

Financial Markets

2023

HAYS SALARY & RECRUITING TRENDS

hays.co.uk/financial-markets-insights



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Methodology

The recruiting trends and benefits data in this report is based on survey findings of almost 500 employers and employees working in financial markets. It was completed in February 2023 by organisations of all sizes and across a number of functions in financial markets.

The survey on which the comparisons in this guide are based was carried out in August 2021 and received over 700 responses. The salary data has been compiled using information gathered during 2023 from our Hays office in London. It is based on job listings, job offers and candidate registrations.

INTRODUCTION

Welcome to the Hays Financial Markets Salary & Recruiting Trends 2023 guide. This year's report has been created against a backdrop of ongoing economic uncertainty, rising interest rates and a cost of living crisis impacting finances across the country. Further afield, the collapse of Silicon Valley Bank in March 2023 and the decline of other financial institutions are further disrupting the sector, with the effects being felt across the globe. As financial organisations ride the waves of these turbulent economic waters, the need for talented and skilled individuals is as strong as ever, to help navigate market challenges and seize opportunities.

Despite the concerns in the wider economy, employers are expecting a busy year of activity ahead. The findings from our survey of almost 500 professionals in the sector show that those planning to hire new staff has seen another year-on-year increase. One area seeing particular focus is environment, sustainability and governance (ESG), with the majority of employers predicting their ESG teams will grow in the year ahead.

However, skills shortages remain a big challenge, having affected almost nine in ten employers over the last year, with difficulties faced when trying to hire both permanent and temporary staff.

In response to a skills-short hiring market as well as the rising cost of living and inflation, pay has increased by an average of 4.9% over the last year across banking, financial services and fintech roles. Employees are placing more scrutiny on how pay rises are being allocated, and there's been an uplift in professionals not agreeing their employer is always transparent in this regard. With most employers predicting salaries will increase again in the year ahead, they should consider what steps they can take to ensure greater transparency around how pay rises are set.

Salary alone isn't enough to retain existing staff or to encourage someone to change jobs. Our research shows that a lack of career development and progression opportunities are both leading causes behind employees' unhappiness in their role. Other factors that matter to professionals include a positive work-life balance and benefits that cater towards wellbeing, health and generous annual leave allowance.

Leaders within many organisations continue to focus on their approach to hybrid working and how to make it successful, whereas some financial institutions are choosing to ask staff to return to the office more often. There are pros and cons to both approaches and the debate will continue in the year ahead as organisations weigh up the impacts of having a flexible working approach on employee retention and productivity, whilst attracting new staff.

Job candidates are also paying closer attention to how diverse and inclusive an organisation's culture is, the steps it's taking to be more sustainable, and what an organisation stands for and how it supports the wider community. All these factors contribute to whether someone chooses to apply for, or even accept, a new job and must therefore be areas of focus for employers hiring in the year ahead.

There are plenty of insights in this guide which I hope will help you with your talent strategies in the months ahead. Our team looks forward to discussing with you what the findings could mean for your organisation.



Hamish Thomson

Hamish Thomson
Director

Hays



HIRING TRENDS

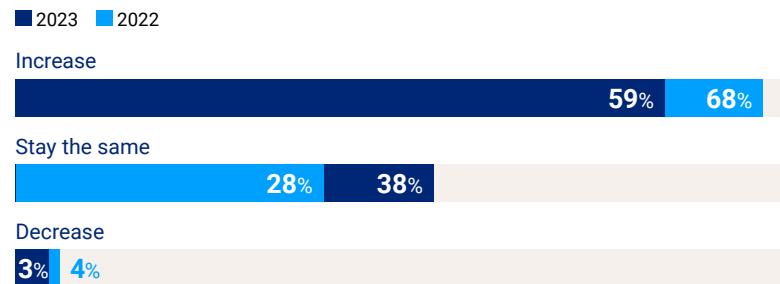
Activity within the financial services sector is set to remain busy this year, but employers continue to face worsening skills shortages. Salaries are on the rise but pay is not the only factor that will help organisations secure the professionals they need. Career progression, a diverse and inclusive culture, a commitment to sustainability and a positive work-life balance are just some of the areas the sector needs to get right if they want to stand out from the competition when hiring.

Economic concerns but activity set to remain buoyant

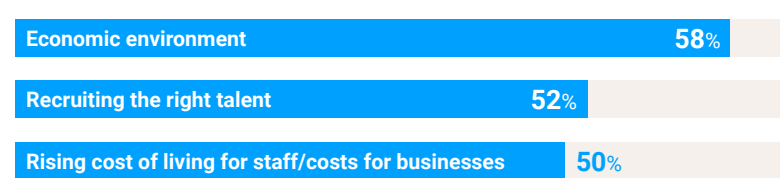
Just over half (54%) of employers are optimistic about the wider economic climate and the employment opportunities it may create in the long term, a decline from a much higher 70% last year. Similarly, employees are more concerned about the long-term economic climate and employment outlook than they were last year, rising to 62% from 52%.

Most employers (59%) expect their organisation's performance to increase in the year ahead compared to 68% who said the same last year. Those expecting activity to remain the same is higher than last year (38% compared to 28% last year) indicating no let-up in the pace of activity following last year's peak. However, challenges are expected in the next 12 months when it comes to the economic environment (58%) and retaining talent (65%).

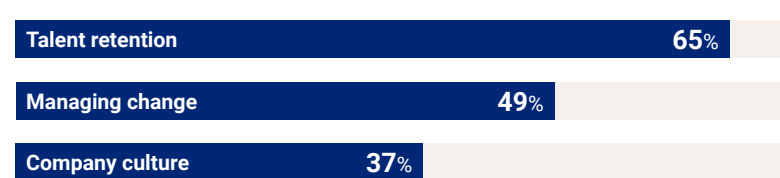
Over the next 12 months, how do employers expect their organisation's performance to change?



Top three expected external challenges over the next 12 months



Top three expected internal challenges over the next 12 months



Uplift in hiring plans

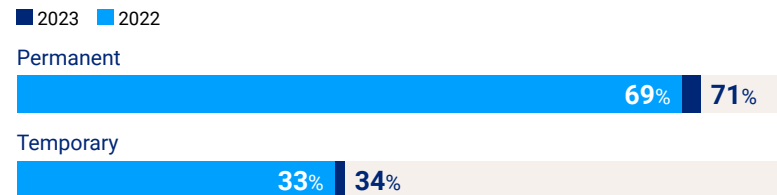
Hiring plans continue on an upward trend. 87% of employers plan to recruit staff over the next 12 months, a rise from 80% last year and 70% in 2021. Hiring permanent staff is the main focus for 71% of employers, while 34% expect to hire temporary, contract or interim staff in the year ahead. The main reasons for hiring temporary staff are to ensure flexibility of staffing costs (55%), to meet peaks in demand (51%) and to access specific skills for one-off projects (33%).

There will also be a greater focus on building responsible investment and ESG teams this year. Most employers (63%) believe the importance of responsible investment and ESG will increase in the next 12 months, and 58% plan to grow these teams in that same timeframe.

Are employers planning on recruiting staff over the next 12 months?



What type of staff will employers be recruiting?

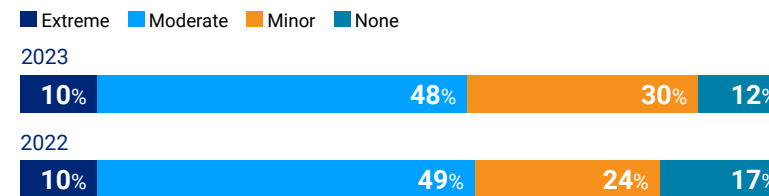


Skills shortages becoming more critical

Most employers continue to face skills shortages. 88% have experienced them in the last year, a rise from 83% the year prior. Permanent staff have been most difficult to hire, with 78% of employers facing challenges compared to 66% last year, and a further 62% say they have struggled to hire temporary staff – an upward trend from 49% last year.

Meanwhile skills shortages are having a negative impact on productivity (44%), the ability to deliver projects (44%) and on innovation and creativity (42%).

To what extent have employers experienced skills shortages in the past year?

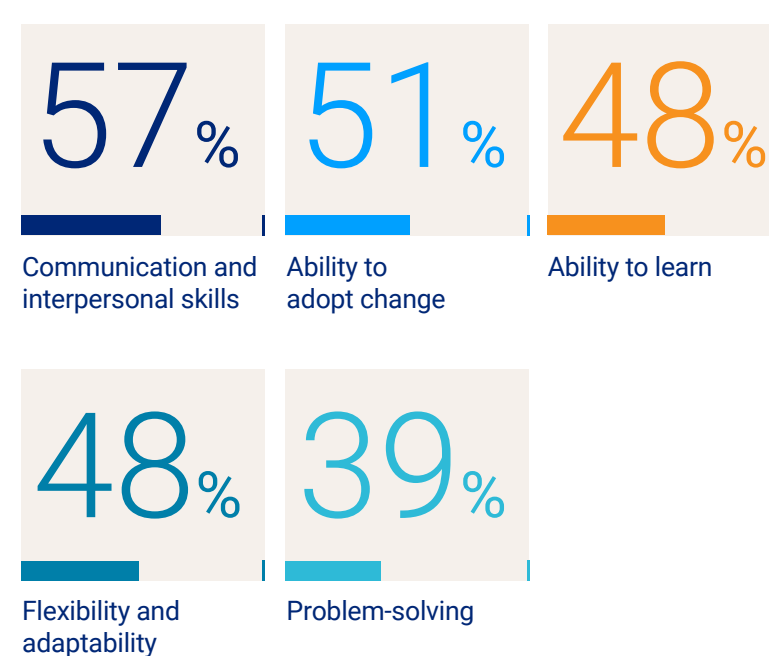


Competition from other employers remains the leading perceived cause of skills shortages (49%), followed by a lack of a diverse range of people entering the financial services job market, rising to 28% from 21% last year. A further 27% of employers say a lack of progression opportunities is to blame.

To address skills shortages, organisations are choosing to actively hire certain individuals including graduates (53%), workers from other industries or professions (30%), apprentices (29%) and workers from overseas (26%). 65% of employers would be willing to hire a professional who does not possess all the required skills with the intention of upskilling them.

Hiring challenges are set to continue in the year ahead. 66% of employers expect to face applicants with unrealistic salary requirements, a significant rise from 53% last year, 60% anticipate strong competition from other employers and 49% predict a shortage of suitable applicants.

Soft skills employers are most in need of



HIRING TRENDS

Pay is on the rise

80% of employers increased their employees' salaries over the last year, compared to 58% who did so the year prior. 69% attribute this increase to the rise in the cost of living.

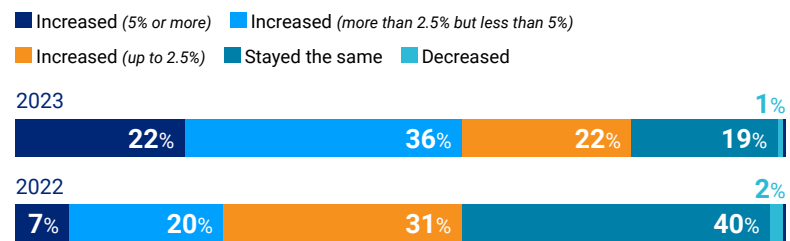
Salaries rose by an average of 4.9% over the last year. Pay rises were higher within financial markets (5.4%) compared to fintech (3.9%) largely driven by salary uplifts for junior rather than senior roles. Salary increases were highest for tax roles (16.7%) driven by both inflation and areas of risk for large banks such as operational taxes. Above average pay increases were also seen within operations (9.9%), executive support (9.1%), treasury (8.9%) and finance roles (8.7%).

Within fintech, cyber security remains a key focus as threats become more complex, resulting in average pay rises of 10.5%. Projects and change roles have also seen above average pay rises of 5.3% over the last year.

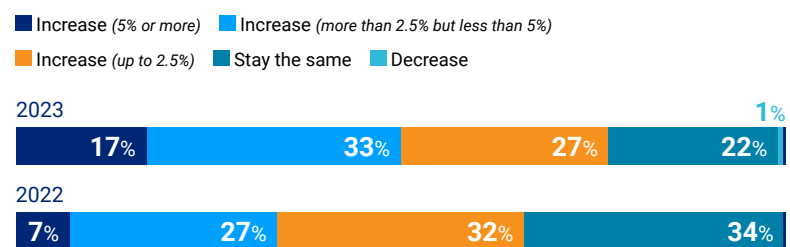
31% of employees are not satisfied with their current salary compared to 36% last year. Pay dissatisfaction stems from it not reflecting individual performance (60%), responsibilities (47%) or experience and expertise (46%). In the year ahead, 77% of employers plan to increase salaries again.

85% of staff received a performance-related bonus in the last 12 months, 68% of whom say their bonus increased compared to the year before. Most professionals who received a bonus cited their satisfaction (78%).

How employee salaries have changed in the last 12 months



How employee salaries are likely to change in the next 12 months



Perceptions of pay transparency are misaligned

Transparency around how pay levels and pay rises are set remains an important issue to most professionals (82%). Over the last year, there has been an uplift in the proportion of employers saying they are consistently transparent with staff in this regard, rising to 74% from 62% last year.

However, almost half of employees (49%) do not believe their organisation is consistently transparent about pay levels and pay rises, an increase from 38% who said the same last year.

Career progression crucial to job satisfaction

Employee optimism about their career prospects has remained steady year-on-year, with 61% of professionals feeling positive compared to 58% last year. Job satisfaction has also stayed on a par with last year, with 76% of professionals satisfied with their role compared to 74% in 2022.

For those who are dissatisfied with their job, a lack of career progression (54%), a salary that's too low (also 54%) and a lack of career development opportunities (50%) are the main reasons for feeling this way.

Whilst 86% of employers believe that there is scope for career progression for their staff, over a quarter (27%) of employees do not agree that this is the case.

Top three reasons for job dissatisfaction

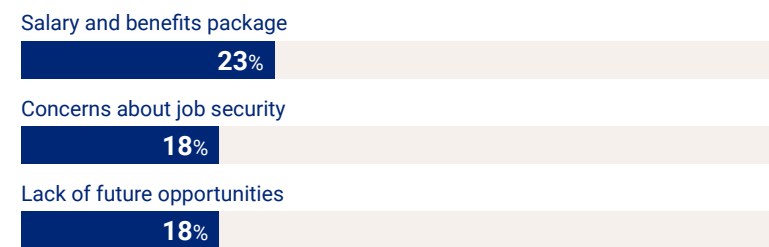


Career opportunities needed to retain staff

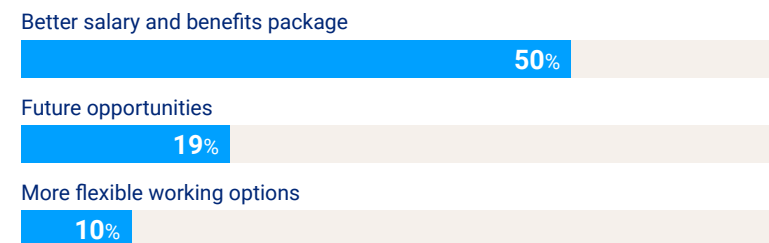
38% of employees moved jobs over the last year, and a further 37% considered doing so. The main reasons for changing jobs were due to a lack of career progression, the job being unfulfilling and a salary that was too low (all 26%).

In the year ahead, over half (56%) of employees intend to move jobs, a slight uplift from last year (51%). Employee movement is driven by salary and benefits packages (23%), concerns about job security (18%) and a lack of future opportunities (18%). For those not planning on changing jobs in the next 12 months, half (50%) could be tempted to do so if offered a better salary and benefits package.

Top three reasons employees want to leave their current role



Top three factors that would tempt employees to move job



Employee movement is driven by salary and benefits packages (23%), concerns about job security (18%) and a lack of future opportunities (18%).



HIRING TRENDS

Demonstrating DE&I and a strong purpose key to hiring

Diversity, equity and inclusion (DE&I) in the workplace can have a profound impact on hiring. For example, most professionals (72%) say an organisation's ability to demonstrate a diverse and inclusive culture influences their decision to apply for a new role.

Having an inclusive hiring process is also considered significant. 72% of employees say it is important that an organisation has taken steps to mitigate bias in their recruitment selection processes, for example, by ensuring interview panels are diverse and adjusting assessments to ensure they're fair for those living with disabilities or impairments. If not, 42% of employees would be less likely to accept a job offer with the organisation and 32% would consider withdrawing their application altogether.

Steps professionals would take if an organisation did not mitigate bias in their recruitment selection processes



Having a clearly defined organisational purpose is another influential factor when hiring. An organisation's purpose can be defined as its reason for existing beyond profit alone and includes the actions it takes to overcome societal, economic or environmental challenges in the communities in which it is based and does business. For most professionals (88%), this organisational purpose is an important consideration when assessing a new role.

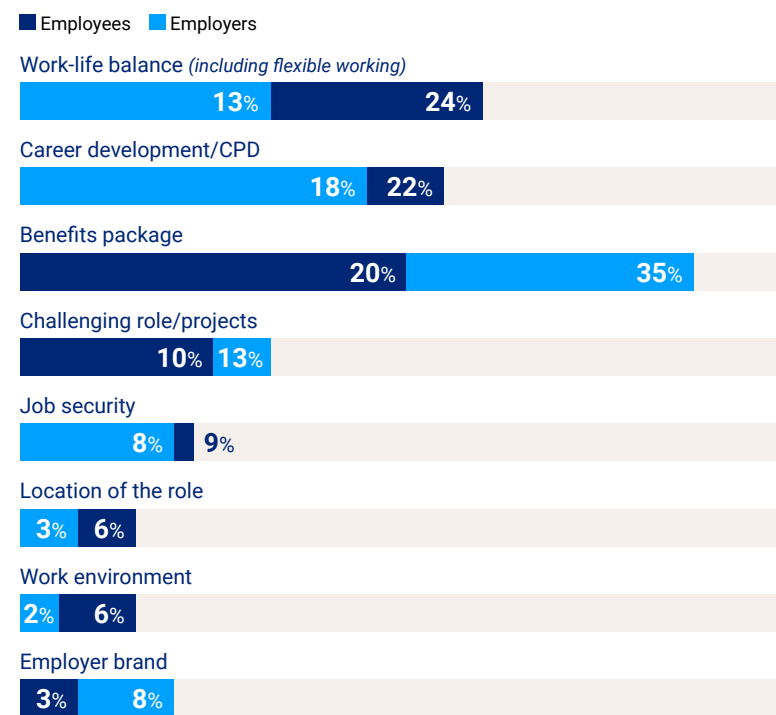
79% of employees say they judge an organisation's commitment to sustainability as important when assessing a new role, and 86% of employers believe this commitment is key to helping them attract staff.

Work-life balance must remain high on the agenda

Aside from salary, employers say the benefits package they offer (35%) is the most important factor to help them attract staff, followed by the career development and CPD they offer (18%), a challenging role/projects (13%) and work-life balance, including flexible working (also 13%).

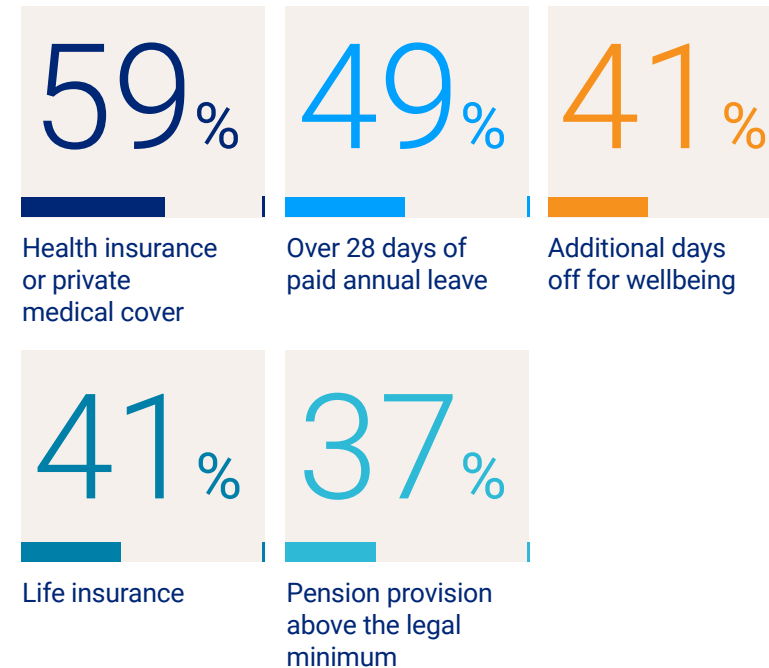
However, for employees, top of their list when considering a new role (apart from salary) is a positive work-life balance (24%). This is followed by career development/CPD opportunities (22%) and a strong benefits package (20%).

Most important factors aside from salary to employees when considering a new job and to employers when hiring



There is a continued upward trend in employees rating their work-life balance as positive, rising to 64% this year from 56% in 2022 and 51% in 2021. In order to improve their work-life balance, employees would ideally change their working hours to include flexible working (43%) or change their commuting times (19%).

Benefits most important to employees when considering a new role

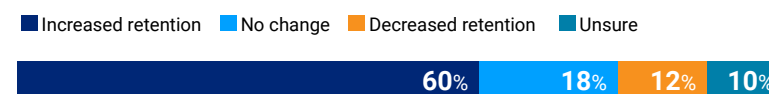


Hybrid working positively impacting staff retention

65% of employers are offering hybrid working to their staff, 60% of whom say this is a new policy. A further 7% say it is under review. Most employers (60%) say introducing hybrid working has increased staff retention, while 18% say it has not had any impact.

62% of employees say having the opportunity to work in a hybrid way is important when considering a new role, 54% value home or remote working, and 39% say having the scope to work outside of core business hours is an important factor.

What effect has introducing hybrid working had on staff retention according to employers?



When working in a hybrid way, employers would prefer for their staff to be in the workplace a minimum of three days a week (28%). A further quarter (25%) of employers offer a flexible approach where staff can choose how often they're in the workplace. However, given the option to decide how often they're in the workplace as part of the hybrid approach would tempt 53% of employees to change employer.

Most employers (64%) expect their current hybrid working offering will stay the same over the next 12 months, while a further 31% expect employees will be required in the workplace more often.

Focus on sustainability is growing

Sustainability within organisations can be defined as operating in a manner which positively impacts the wider environment, and it's an important issue to staff. 79% of employees say they judge an organisation's commitment to sustainability as important when assessing a new role, and 86% of employers believe this commitment is key to helping them attract staff.

Almost three-quarters (74%) of employers say their organisation sets sustainability targets. The most common ways sustainability is being managed within organisations is by a small, dedicated team (37%), or by a single person supported by others in other parts of the organisation (23%). 17% say there is no dedicated resource to sustainability, with workload instead being picked up by one or more people alongside their other responsibilities. Only 14% say it is managed by a large, dedicated team.

Investment in sustainability teams is set to grow, with over half (52%) of employers expecting the need for sustainability specialists and green skills to increase within their organisation in the next 12 months.

How is sustainability currently managed within organisations?



EXPERT INSIGHT

Martin Baxter, Policy and External Affairs Director and Deputy CEO at the Institute of Environmental Management and Assessment (IEMA) shares his insight into the increasing need for sustainability expertise and how the financial services sector can ensure they're able to keep up with demand for skilled professionals.

Demand for sustainability skills is on the rise, as organisations across all sectors of the economy look to make their contribution to addressing key issues such as climate change, tackling the plastics crisis, biodiversity loss, and modern slavery. The finance sector is no exception, with firms needing to get their own house in order, as well as factor sustainability and climate change risks and opportunities into their services. Whether financing projects that are critical to the net-zero transition, pricing climate change and other environmental risks into asset valuations or engaging in carbon and other environmental markets where ecosystem services are priced and traded, the finance system has a critical role to play in moves towards a sustainable economy.

The need for skilled professionals working in sustainability has never been more important as an array of standards, policy and regulation drive a range of requirements and expectations on the private sector. The lexicon of acronyms (e.g., SBTi, TCFD, TNFD, ESG, CDSB....) and initiatives (e.g., Transition Plan Taskforce, UNFCCC Carbon Neutral Now, Glasgow Financial Alliance for Net Zero) has hugely increased complexity and in turn, requires people with the skills and competence to develop and deliver a coherent sustainability strategy. With regulators such as the Financial Conduct Authority and the Competition Markets Authority taking an active interest in climate change and environmental sustainability, the quality of corporate reporting and sustainability disclosures is a critical reputation issue.

Professional recognition is one way that firms can avoid falling into the trap of 'skills-greenwashing' when hiring sustainability leads. IEMA, the Institute of Environmental Management and Assessment, is a global body for sustainability professionals with more than 20,000 individual members, corporate partners, training and university partners, governments and regulatory bodies.

We support, encourage and improve the skills and competence of environment and sustainability professionals. We help public and private sector organisations to transform their workforce, so that they have the capability to deliver on stretching sustainability targets. We also work to influence public policy on environment and sustainability matters, both in the UK and internationally. IEMA's professional qualifications are the international gold standard for sustainability professionals, giving employers a high level of assurance on the sustainability credentials when seeking out candidates.

We are seeing a huge increase in the demand for skilled sustainability professionals as more organisations and businesses address and plan for the future. The [IEMA Sustainability Skills Map](#) provides the framework for our professional qualifications and development programmes, combining requirements on core knowledge and understanding, together with the skills needed to translate this into action for a sustainable future. Our training programmes and 'continuing professional development' support help people to develop and keep up to date on this fast-moving agenda. Our [Green Careers Hub](#) guides people through the career choices they can make to be part of the sustainability revolution. It's a fantastic time to be involved in a profession that is part of the solution to the long-term sustainability challenges we face.



Martin Baxter
Policy and External Affairs Director,
Deputy CEO

*Institute of Environmental
Management and
Assessment (IEMA)*

RECOMMENDATIONS

Employers expect to encounter robust competition for talent when hiring in the year ahead, so what can you do to find and retain the professionals and expertise you need? Read on for our recommendations to help you secure talent in the year ahead.

Be transparent about pay

As the cost of living continues to bite, pay is on the rise within the financial services sector. Despite improvements to salary satisfaction, around one in three professionals remain dissatisfied with their pay, and employees are less convinced that their employer is transparent about the salary increase process.

Be clear and open with the whole team when setting expectations around pay rises and ensure a process is in place for regular feedback. You can also take steps to ensure your pay is competitive, for example by using the salary information in this guide, or by contacting our [salary benchmarking team](#) for a more in-depth assessment of your remuneration packages.

Create clear career progression plans

A lack of career progression is the top reason why professionals in the sector are dissatisfied with their current job, over and above their salary. It's also been cited as the primary reason behind employees changing jobs over the last year, and features in the top three list of reasons staff plan to make a move in the year ahead.

Creating a clear career progression plan involves working closely with staff to evaluate their current position, the career goals they want to reach, and from this build an achievable plan together that aligns to both their aspirations and your organisation's needs. Regular reviews are a must where you can check progress, adjust plans if needed and offer the right resources, such as training support. Ensure progression opportunities are also promoted to prospective candidates.

Build a strong EVP

Your organisation's employee value proposition, or EVP, is a means of convincing professionals why they should choose to work with you. An EVP is made up of many parts and is unique to each organisation, and our research highlights certain aspects which matter to employees. For example, your organisation's purpose, or reason for existing beyond making profit, is important to almost nine out of ten professionals when they're thinking about applying for a new job. Your organisation's sustainability credentials also play a key role, with 79% of employees saying they consider this when deciding on a new role.

Once you've built a strong EVP, you need to promote it. Make sure your hiring managers are up to speed so they can discuss aspects of your EVP during interviews. You can also check out our [employer branding service](#) which can help you to showcase your organisation as an employer of choice.

Focus on demonstrating DE&I

Diversity, equity and inclusion are crucial for staff retention as well as attraction within the financial services sector. Most employees actively look for a diverse, equitable and inclusive culture when assessing a potential new role. Furthermore, if they see an organisation failing to take steps to mitigate bias in their hiring processes, they may well choose to withdraw their application or raise their concerns.

Steps you can take include reviewing job descriptions for any biased language, ensuring your recruitment materials depict a wide range of demographics, and including a diverse range of stakeholders on hiring panels. Our [expert recruiters](#) can also work with you to attract candidates from traditionally under-represented groups.

FINANCIAL MARKETS SALARIES

COMPLIANCE

Financial Markets and Banking

CORPORATE & INVESTMENT BANKING		
Control Room	£ Range	£ Typical
Head of Control Room	135,000-185,000	160,000
Director	130,000-165,000	145,000
Vice President	80,000-120,000	100,000
Assistant Vice President	60,000-80,000	70,000
Associate	40,000-60,000	50,000
Markets Advisory		
Head of Markets Advisory	180,000-250,000	215,000
Director	135,000-190,000	155,000
Vice President	90,000-140,000	115,000
Assistant Vice President	65,000-90,000	80,000
Associate	40,000-65,000	55,000
Monitoring & Surveillance		
Head of Monitoring & Surveillance	150,000-210,000	180,000
Director	125,000-150,000	135,000
Vice President	90,000-125,000	110,000
Assistant Vice President	65,000-85,000	75,000
Associate	50,000-70,000	60,000
Private Side Advisory		
Head of Private Side Advisory	180,000-240,000	220,000
Director	125,000-190,000	175,000
Vice President	95,000-130,000	115,000
Assistant Vice President	70,000-95,000	85,000
Associate	50,000-65,000	55,000
Regulatory Developments & Policy		
Head of Regulatory Developments & Policy	180,000-220,000	200,000
Director	135,000-190,000	160,000
Vice President	95,000-135,000	120,000
Assistant Vice President	65,000-95,000	80,000
Associate	55,000-65,000	60,000

SMALL & MEDIUM FIRMS		
Brokerages	£ Range	£ Typical
Head of Compliance	140,000-220,000	160,000
Director/Team Lead	90,000-170,000	130,000
Manager	80,000-100,000	90,000
Analyst/Associate	35,000-60,000	50,000
International Branch/Subsidiaries		
Head of Compliance	120,000-200,000	150,000
Officer	65,000-85,000	80,000
Manager	45,000-65,000	60,000
Analyst/Associate	40,000-50,000	45,000
Payments/Fintech		
Head of Compliance	110,000-210,000	165,000
Director/Team Lead	100,000-170,000	135,000
Senior Manager/Officer	60,000-100,000	80,000
Manager	40,000-70,000	60,000
Assistant Manager	25,000-60,000	45,000

Investment Management

ADVISORY	£ Range	£ Typical
Director/Team Head	140,000-175,000	155,000
Manager/VP	100,000-140,000	120,000
Associate	70,000-100,000	85,000
Analyst	45,000-70,000	65,000
DISTRIBUTION & FINANCIAL PROMOTIONS		
Director/Team Head	115,000-145,000	125,000
Manager/VP	85,000-115,000	105,000
Associate	60,000-85,000	77,000
Analyst	35,000-60,000	52,000
INVESTMENT GUIDELINE MONITORING		
Director/Team Head	100,000-135,000	125,000
Manager/VP	75,000-100,000	90,000
Associate	55,000-75,000	65,000
Analyst	40,000-55,000	50,000
MONITORING & REVIEWS		
Director/Team Head	105,000-125,000	125,000
Manager/VP	75,000-105,000	90,000
Associate	65,000-75,000	70,000
Analyst	50,000-65,000	60,000

TRADE SURVEILLANCE	£ Range	£ Typical
Director/Team Head	105,000-135,000	125,000
Manager/VP	85,000-105,000	100,000
Associate	65,000-85,000	80,000
Analyst	50,000-65,000	60,000
WEALTH MANAGEMENT		
Head of Compliance	130,000-190,000	150,000
Manager/VP	70,000-100,000	90,000
Associate	55,000-70,000	60,000
Analyst	40,000-55,000	50,000
HEDGE FUNDS/PRIVATE EQUITY		
Head of Compliance	160,000-220,000	180,000
Manager/VP	105,000-135,000	125,000
Associate	75,000-105,000	95,000
Analyst	50,000-75,000	70,000

FINANCIAL MARKETS SALARIES

EXECUTIVE SUPPORT

Financial Markets and Banking

EXECUTIVE SUPPORT	£ Range	£ Typical
Office Manager	45,000-50,000	50,000
Executive Assistant	50,000-70,000	55,000
Secretary	40,000-50,000	45,000
Personal Assistant	40,000-50,000	45,000
Senior Team Assistant	35,000-45,000	40,000
Team Assistant	30,000-40,000	37,000
Administrator	25,000-35,000	28,000
Receptionist	28,000-38,000	35,000

Investment Management

EXECUTIVE SUPPORT	£ Range	£ Typical
Office Manager	45,000-50,000	50,000
Executive Assistant	50,000-70,000	55,000
Secretary	40,000-50,000	45,000
Personal Assistant	40,000-50,000	45,000
Senior Team Assistant	35,000-45,000	40,000
Team Assistant	30,000-40,000	37,000
Administrator	25,000-35,000	28,000
Receptionist	28,000-38,000	35,000

ESG

Financial Markets and Banking

ESG		£ Range	£ Typical
Responsible Investment/ ESG Specialist	Senior leadership	110,000+	130,000
	Experienced	75,000-110,000	90,000
	Early career	50,000-75,000	60,000
	Entry level	30,000-45,000	35,000

Investment Management

ESG		£ Range	£ Typical
Responsible Investment/ ESG Specialist	Senior leadership	120,000+	150,000
	Experienced	80,000-120,000	95,000
	Early career	50,000-80,000	65,000
	Entry level	35,000-45,000	40,000

FINANCIAL MARKETS

SALARIES

FINANCE

Financial Markets and Banking

FINANCE CHANGE	£ Range	£ Typical
Director (10+ years qualified)	90,000-130,000	127,000
VP (5-10 years qualified)	80,000-110,000	90,000
AVP (2-5 years qualified)	62,000-77,000	74,000

FINANCIAL ACCOUNTANT	£ Range	£ Typical
Director (10+ years qualified)	125,000-150,000	135,000
VP (5-10 years qualified)	90,000-120,000	100,000
AVP (2-5 years qualified)	70,000-100,000	85,000
Newly Qualified (0-2 years qualified)	60,000-70,000	65,000
Part Qualified - Finalist	30,000-50,000	45,000

FINANCIAL PLANNING & ANALYSIS	£ Range	£ Typical
Director (10+ years qualified)	100,000-160,000	130,000
VP (5-10 years qualified)	80,000-110,000	95,000
AVP (2-5 years qualified)	70,000-90,000	80,000
Newly Qualified (0-2 years qualified)	60,000-65,000	60,000
Part Qualified - Finalist	30,000-50,000	45,000

GROUP ACCOUNTANT	£ Range	£ Typical
Director (10+ years qualified)	120,000-150,000	140,000
VP (5-10 years qualified)	90,000-120,000	95,000
AVP (2-5 years qualified)	70,000-90,000	80,000
Newly Qualified (0-2 years qualified)	60,000-65,000	60,000
Part Qualified - Finalist	30,000-50,000	45,000

MANAGEMENT ACCOUNTANT	£ Range	£ Typical
Director (10+ years qualified)	100,000-120,000	110,000
VP (5-10 years qualified)	80,000-100,000	90,000
AVP (2-5 years qualified)	70,000-90,000	80,000
Newly Qualified (0-2 years qualified)	60,000-65,000	65,000
Part Qualified - Finalist	30,000-50,000	45,000

PRODUCT CONTROLLER	£ Range	£ Typical
Director (10+ years qualified)	100,000-150,000	135,000
VP (5-10 years qualified)	80,000-110,000	90,000
AVP (2-5 years qualified)	75,000-90,000	85,000
Newly Qualified (0-2 years qualified)	60,000-75,000	65,000
Part Qualified - Finalist	40,000-60,000	50,000

REGULATORY REPORTING	£ Range	£ Typical
Director (10+ years qualified)	135,000-175,000	165,000
VP (5-10 years qualified)	100,000-150,000	125,000
AVP (2-5 years qualified)	80,000-100,000	90,000
Newly Qualified (0-2 years qualified)	65,000-85,000	75,000
Part Qualified - Finalist	55,000-80,000	65,000

SENIOR FINANCE	£ Range	£ Typical
CFO	175,000-500,000	250,000
Divisional CFO/Head of Finance	125,000-200,000	180,000
Financial Director	140,000-200,000	160,000
Financial Controller	90,000-130,000	115,000

THIRD PARTY ADMINISTRATION	£ Range	£ Typical
Senior Fund Accountant	80,000-110,000	100,000
Fund Accountant	60,000-90,000	80,000
Assistant Fund Accountant	45,000-60,000	55,000
Assistant Accountant	30,000-40,000	35,000

Investment Management

FINANCIAL ACCOUNTANT	£ Range	£ Typical
Director (10+ years qualified)	110,000-160,000	135,000
VP (5-10 years qualified)	85,000-120,000	110,000
AVP (2-5 years qualified)	60,000-85,000	80,000
Newly Qualified (0-2 years qualified)	60,000-70,000	65,000
Part Qualified - Finalist	40,000-55,000	45,000

FINANCIAL PLANNING & ANALYSIS	£ Range	£ Typical
Director (10+ years qualified)	120,000-175,000	150,000
VP (5-10 years qualified)	80,000-125,000	100,000
AVP (2-5 years qualified)	70,000-90,000	80,000
Newly Qualified (0-2 years qualified)	60,000-70,000	65,000
Part Qualified - Finalist	35,000-50,000	45,000

FUND ACCOUNTING	£ Range	£ Typical
Head of Fund Accounting (10+ years qualified)	120,000-175,000	150,000
Senior (5-10 years qualified)	90,000-125,000	110,000
Junior Fund Accountant (2-5 years qualified)	60,000-90,000	75,000
Newly Qualified (0-2 years qualified)	60,000-75,000	65,000
Part Qualified - Finalist	30,000-50,000	45,000

MANAGEMENT ACCOUNTANT	£ Range	£ Typical
Director (10+ years qualified)	100,000-150,000	125,000
VP (5-10 years qualified)	90,000-125,000	110,000
AVP (2-5 years qualified)	60,000-90,000	75,000
Newly Qualified (0-2 years qualified)	60,000-75,000	65,000
Part Qualified - Finalist	30,000-50,000	45,000

REGULATORY/LIQUIDITY REPORTING	£ Range	£ Typical
Director (10+ years qualified)	90,000-140,000	120,000
VP (5-10 years qualified)	80,000-110,000	100,000
AVP (2-5 years qualified)	70,000-100,000	80,000
Newly Qualified (0-2 years qualified)	60,000-75,000	60,000

SENIOR FINANCE	£ Range	£ Typical
CFO/Divisional CFO	140,000-250,000	200,000
Financial Director	100,000-200,000	150,000
Financial Controller	90,000-125,000	100,000

FINANCIAL MARKETS SALARIES

FINANCIAL CRIME COMPLIANCE

Financial Markets and Banking

ADVISORY - AML (CORE)	£ Range	£ Typical
Director - Head of AML Advisory (Region or Business Line)	140,000-230,000	160,000
Director AML Advisory	130,000-160,000	150,000
VP AML Advisory	80,000-120,000	100,000
AVP AML Advisory	50,000-85,000	70,000

ADVISORY - SANCTIONS	£ Range	£ Typical
Director - Head of Sanctions	130,000-190,000	160,000
Director - Sanctions Advisory	140,000-170,000	140,000
VP Sanctions Advisory	80,000-120,000	100,000
AVP Sanctions Advisory	55,000-80,000	77,500

ADVISORY - ANTI BRIBERY & CORRUPTION	£ Range	£ Typical
Head of AB&C (Divisional or Business Line)	120,000-190,000	140,000
VP AB&C	80,000-130,000	105,000
AVP AB&C	60,000-90,000	75,000

LEADERSHIP ROLES	£ Range	£ Typical
Global Head of Financial Crime	300,000-700,000	425,000
Global Head of AML	170,000-350,000	225,000
Global Head of Sanctions	170,000-350,000	225,000
Global Head of AB&C	170,000-300,000	190,000
Global Head of Assurance/Testing	170,000-300,000	190,000
Regional Head of Financial Crime	160,000-350,000	250,000
Regional Head of AML	140,000-190,000	180,000
Regional Head of Sanctions	150,000-190,000	170,000
Regional Head of AB&C	150,000-190,000	150,000
Regional Head of Assurance/Testing	130,000-180,000	155,000

SME OR TIER 2 BUSINESSES	£ Range	£ Typical
MLRO (SMF 17)	100,000-200,000	150,000
Head of Financial Crime (non SMF 17)	100,000-150,000	140,000
Deputy MLRO	80,000-130,000	110,000
Generalist (Senior)	70,000-110,000	80,000
Generalist (Junior)	40,000-60,000	47,500

CENTRAL - ASSURANCE AND TESTING	£ Range	£ Typical
Head of Financial Crime Assurance (Divisional or Business Line)	120,000-180,000	140,000
VP Financial Crime Assurance	90,000-120,000	105,000
AVP Financial Crime Assurance	60,000-85,000	72,500

OTHER - FIU & TRANSACTION MONITORING	£ Range	£ Typical
Director - Head of FIU/Transaction Monitoring	100,000-190,000	140,000
VP - Head of FIU/Transaction Monitoring	80,000-130,000	110,000
VP - FIU/Transaction Monitoring	80,000-120,000	90,000
AVP - FIU/Transaction Monitoring	45,000-70,000	55,000

TRAINING	£ Range	£ Typical
Head of Financial Crime Training	80,000-130,000	110,000
VP - Financial Crime Training	80,000-110,000	95,000
AVP - Financial Crime Training	50,000-70,000	65,000

KYC & CLIENT ONBOARDING	£ Range	£ Typical
Director - Head of KYC	110,000-190,000	145,000
VP - Head of KYC	80,000-110,000	95,000
VP - KYC	70,000-90,000	80,000
AVP - KYC	50,000-70,000	60,000
Analyst - KYC	40,000-55,000	47,500

FRONT OFFICE

Financial Markets and Banking

INVESTMENT BANKING & CORPORATE BANKING	£ Range	£ Typical
Director	145,000+	165,000
Vice President	120,000-145,000	130,000
Senior Associate	95,000-120,000	105,000
Associate	70,000-95,000	85,000
Analyst	45,000-70,000	60,000

SALES & TRADING	£ Range	£ Typical
Director	160,000+	175,000
Vice President	125,000-160,000	135,000
Senior Associate	100,000-125,000	110,000
Associate	70,000-100,000	85,000
Analyst	50,000-70,000	60,000

RELATIONSHIP MANAGEMENT	£ Range	£ Typical
Director	100,000+	110,000
Vice President	80,000-90,000	85,000
Senior Associate	60,000-80,000	75,000
Associate	45,000-60,000	50,000
Analyst	30,000-45,000	40,000

Investment Management

RESEARCH & ANALYSIS	£ Range	£ Typical
Director	150,000+	160,000
VP	120,000-145,000	135,000
Senior Associate	110,000-130,000	120,000
Associate	80,000-110,000	95,000
Analyst	65,000-80,000	75,000

ASSET MANAGEMENT	£ Range	£ Typical
Director	130,000+	140,000
VP	110,000-125,000	115,000
Senior Associate	85,000-110,000	95,000
Associate	65,000-85,000	75,000
Analyst	50,000-70,000	60,000

INVESTOR RELATIONS & FUNDRAISING	£ Range	£ Typical
Director	110,000+	135,000
VP	95,000-110,000	105,000
Senior Associate	75,000-95,000	85,000
Associate	60,000-75,000	70,000
Analyst	45,000-60,000	55,000

PRODUCT DEVELOPMENT & STRATEGY	£ Range	£ Typical
Director	110,000+	130,000
VP	95,000-110,000	100,000
Senior Associate	75,000-95,000	80,000
Associate	60,000-75,000	65,000
Analyst	45,000-60,000	50,000

FINANCIAL MARKETS SALARIES

HUMAN RESOURCES

Financial Markets and Banking

GENERALIST	£ Range	£ Typical
Chief People Officer	180,000-350,000	250,000
HR Director	130,000-250,000	150,000
Head of HR	100,000-200,000	140,000
Senior HR Business Partner	80,000-130,000	115,000
HR Business Partner	65,000-90,000	90,000
HR Manager	70,000-90,000	80,000
HR Advisor/Officer	45,000-55,000	55,000
HR Assistant/Coordinator	30,000-45,000	35,000

LEARNING, DEVELOPMENT & TALENT MANAGEMENT	£ Range	£ Typical
L&D Director	100,000-150,000	130,000
Organisational Development Manager	100,000-140,000	115,000
Training/L&D Manager	75,000-90,000	80,000
Talent Management Partner	70,000-95,000	80,000
L&D/Training Officer	40,000-60,000	55,000
L&D Coordinator	30,000-40,000	35,000
L&D Administrator	27,000-35,000	30,000

RECRUITMENT & TALENT ACQUISITION	£ Range	£ Typical
Director, Talent	130,000-200,000	150,000
Head of Recruitment/Talent Acquisition	100,000-150,000	120,000
Recruitment Manager/ Talent Acquisition Manager	75,000-95,000	85,000
Recruitment Partner/ Talent Specialist/Resourcing	50,000-75,000	60,000
Recruitment Advisor	35,000-48,000	45,000
Recruitment Assistant/Coordinator	30,000-40,000	38,000

EMPLOYEE RELATIONS/IR	£ Range	£ Typical
Head of ER/IR	110,000-200,000	140,000
ER Manager	80,000-120,000	100,000
ER Officer/Advisor	60,000-70,000	60,000

REWARDS & BENEFITS	£ Range	£ Typical
Director	130,000-200,000	180,000
Head of Reward	120,000-180,000	150,000
Compensation & Benefits Manager	80,000-115,000	105,000
Reward Analyst	50,000-70,000	65,000
Pensions Specialist	70,000-90,000	80,000
Compensation Specialist	80,000-95,000	85,000

HR OPERATIONS/MI	£ Range	£ Typical
Head of HR Shared Services & HRIS	100,000-150,000	140,000
HR Operations Manager	70,000-100,000	90,000
HRIS Analyst	55,000-75,000	70,000
HRMI Analyst	50,000-70,000	65,000

DIVERSITY	£ Range	£ Typical
Head of Equality & Diversity/Wellbeing	110,000-180,000	130,000
Diversity/Wellbeing Manager	65,000-90,000	80,000
Officer/Advisor	45,000-65,000	50,000

ORGANISATIONAL DEVELOPMENT	£ Range	£ Typical
Head of OD	110,000-140,000	125,000
Manager/Specialist	90,000-130,000	100,000

EARLY CAREERS	£ Range	£ Typical
Head of Early Careers	100,000-130,000	110,000
Early Careers Manager	70,000-95,000	90,000
Early Careers Recruiter	55,000-80,000	75,000
Early Careers HR/Programme Manager	60,000-90,000	80,000

FINANCIAL MARKETS

SALARIES

INTERNAL AUDIT

Financial Markets and Banking

GENERALIST	£ Range	£ Typical
Managing Director (15+ years' experience)	160,000-210,000	180,000
Director (10-15 years' experience)	125,000-160,000	138,000
VP (5-10 years' experience)	85,000-130,000	95,000
AVP (2-5 years' experience)	70,000-85,000	75,000
Newly Qualified (0-2 years' experience)	60,000-75,000	65,000

RISK	£ Range	£ Typical
Managing Director (15+ years' experience)	160,000-210,000	190,000
Director (10-15 years' experience)	125,000-160,000	148,000
VP (5-10 years' experience)	90,000-130,000	106,000
AVP (2-5 years' experience)	70,000-85,000	75,000
Newly Qualified (0-2 years' experience)	60,000-75,000	65,000

SALES & TRADING	£ Range	£ Typical
Managing Director (15+ years' experience)	160,000-210,000	196,000
Director (10-15 years' experience)	125,000-160,000	153,000
VP (5-10 years' experience)	90,000-130,000	106,000
AVP (2-5 years' experience)	75,000-85,000	80,000
Newly Qualified (0-2 years' experience)	60,000-75,000	70,000

FINANCE & OPERATIONS	£ Range	£ Typical
Managing Director (15+ years' experience)	160,000-210,000	190,000
Director (10-15 years' experience)	125,000-160,000	148,000
VP (5-10 years' experience)	90,000-130,000	106,000
AVP (2-5 years' experience)	70,000-85,000	75,000
Newly Qualified (0-2 years' experience)	60,000-75,000	70,000

COMPLIANCE	£ Range	£ Typical
Managing Director (15+ years' experience)	160,000-220,000	210,000
Director (10-15 years' experience)	125,000-175,000	168,000
VP (5-10 years' experience)	90,000-130,000	126,000
AVP (2-5 years' experience)	70,000-90,000	85,000
Newly Qualified (0-2 years' experience)	60,000-75,000	70,000

IT AUDIT - CYBER SECURITY AND DATA ANALYTICS	£ Range	£ Typical
Head of IT Audit	125,000-200,000	158,000
Senior IT Audit Manager	95,000-130,000	110,000
IT Audit Manager	80,000-110,000	95,000
Senior IT Auditor (CISA qualified)	75,000-90,000	80,000
IT Auditor (part-qualified to newly qualified)	45,000-70,000	65,000

IT AUDIT - INFRASTRUCTURE AND APPLICATIONS	£ Range	£ Typical
Head of IT Audit	125,000-185,000	150,000
Senior IT Audit Manager	90,000-120,000	110,000
IT Audit Manager	75,000-100,000	90,000
Senior IT Auditor (CISA qualified)	70,000-90,000	78,000
IT Auditor (part-qualified to newly qualified)	45,000-70,000	60,000

Investment Management

INTERNAL AUDIT - SMALL (0-5 TEAM MEMBERS)	£ Range	£ Typical
Head of Audit	120,000-210,000	150,000
Senior Internal Audit Manager	90,000-150,000	95,000
Internal Audit Manager	85,000-125,000	85,000
Senior Internal Auditor (2-5 years experience)	70,000-90,000	75,000
Internal Auditor (newly qualified)	55,000-70,000	65,000

INTERNAL AUDIT - LARGE (5+ TEAM MEMBERS)	£ Range	£ Typical
Head of Audit	130,000-210,000	165,000
Senior Internal Audit Manager	105,000-155,000	115,000
Internal Audit Manager	85,000-125,000	95,000
Senior Internal Auditor (2-5 years experience)	70,000-90,000	80,000
Internal Auditor (newly qualified)	55,000-75,000	65,000

FINANCIAL MARKETS SALARIES

LEGAL

Financial Markets and Banking

CORPORATE/COMMERCIAL	£ Range	£ Typical
7 years' PQE	100,000-125,000	120,000
6 years' PQE	95,000-110,000	105,000
5 years' PQE	90,000-105,000	96,000
4 years' PQE	80,000-93,000	88,000
3 years' PQE	75,000-90,000	83,000
2 years' PQE	68,000-80,000	72,000
1 year's PQE	65,000-80,000	67,000
Newly Qualified	50,000-64,000	59,000
Paralegal	40,000-55,000	47,000

COMPANY SECRETARIAL	£ Range	£ Typical
Company Secretary	140,000-400,000	150,000
Deputy Company Secretary	120,000-180,000	140,000
Senior Assistant Company Secretary	80,000-110,000	95,000
Assistant Company Secretary	65,000-90,000	80,000
Company Secretarial Assistant	40,000-55,000	50,000

INVESTMENT BANKING	£ Range	£ Typical
7 years' PQE	130,000-145,000	140,000
6 years' PQE	120,000-135,000	130,000
5 years' PQE	110,000-125,000	120,000
4 years' PQE	100,000-115,000	110,000
3 years' PQE	90,000-105,000	100,000
2 years' PQE	85,000-100,000	95,000
1 year's PQE	67,000-83,000	80,000
Newly Qualified	62,000-73,000	70,000
ISDA	63,000-98,000	85,000
Paralegal	45,000-60,000	52,000

REGULATORY LAWYERS	£ Range	£ Typical
7 years' PQE	135,000-160,000	150,000
6 years' PQE	125,000-138,000	132,000
5 years' PQE	115,000-130,000	124,000
4 years' PQE	108,000-118,000	115,000
3 years' PQE	95,000-108,000	104,000
2 years' PQE	86,000-95,000	90,000
1 year's PQE	75,000-85,000	82,000
Newly Qualified	65,000-80,000	74,000
Paralegal	45,000-60,000	52,000

Investment Management

COMPANY SECRETARIAL	£ Range	£ Typical
Company Secretary	150,000-300,000	175,000
Deputy Company Secretary	120,000-150,000	130,000
Senior Assistant Company Secretary	85,000-110,000	90,000
Assistant Company Secretary	65,000-90,000	80,000
Company Secretarial Assistant	40,000-55,000	45,000

INVESTMENT MANAGEMENT	£ Range	£ Typical
General Counsel	170,000+	189,000
Head of Legal	130,000-170,000	159,000
Senior Legal Counsel	100,000-140,000	116,000
Legal Counsel	80,000-100,000	94,000
Paralegal	45,000-60,000	49,000

REGULATORY LAWYERS	£ Range	£ Typical
General Counsel	150,000+	175,000
Head of Legal	130,000+	152,000
Senior Legal Counsel	100,000-130,000	115,000
Legal Counsel	70,000-100,000	89,000
Paralegal	37,000-60,000	51,000

FINANCIAL MARKETS SALARIES

MARKETING

Financial Markets and Banking

COMMS, PR & MEDIA RELATIONS	£ Range	£ Typical
Head of Internal/Change/ Employee Comms	90,000-150,000	125,000
Internal/Change/ Employee Comms Manager	55,000-65,000	60,000
Internal/Change/ Employee Comms Executive	35,000-45,000	40,000
Internal/Change/Employee Comms Assistant/Coordinator	30,000-40,000	35,000
Head of Corporate Comms, PR & Media Relations	75,000-90,000	85,000
Corporate Comms, PR & Media Relations Manager	55,000-65,000	60,000
Corporate Comms, PR & Media Relations Executive	35,000-45,000	40,000
Corporate Comms, PR & Media Relations Assistant/Coordinator	30,000-35,000	35,000

COPYWRITERS	£ Range	£ Typical
Investment Writing/RFP - Senior	70,000-110,000	80,000
Investment Writing/RFP - Executive	40,000-70,000	60,000

INSIGHT	£ Range	£ Typical
Head of CRM	75,000-90,000	85,000
CRM Manager	50,000-70,000	55,000
CRM Executive	35,000-45,000	40,000
Digital Analytics Manager	60,000-80,000	75,000
Digital Insight Analyst	45,000-55,000	52,000
Customer Insight Manager	55,000-65,000	60,000
Customer Insight Executive/Analyst	40,000-60,000	45,000

GENERAL	£ Range	£ Typical
Marketing Director	110,000-140,000	130,000
Head of Marketing	90,000-110,000	100,000
Marketing Strategy/Planning Manager	65,000-85,000	80,000
Marketing Manager	50,000-60,000	60,000
Marketing Executive	35,000-45,000	35,000
Marketing Assistant/Coordinator	25,000-32,000	30,000

EVENTS	£ Range	£ Typical
Events Director	70,000-90,000	85,000
Head of Events	70,000-80,000	75,000
Events Strategy/Planning Manager	55,000-70,000	60,000
Events Manager	50,000-60,000	55,000
Events Executive	30,000-45,000	35,000
Events Assistant/Coordinator	28,000-35,000	30,000

DIGITAL	£ Range	£ Typical
Online/Digital Marketing Director	120,000-150,000	130,000
Head of Online/Digital Marketing	100,000-120,000	110,000
Online/Digital Marketing Strategy/ Planning Manager	50,000-70,000	65,000
Online/Digital Marketing Manager	50,000-70,000	60,000
Online/Digital Marketing Executive	35,000-45,000	40,000
Online/Digital Marketing Assistant/Coordinator	28,000-32,000	30,000
Head of SEO/PPC	70,000-90,000	80,000
SEO/PPC Manager	45,000-60,000	50,000
SEO/PPC Executive	35,000-45,000	38,000
Head of Performance Marketing	80,000-100,000	85,000
Performance Marketing Manager	50,000-70,000	60,000
Performance Marketing Executive	35,000-45,000	40,000
Social Media Manager	50,000-60,000	55,000
Social Media Assistant	28,000-35,000	30,000
Web/Content Editor	35,000-45,000	42,000
Web Content Executive	30,000-40,000	36,000
Intranet Manager	45,000-60,000	55,000
Intranet Executive	30,000-40,000	35,000

FINANCIAL MARKETS

SALARIES

OPERATIONS 1/2

Financial Markets and Banking

COMMODITIES: SETTLEMENTS/ TRADE SUPPORT/SCHEDULING	£ Range	£ Typical
Manager	80,000-90,000	86,000
3+ years' experience	50,000-65,000	62,500
0-3 years' experience	33,000-45,000	40,500

ASSET SERVICING	£ Range	£ Typical
Manager	65,000-85,000	80,000
3+ years' experience	45,000-55,000	53,000
0-3 years' experience	33,000-45,000	40,000

FUTURE OPERATIONS	£ Range	£ Typical
Manager	90,000-115,000	114,000
3+ years' experience	55,000-65,000	62,500
0-3 years' experience	35,000-50,000	44,500

LOANS OPERATIONS	£ Range	£ Typical
Manager	80,000-95,000	91,000
3+ years' experience	45,000-60,000	56,000
0-3 years' experience	33,000-45,000	39,500

RECONCILIATIONS	£ Range	£ Typical
Manager	65,000-75,000	74,000
3+ years' experience	45,000-60,000	53,000
0-3 years' experience	33,000-45,000	39,500

DATA	£ Range	£ Typical
Manager	75,000-95,000	89,000
3+ years' experience	45,000-60,000	54,000
0-3 years' experience	33,000-45,000	39,500

SECURITIES SETTLEMENTS & CONFIRMATIONS	£ Range	£ Typical
Manager	65,000-80,000	75,000
3+ years' experience	45,000-63,000	57,000
0-3 years' experience	35,000-48,000	43,500

DERIVATIVES SETTLEMENTS & CONFIRMATIONS	£ Range	£ Typical
Manager	87,000-99,000	97,000
3+ years' experience	52,000-68,000	63,000
0-3 years' experience	35,000-50,000	40,500

SECURITIES TRADE SUPPORT, CLIENT SERVICES, MIDDLE OFFICE	£ Range	£ Typical
Manager	70,000-95,000	91,000
3+ years' experience	45,000-70,000	66,000
0-3 years' experience	35,000-55,000	47,500

OTC CLEARING, PRIME BROKERAGE & STOCK LENDING	£ Range	£ Typical
Manager	80,000-95,000	87,000
3+ years' experience	55,000-75,000	68,000
0-3 years' experience	40,000-55,000	49,000

COLLATERAL LIQUIDITY, VALUATIONS & MARGINING	£ Range	£ Typical
Manager	75,000-99,000	87,000
3+ years' experience	50,000-75,000	68,000
0-3 years' experience	40,000-57,000	54,500

Investment Management

CLIENT REPORTING	£ Range	£ Typical
Head of Client Reporting	100,000-140,000	110,000
Manager	75,000-90,000	85,000
Senior Analyst	65,000-75,000	70,000
Analyst	45,000-55,000	50,000
Junior	35,000-45,000	40,000

CLIENT SERVICES	£ Range	£ Typical
Head of Client Services	110,000-150,000	130,000
Manager	85,000-110,000	100,000
Senior Analyst	70,000-90,000	83,000
Analyst	55,000-65,000	63,000
Junior	38,000-45,000	42,000

DATA MANAGEMENT	£ Range	£ Typical
Head of Data Management	110,000-160,000	135,000
Manager	85,000-120,000	100,000
Senior Analyst	55,000-70,000	65,000
Analyst	50,000-60,000	55,000
Junior	38,000-42,000	40,000

FUND ADMINISTRATION	£ Range	£ Typical
Head of Fund Administration	90,000-120,000	100,000
Manager	75,000-90,000	85,000
Senior Analyst	60,000-75,000	68,000
Analyst	45,000-62,000	60,000
Junior	35,000-45,000	38,000

FUND & MIDDLE OFFICE OVERSIGHT	£ Range	£ Typical
Head of Oversight & Vendor Management	115,000-150,000	130,000
Manager	92,000-110,000	100,000
Senior Analyst	60,000-85,000	70,000
Analyst	42,000-55,000	50,000
Junior	32,000-42,000	38,000

PERFORMANCE MEASUREMENT	£ Range	£ Typical
Head of Performance Management	120,000-150,000	130,000
Manager	90,000-110,000	100,000
Senior Analyst	70,000-85,000	75,000
Analyst	55,000-65,000	60,000
Junior	35,000-40,000	38,000

PORTFOLIO ANALYTICS	£ Range	£ Typical
Head of Portfolio Analytics	115,000-160,000	135,000
Manager	95,000-130,000	120,000
Senior Analyst	80,000-95,000	90,000
Analyst	55,000-65,000	62,000
Junior	32,000-42,000	38,000

TRANSITIONS/CLIENT ONBOARDING	£ Range	£ Typical
Head of Transitions/Client Onboarding	110,000-150,000	120,000
Manager	90,000-110,000	100,000
Senior Analyst	70,000-85,000	80,000
Analyst	60,000-70,000	65,000
Junior	35,000-42,000	38,000

FINANCIAL MARKETS SALARIES

OPERATIONS 2/2

Investment Management

VALUATIONS & PRICING	£ Range	£ Typical
Head of Valuations & Pricing	110,000-150,000	120,000
Manager	75,000-95,000	90,000
Senior Analyst	70,000-85,000	78,000
Analyst	55,000-65,000	60,000
Junior	35,000-42,000	38,000

CASH & MANAGEMENT	£ Range	£ Typical
Head of Cash & Management	120,000-160,000	130,000
Manager	95,000-110,000	100,000
Senior Analyst	65,000-85,000	70,000
Analyst	45,000-60,000	55,000
Junior Analyst	38,000-48,000	40,000

TRADE SUPPORT - MIDDLE OFFICE OPERATIONS	£ Range	£ Typical
Head of Middle Office Operations	100,000-150,000	120,000
Team Leader	70,000-95,000	85,000
Senior Operations Analyst	65,000-75,000	70,000
Operations Analyst	50,000-65,000	60,000
Junior Operations Analyst	38,000-45,000	40,000

PROCUREMENT

Financial Markets and Banking

PROCUREMENT	£ Range	£ Typical
Global CPO	150,000-275,000	210,000
Head of Supplier Relationship Management/Vendor Management	110,000-140,000	130,000
Senior Procurement Manager/Lead (with team)	100,000-120,000	120,000
Senior Category Manager/Lead (with team)	100,000-120,000	110,000
Senior Procurement Manager/Lead (without team)	90,000-110,000	105,000
Senior Category Manager/Lead (without team)	90,000-110,000	100,000
Supplier Relationship Manager/Vendor Manager	90,000-100,000	95,000
Contracts Manager	70,000-90,000	80,000
Procurement Manager	65,000-85,000	80,000
Category Manager	70,000-80,000	80,000
Procurement Analyst	45,000-55,000	50,000

FINANCIAL MARKETS

SALARIES

RISK 1/2

Financial Markets and Banking

CORPORATE & INVESTMENT BANKING

Credit Risk	£ Range	£ Typical
Managing Director	265,000+	-
Director	110,000-150,000	138,000
Vice President	85,000-100,000	95,000
Assistant Vice President	60,000-80,000	75,000
Associate	50,000-65,000	58,000
Analyst	45,000-55,000	50,000

Market Risk	£ Range	£ Typical
Managing Director	244,000+	-
Director	100,000-150,000	138,000
Vice President	72,000-90,000	90,000
Assistant Vice President	55,000-72,000	70,000
Associate	45,000-55,000	52,000
Analyst	35,000-45,000	45,000

Operational Risk	£ Range	£ Typical
Managing Director	140,000-200,000	185,000
Director	100,000-130,000	120,000
Vice President	75,000-95,000	90,000
Assistant Vice President	55,000-72,000	70,000
Associate	48,000-62,000	60,000
Analyst	40,000-55,000	45,000

Quantitative Risk	£ Range	£ Typical
Managing Director	200,000+	212,000
Director	120,000-150,000	150,000
Vice President	90,000-120,000	106,000
Assistant Vice President	60,000-85,000	80,000
Associate	50,000-62,000	62,000
Analyst	35,000-50,000	50,000

IT Risk	£ Range	£ Typical
Managing Director	138,000+	170,000
Director	90,000-120,000	117,000
Vice President	70,000-90,000	85,000
Assistant Vice President	55,000-75,000	70,000
Associate	45,000-55,000	55,000
Analyst	35,000-45,000	45,000

PRIVATE BANKING

Credit Risk	£ Range	£ Typical
Managing Director	159,000+	-
Director	90,000-120,000	117,000
Vice President	65,000-85,000	79,000
Assistant Vice President	45,000-65,000	58,000
Associate	40,000-55,000	50,000
Analyst	35,000-40,000	40,000

Operational Risk	£ Range	£ Typical
Chief Risk Officer	155,000-255,000	-
Managing Director	120,000-160,000	148,000
Director	85,000-120,000	106,000
Vice President	60,000-80,000	77,000
Assistant Vice President	50,000-60,000	58,000
Associate	35,000-45,000	40,000
Analyst	25,000-35,000	30,000

IT Risk	£ Range	£ Typical
Managing Director	159,000+	-
Director	90,000-110,000	106,000
Vice President	65,000-85,000	80,000
Assistant Vice President	55,000-75,000	70,000
Associate	45,000-55,000	55,000
Analyst	35,000-45,000	42,500

FINANCIAL MARKETS SALARIES

RISK 2/2

Financial Markets and Banking

RETAIL BANKING		
Credit Risk	£ Range	£ Typical
Managing Director	106,000+	-
Director	75,000-105,000	95,000
Vice President	55,000-75,000	69,000
Assistant Vice President	40,000-60,000	53,000
Associate	30,000-45,000	40,000
Analyst	28,000-35,000	32,000

Operational Risk		
	£ Range	£ Typical
Chief Risk Officer	185,000+	-
Managing Director	110,000-130,000	127,000
Director	85,000-95,000	90,000
Vice President	60,000-75,000	69,000
Assistant Vice President	50,000-60,000	58,000
Associate	35,000-45,000	43,000
Analyst	25,000-35,000	32,000

Quantitative Risk		
	£ Range	£ Typical
Managing Director	127,000+	148,000
Director	90,000-110,000	106,000
Vice President	70,000-80,000	79,000
Assistant Vice President	55,000-65,000	64,000
Associate	40,000-50,000	47,500
Analyst	35,000-45,000	37,000

IT Risk		
	£ Range	£ Typical
Managing Director	100,000-140,000	132,000
Director	90,000-110,000	106,000
Vice President	70,000-90,000	85,000
Assistant Vice President	50,000-70,000	67,000
Associate	40,000-50,000	50,000
Analyst	30,000-40,000	40,000

FINANCIAL TECHNOLOGY FIRMS		
Credit Risk	£ Range	£ Typical
Managing Director/Head of Credit Risk	110,000-160,000	138,000
Director	80,000-110,000	100,000
Vice President	65,000-85,000	79,000
Assistant Vice President	45,000-65,000	60,000
Associate	35,000-45,000	45,000
Analyst	30,000-40,000	37,000

Operational Risk		
	£ Range	£ Typical
Chief Risk Officer	125,000-170,000	154,000
Managing Director/Head of Operational Risk	95,000-105,000	100,000
Director	75,000-90,000	85,000
Vice President	60,000-70,000	65,000
Assistant Vice President	45,000-60,000	56,000
Associate	35,000-45,000	42,000
Analyst	25,000-32,500	32,000

Quantitative Risk		
	£ Range	£ Typical
Managing Director/Head of Quantitative Risk	100,000-150,000	132,000
Director	90,000-110,000	106,000
Vice President	65,000-85,000	79,000
Assistant Vice President	55,000-65,000	64,000
Associate	40,000-50,000	47,500
Analyst	30,000-45,000	40,000

IT Risk		
	£ Range	£ Typical
Managing Director/Head of IT Risk	106,000+	116,000
Director	80,000-100,000	95,000
Vice President	60,000-80,000	74,000
Assistant Vice President	50,000-60,000	58,000
Associate	35,000-45,000	42,500
Analyst	30,000-40,000	37,000

Investment Management

OPERATIONAL RISK	£ Range	£ Typical
Chief Risk Officer	200,000-400,000	318,000
Managing Director	150,000-200,000	160,000
Director	100,000-130,000	125,000
Vice President	80,000-100,000	95,000
Assistant Vice President	60,000-80,000	75,000
Associate	45,000-60,000	55,000
Analyst	33,000-45,000	40,000

CREDIT RISK	£ Range	£ Typical
Managing Director	130,000-160,000	155,000
Director	100,000-140,000	130,000
Vice President	75,000-95,000	90,000
Assistant Vice President	55,000-75,000	70,000
Associate	45,000-55,000	50,000
Analyst	35,000-45,000	40,000

INVESTMENT RISK	£ Range	£ Typical
Managing Director	212,000+	-
Director	100,000-150,000	140,000
Vice President	80,000-100,000	100,000
Assistant Vice President	60,000-80,000	80,000
Associate	40,000-60,000	60,000
Analyst	30,000-45,000	45,000

QUANTITATIVE RISK	£ Range	£ Typical
Managing Director	150,000-220,000	215,000
Director	100,000-150,000	150,000
Vice President	85,000-120,000	110,000
Assistant Vice President	70,000-90,000	80,000
Associate	50,000-70,000	65,000
Analyst	42,000-52,000	50,000

IT RISK	£ Range	£ Typical
Managing Director/Head of IT Risk	100,000-150,000	132,000
Director	90,000-120,000	115,000
Vice President	70,000-90,000	85,000
Assistant Vice President	55,000-75,000	65,000
Associate	40,000-55,000	52,000
Analyst	30,000-45,000	42,000

FINANCIAL MARKETS

SALARIES

TAX

Financial Markets and Banking

TAX	£ Range	£ Typical
Head of Tax/Director/MD	210,000-400,000	300,000
Executive Director	200,000-300,000	250,000
Head of Operational Taxes	180,000-250,000	200,000
Group Operational Taxes Manager	150,000-180,000	170,000
VAT Director	140,000-200,000	180,000
Senior/International Tax Manager	115,000-150,000	130,000
CRS Specialist	105,000-130,000	115,000
Tax Manager	70,000-90,000	85,000
VAT Manager	75,000-95,000	90,000
Transfer Pricing Manager	90,000-110,000	95,000
Tax Accountant	55,000-70,000	65,000

TREASURY

Financial Markets and Banking

TREASURY	£ Range	£ Typical
Head of Treasury	130,000-200,000	160,000
Assistant Treasurer	90,000-160,000	110,000
Treasury Cash Manager	60,000-110,000	85,000
Treasury Liquidity Manager	65,000-110,000	90,000
Treasury Manager	70,000-100,000	85,000
Treasury Accountant	60,000-100,000	80,000
Treasury Dealer	47,000-90,000	65,000
Treasury Analyst	45,000-75,000	62,000



FINANCE TECHNOLOGY SALARIES

AI & MACHINE LEARNING

Financial Markets and Banking

AI & MACHINE LEARNING	£ Range	£ Typical
Head of RPA	80,000-100,000	90,000
RPA Consultant	70,000-90,000	80,000
RPA Architect	70,000-90,000	80,000
RPA Project Manager	55,000-80,000	65,000
RPA Developer	50,000-75,000	60,000
RPA Business Analyst	46,000-70,000	55,000
Head of Machine Learning/ML Manager	120,000-150,000	130,000
Machine Learning Consultant	80,000-100,000	90,000
Machine Learning Engineer	50,000-80,000	65,000

BI & DATA SCIENCE

Financial Markets and Banking

BUSINESS INTELLIGENCE	£ Range	£ Typical
Head of BI	110,000-130,000	115,000
BI/Data Architect	90,000-120,000	110,000
BI Analyst/Developer	60,000-85,000	70,000
Database Developer	75,000-85,000	80,000
MI Developer	50,000-75,000	65,000

DATA SCIENCE	£ Range	£ Typical
Head of Data Science	120,000-200,000	175,000
Data Architect	90,000-110,000	100,000
Data Engineer	80,000-125,000	100,000
Machine Learning Engineer	80,000-100,000	95,000
Data Scientist	80,000-120,000	100,000
Graduate Data Scientist	45,000-65,000	55,000

Investment Management

BUSINESS INTELLIGENCE	£ Range	£ Typical
Head of BI	100,000-130,000	115,000
Data Manager	75,000-110,000	95,000
BI Analyst	60,000-85,000	70,000
BI Developer	65,000-95,000	75,000
Database Developer	75,000-85,000	80,000
MI Analyst	50,000-75,000	65,000

DATA SCIENCE	£ Range	£ Typical
Head of Data Science	120,000-200,000	185,000
Data Architect	90,000-130,000	115,000
Data Engineer	85,000-125,000	110,000
Machine Learning Engineer	95,000-120,000	105,000
Data Scientist	100,000-130,000	115,000
Graduate Data Scientist	45,000-65,000	55,000

CYBER SECURITY

Financial Markets and Banking

CYBER SECURITY	£ Range	£ Typical
Chief Information Security Officer	130,000-260,000+	210,000
Head of Information Security	110,000-160,000	130,000
Head of IT Security	110,000-160,000	130,000
Business Information Security Officer	110,000-180,000	150,000
Head of Security Architecture	120,000-165,000	140,000
Head of Security Engineering	120,000-150,000	130,000
Head of Security Operations	100,000-150,000	115,000
Head of Threat Intelligence	100,000-150,000	115,000
Threat Intelligence Manager	80,000-100,000	90,000
Threat Intelligence Analyst	50,000-80,000	65,000
Information Security Consultant	80,000-110,000	90,000
Cyber/Security Architect	95,000-130,000	120,000
IT Security Manager	90,000-130,000	110,000
Senior Cyber/IT Security Architect	110,000-145,000	130,000
Senior Cyber/IT Security Engineer	80,000-120,000	100,000
Senior Cyber/IT Security Analyst	60,000-90,000	75,000
Network Security Engineer	80,000-120,000	100,000
Penetration Tester	60,000-90,000	80,000
Senior Incident Responder	70,000-100,000	90,000
Incident Response Analyst	60,000-90,000	80,000
Cyber Forensic Analyst	50,000-90,000	85,000
Cyber/IT Security Analyst	50,000-80,000	65,000
IDAM Manager/Specialist	90,000-130,000	110,000
IDAM Analyst	60,000-90,000	75,000

INFRASTRUCTURE

Financial Markets and Banking

INFRASTRUCTURE	£ Range	£ Typical
Head of Infrastructure	95,000-155,000	140,000
Network Engineer	75,000-85,000	80,000
Desktop Support Analyst	45,000-55,000	50,000
Service Delivery Manager	65,000-80,000	70,000
Service Desk Manager	55,000-65,000	60,000
Infrastructure Architect	80,000-100,000	90,000
Database Administrator	75,000-90,000	80,000
Server Support Engineer	50,000-70,000	65,000
Helpdesk/Service Desk Analyst	30,000-40,000	35,000
Systems Administrator	60,000-75,000	65,000
Application Support Analyst	70,000-90,000	85,000

TESTING	£ Range	£ Typical
Director of Test	115,000-125,000	120,000
Programme Test Manager	100,000-110,000	100,000
Test Manager	85,000-105,000	90,000
Functional Tester	70,000-80,000	75,000
Testing Analyst	70,000-80,000	75,000
Automation Engineer	70,000-85,000	80,000
UAT Tester	60,000-70,000	65,000
Quality Analyst	70,000-80,000	75,000

CLOUD & DEVOPS	£ Range	£ Typical
Cloud Architect	100,000-145,000	145,000
Cloud Engineer	90,000-120,000	110,000
Automation/Platform Engineer	80,000-120,000	105,000
Head of DevOps	135,000-175,000	155,000
Senior DevOps Engineer	90,000-135,000	125,000
Site Reliability Engineer	90,000-135,000	120,000
DevOps Engineer	85,000-120,000	105,000

Investment Management

APPLICATION SUPPORT	£ Range	£ Typical
Bespoke Systems Support	85,000-100,000	90,000
Vendor Systems Support (Aladdin, Charles River, Latent Zero, Thinkfolio)	85,000-100,000	90,000

INFRASTRUCTURE	£ Range	£ Typical
Infrastructure Specialist/Architect	90,000-110,000	105,000
Network Engineer	75,000-90,000	80,000
Service Delivery Manager	80,000-100,000	90,000
Service Desk Manager	65,000-75,000	70,000
Server Support Engineer	45,000-70,000	60,000
Systems Administrator	50,000-80,000	70,000
Desktop Support Analyst	45,000-65,000	55,000
Helpdesk/Service Desk Analyst	35,000-45,000	40,000

LEADERSHIP

Financial Markets and Banking

LEADERSHIP	£ Range	£ Typical
CIO	200,000-260,000	230,000
IT Director	140,000-220,000	180,000
Head of IT	95,000-120,000	110,000
IT Manager	75,000-100,000	90,000
Head of IT Security	140,000-170,000	155,000
Head of Infrastructure	75,000-110,000	100,000
Head of Business Intelligence	100,000-120,000	110,000
Head of Projects	120,000-140,000	130,000
Head of Change/Transformation	130,000-170,000	155,000
Head of Development	130,000-170,000	155,000
Head of Service Delivery	100,000-120,000	110,000
Programme Director	120,000-180,000	150,000
Programme Manager	110,000-150,000	125,000
Head of Business Analysis	90,000-110,000	100,000

Investment Management

LEADERSHIP	£ Range	£ Typical
CTO/Hedge Fund	500,000-600,000	550,000
CTO/Institutional Fund Manager	450,000-500,000	475,000
Head of IT Security	145,000-185,000	165,000
Head of Infrastructure	110,000-140,000	130,000
Head of Business Intelligence	100,000-120,000	110,000
Head of Projects	110,000-160,000	140,000
Head of Change/Transformation	110,000-160,000	135,000
Head of Development	130,000-160,000	150,000
Head of Service Delivery	90,000-120,000	110,000
Programme Director	110,000-160,000	135,000
Programme Manager	90,000-120,000	110,000
Head of Business Analysis	90,000-130,000	110,000

PROJECTS & CHANGE MANAGEMENT

Financial Markets and Banking

PROJECTS & CHANGE MANAGEMENT	VP ▼		AVP ▼		Analyst ▼	
	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Business Analysts						
Front Office	100,000-115,000	105,000	75,000-90,000	80,000	55,000-65,000	60,000
Middle/Back Office	85,000-100,000	90,000	70,000-80,000	75,000	50,000-60,000	55,000
Risk & Regulatory	85,000-100,000	95,000	70,000-80,000	75,000	55,000-65,000	60,000
PMO						
PMO Manager	80,000-100,000	90,000	75,000-80,000	75,000	-	-
PMO	60,000-75,000	70,000	60,000-75,000	70,000	45,000-55,000	50,000
PMO Analyst	-	-	60,000-70,000	65,000	40,000-45,000	40,000
Project Management						
Front Office	95,000-110,000	100,000	75,000-90,000	85,000	55,000-65,000	60,000
Middle/Back Office	90,000-100,000	95,000	70,000-90,000	80,000	50,000-65,000	55,000
Risk & Regulatory	95,000-120,000	110,000	75,000-90,000	80,000	55,000-65,000	60,000
Business Manager	90,000-110,000	95,000	65,000-75,000	70,000	-	-
Business Architecture						
Business Architect	95,000-120,000	110,000	-	-	-	-
Product Management - VP						
Front Office	100,000-120,000	110,000	80,000-90,000	85,000	50,000-60,000	55,000
Middle/Back Office	100,000-110,000	100,000	75,000-90,000	80,000	45,000-55,000	50,000
Risk & Regulatory	100,000-120,000	110,000	75,000-85,000	85,000	50,000-60,000	55,000
Agile/Scrum Master						
Agile/Scrum Master	90,000-110,000	100,000	80,000-90,000	85,000	-	-

Investment Management

PROJECTS & CHANGE MANAGEMENT	Senior ▼		Mid ▼		Junior ▼	
	£ Range	£ Typical	£ Range	£ Typical	£ Range	£ Typical
Business Analysts						
OMS/Vendor Systems	100,000-120,000	110,000	80,000-95,000	90,000	-	-
Front Office	95,000-115,000	100,000	80,000-95,000	90,000	55,000-65,000	60,000
Middle Office/Operations	90,000-100,000	95,000	65,000-80,000	75,000	50,000-60,000	55,000
Back Office	80,000-90,000	85,000	65,000-80,000	65,000	50,000-60,000	55,000
Infrastructure	75,000-90,000	85,000	65,000-80,000	75,000	55,000-65,000	60,000
Regulatory	85,000-110,000	100,000	75,000-85,000	80,000	50,000-65,000	55,000
Marketing/CRM/Digital	100,000-110,000	100,000	70,000-80,000	75,000	55,000-65,000	60,000
Distribution	95,000-120,000	110,000	70,000-85,000	80,000	55,000-65,000	60,000
Data	90,000-120,000	105,000	65,000-80,000	70,000	50,000-60,000	55,000
Risk	90,000-110,000	105,000	75,000-85,000	80,000	50,000-60,000	55,000
Business Process Analyst/Change	85,000-100,000	95,000	65,000-75,000	70,000	50,000-60,000	55,000
Project Managers						
OMS/Vendor Systems	100,000-120,000	110,000	80,000-95,000	85,000	65,000-75,000	70,000
Front Office	100,000-120,000	110,000	80,000-95,000	85,000	65,000-75,000	70,000
Middle Office/Operations	90,000-100,000	95,000	75,000-85,000	80,000	55,000-70,000	60,000
Back Office	90,000-100,000	95,000	75,000-85,000	80,000	55,000-65,000	60,000
Infrastructure	80,000-90,000	85,000	80,000-90,000	80,000	60,000-75,000	65,000
Regulatory	90,000-100,000	95,000	75,000-85,000	80,000	55,000-65,000	60,000
Marketing/CRM/Digital	90,000-110,000	100,000	80,000-90,000	80,000	55,000-65,000	60,000
Distribution	100,000-120,000	110,000	75,000-90,000	85,000	60,000-70,000	60,000
Data	95,000-110,000	100,000	80,000-90,000	85,000	60,000-70,000	65,000
Risk	100,000-110,000	105,000	80,000-90,000	85,000	65,000-75,000	70,000
Change Project Manager	90,000-100,000	95,000	80,000-95,000	90,000	60,000-70,000	65,000
Consultant	90,000-110,000	100,000	80,000-90,000	85,000	60,000-70,000	70,000
PMO						
Head of PMO	110,000-150,000	130,000	-	-	-	-
PMO	80,000-90,000	85,000	65,000-75,000	75,000	40,000-50,000	45,000

FINANCE TECHNOLOGY SALARIES

SALESFORCE

Financial Markets and Banking

SALESFORCE	£ Range
Salesforce Solution Architect	90,000-130,000
Salesforce Technical Architect	90,000-130,000
Salesforce Developer	70,000-90,000
Salesforce Administrator	45,000-65,000
Salesforce Business Analyst	60,000-85,000
Salesforce Project Manager	65,000-90,000
Salesforce Programme Manager	90,000-120,000
Salesforce Product Owner	75,000-90,000
Salesforce Tester	50,000-70,000
Salesforce Trainer	50,000-70,000

WORKDAY

Financial Markets and Banking

WORKDAY	£ Range
Workday Financial Manager	90,000+
Workday Senior Consultant	70,000-90,000
Workday Associate Consultant	50,000-65,000
Workday Finance System Analyst	40,000-50,000

SOFTWARE ENGINEERING

Financial Markets and Banking

SOFTWARE ENGINEERING		£ Range	£ Typical
Head of Development		150,000-220,000	180,000
Development Manager		125,000-150,000	135,000
Technical Lead	Java	120,000-135,000	130,000
	C#	105,000-135,000	120,000
Software Architect	Java	110,000-140,000	130,000
	C#	90,000-120,000	110,000
Senior Analyst/ Developer	Java	100,000-120,000	110,000
	Python	100,000-120,000	110,000
	Scala	100,000-120,000	110,000
	C#/C++	100,000-120,000	110,000
Developer	Java	75,000-100,000	80,000
	Python	70,000-90,000	80,000
	Scala	70,000-90,000	80,000
	C#/C++	70,000-90,000	80,000
Sharepoint Developer		70,000-90,000	85,000
Database Developer	MS SQL/PL/SQL	50,000-60,000	60,000
Senior Front End Web Developer	HTML/CSS/XML	85,000-115,000	100,000
Front End Web Developer	HTML/CSS/XML	60,000-80,000	75,000
Junior Front End Web Developer	HTML/CSS/XML	40,000-60,000	55,000
Senior Mobile Developer	iOS/Android	85,000-120,000	100,000
Mobile Developer	iOS/Android	75,000-90,000	82,000
Junior Mobile Developer	iOS/Android	45,000-75,000	65,000
Junior Developer	Java	45,000-60,000	57,000
	Python	45,000-60,000	57,500
	Scala	45,000-60,000	55,000
	C#	45,000-60,000	56,000

Investment Management

SOFTWARE ENGINEERING		£ Range	£ Typical
Head of Development		150,000-220,000	180,000
Technical Lead	Java	110,000-130,000	125,000
	Front End Developer	100,000-125,000	120,000
	C#	100,000-125,000	120,000
Technical Architect	Java	120,000-140,000	130,000
	Data	120,000-140,000	130,000
Senior Analyst/ Developer	C#	120,000-140,000	130,000
	Java/C++	90,000-120,000	110,000
Developer	C#	90,000-120,000	110,000
	Java	65,000-90,000	80,000
Database Developer	MS SQL/PL/SQL	50,000-70,000	60,000
Senior Front End Developer	HTML/CSS/JavaScript	75,000-100,000	95,000
Front End Developer	HTML/CSS/JavaScript	60,000-80,000	75,000
Graduate Developer		35,000-50,000	45,000

ABOUT US

To help you meet ever-changing customer demands, we bring the people, the technology and the partnership you need to achieve your goals, now and in the future.

We combine hands-on experience and breadth of expertise to identify and predict the trends in banking and financial services. Whether your challenge is to be agile against global market pressures, to comply with legislation and regulatory changes, adapt to technology or mitigate data security risks – the fast-paced nature of the banking and financial services industry requires people who embrace change and can adapt quickly.

Using a customer-first and insight-led approach to meet your business needs, we make it easy for you to deliver against the complex talent and recruitment landscape you need to navigate.

At Hays we're **working for your tomorrow** to help your business succeed.

It's not just people we provide – whatever your hiring needs, we're always challenging the status quo, so our suite of services delivers the right outcomes for your organisation.

Our core services

Permanent recruitment ▶

- Find passionate people to transform your business
- Fill positions to meet both immediate and future skills needs

Outsourced permanent recruitment ▶

- Reduce time-to-hire with access to ready-made, quality talent pools through Recruitment Process Outsourcing (RPO)
- Leverage progressive talent strategies and mechanisms to ensure you have the right talent in place – for today, and tomorrow

Executive recruitment ▶

- Navigate organisational change and steer your organisation to success by finding those inspirational leaders
- Build success through diversity with bespoke job ads and transparent interview processes

Temporary recruitment ▶

- Achieve instant impact and access niche skillsets with quick hires and reduce long-term costs
- Cut out lengthy admin and processes with externally managed pay and timesheets

Fully managed temporary recruitment ▶

- Gain clarity and control over your contingent headcount through a Managed Services Programme (MSP)
- Combine expertise and insights with proven processes to shape the future of your workforce

Our advisory services

Assessment & Development ▶

- Acquire the right skills for your business needs
- Cut costs with bespoke selection solutions

Salary Benchmarking ▶

- Use real-time data to have that competitive edge
- Be insight-led for relevant remuneration strategies

Career Transition Services ▶

- Give your employees the right outplacement and transitional support
- Manage restructuring processes with effectiveness, agility and speed

Employer Branding ▶

- Stand out as a top employer brand with a proven USP
- Leverage engaging employer branded recruitment solutions

Diversity, Equity & Inclusion ▶

- Embed conscious inclusion into every aspect of the employee lifecycle
- Stand out in a saturated market and encourage employee retention


Thrive ▶

- Free online training platform to help your team learn new skills
- Engaging content that can be accessed anywhere

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