

balance.

# LEGAL ACCOUNTANTS SALARY SURVEY 2017 LONDON



## Balance Recruitment is an award-winning legal sector specialist accountancy and finance systems recruitment consultancy.

Our Legal Accounts division holds a combined 30+ years' experience of recruiting and working within this niche market and we have developed and maintained an excellent reputation for the quality of service we provide.

For the sixth year we have teamed up with the Institute of Legal Finance & Management (ILFM) to produce a comprehensive salary survey for 2017 to provide guidance on average salaries for the various positions that make up a legal finance team, including recently emerging disciplines.

Here we present our detailed findings gathered during the first quarter of 2017 from our network of contacts and ILFM members who are currently working within the accounts teams of Central London Law Firms.

### FIRM SIZE

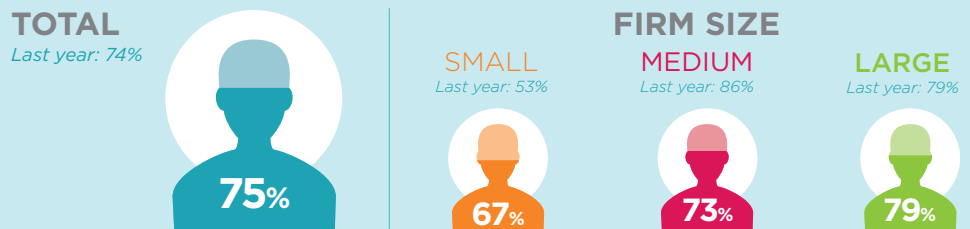
**SMALL**  
 <15 Partners

**MEDIUM**  
 15-49 Partners

**LARGE**  
 50+ Partners

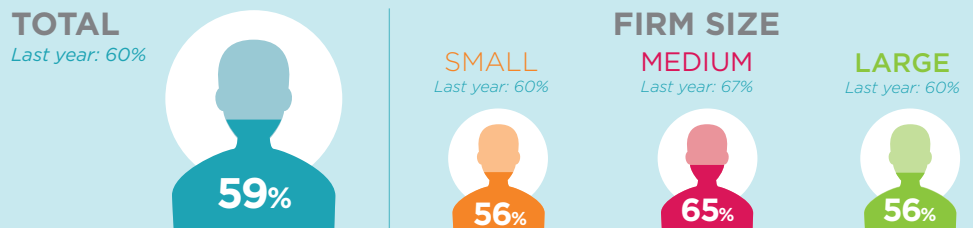
### PAYRISES

% of respondents who received a payrise during the previous 12 month period:



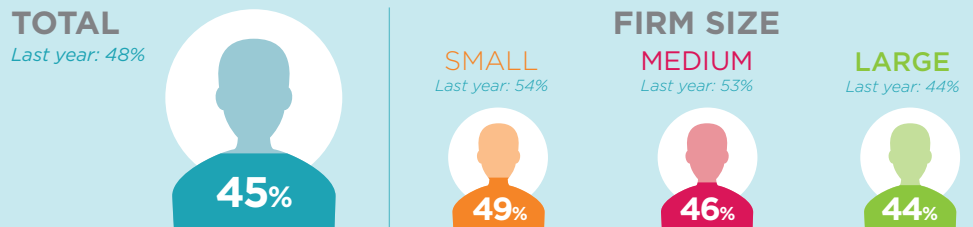
### BONUSES

% of respondents who received a financial bonus during the previous 12 month period:



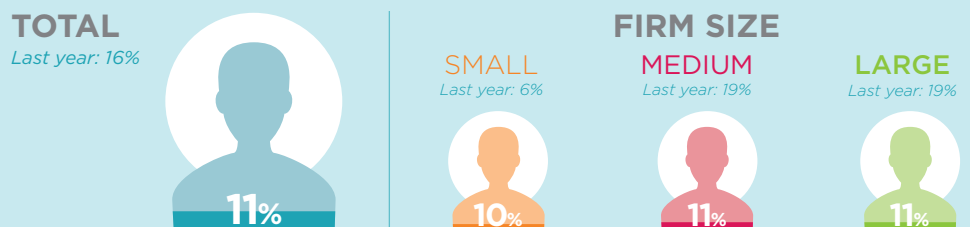
### LOYALTY

% of respondents who hope to remain with the same employer over the next 12 months:



### ATTRITION

% of respondents who changed employer (by choice) during the previous 12 months:





# LEGAL ACCOUNTS

## SALARY SURVEY 2017 LONDON

### Executive summary:

**After another very busy year for our Legal Accounts and Finance Systems division, we've seen existing talent shortage problems continue to heighten and challenge employers, with salary expectations rising in the face of competition and counter offer activity.**

Ensuring staff are appropriately remunerated in line with competitors is just as important as ever, but the rapid growth in starting salaries for certain disciplines is becoming unsustainable as it inevitably raises expectations across wider finance teams. Finance Systems resources have long been stretched within the legal sector, but we're now seeing the same for developing eBilling and Pricing functions.

With only a small handful of sizeable firms actively training and developing entry level candidates across a range of finance functions, it's hard to see this issue easing for quite some time. Considering applicants from outside of the legal sector is one solution, but identifying the individuals who will transition and settle in to a law firm environment is crucial. We are now regularly meeting individuals from other industry backgrounds to assess their suitability and discuss the nuances of working within the legal sector.

Whilst we have made significant progress in placements secured at executive management level through our team, movement at senior levels in general has been sluggish over the last 12 months, with only infrequent moves at Finance Director and Financial Controller level. There is however a desire for change from a sizeable portion of individuals currently within these roles. New entrants from other industry backgrounds over recent years has cut short the merry-go-round of opportunities within the sector as seen in past years, but the thirst for change may well see an increase in activity over the year ahead.

Merger activity and the decline of KWM's European operation has seen occasional fluctuations in the availability of candidates over the past year, and it appears likely that there is still more to come. The speed in which the majority of departing employees were able to secure new employment, mostly without compromising on salary, is an encouraging sign for the health of the market however and should provide some comfort to those feeling uncertain about their job security in the face of merger talk or outsourcing.

If you would like to discuss any of the information in this survey or other market trends and benchmarking, we would welcome the opportunity to share our knowledge further, so please feel free to get in touch any time.

**Richard Hooper**  
Director

Position Title	Low	Average Salary	High
<b>EXECUTIVE</b>			
Finance Director	£97,000	£133,750	£250,000
Finance Controller	£76,000	£88,500	£115,000
FFA/Commercial Finance Manager	£77,000	£87,500	£110,000
Head of Pricing	£82,500	£90,000	£125,000
Financial Reporting Manager	£68,500	£78,500	£86,500
Finance Manager	£53,000	£59,500	£72,500
Business Manager	£69,500	£86,500	£100,000
<b>ACCOUNTING</b>			
Management Accountant (Qualified)	£47,500	£54,000	£60,500
Financial Accountant (Qualified)	£50,000	£59,000	£65,000
Financial Analyst (Qualified)	£50,000	£58,000	£65,000
Pricing Analyst	£45,000	£55,500	£65,000
Partnership Accountant (Qualified)	£46,500	£54,500	£65,000
Part Qualified Accountant	£29,500	£34,500	£39,000
<b>FINANCE SYSTEMS</b>			
Finance Systems Manager	£76,500	£89,000	£120,000
Senior Finance Systems Analyst	£55,000	£62,500	£68,000
Finance Systems Analyst	£45,000	£52,000	£55,000
Finance Systems Assistant	£32,500	£36,500	£42,500
E-Billing Systems Analyst	£35,000	£38,500	£45,000
<b>REVENUE CONTROL</b>			
Working Capital/Revenue Manager	£63,000	£73,500	£86,000
Revenue Supervisor	£47,000	£52,000	£56,500
Senior Revenue Controller	£38,500	£44,000	£54,000
Revenue Controller	£34,500	£37,500	£40,000
Revenue Assistant	£27,000	£29,000	£32,500
<b>CREDIT CONTROL</b>			
Credit Manager	£47,500	£55,000	£65,000
Credit Control Supervisor	£41,000	£44,000	£48,500
Senior Credit Controller	£38,500	£42,500	£48,000
Credit Controller	£30,000	£33,000	£37,000
Credit Control Assistant	£23,500	£26,500	£28,000
<b>LEGAL BILLING</b>			
Billing Supervisor	£40,000	£44,500	£48,500
Senior Legal Biller	£35,000	£38,500	£41,500
Legal Biller	£28,000	£31,500	£34,000
Billing Assistant/Administrator	£23,000	£26,000	£27,500
<b>LEGAL CASHIER</b>			
Head Cashier/Cashiers Manager	£50,000	£56,000	£70,000
Cashiers Supervisor	£39,500	£42,500	£47,000
Senior Legal Cashier	£34,500	£37,500	£42,000
Sole Legal Cashier	£34,000	£37,000	£42,000
Legal Cashier	£28,000	£31,000	£33,500
Assistant Legal Cashier	£22,000	£25,500	£26,500
Purchase Ledger Supervisor	£38,000	£41,000	£46,500
Senior Purchase Ledger	£28,500	£33,000	£35,000
Purchase Ledger Clerk	£23,000	£27,000	£30,000
<b>ACCOUNTS ADMINISTRATION</b>			
Accounts Administrator	£21,000	£23,000	£24,500