



ACCOUNTANCY & FINANCE

2025 SALARY GUIDE

**HENDERSON
SCOTT**

ALWAYS RAISING THE BAR

About Henderson Scott

At Henderson Scott, we're here to elevate both candidates and clients in Accountancy & Finance as they navigate a dynamic and evolving landscape.

For our clients, we offer expertise to meet immediate hiring needs and provide strategic insight to plan for sustainable growth. For candidates, we're committed to connecting you with roles that not only align with your skills and ambitions but help you raise the bar in your career.

Whether you're a professional aiming to take your career in Accountancy & Finance to new heights or a client in search of top talent to drive your business forward, our partnership-driven, insight-led approach ensures we're here for you at every stage. Together, we're creating opportunities for success that benefit professionals and organisations alike, making it easy to find the right match, no matter the challenge.

For clients looking for a tailored approach to workforce planning, our [Recruitment solutions](#) page offers a detailed view of how we support you with bespoke recruitment strategies. From temporary to permanent placements, we provide solutions that adapt to your business needs, helping you build resilient teams for the future. Explore our range of recruitment options and discover how Henderson Scott can be your strategic partner in achieving hiring success.

Methodology



This guide is informed by insights from our latest sentiment survey, shared with our extensive network of clients and candidates. Salary data has been meticulously compiled using information gathered across 2024 from our job board partners, candidate registrations, and Henderson Scott offices across the UK. It reflects current job listings, insights from our specialist consultants, and prevailing industry trends.

*All salaries are a guideline and there are several factors including industry, working pattern and wider cash/non-cash benefits that will play a part in the basic salary on offer.

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ACCOUNTANCY & FINANCE

SALARIES

Permanent – salary per annum

Job title	London		East		North West		South East		South West	
	£ Brackets	£ Average	£ Brackets	£ Average	£ Brackets	£ Average	£ Brackets	£ Average	£ Brackets	£ Average
Assistant Accountant	32,000 - 42,000	37,000	30,000 - 35,000	32,500	30,000 - 40,000	35,000	30,000 - 40,000	35,000	27,000 - 35,000	34,500
Financial Accountant	50,000 - 65,000	57,500	45,000 - 55,000	50,000	43,000 - 53,000	48,000	45,000 - 60,000	52,500	42,000 - 52,000	47,000
Management Accountant	50,000 - 70,000	60,000	40,000 - 50,000	45,000	40,000 - 50,000	45,000	45,000 - 65,000	55,000	45,000 - 65,000	55,000
Fund Accountant	58,000 - 75,000	66,500	45,000 - 55,000	50,000	48,000 - 56,000	52,000	50,000 - 70,000	60,000	45,000 - 52,000	48,500
Finance Analyst	45,000 - 70,000	57,500	40,000 - 65,000	52,500	40,000 - 50,000	45,000	40,000 - 65,000	52,500	40,000 - 55,000	47,500
Audit (Newly Qualified)	50,000 - 65,000	57,500	50,000 - 60,000	55,000	42,000 - 55,000	48,500	48,000 - 60,000	54,000	50,000 - 60,000	55,000

Job title	North East		Midlands		Yorkshire and Humber		Scotland	
	£ Brackets	£ Average	£ Brackets	£ Average	£ Brackets	£ Average	£ Brackets	£ Average
Assistant Accountant	27,000 - 35,000	31,000	30,000 - 40,000	35,000	30,000 - 40,000	35,000	27,000 - 35,000	31,000
Financial Accountant	45,000 - 55,000	50,000	44,000 - 54,000	49,000	40,000 - 58,000	49,000	42,000 - 52,000	47,000
Management Accountant	40,000 - 50,000	45,000	40,000 - 50,000	45,000	40,000 - 60,000	50,000	40,000 - 50,000	45,000
Fund Accountant	42,000 - 48,000	45,000	47,000 - 53,000	50,000	40,000 - 60,000	50,000	44,000 - 50,000	47,000
Finance Analyst	40,000 - 50,000	45,000	40,000 - 55,000	47,500	40,000 - 50,000	45,000	40,000 - 50,000	45,000
Audit (Newly Qualified)	42,000 - 53,000	47,500	40,000 - 60,000	50,000	45,000 - 50,000	47,500	42,000 - 50,000	46,000

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SALARIES

Permanent – salary per annum

Job title	London		East		North West		South East		South West	
	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Brackets	£ Average
Tax Accountant	58,000 - 75,000	66,500	40,000 - 60,000	50,000	40,000 - 60,000	50,000	55,000 - 70,000	62,500	55,000 - 70,000	62,500
Financial Manager	70,000 - 80,000	75,000	46,000 - 88,000	67,000	50,000 - 70,000	60,000	60,000 - 75,000	67,500	46,000 - 88,000	67,000
Financial Controller	75,000 - 120,000	97,500	57,000 - 90,000	73,500	57,000 - 90,000	73,500	70,000 - 100,000	85,000	57,000 - 90,000	73,500
Finance Director	84,000 - 140,000	112,000	65,000 - 120,000	92,500	65,000 - 120,000	92,500	75,000 - 135,000	105,000	75,000 - 135,000	105,000
Chief Finance Officer	150,000 - 250,000	200,000	100,000 - 180,000	140,000	100,000 - 180,000	140,000	120,000 - 225,000	172,500	100,000 - 180,000	140,000

Job title	North East		Midlands		Yorkshire and Humber		Scotland	
	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average
Tax Accountant	40,000 - 60,000	50,000	40,000 - 60,000	50,000	40,000 - 60,000	50,000	40,000 - 60,000	50,000
Financial Manager	50,000 - 70,000	60,000	45,000 - 88,000	66,500	50,000 - 70,000	60,000	50,000 - 70,000	60,000
Financial Controller	50,000 - 62,000	56,000	57,000 - 90,000	73,500	65,000 - 90,000	77,500	57,000 - 90,000	73,500
Finance Director	65,000 - 120,000	92,500	65,000 - 120,000	92,500	80,000 - 130,000	105,000	65,000 - 120,000	92,500
Chief Finance Officer	100,000 - 180,000	140,000	100,000 - 180,000	140,000	120,000 - 200,000	160,000	100,000 - 180,000	140,000

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