



ACCOUNTANCY & FINANCE

SALARY GUIDE 2026

**HENDERSON
SCOTT**

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About Henderson Scott

At Henderson Scott, we go beyond traditional hiring, bringing a personalised approach to the Accountancy & Finance, Legal, Sales & Marketing, and Technology sectors.

For clients, we deliver specialist expertise for immediate hiring needs and strategic insight for long-term growth. For candidates, we connect you with roles that match your skills, ambitions, and next career move.

Our consultants are true market specialists, using deep industry knowledge, proactive search methods, and a global network to deliver exceptional talent.

Partnering with Henderson Scott means working with a team committed to raising the bar, building long-term relationships, and helping businesses and professionals succeed in a competitive market.

For tailored and effective workforce planning, visit our [Recruitment Solutions](#) page to explore how we deliver adaptable, results-driven hiring strategies.

Introduction

This year's salary guide delivers the latest insights shaping the labour market. Whether you're planning to attract and retain talent or assessing your market value, this resource offers a clear and reliable view of hiring trends and salary expectations across key sectors.

Drawing on extensive market research, recruiter expertise, and survey responses from our network of employers and professionals, it reflects the realities of today's market, from evolving pay patterns to shifting priorities in career development, flexibility, and retention.

In this guide, you'll find:

Market insights – Explore the latest trends, motivations, and challenges influencing professionals and employers today.

Salary benchmarks – Access up-to-date salary data for key roles, supporting confident, informed decisions on compensation and career planning.

METHODOLOGY

This guide is built on extensive market research and insights from our specialist recruiters who work directly within these markets. Salary data has been carefully compiled using information gathered throughout 2025 from job board partners, our own survey results, and our extensive network of clients and candidates. It reflects current job listings, hiring trends, and the real-time insights of consultants across the Henderson Scott offices nationwide. Together, these inputs provide a comprehensive and accurate picture of salary benchmarks and market sentiment across the UK.

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



RICHARD VICKERS

CEO

“In today's hiring climate, the right data can make the difference between attracting talent and losing it. Salary and market insight has become a strategic tool for leaders who want to act decisively and stay ahead of the curve.

Our research combines real-time market intelligence with the experience of specialist recruiters, giving organisations the clarity to benchmark effectively and professionals the confidence to understand their true worth.”

Market overview

2025 has been a challenging year for the Accountancy & Finance markets across the UK, EU, and US, with overall vacancy levels continuing to decline.

Confidence remains fragile, yet investment is gradually returning, particularly in SMEs where funding is driving demand for senior finance professionals to oversee ROI and build sustainable finance functions.

In the UK, the Southeast continues to outperform national trends, fuelled by London's commercial hubs and consistent investment activity. Finance recruitment in commerce is largely business-driven, while practice hiring remains opportunistic, often triggered by acquisitions. However, the sector continues to struggle with talent acquisition and retention due to persistent supply shortages.

Drivers of demand remain concentrated around investment, restructuring, and talent replacement, with private equity-backed growth businesses, particularly in FMCG, hiring their first senior finance leaders to enable scale.

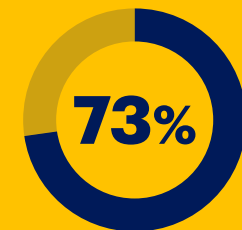
The most in-demand roles include "custodians of finance" such as Finance Directors, Financial Controllers, and Heads of Finance, who can both lead functions and act as strategic business partners. Increasingly, commercial finance specialists (Finance Business Partners, FP&A professionals, and Commercial Finance Managers) are sought to provide real-time insights that inform decision-making. This trend is expected to remain steady into 2026, especially as businesses navigate international uncertainty and domestic economic pressures.

On compensation, salary remains the anchor, but work-life balance and hybrid flexibility are now pivotal in candidate decision-making. Hybrid working remains contentious: candidates expect clarity on long-term policies, while senior leaders often encourage more in-office presence. Until output-based models become the norm, this tension is likely to persist into 2026.

2.2
YEARS
MEDIAN TENURE



AVERAGE
ATTRITION RATE



of finance professionals
prioritise **WORKPLACE**
FLEXIBILITY when
choosing an employer

Salaries

LONDON

ROLE	SME (<£50M)	MID-MARKET (£50M - £250M)	ENTERPRISE (£250M+)
Financial Analyst / FP&A Analyst	£50,000 - £60,000	£60,000 - £70,000	£60,000 - £75,000
Financial Accountant	£45,000 - £55,000	£50,000 - £60,000	£50,000 - £65,000
Management Accountant	£50,000 - £60,000	£55,000 - £65,000	£55,000 - £70,000
Finance Business Partner	£55,000 - £65,000	£60,000 - £70,000	£60,000 - £75,000
Systems / Project Accountant	£55,000 - £65,000	£60,000 - £70,000	£65,000 - £80,000
Finance Manager	£50,000 - £60,000	£55,000 - £70,000	£60,000 - £75,000
Commercial Finance Manager	£50,000 - £65,000	£60,000 - £70,000	£65,000 - £80,000
Financial Controller	£65,000 - £75,000	£70,000 - £80,000	£70,000 - £90,000
Group Financial Controller / Finance	£70,000 - £80,000	£75,000 - £90,000	£80,000 - £95,000 +
Director of FP&A	£70,000 - £80,000	£75,000 - £90,000 +	£80,000 - £95,000 +
Finance Director	£75,000 - £80,000	£80,000 - £95,000	£95,000 - £120,000 +
Chief Finance Officer	£90,000 +	£100,000 +	£140,000 +

Salaries

MIDLANDS

ROLE	SME (<£50M)	MID-MARKET (£50M - £250M)	ENTERPRISE (£250M+)
Financial Analyst / FP&A Analyst	£40,000 - £60,000	£45,000 - £60,000	£45,000 - £60,000
Financial Accountant	£40,000 - £60,000	£50,000 - £65,000	£50,000 - £65,000
Management Accountant	£40,000 - £60,000	£45,000 - £65,000	£45,000 - £65,000
Finance Business Partner	£50,000 - £60,000	£55,000 - £65,000	£55,000 - £65,000
Systems / Project Accountant	£50,000 - £60,000	£55,000 - £65,000	£55,000 - £65,000
Finance Manager	£50,000 - £60,000	£55,000 - £70,000	£60,000 - £70,000
Commercial Finance Manager	£55,000 - £60,000	£60,000 - £75,000	£70,000 - £90,000
Financial Controller	£60,000 - £80,000	£70,000 - £90,000	£90,000 - £110,000
Group Financial Controller / Finance	£75,000 - £85,000	£85,000 - £100,000	£100,000 - £120,000
Director of FP&A	£90,000 - £100,000	£100,000 - £110,000	£110,000 - £120,000
Finance Director	£90,000 - £100,000	£100,000 - £110,000	£110,000 - £130,000
Chief Finance Officer	£100,000 - £120,000	£110,000 - £140,000	£120,000 - £160,000

Salaries

NORTHWEST AND YORKSHIRE

ROLE	SME (<£50M)	MID-MARKET (£50M - £250M)	ENTERPRISE (£250M+)
Financial Analyst / FP&A Analyst	£35,000 - £50,000	£45,000 - £55,000	£50,000 - £60,000
Financial Accountant	£35,000 - £50,000	£45,000 - £55,000	£50,000 - £60,000
Management Accountant	£35,000 - £50,000	£45,000 - £55,000	£50,000 - £65,000
Finance Business Partner	£45,000 - £60,000	£55,000 - £65,000	£55,000 - £65,000
Systems / Project Accountant	£45,000 - £60,000	£55,000 - £65,000	£55,000 - £65,000
Finance Manager	£50,000 - £60,000	£55,000 - £70,000	£60,000 - £70,000
Commercial Finance Manager	£55,000 - £60,000	£60,000 - £75,000	£70,000 - £90,000
Financial Controller	£60,000 - £80,000	£70,000 - £90,000	£90,000 - £110,000
Group Financial Controller / Finance	£75,000 - £85,000	£85,000 - £100,000	£100,000 - £120,000
Director of FP&A	£90,000 - £100,000	£100,000 - £110,000	£110,000 - £120,000
Finance Director	£90,000 - £100,000	£100,000 - £110,000	£110,000 - £130,000
Chief Finance Officer	£100,000 - £120,000	£110,000 - £140,000	£120,000 - £160,000

Salaries

SCOTLAND

ROLE	SME (<£50M)	MID-MARKET (£50M - £250M)	ENTERPRISE (£250M+)
Financial Analyst / FP&A Analyst	£40,000 - £50,000	£45,000 - £55,000	£50,000 - £60,000
Financial Accountant	£45,000 - £55,000	£50,000 - £60,000	£50,000 - £65,000
Management Accountant	£45,000 - £55,000	£50,000 - £65,000	£55,000 - £70,000
Finance Business Partner	£45,000 - £50,000	£55,000 - £65,000	£55,000 - £75,000
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Commercial Finance Manager	£50,000 - £55,000	£55,000 - £65,000	£60,000 - £70,000
Financial Controller	£65,000 - £75,000	£70,000 - £80,000	£75,000 - £90,000 +
Group Financial Controller / Finance	£65,000 - £75,000	£70,000 - £85,000	£85,000 - £95,000 +
Director of FP&A	£65,000 - £75,000	£75,000 - £85,000	£80,000 - £95,000 +
Finance Director	£70,000 - £80,000	£80,000 - £90,000	£90,000 - £120,000 +
Chief Finance Officer	£80,000 - £90,000	£85,000 - £95,000	£95,000 - £125,000 +

Retention & hiring insights

Retention in 2025 was challenged by two recurring themes: limited progression opportunities, often due to restructuring, and a reduction in flexibility, particularly around hybrid working.

Both remain key triggers for attrition, and counteroffers rarely resolve the issue long term, with most candidates re-entering the market within six months.

The most effective strategies for retention and attraction are clear career pathways, structured development opportunities, and a balanced hybrid model. Companies risk losing top talent when progression stalls or flexibility is withdrawn.

Looking to 2026, employers who adopt an output-focused culture, embrace hybrid working, and foster inclusivity will remain most competitive. These businesses not only attract stronger candidates, but also retain them by aligning with shifting employee expectations.



STUART FURNEAUX

SENIOR DIVISIONAL MANAGER

“Throughout 2025 we saw finance leaders stretched between operational delivery and strategic insight, and that dual capability is exactly what clients will continue to prioritise in 2026.

The most successful businesses are those offering clarity around hybrid working and career progression, which remain decisive factors for candidates when weighing their next move.”

How candidates can stand out

Two skills stood out in 2025 and will remain critical in 2026.



"The most sought-after finance talent today are those who go beyond the numbers - leveraging AI, data analytics, and automation to drive insight, efficiency, and commercial value."

SEEMA CHAND, BUSINESS PARTNER



Data fluency

The ability to analyse and interpret financial data.



Communication skills

Translating complex financial insights into actionable strategies for non-finance stakeholders.

While AI's impact is still emerging, its influence is expected to be felt most in transactional finance, reinforcing the need for finance professionals who can add value through strategic interpretation and communication.

When weighing salary, bonus, and equity, candidates should prioritise financial stability, as bonuses and equity remain variable, and often tied to long-term, uncertain outcomes. That said, strong, consistent bonus cultures do exist in certain businesses.

Common mistakes include applying for roles with mismatched hybrid expectations, and relying on counteroffers rather than having transparent conversations with current employers. Candidates should also avoid discounting roles with high application numbers; in practice, only a small fraction of applicants are typically suitable.

The road ahead

Hiring processes have remained broadly consistent year-on-year, though confidence late in 2025 has led to slightly more robust recruitment cycles.



The most time-consuming element remains shortlisting, where thorough market mapping and candidate engagement are essential. Candidates value structured, transparent processes, and overcomplicated or prolonged hiring cycles continue to reduce success rates.

Professional mobility remains steady as NQs continue to move from practice to industry, while sector shifts in established professionals are more limited. Niche sectors such as legal, financial services, and public sector remain comparatively closed due to regulatory requirements and entrenched cultures.

Looking to 2026, demand for commercial finance and reporting skills is set to remain strong as businesses seek to leverage real-time data for strategic decision-making. As optimism strengthens amid ongoing uncertainty, both clients and candidates should adapt their approaches accordingly.



Clients

Engage recruiters early to maximise reach, insight, and market expertise.



Candidates

Don't be deterred by high application numbers; persistence and proactive follow-ups can set you apart.



Contact us

To discuss the insights from our Salary Guide 2026 in more detail, please contact us at contact.finance@hendersonscott.co.uk

If you would like to explore salaries and hiring trends across our key specialist areas, including Accountancy & Finance, Sales & Marketing, Legal, and Technology, [access the full Salary Guide 2026](#).

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