
THE NORTH EAST OF ENGLAND
FINANCE
SALARIES, SKILLS AND BENEFITS REPORT
2020



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INTRODUCTION

Welcome to Nigel Wright Recruitment's 2020 Finance Salaries, Skills and Benefits Report.

The North East is a highly attractive market for financial services companies and indeed any company that needs to employ experienced finance and accounting professionals.

The region has a thriving and well-established cluster of financial and related professional services companies, employing over 47,000 people in banking, accounting, insurance, fund management and related financial services such as management consultancy and legal services. Indeed, it's a misnomer to think that the majority of Financial Service employees are based in London, because two-thirds are based outside. In Newcastle, Virgin Money (now part of the CYGB) has a formidable workforce, Atom Bank is headquartered in County Durham, and Newcastle and Darlington Building Societies have a combined workforce of over 1,000.

The "big four" (EY, KPMG, PwC and Deloitte) are all present in the region, as are outstanding regional companies such as UNW, MHA Tait Walker and Clive Owen, who together match the regional workforce of the big four. There is also a counterpart to the regional financial services landscape with a North East contact centre cluster that employs a further 40,000 people for global companies including Barclays, Santander, EDF Energy and Virgin.

It goes without saying that salaries are obviously dependent upon the company and the job role, together with the specific skills and experience of the employee. Market conditions and dominant employers will affect local and regional market rates, as will supply and demand. Recruitment companies are obviously in an ideal position to be cognisant of market rates, since their customer base covers both employers

and employees. The goal for the employer is to attract good talent and pay them fairly.

Market rates set candidates' expectations and employers' salary offers. Market rates are more established in some disciplines and levels than others. Certain disciplines will command a strong market rate especially when markets are buoyant and skilled workers are essential but in short supply.

ABOUT NIGEL WRIGHT RECRUITMENT

Nigel Wright Recruitment is the leading and largest, multi-discipline regional recruitment business specialising in the North of England, with deep expertise across every discipline.

Our clients trust us to quickly attract the highest calibre and most suitable candidates first time.

1. **We access candidates that others can't.**
2. **Our customers believe we enhance their employer brand.**
3. **We control the process and manage risk, allowing you to focus on your day job.**
4. **We deliver sustainable results that produce long term value.**

We create greater value than our competitors with an open market perception survey ranking us above all competitors across relationships, service, knowledge, quality and capability.

SAMPLE BASE

Nigel Wright's annual survey is sent to over 30,000 professionals at all levels across the North East of England.

This Report has been compiled from the answers of people identifying themselves as having a Finance discipline. As such it is the most comprehensive Report about what Finance professionals in the North East are earning and what benefits they are enjoying, their opinions on what attracts and motivates them to stay with or leave their employers, and their remuneration structures.

The sample base is representative of the North East Finance marketplace.

The majority are male (**54%**); over a third are working in companies that draw heavily on Finance professionals and deliver some form of business support or professional services (such as financial services); a fifth are working in the public or third sector and **5%** are working in IT / Tech / Digital.

93% of our Finance sample are in full-time employment, and **88%** described themselves as permanent, **6%** as contract, **2%** as interim and **4%** as temporary. The results shown in this survey are based on permanent full-time workers.

FIGURE 1: RESPONDENTS' SECTOR

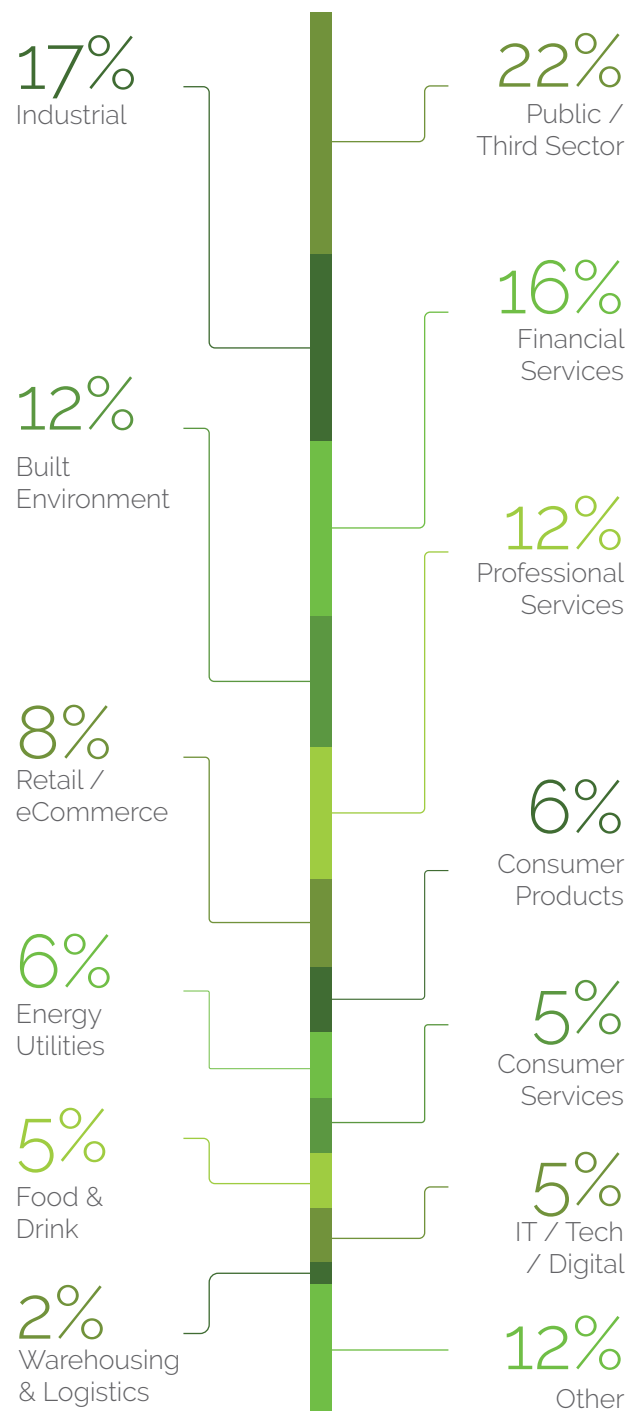
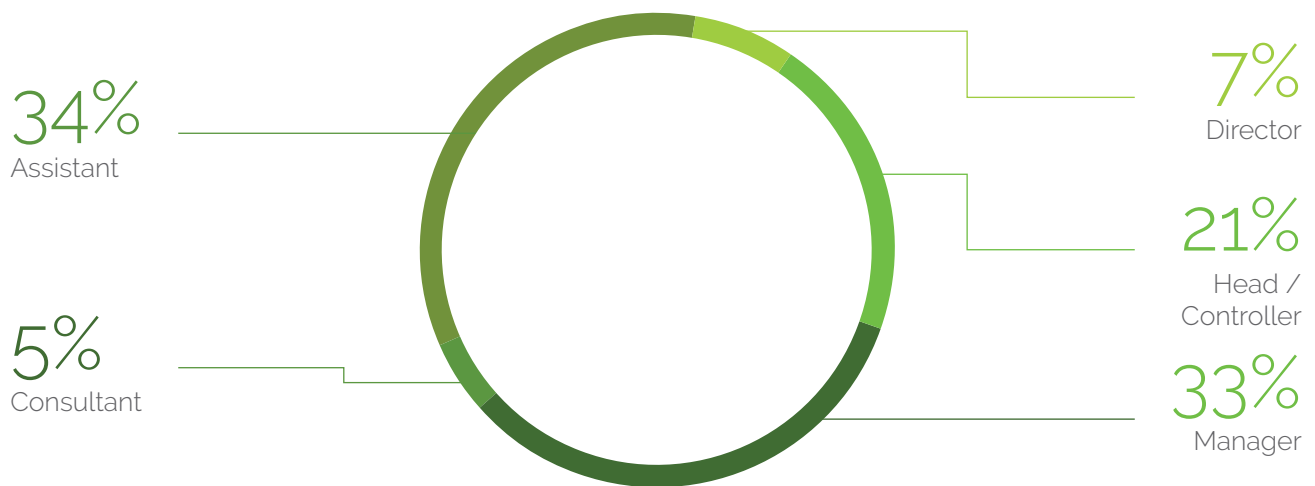


FIGURE 2: RESPONDENTS' JOB TITLE



In terms of position, **61%** of our sample worked in management. A fifth are employed at Head of Finance or Financial Controller level, **7%** identify themselves as Directors, and **5%** as "Consultants." The remainder are working at levels of Assistant (e.g. Accounts Assistant) or below.



1.0

THE WORKING ENVIRONMENT

“There's a lack of appreciation for what I do in my current role. I have a poor relationship with my line manager.”

1.1 SATISFACTION LEVELS & CHANGING JOBS

TABLE 1: JOB AND SALARY SATISFACTION

	Current job		Current salary	
	Finance	All disciplines	Finance	All disciplines
Very satisfied	16%	13%	16%	17%
Moderately satisfied	47%	46%	44%	45%
Neither satisfied nor dissatisfied	16%	16%	14%	15%
Moderately dissatisfied	14%	17%	18%	17%
Very dissatisfied	7%	7%	8%	7%

The survey found that around six out of ten permanent Finance professionals in the North East are satisfied with their current job (16% are very satisfied, 47% moderately satisfied).

Not surprisingly, this tends to mirror how they feel about their current remuneration, but when the two statements are analysed in conjunction with each other, there is a hard core of 12% of workers who are dissatisfied with both their job and their salary.

This is eclipsed by the 47% who say they are satisfied with their job and their remuneration, and the remaining 41% fall somewhere in between these two poles.

“ I'm not getting the challenge I desire in my role. There are few opportunities for development and progression. ”

“ I don't feel respected in my current role. I'd prefer an opportunity with strong career progression, to management level or even further. ”

FIGURE 3: SATISFACTION MATRIX

		Salary satisfaction		
		Satisfied	Neither satisfied nor dissatisfied	Unsatisfied
Job satisfaction	Satisfied	47%	7%	9%
	Neither satisfied nor dissatisfied	6%	5%	5%
	Unsatisfied	8%	2%	12%

47% are satisfied with both their job and their remuneration.

“I’m seeking a higher salary, with more opportunities for career progression in a superior working environment”

TABLE 2: CHANGING JOBS

	Finance	All disciplines
Changing job now (within a month or so)	13%	11%
Within the next year	27%	30%
In the next 1 - 2 years	18%	17%
In the next 2 - 3 years	6%	8%
In 3+ years	3%	3%
Not planning to change job	33%	31%

When we asked permanent Finance professionals if they were planning to change jobs, **67%** told us they were planning to do so. **58%** of our sample base said they are planning to change jobs within the next two years. **13%** told us they were currently in process, and **40%** said they were looking to move within the next year.

These findings are also borne out by the fact that only **29%** of our sample have worked for their current employer for more than five years, with a fifth having been in their current position for more than five years. Our research finds that only when people reach the age of 50+ does the urge to change jobs start diminishing.

58% say they will be looking to change jobs in the next two years (40% within the year ahead).

13% told us they were currently in process to change jobs.

Why Finance professionals change jobs

TABLE 3: FACTORS INFLUENCING A CHANGE OF ROLES

	Finance	All disciplines
Feel valued / have influence / make an impact	72%	75%
Higher salary	72%	70%
Location	69%	65%
Career progression	58%	59%
Agile / flexible working	57%	61%
Company's values & culture	57%	61%
New challenges	56%	57%
Generous holiday entitlement	52%	50%
Generous employer contributory pension	41%	44%
Profit share / bonus / commission levels	22%	25%
Health insurance	21%	25%
Car allowance / loan	16%	18%
Corporate social responsibility initiatives	12%	14%
Environmental & sustainability credentials	10%	15%
Latest technologies	9%	18%

We asked permanent Finance professionals to select from a series of factors that were important to them when looking for a new role, and also asked them to tell us their main reason for changing jobs. Overall, the top three reasons selected were to feel valued and make a difference (72%), earn a higher salary (72%), followed by location (69%).

Least likely to influence a permanent Finance professionals' decision to change roles are a company's environmental / sustainability credentials and its access to the latest technologies.

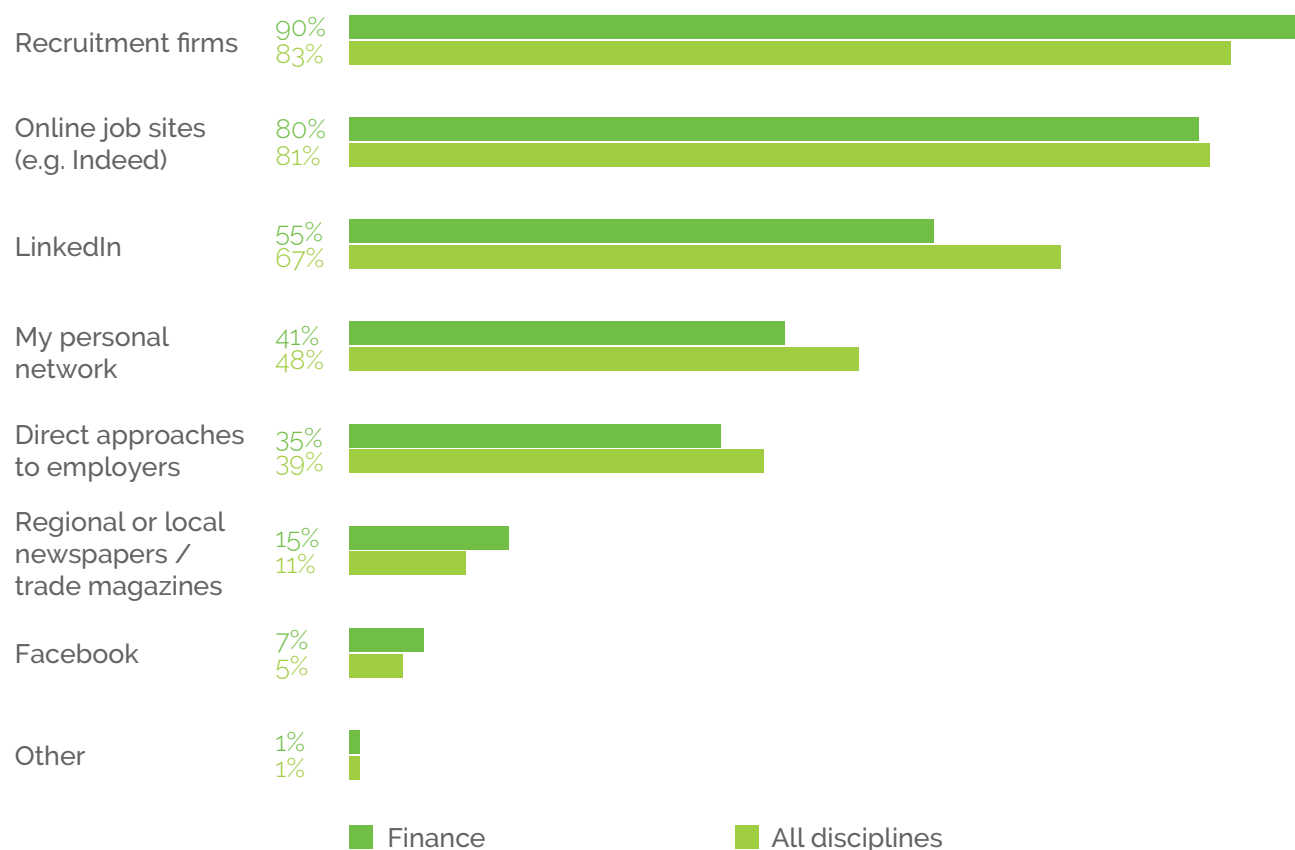
The main reasons that Finance professionals change jobs is to feel valued, have influence or make an impact, as well as earn a higher salary.

“I'm looking to take on a new challenge and progress my career. Working hours are inflexible here, there's no room for progression and there's a lack of training and development opportunities.”

“A lack of development opportunities and assistance in paying for professional qualifications is the reason why I'm seeking a new role.”

How Finance professionals look for jobs

FIGURE 3: METHODS USED TO SEARCH FOR A NEW ROLE



Once seeking new employment, the first ports of call are recruitment firms (**90%**), online job sites (**80%**) and LinkedIn (**55%**). Permanent Finance professionals are more likely to approach their personal network (**41%**) than make direct approaches to employers (**35%**).

“I want more responsibility at work and a greater variety of duties.”

1.2 SALARY INCREASES, BONUSES & BENEFITS

Basic salaries

TABLE 4: AVERAGE SALARY INCREASE RECEIVED AND EXPECTED

	Last salary review		Next salary review	
	Finance	All disciplines	Finance	All disciplines
Zero	24%	24%	11%	16%
Up to 1%	8%	8%	9%	8%
Between 1 - 2%	24%	24%	23%	21%
Between 2 - 3%	18%	21%	23%	24%
Between 3 - 4%	6%	6%	7%	7%
Between 4 - 5%	7%	5%	6%	4%
Between 5 - 10%	7%	6%	9%	6%
Between 10 - 15%	2%	3%	1%	1%
Between 15 - 20%	2%	1%	1%	1%
20%+	1%	2%	0%	0%
Don't know	-	-	11%	11%

A quarter (**24%**) of permanent Finance professionals told us they received no increase at their last pay review and a further third (**32%**) received an increase of 2% or less. With the UK annual inflation rate averaging 1.8% in 2019, this means that **56%** had an effective decrease in the value of their basic salary. Our sample were hopeful that they would receive a more generous pay increase at their next salary review, but still **43%** are anticipating less than 2%.

32% received a pay increase of up to 2%.

24% received no increase to their basic salary at their last pay review.

TABLE 5: BONUS AND COMMISSION PAYMENTS

Payment type received	Guaranteed	Personal performance	Company performance
	5%	24%	34%
0 - 1 %	8%	7%	18%
1 - 5%	25%	31%	32%
5 - 10%	50%	35%	23%
10 - 15%	8%	22%	15%
15 - 20%	8%	6%	5%
20 - 40%	0%	0%	8%
40%+	0%	0%	0%

Base: All permanent employees receiving some form of bonus / commission

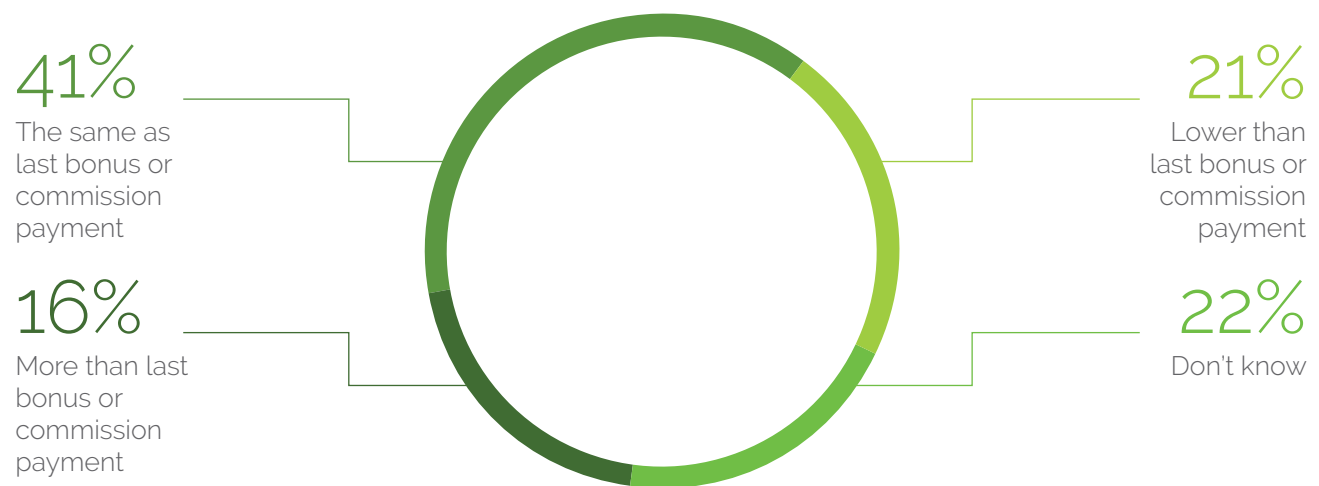
48% of permanent Finance professionals told us they get some form of financial bonus or commission payment on top of their basic salary.

48% receive a bonus or commission.

We looked specifically at company performance, personal bonus and guaranteed bonus payments, and the one that was most commonly received was company performance bonus payments which was received by **34%** of our sample.

For most permanent Finance professionals who receive a company performance bonus (**73%**) it will represent less than 10% of their salary. For those receiving a personal bonus payment, **28%** are receiving over 10%.

FIGURE 5: NEXT EXPECTED BONUS / COMMISSION



Base: All permanent employees receiving some form of bonus / commission

In order to get an understanding of what overall level bonus / commission payments represent, we asked what the overall level received would be compared to basic salary (Table 6). **35%** said it would represent less than 10%, and only **2%** said it would be over 50%. Only **16%** said they expected to achieve more bonus / commission next year (Figure 5).

68% who receive a bonus find it's worth up to 20% of their salary.

TABLE 6: MAXIMUM LEVEL OF TOTAL BONUS OR COMMISSION PAID

	Finance	All disciplines
Under 10% of basic salary	35%	42%
Between 10 - 20% of basic salary	33%	27%
Between 20 - 30% of basic salary	12%	9%
Between 30 - 50% of basic salary	5%	5%
Between 50 - 75% of basic salary	1%	2%
Between 75 - 100% of basic salary	1%	1%
Over 100% of basic salary	0%	3%
Not certain / don't know	13%	12%

Base: All receiving some form of bonus / commission payment

Benefits received

TABLE 7: BENEFITS CURRENTLY RECEIVED

	Finance	All disciplines
Death / injury in service benefits	57%	61%
Car parking (free parking / reimbursement of daily parking)	48%	44%
Help with career development costs (e.g. professional qualifications)	31%	28%
Buy / sell holidays	30%	30%
Private healthcare insurance (self only)	21%	22%
Company car / car allowance	17%	19%
Private healthcare (self & family)	16%	17%
Help with commuting costs	6%	6%
Mutual pay (profit share scheme)	4%	5%
Interest free loans	4%	3%
Travel insurance	3%	5%
Other	23%	17%

57% receive death / injury in service benefits.

We asked permanent Finance professionals to tell us which benefits they received. Death / injury in service benefit is the most frequent one received. Healthcare (either for themselves or family) is received by **37%** of our sample and help with the costs of career development is received by **31%**. **30%** told us they were able to buy or sell holidays.

21% get healthcare just for themselves
and 16% have healthcare for themselves
and family.

Pension

FIGURE 6: YEARS IN PENSION POT

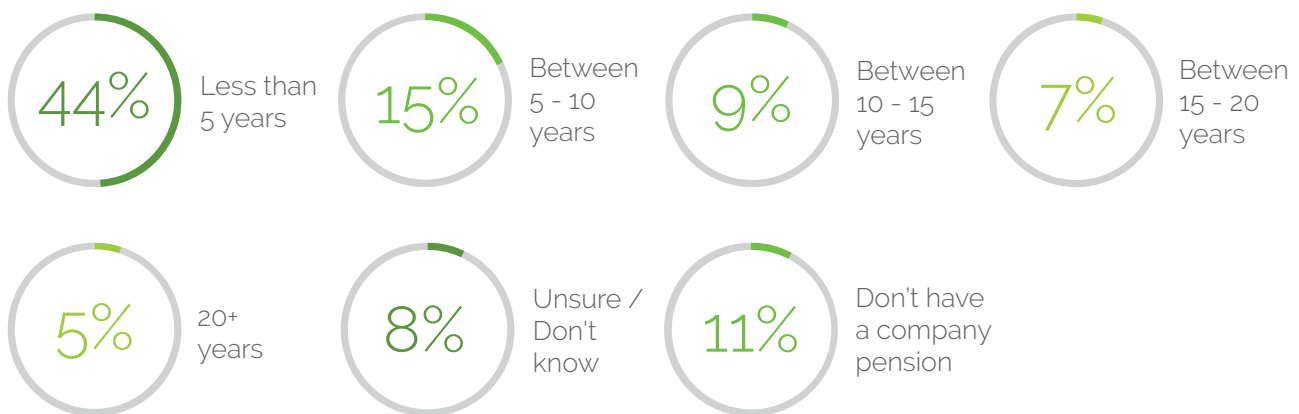
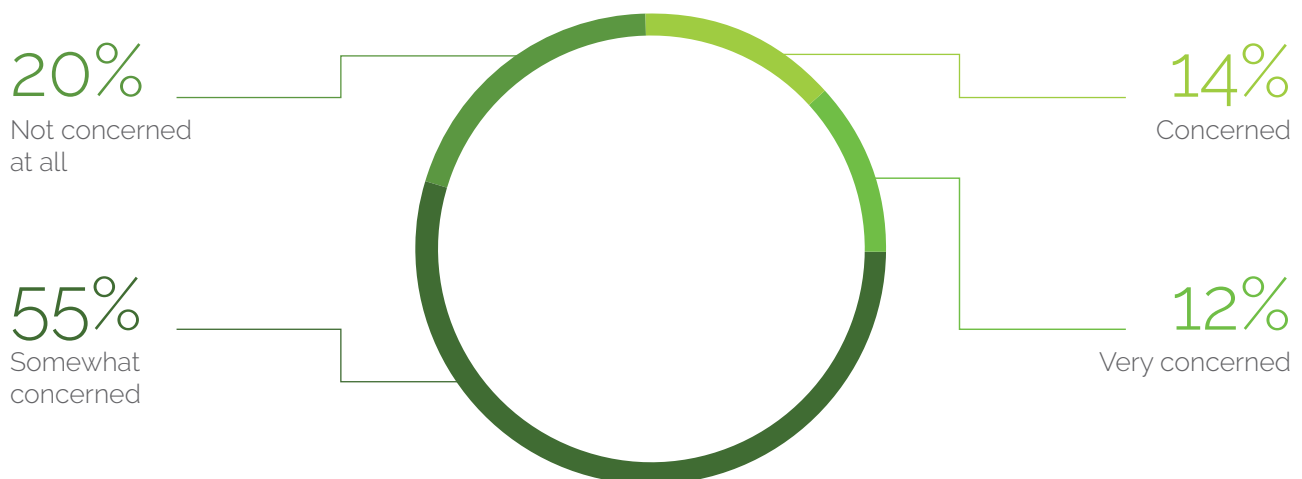


FIGURE 7: PENSION CONCERNS



80% are concerned about the size of their final pension pot.

TABLE 8: PERCENTAGE CONTRIBUTION TO PENSION

	Employers' contribution		Personal contribution	
	Finance	All disciplines	Finance	All disciplines
Up to 3%	17%	17%	12%	13%
Between 3 - 5%	32%	31%	41%	38%
Between 5 - 7%	12%	18%	20%	21%
Between 7 - 10%	18%	14%	15%	14%
Between 10 - 15%	8%	7%	5%	4%
Between 15 - 20%	4%	3%	1%	2%
Over 20%	3%	2%	1%	1%
N/A / Don't know	5%	8%	6%	7%

Base: All permanent employees

Only **20%** of our sample say they have no concerns about their pension, although over half of respondents (**55%**) say they are "somewhat concerned." **12%** are "very concerned" about their final pension pot. Only **15%** are working for companies who contribute 10% or more into a pension, and **53%** say their personal contribution is less than 5%.

Holidays

TABLE 9: STANDARD HOLIDAY ENTITLEMENT

	Finance
20 days or less	9%
21 - 24 days	14%
25 days	39%
26 - 30 days	28%
31+ days	10%

In terms of holidays, **77%** of permanent Finance professionals were getting at least 25 days. Unsurprisingly, the larger the company, the more generous the holiday entitlement.

38% have 26+ days holiday per year.

1.3 FLEXIBLE WORKING

FIGURE 8: FLEXIBLE WORKING OPTIONS

	On offer		Ideal scenario	
	Finance	All disciplines	Finance	All disciplines
Flexi-time that includes a 'core' period of the day during which you are required to be at work	24%	27%	51%	47%
Working from home occasionally	43%	42%	46%	37%
Agile working (work where, when and how you choose)	12%	18%	46%	47%
Informal permission to start late / leave work early	52%	47%	35%	33%
Compressed hours (same hours over fewer days)	6%	8%	28%	26%
Working from home regularly	11%	18%	27%	33%
Part-time working	9%	10%	6%	7%
Annual hours	1%	2%	3%	4%
Term-time working	3%	3%	3%	5%
Job sharing	4%	5%	2%	2%
Other	0%	1%	1%	1%
None	20%	19%	3%	1%
Not possible with my role	5%	6%	0%	3%

In this year's survey, we asked permanent Finance professionals to tell us what flexible working options they are offered through their employer and which would represent an ideal working scenario. We already know through earlier questioning that **57%** say that flexible working is important to them when seeking a new role (reference Table 3).

Not everyone can work flexibly: **20%** said their company offered no options to do so and **5%** said that it wasn't possible with their job role. **43%** said their company lets them work from home occasionally, **11%** said they can work this way regularly, and **52%** say their employer provides informal permission to start late / leave work early.

However, these do not represent permanent Finance professionals' ideal working scenario. Flexi-time and agile working are the most popular options, in addition to working from home occasionally – and **89%** of the sample chose at least one of these as representing their ideal working options.

78% work for a company that offers some form of flexible working.

89% consider agile working or flexi-time to be an ideal form of working.

25% are unable to enjoy any form of flexible working options.

1.4 THE DAILY COMMUTE

TABLE 10: LENGTH OF COMMUTE TO WORK

	Current journey	Maximum acceptable
Up to 30 minutes	55%	16%
Up to 45 minutes	23%	33%
Up to 1 hour	12%	37%
Up to 1 hour 15 minutes	6%	6%
Up to 1 hour 30 minutes	3%	6%
Up to 2 hours	2%	0%
Over 2 hours	0%	1%

This year we asked about the length and cost of people's daily journey to work, and we also asked about the maximum time they would consider commuting.

Over half of our sample (**55%**) told us that door to door, their journey is less than 30 minutes, and **48%** said their weekly travel costs were less than £20. Only **11%** travel for more than an hour each way and only **17%** say they spend over £40 per week.

52% of our sample said they would consider a commute of over 45 minutes, but not many (**14%**) are prepared to have a journey time of over an hour, and only **12%** would consider travel costs in excess of £60 a week. **83%** of our sample told us that they drive to work each day, with only **10%** using public transport.

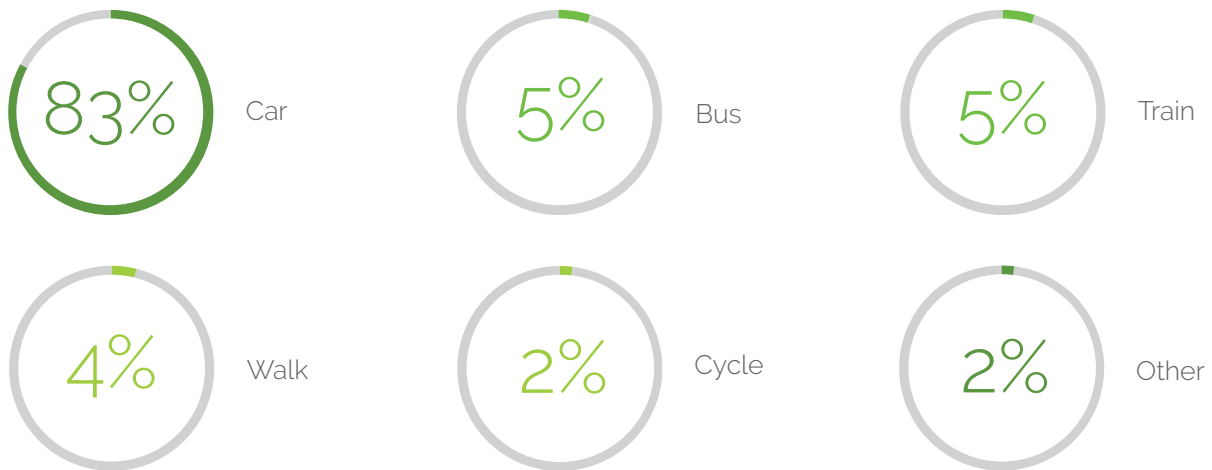
TABLE 11: WEEKLY COMMUTING COSTS

	Current journey	Maximum acceptable
Less than £10	17%	3%
Between £10 - £20 per week	31%	18%
Between £20 - £30 per week	19%	25%
Between £30 - £40 per week	15%	26%
Between £40 - £60 per week	12%	18%
Between £60 - £80 per week	2%	6%
Between £80 - £100 per week	2%	3%
Over £100 per week	2%	3%

78% of Finance professionals commute for up to 45 minutes to work.

67% of Finance professionals incur weekly commuting costs of up to £30.

FIGURE 9: MAIN TYPE OF TRANSPORT TO WORK



83% of Finance professionals drive to work.

1.5 LEARNING & DEVELOPMENT OPPORTUNITIES

TABLE 12: LEARNING & DEVELOPMENT OPPORTUNITIES

	Finance	All disciplines
Those working at companies offering L&D opportunities	61%	64%
Professional memberships	66%	48%
Online learning platform	57%	63%
Professional development programmes	49%	44%
Leadership programme	40%	44%
Personal development programmes	37%	37%
Leadership training for those who don't want to manage people	13%	15%
Enable employees to pursue their passions (e.g. learn a new language)	8%	8%
Ability to retrain	6%	7%

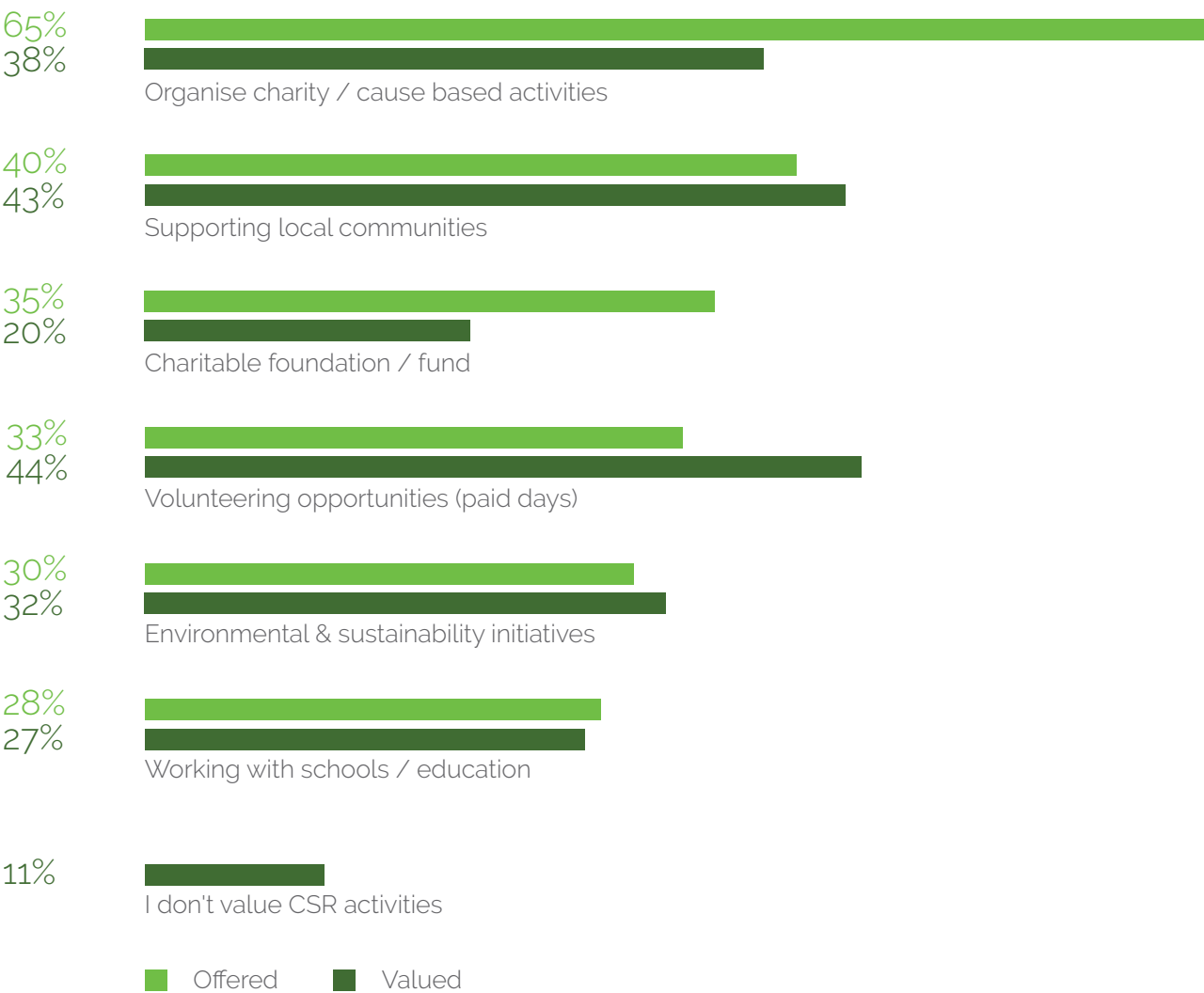
Base: All permanent employees at companies providing L&D

Within companies offering L&D, the most common opportunity offered to Finance professionals was access to professional memberships (**66%**) such as the Chartered Institute of Public Finance and Accountancy. The least likely was the ability to retrain.

61% of our sample told us their employer offered them L&D opportunities.

1.6 CORPORATE SOCIAL RESPONSIBILITY

FIGURE 10: CORPORATE SOCIAL RESPONSIBILITY ACTIVITIES (OFFERED & PERSONALLY VALUED)



The most common CSR activities encouraged are charity-based activities. But, according to our survey, Finance professionals prefer paid volunteering opportunities and supporting their local communities.

It is assumed that one of the benefits of CSR is increased employee engagement and satisfaction. It is also assumed that employees want to work for a company involved in positive initiatives and with a strong public image, and that CSR initiatives will attract valuable and engaged employees.

However, our earlier questions about what is important to Finance professionals when they are looking for a new role does imply that CSR is one of the least likely factors to influence a change of job (reference Table 3). Nevertheless, it is positive to note that only **11%** say they don't value CSR activities.

76% say their company offers CSR activities.

11% say they don't value CSR activities.

Volunteering and supporting local communities are highly valued by Finance professionals.

1.7 SKILL SHORTAGES

TABLE 13: ACTIONS TAKEN BY EMPLOYERS TO ADDRESS SKILL SHORTAGES.

	Finance	All disciplines
Those working for companies with skill shortages	18%	26%
Increased external hiring	41%	50%
Recruited apprentices / graduates	38%	39%
Reskilled our current workforce	26%	34%
Recruited from further afield in the UK	17%	15%
Recruited from other industries or professions	14%	22%
Utilising AI / Automation	14%	14%
Recruited workers from other countries	10%	15%
Other	24%	19%

Base: All working for companies with skill shortages

One in five (**18%**) Finance professionals reported that the companies they work for are experiencing skill shortages. To counter this, those companies were seen to have taken various actions to address those skill shortages – the most common being increased external hiring (**41%**) followed by recruiting apprentices or graduates (**38%**).

When we asked for more details about skill shortages, the issue mentioned most often related to problems in finding experienced people with the right financial skills, which obviously differ by company.

18% say their company is experiencing skill shortages.

“ Our organisation continues to grow. However, there's no further investment in staff to cope with demand. ”

“ There's a vacuum of import / export knowledge, which will become pivotal following Brexit. ”

“ Newly hired staff are often lacking in relevant experience; middle management have poor leadership skills. ”

1.8 RECRUITMENT

TABLE 14: HOW WILL THE NUMBER OF PEOPLE RECRUITED BY YOUR COMPANY CHANGE COMPARED TO LAST YEAR?

	Finance	All disciplines
Recruit more	36%	41%
No change	30%	24%
Recruit less	12%	11%
Don't know	23%	24%

We asked respondents whether they thought their organisation would be recruiting more people in the next 12 months and whilst around a quarter admitted they didn't know, **36%** said they expected to see an increase on current recruitment levels, and only **12%** said there would be less recruitment.

“ We have a headcount freeze – under performers are kept in role as anyone is better than no-one. ”

66% say their companies will recruit at least the same or more people during 2020.

“ There's a shortage of good quality qualified chartered accountants. ”

TABLE 15: WHAT CHALLENGES DO YOU THINK YOUR COMPANY EXPECTS TO ENCOUNTER WHEN RECRUITING STAFF?

	Finance	All disciplines
Shortage of suitable candidates	48%	54%
Competition from other employers	32%	37%
Applicants with unrealistic salary requirements	21%	22%
Issues relating to Brexit	13%	17%
Immigration restrictions	4%	5%
Don't know	25%	19%
Not planning to recruit	14%	11%

48% think the companies they work for will have problems finding suitable candidates.

We also asked about the difficulties that employers face in recruitment. The key issue highlighted was a shortage of suitable candidates – but this is an issue that people from other disciplines also highlighted and at the same level of magnitude.

Whilst Finance professionals believe that most of their organisations will recruit staff during the year ahead, the majority expect a shortage of suitable candidates. This is compounded by competition from other employers and applicants with perceived unrealistic salary requirements.



2.0

ANALYSIS OF SALARIES IN RELATION TO DISCIPLINE

FINANCE & ACCOUNTANCY

JOB TITLE	AVERAGE	MINIMUM	MAXIMUM
INDUSTRY AND COMMERCE			
Group Finance Director	£135,000	£76,000	£490,000
Finance Director	£87,000	£62,000	£230,000
Group / Senior Financial Controller	£78,000	£56,000	£125,000
Finance Controller	£58,000	£38,000	£75,000
FP&A Manager / Head of	£72,000	£47,000	£90,000
Senior Finance Business Partner	£62,000	£53,000	£76,000
Finance Business Partner	£51,000	£34,000	£76,000
Finance Manager	£48,000	£37,000	£72,000
Senior / Group Accountant	£47,000	£38,000	£66,000
Financial Accountant	£43,000	£31,000	£59,000
Company Accountant	£42,000	£22,000	£51,000
Management Accountant	£38,000	£23,000	£62,000
Assistant Accountant	£28,000	£22,000	£38,000
Finance Analyst	£54,000	£34,000	£64,000
Assistant Analyst	£33,000	£22,000	£37,000
Accounts Receivable Manager	£42,000	£36,000	£51,000
Accounts Payable Manager	£41,000	£26,000	£49,000
Accounts Receivable Supervisor	£28,000	£24,000	£34,000
Accounts Payable Supervisor	£28,000	£22,000	£34,000
Accounts Receivable Clerk	£22,000	£17,000	£28,000
Accounts Assistant	£22,000	£18,000	£28,000
Accounts Payable Clerk	£21,000	£17,000	£25,000
Payroll Manager	£44,000	£23,000	£65,000
Payroll Supervisor	£31,000	£22,000	£38,000
Payroller	£24,000	£18,000	£31,000
Credit Manager	£43,000	£25,000	£63,000
Credit Supervisor	£30,000	£23,000	£36,000
Credit Controller	£24,000	£18,000	£34,000

FINANCE & ACCOUNTANCY

JOB TITLE	AVERAGE	MINIMUM	MAXIMUM
PROFESSIONAL			
Director - Audit	£97,000	£46,000	£125,000
Senior Manager - Audit	£58,000	£49,000	£67,000
Audit Manager	£44,000	£36,000	£49,000
Assistant Manager - Audit	£37,000	£34,000	£41,000
Auditor Senior (Qualified)	£33,000	£29,000	£36,000
Director - Tax	£85,000	£46,000	£115,000
Senior Tax Manager	£60,000	£41,000	£80,000
Tax Manager	£40,000	£31,000	£58,000
Tax Senior	£33,000	£23,000	£37,000
Director - Corporate Finance	£85,000	£62,000	£110,000
Corporate Finance Senior Manager	£54,000	£46,000	£72,000
Corporate Finance Manager	£48,000	£41,000	£65,000
Corporate Finance Executive	£33,000	£31,000	£43,000
Director - General Practice	£82,000	£46,000	£90,000
Manager - General Practice	£51,000	£41,000	£62,000
Qualified Senior - General Practice	£30,000	£26,000	£39,000

FINANCE CAREER PYRAMID

INDUSTRY AND COMMERCE

PROFESSION

CONTACTS

CONTACTS

Stakeholders, Customers,
Suppliers, Accountants,
Lawyers, Bankers, Direct
management team

Long term planning,
Investor Relations,
M&A, Financing,
Leadership,
Partnering MD, CEO

RESPONSIBILITIES

Win new clients;
Up-sell service
provision; Retain
clients; Practice
development

Internal -
subordinates; Peers
External - Business leaders
(local & national)

£70k+

CONTACTS

CONTACTS

Internal management team
relationships, direct reports,
some intermediary
relationships

Complex technical
issues; Budgets;
Forecasts; People
management; FP&A;
P&L; Treasury;
Recruitment; Pricing;
Cost control, Systems
development;
Projects; Assist FD

Complex technical
issues; People
management;
Planning
assignments; P&L;
Recruitment; Quality
& customer service;
Value add

Internal - Subordinates;
Partners (across disciplines)
External - Clients (strategic
levels); Intermediaries;
Competitors

£35k - £60k

CONTACTS

CONTACTS

Team members,
transactional
customers /
suppliers

Fin Acc - GL, AP, AR, Cash,
Bank, Payroll, Fixed Assets,
Stats, CC Mgmt Accs - MMA,
P&L, Costing, Stock, Budgets,
Forecasts, Analysis, CAPEX,
Modelling

Supervisory; Delivery;
Audit; Accounts; Prep;
Bookkeeping; Tax;
International

Internal - Subordinates;
Managers
External - Clients
(operational level)

Up to £35k

 Strategic Level

 Management Level

 Technical Level



For further information on your recruitment needs or on a particular role within Finance, please contact:

Richard Morgan - Associate Director

E: richard.morgan@nigelwright.com

DD: +44 (0) 191 269 0743

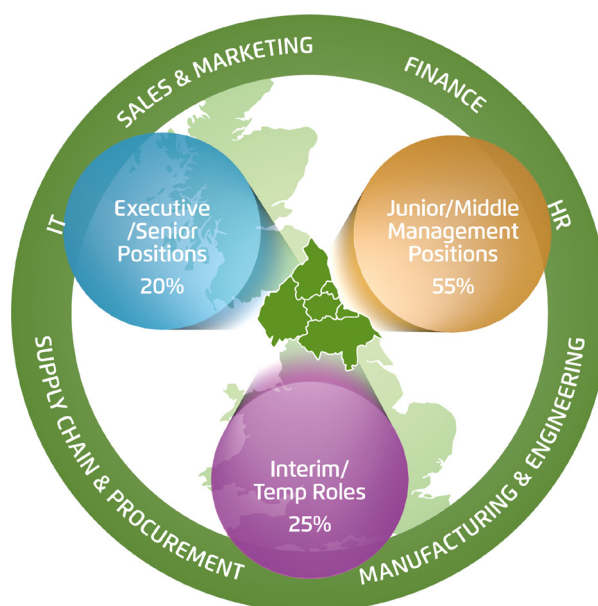
M: +44 (0) 791 872 9065

NIGEL WRIGHT: OUR PROPOSITION

Nigel Wright Group has 2 specialist recruitment divisions:

1. The leading and largest, multi-discipline recruitment business specialising in the North of England, with deep expertise across every discipline.
2. We are Europe's number one consumer sector recruitment specialist.

OUR REGIONAL PROPOSITION



Nigel Wright has been the preferred talent partner for the last 30 years.

1. We have significant experience in bringing together high-calibre candidates and local/global organisations for individual assignments and as part of a long-term account.
2. Our depth and breadth of experience for handling large scale, transformational recruitment projects is extensive and we have the capacity and capabilities required to provide clients with excellent service levels whilst helping achieve their objectives.

Our clients trust us to quickly attract the highest calibre and most suitable candidates first time.

1. We access candidates that others can't
2. Our customers believe we enhance their employer brand
3. We control the process and manage risk, allowing you to focus on your day job
4. We deliver sustainable results that produce long term value

OUR OFFICES

NIGEL WRIGHT GROUP HAS OFFICES ACROSS EUROPE:

NEWCASTLE UPON TYNE

Lloyds Court
78 Grey Street
Newcastle upon Tyne
NE1 6AF
T: +44 (0)191 222 0770

TEESSIDE

Wynyard Park House,
Wynyard Avenue,
Wynyard, TS22 5TB
T: +44 (0)1740 661000

LONDON

20 St Dunstan's Hill,
London,
EC3R 8HL
T: +44 (0)207 405 3921

COPENHAGEN

Nybrogade 12
1203 København K
Denmark
T: +45 7027 8601

STOCKHOLM

Grev Turegatan 3, 4 tr
114 46 Stockholm
Sweden
T: +46 (0)8 400 264 35

OSLO

Dronning eufemias Gate 16
0191 Oslo
Norway
T: +47 238 97 773

AMSTERDAM

Gustav Mahlerlaan 1212,
1081 LA Amsterdam,
The Netherlands
+T: 31 (0)20 800 6172

PARIS

29 rue de Bassano
75008 Paris
France
T: +33 1 76 73 29 80

DÜSSELDORF

GAP 15
Graf-Adolf-Platz 15
40213 Düsseldorf
Germany
T: + 49 211 976 32 837



www.nigelwright.com

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