

**We hope everyone enjoyed the Easter break as much as we did after such a busy start to 2022.**



**Hiring activity** across the **legal finance community** has continued to be very fluid over recent months, with demand covering a wide range of seniority levels and disciplines. To put the current levels of demand in to better perspective, we've had an **84% increase** in the number of vacancy instructions in **comparison to Q1 2021**, with no sign of things slowing down any time soon.



Although we're still **firmly in a "candidate-driven" jobs market**, there has been a **gradual increase** in the number of **individuals starting to actively explore opportunities**, many of whom had not wanted to switch employers until after Covid-restrictions had lifted and working life had settled to the new normal. We expect this **trend to continue over the coming months** and to see some further movement pending the outcomes of salary reviews for many UK Law Firms over the next couple of months.



We're currently putting the finishing touches to our **2022 Legal Accounts Salary Survey** and would like to **thank all of you who took time out to contribute**. It should come as no surprise to hear that salary increases and bonuses have been on the rise once more. **83% of London-based respondents** had received a **pay increase** in the previous 12 month period, up significantly from just 47% last year. The prevalence of **bonuses also increased to 78%**, the highest level recorded since we started our annual survey 10 years ago. We'll publish the survey results within the next few weeks.



Looking ahead, we fully expect the **months leading up to Summer** to remain **busy for hiring**, with a large number of firms increasing headcount or looking to replace leavers. **Challenges will remain** in certain areas where there is a **lack of potential applicants**, particularly at "2nd jobber" levels with a shortage of entry-level hiring having taken place over the last two years, although ebilling, finance systems and commercial finance disciplines are all stretched for applicants currently. If you're working in any of these fields, **now is a great time to be exploring a move!**

# quarterly summary



## Areas in highest demand:

Billing Coordinators  
Revenue Controllers  
eBilling Analysts  
Finance Systems Analysts  
Finance Business Partners



## Areas in short supply:

Billing/Revenue Assistants  
Recently Qualified Accountants  
Finance Systems Analysts  
Pricing Analysts  
eBilling Analysts

# key highlights



Overall **vacancy growth rose** for the **fourteenth consecutive month** and hit a **six month high**.



The overall **availability of candidates fell rapidly in March**, the **steepest rate of decline in four months**.



**Starting salary inflation hit a new record** – the **sharpest rate of inflation in 24.5 years** of the report.

Key highlights from the REC produced 'Report on Jobs' analysis published in April 2022 (UK wide):

# successful appointments

## Successful appointments over the past 3 months include:

**Credit & Revenue Supervisor**  
International Working Capital Manager  
**Commercial Business Manager**  
Financial Director  
**Finance Associate**  
Accounts Receivable Assistant  
**Client Accounting Specialist**

**Revenue Assistant**  
Senior Billing & Collections Analyst  
**AP & Billing Assistant**  
Revenue Analyst  
**Billing Assistant**  
Revenue Controller  
**+ more**

## views from the team

*“With the sense that the pandemic’s impact on working life may now have settled down, we’re increasingly hearing from individuals who have taken stock and re-prioritised what’s most important to them in their lives and careers. The pursuit of continual career progression and salary advancement isn’t for everyone and we’ve experienced growing interest from those seeking non-linear career moves lately. Whether it’s due to the appeal of reducing stress, working hours or managerial headaches, or just placing a higher emphasis on job satisfaction regardless of salary, there are some highly motivated and experienced individuals who are favouring either a sideways career move, a step back in seniority or a complete change in career direction. We’d therefore encourage employers to keep an open-mind when considering applicants who, on paper, may appear over-qualified. The traditional approach of considering only applicants who are on an upwards career trajectory is becoming increasingly outdated and unresponsive to the changing market conditions and you could be missing out on some great talent.”*



**Richard Hooper**  
Director



**Neil Gibbs**  
Senior Consultant

*“Whilst I wouldn’t want to give the impression a career change is an easy thing to do, there’s arguably never been a better time to do it than now if you are considering a change in direction. We’ve had several occasions this year already in which we’ve helped people to branch off in to new fields or at least to gain exposure to new responsibilities when making a move. Employers are having to be a lot more flexible with their experience requirements, which creates opportunities for those with ambitions to kick on with their careers. Examples include billers moving into a more technical career within eBilling, Revenue Controllers moving into Pricing/ Commercial Finance and Legal Cashiers gaining exposure to accounting with study support. If you’re not sure you’re on the right track for the long term, the sooner you can make a change the better. We’re always happy to talk through your options, so if this strikes a chord, please do get in touch for an informal chat.”*