b>CORPORATE TAX</b>			
Partner	£140,000+	£120,000+	£80,000+
Director	£100,000 - £140,000	£95,000 - £120,000	£70,000 - £110,000
Senior Manager / Associate Director	£75,000 - £100,000	£65,000 - £90,000	£65,000 - £80,000
Manager	£55,000 - £70,000	£50,000 - £60,000	£50,000 - £65,000
Assistant Manager	£42,000 - £55,000	£40,000 - £50,000	£38,000 - £50,000
Semi Senior / Senior	£30,000 - £48,000	£30,000 - £42,000	£28,000 - £40,000

## LONDON

	BIG 4	MID-TIER / TOP 20	INDEPENDENT
<b>PERSONAL TAX</b>			
Partner	£150,000+	£130,000+	£120,000+
Director	£110,000 - £160,000	£100,000 - £125,000	£90,000 - £120,000
Senior Manager / Associate Director	£85,000 - 105,000	£70,000 - £90,000	£65,000 - £90,000
Manager	£65,000 - 90,000	£60,000 - £80,000	£55,000 - £80,000
Assistant Manager	£55,000 - £65,000	£50,000 - £60,000	£45,000 - £55,000
Semi Senior / Senior	£32,000 - £50,000	£30,000 - £48,000	£28,000 - £45,000

## REGIONS

	BIG 4	MID-TIER / TOP 20	INDEPENDENT
<b>PERSONAL TAX</b>			
Partner	£130,000+	£110,000+	£80,000+
Director	£100,000 - £150,000	£90,000 - £120,000	£65,000 - £85,000
Senior Manager / Associate Director	£75,000 - £95,000	£65,000 - £85,000	£60,000 - £80,000
Manager	£55,000 - £65,000	£50,000 - £60,000	£50,000 - £65,000
Assistant Manager	£45,000 - £55,000	£40,000 - £50,000	£38,000 - £50,000
Semi Senior / Senior	£28,000 - £48,000	£30,000 - £45,000	£25,000 - £40,000

## LONDON

	SALARY RANGE	DAY RATE
<b>INTERNAL AUDIT</b>		
Internal Auditor	£40,000 - £65,000	£250 - £400
Senior Internal Auditor	£70,000 - £85,000	£400 - £550
Internal Audit Manager	£75,000 - £95,000	£500 - £700
Senior Internal Audit Manager	£95,000 - £115,000	£600 - £850
Head of Internal Audit	£120,000 - £150,000	£900 - £1,200
Internal Audit Director	£140,000 - £180,000	£1,200 - £1,400
Chief Internal Auditor	£200,000+	£1,500 - £2,000

## REGIONS

	SALARY RANGE	DAY RATE
<b>INTERNAL AUDIT</b>		
Internal Auditor	£35,000 - £60,000	£220 - £350
Senior Internal Auditor	£60,000 - £75,000	£300 - £450
Internal Audit Manager	£65,000 - £80,000	£450 - £650
Senior Internal Audit Manager	£85,000 - £100,000	£550 - £750
Head of Internal Audit	£110,000 - £140,000	£800 - £1,000
Internal Audit Director	£125,000 - £160,000	£1,000 - £1,200
Chief Internal Auditor	£180,000+	£1,300 - £1,800



## LONDON

	SALARY RANGE	DAY RATE
RISK		
Credit Risk Analyst	£35,000 - £55,000	£250 - £350
Market Risk Analyst	£40,000 - £60,000	£300 - £450
Operational Risk Analyst	£35,000 - £55,000	£250 - £350
Quantitative Risk Analyst	£55,000 - £90,000	£400 - £650
Prudential Risk Analyst	£45,000 - £65,000	£350 - £500
Credit Risk Manager	£65,000 - £90,000	£400 - £600
ALM Manager	£65,000 - £90,000	£400 - £600
Market Risk Manager	£65,000 - £100,000	£500 - £750
Operational Risk Manager	£65,000 - £90,000	£500 - £750
Quantitative Risk Manager	£90,000 - £125,000	£650 - £1,000
Prudential Risk Manager	£70,000 - £95,000	£500 - £750
VP / Senior Risk Manager	£95,000 - £120,000	£600 - £850
Head of Risk	£110,000 - £160,000	£750 - £1,200
Risk Director	£140,000 - £185,000	£900 - £1,300
Chief Risk Officer	£200,000 - £400,000	£1,200 - £2,000+

## REGIONS

RISK		
Credit Risk Analyst	£30,000 - £50,000	£200 - £350
Market Risk Analyst	£30,000 - £55,000	£325 - £450
Operational Risk Analyst	£30,000 - £50,000	£250 - £400
Quantitative Risk Analyst	£50,000 - £85,000	£350 - £650
Prudential Risk Analyst	£40,000 - £60,000	£300 - £450
Credit Risk Manager	£60,000 - £85,000	£400 - £600
ALM Manager	£60,000 - £85,000	£400 - £600
Market Risk Manager	£60,000 - £85,000	£500 - £700
Operational Risk Manager	£60,000 - £80,000	£450 - £650
Quantitative Risk Manager	£85,000 - £125,000	£650 - £1,000
Prudential Risk Manager	£65,000 - £90,000	£450 - £700
VP / Senior Risk Manager	£85,000 - £115,000	£600 - £850
Head of Risk	£100,000 - £150,000	£750 - £1,200
Risk Director	£130,000 - £170,000	£900 - £1,300
Chief Risk Officer	£180,000 - £300,000	£1,200 - £2,000+

## LONDON

	SALARY RANGE	DAY RATE	CAR ALLOWANCE
<b>TREASURY</b>			
Treasury Analyst	£40,000 - £50,000	N/A	N/A
Senior Treasury Analyst	£45,000 - £60,000	N/A	N/A
Treasury Manager	£55,000 - £75,000	£400 - £550	N/A
Senior Treasury Manager	£65,000 - £90,000	£600 - £750	N/A
Deputy Treasurer	£85,000 - £120,000	£700 - £850	£5,000 - £7,000
Treasurer	£100,000 - £160,000	£750 - £1,100	£5,000 - £7,000
Group Treasurer	£120,000 - £250,000	£800 - £1,500	£5,000 - £7,000

## REGIONS

	SALARY RANGE	DAY RATE	CAR ALLOWANCE
<b>TREASURY</b>			
Treasury Analyst	£35,000 - £45,000	N/A	N/A
Senior Treasury Analyst	£45,000 - £55,000	N/A	N/A
Treasury Manager	£50,000 - £70,000	£400 - £550	N/A
Senior Treasury Manager	£60,000 - £85,000	£600 - £750	N/A
Deputy Treasurer	£80,000 - £110,000	£700 - £850	£5,000 - £7,000
Treasurer	£90,000 - £130,000	£750 - £1,000	£5,000 - £7,000
Group Treasurer	£100,000 - £170,000	£800 - £1,200	£5,000 - £7,000

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