



Welcome to our latest Legal Accounts Quarterly Market Update, covering April to June 2015.

The first half of 2015 has proven to be a consistently busy period within the legal accounting and finance systems niche, with high demand for staff being met with a challenging candidate marketplace. Salaries are very much on the increase across all disciplines, with sizeable counter offer negotiations becoming increasingly prevalent. We've also seen a notable increase in demand for interim staff, on both short and long term contracts. The early signs indicate that hiring will continue apace throughout the summer period, and we would encourage employers to plan the timing of hiring processes strategically to ensure they can move quickly through to offer stage, whilst other firms hit delays during the holiday season.

Quarter Q2 Summary



Areas in highest demand

- Financial Analysts
- Revenue Controllers
- Legal Cashiers
- Management Accountants

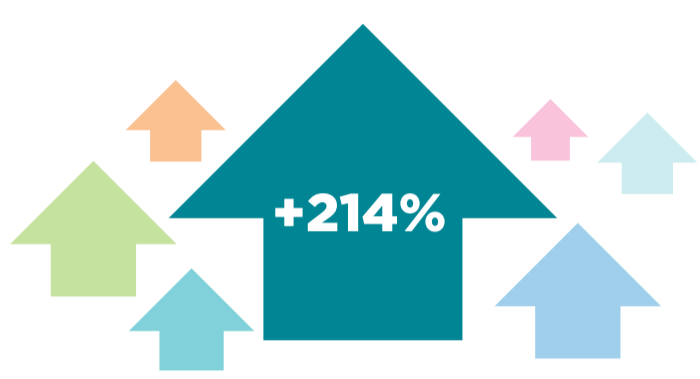


Areas in short supply

- Finance Systems Analysts
- eBilling Assistants
- Part Qualified Accountants
- Temporary Legal Billers

[view our latest jobs here](#)

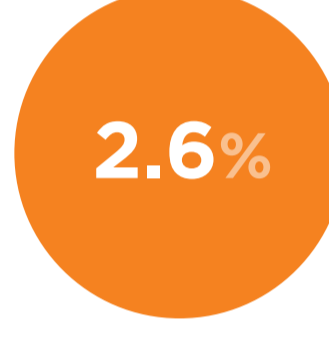
Year on Year growth in number of vacancy instructions received during Q2 period:



Key Highlights



Finance & Accounting vacancies **grew strongly in May** compared with a year ago with (+10.3%)



Finance & Accounting salaries **increasing Y/Y on average by 2.6%** across the UK



Finance & Accounting sector showing **strong and steady growth** across the UK

(Source: APSCo produced 'Professional Recruitment Trends' UK - Wide Report - May/June)

Successful Appointments



Successful appointments we have made during the Q2 period include:

- Head of Business Systems
- Finance Systems Manager
- Finance & Compliance Manager
- Management Accountant
- Senior Revenue Controller
- eBilling Coordinator

- Finance Analyst
- Senior Legal Cashier
- Legal Cashier
- Part-time Legal Biller
- Billing Coordinator

Views from the team



With the exception of a sluggish Q2 period last year, demand for staff has been steadily increasing over the last few years and the market conditions are now easily comparable to the candidate-driven conditions of 2007. As a result, counter-offers are becoming much more prevalent, with some fairly increasing pay increases being put on the table. High calibre individuals are also now increasingly likely to have more than one option to consider. All of which makes it more important than ever to focus on what you can offer to potential employees and to ensure their interview experience leaves them with a great impression of your firm.

Richard Hooper

One of the most encouraging trends we've identified of late, is the spread of firms from which vacancies are arising. Whilst the larger finance teams have been seeing a healthy amount of movement for some time now, we've seen a notable increase in hiring within the small to medium firms we work with, with teams expanding to cope with the increased workload brought on by business growth and the broader expectations placed on finance teams to play an advisory role within firms.

John Carleton

Whilst there is demand across most, if not all disciplines in the legal finance area currently, it's also becoming increasingly evident from our client base that temporary and interim needs are on the rise at qualified and transactional levels. We've had a wide range of short and long term requirements through this year, and are seeing some great project-led opportunities alongside the more routine, business-as-usual requirements.

Daniel Cumberworth

Balance News



Monte Carlo or Bust Banger Rally

Jo Brush, our Executive Administrator, took part in the Monte Carlo or Bust Banger Rally in June to raise money for Cancer Research UK. The rules of the rally state no more than £300 must be spent on a car which is then driven to Monte Carlo over a four day period following a specific route and carrying out various challenges along the way. [Read more about their journey here...](#)



Recruitment: The Solution

Richard's latest blog talks about a world where every single legitimate introduction a recruiter makes to a client gets invited in for an interview and covers what may happen. [Read more here....](#)

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