

Permanent/Temporary Recruitment

Salary ranges always vary depending on individual circumstance. Many factors have an effect on the justification of salary expectations. These guides are simply to give you an overview of the market, thanks to research and our own expertise and experience within the market.

	Midlands		
	From	To	Average
5 Year PQE			
ACA	£55,000	£80,000	£68,000
ACCA	£55,000	£75,000	£65,000
CIMA	£55,000	£75,000	£65,000
3 Year PQE			
ACA	£50,000	£60,000	£55,000
ACCA	£48,000	£60,000	£53,000
CIMA	£48,000	£60,000	£53,000
Newly Qual			
Top 20 ACA	£40,000	£50,000	£45,000
Small Practice ACA	£37,000	£40,000	£38,000
ACCA	£38,000	£42,000	£40,000
CIMA	£38,000	£42,000	£40,000
Part Qual – 5 exams remaining			
ACA	£30,000	£35,000	£33,000
ACCA	£30,000	£35,000	£33,000
CIMA	£30,000	£35,000	£33,000
Trainee			
ACA	£16,000	£25,000	£20,000
ACCA	£18,000	£25,000	£22,000
CIMA	£18,000	£25,000	£22,000
Transactional			
SSC Manager	£40,000	£70,000	£55,000
Manager	£30,000	£50,000	£40,000
Supervisor	£25,000	£35,000	£30,000
Credit Controller	£20,000	£28,000	£24,000
Accounts Assistant	£20,000	£25,000	£22,500
AP/AR/Payroll Clerk	£18,000	£24,000	£21,000

Executive Recruitment

The remuneration of Executive and Senior level finance roles vary vastly hence it is difficult to conveniently summarise in a table. Instead, using our expertise in this market, we feel it of greater relevance to highlight the key factors that the reader should consider when endeavouring to arrive at a market rate for any given position.

Key Factors to Influencing Executive Salaries:

- Most obvious is the role itself. (*CFO, Group FD, FD, Divisional FD, Group FC*).
- Location and Sector
- Size and complexity of the organisation
- Ownership structure i.e. owner managed/group/PE-VC Backed/Listed
- Organisation situation and plans, i.e. Growth/M&A/Turnaround/Exit/BAU
- Current financial performance
- Equity, EMI or LTIP participation, this can result in lower annual remuneration with view to wealth growth in the medium/long term
- Benefits Package, typically larger plc have a more compressive benefits package then SME's. The benefits with most senior roles will come with:
 - Car/car allowance
 - Pension and Death in Service
 - Private Health Care, usual for family
 - Share save scheme (*PLC's*)
 - Bonus Level and ability to achieve them. The minimum at the senior level will be around 15%, however 100%+ of salary is not uncommon in certain situations.

In order to provide guidance on a specific role, bench mark yourself or a person in your organisation, please contact us directly on 0121 233 9911. With a collective of 50 years service in recruitment at greenwellgleeson; Rob Lawton (*MD and Exec Interim*), Steve Rai ACMA (*Exec Permanent*) or Duncan Wise (*Business Development Director*) are ideally placed to offer an expert opinion. We are constantly working senior roles and engaging with executive level finance professionals in the market and hence have real time market knowledge.

Benefits

Naturally these vary on a number of factors too – with different companies and sector all playing a part in the consideration of benefits offered.

Generally whilst you are studying (*roles up to c£35,000*) the benefits package will include some form of study support and a basic company benefits package. The level of support for study and the amount of benefits will generally be of greater value in larger companies/plc. Usually Small/Medium Enterprises will offer a benefits package dependant on the size of the business, and also the sector.

For roles of a Post-Qualified nature (*c£35k+*) the benefits package will become slightly more enhanced including such benefits as a Company Car, Car Allowance, Bonus, Enhanced Pension, Private Healthcare, Childcare vouchers. Executive benefits are an example of enhanced benefits, and can be seen above