ACCOUNTANCY & FINANCE

SALARY GUIDE 2027

Bringing together the market insights, hiring trends, and salary benchmarks shaping Accountancy & Finance recruitment in 2027.





HENDERSON SCOTT



About Henderson Scott

At Henderson Scott, we take a personalised approach to recruitment within the Accountancy & Finance sector, going beyond traditional hiring to connect businesses with exceptional talent. Our specialist consultants combine in-depth industry knowledge, proactive search strategies and a global network to deliver tailored recruitment solutions.

We focus on building lasting relationships, supporting businesses and professionals to achieve long-term success in a competitive market.

Salary Guide 2027

Combining specialist recruiter expertise, employer feedback and market data, the Henderson Scott Salary Guide 2027 provides valuable insight into the evolving labour market. Bringing together salary benchmarks, hiring trends and market commentary, it helps employers make informed recruitment decisions and professionals better understand their market value, providing the clarity and confidence to navigate the year ahead.

Methodology

This guide draws on comprehensive market research and the first-hand expertise of our specialist recruiters. Combining salary data, job listings and insights from our extensive network of employers and professionals, it provides an informed perspective on salary benchmarks and recruitment trends.

All salaries are indicative and may vary depending on location, experience, industry, working arrangements and additional benefits.

"As businesses become more selective in their hiring decisions and professionals reassess what they value in their careers, understanding the market has never been more important. Accurate salary benchmarks and specialist insight help employers attract and retain the right talent, while giving professionals the confidence to make informed career decisions."

RICHARD VICKERS
CEO





Market Overview

The Accountancy & Finance recruitment market is showing improved hiring confidence, with greater vacancy activity and talent movement. In London and the South, senior-level recruitment remains selective, despite increased talent availability from redundancies, completed contracts and professionals seeking new opportunities.

Finding professionals with the right combination of technical expertise, experience and cultural fit remains a key challenge.

Key Hiring Trends

Talent availability

Higher application volumes are creating shortlisting challenges for employers, with talent suitability remaining more important than volume. AI-supported screening can improve efficiency, but human assessment remains essential when evaluating cultural fit.

Limited feedback and communication are also contributing to talent frustration.

Specialist skills

Demand is particularly strong for qualified professionals in Financial Planning & Analysis (FP&A), commercial finance, and systems-led change and transformation.

Businesses are increasingly recognising the value of dedicated specialists in these areas, contributing to greater salary pressure than across the wider finance market.

Flexible working models

Hybrid working and career progression remain important talent considerations.

Interest in Fractional Finance Director and CFO roles is also increasing, offering employers access to senior expertise without the commitment of a full-time appointment, although talent interest currently exceeds employer demand.

"While there are more opportunities in the market, finding the right talent remains a challenge. Success comes down to combining technical expertise with the right cultural fit."



STUART FURNEAUX
SENIOR DIVISIONAL MANAGER
ACCOUNTANCY & FINANCE

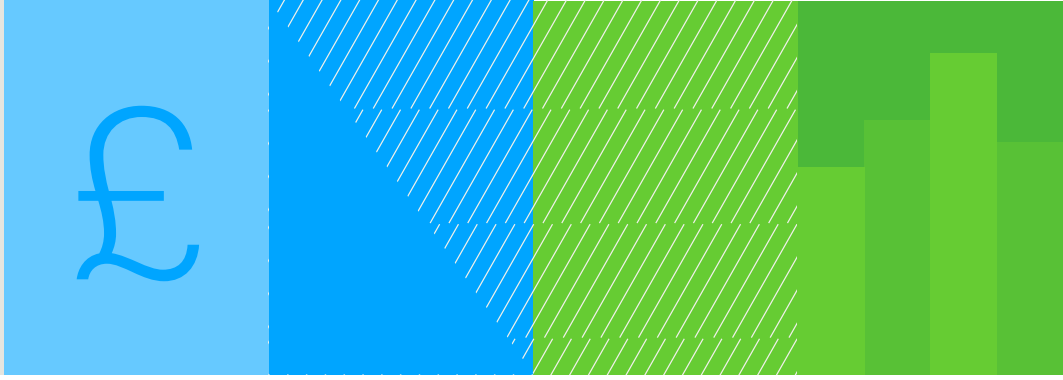
2027 Outlook

Demand for commercially focused finance professionals is expected to remain strong, particularly where businesses are investing in financial insight and transformation.

Employers should focus on effective shortlisting, clear communication and a positive candidate experience.

Professionals should demonstrate their specialist value and remain proactive throughout the recruitment process.

Salaries



LONDON

ROLE	SME (<£50M)	MID-MARKET (£50M - £250M)	ENTERPRISE (£250M+)
Financial Analyst / FP&A Analyst	£55,000 - £65,000	£65,000 - £75,000	£70,000 - £80,000
Financial Accountant	£50,000 - £55,000	£55,000 - £65,000	£65,000 - £75,000
Management Accountant	£55,000 - £65,000	£60,000 - £70,000	£65,000 - £75,000
Finance Business Partner	£60,000 - £65,000	£65,000 - £75,000	£70,000 - £80,000
Systems / Project Accountant	£60,000 - £70,000	£65,000 - £80,000	£70,000 - £85,000
Finance Manager	£50,000 - £60,000	£55,000 - £70,000	£65,000 - £80,000
Commercial Finance Manager	£55,000 - £70,000	£65,000 - £80,000	£70,000 - £95,000
Financial Controller	£65,000 - £75,000	£70,000 - £85,000	£70,000 - £95,000
Group Financial Controller / Finance	£70,000 - £80,000	£75,000 - £90,000	£80,000 - £95,000 +
Director of FP&A	£70,000 - £85,000	£75,000 - £90,000 +	£80,000 - £100,000 +
Finance Director	£75,000 - £85,000	£85,000 - £95,000	£95,000 - £120,000 +
Chief Finance Officer	£90,000 +	£100,000 +	£140,000 +
Fractional Finance Director	£750 - £900 per day	£900 - £1,200 per day	£1,000 - £1,500 + per day
Fractional Chief Finance Officer	£1,000 - £1,250 per day	£1,200 - £1,500 per day	£1,400 - £2,000 per day

MIDLANDS

ROLE	SME (<£50M)	MID-MARKET (£50M - £250M)	ENTERPRISE (£250M+)
Financial Analyst / FP&A Analyst	£45,000 - £65,000	£50,000 - £70,000	£50,000 - £75,000
Financial Accountant	£45,000 - £65,000	£55,000 - £70,000	£50,000 - £75,000
Management Accountant	£45,000 - £65,000	£50,000 - £70,000	£55,000 - £75,000
Finance Business Partner	£55,000 - £65,000	£60,000 - £65,000	£60,000 - £75,000
Systems / Project Accountant	£55,000 - £65,000	£60,000 - £65,000	£60,000 - £75,000
Finance Manager	£55,000 - £65,000	£60,000 - £65,000	£60,000 - £75,000
Commercial Finance Manager	£55,000 - £65,000	£65,000 - £75,000	£75,000 - £90,000
Financial Controller	£65,000 - £80,000	£75,000 - £90,000	£95,000 - £110,000
Group Financial Controller / Finance	£80,000 - £90,000	£90,000 - £100,000	£105,000 +
Director of FP&A	£95,000 - £110,000	£105,000 - £120,000	£110,000 +
Finance Director	£95,000 - £110,000	£105,000 - £120,000	£110,000 +
Chief Finance Officer	£100,000 - £120,000	£110,000 - £140,000	£120,000 - £160,000
Fractional Finance Director	£650 - £850 per day	£800 - £1,100 per day	£900 - £1,250 + per day
Fractional Chief Finance Officer	£800 - £1,250 per day	£1,000 - £1,500 per day	£1,000 - £2,000 per day

Salaries

NORTHWEST & YORKSHIRE

ROLE	SME (<£50M)	MID-MARKET (£50M - £250M)	ENTERPRISE (£250M+)
Financial Analyst / FP&A Analyst	£40,000 - £55,000	£50,000 - £60,000	£55,000 - £70,000
Financial Accountant	£40,000 - £55,000	£50,000 - £60,000	£55,000 - £70,000
Management Accountant	£40,000 - £55,000	£55,000 - £70,000	£60,000 - £75,000
Finance Business Partner	£50,000 - £60,000	£55,000 - £70,000	£60,000 - £75,000
Systems / Project Accountant	£50,000 - £60,000	£55,000 - £70,000	£60,000 - £75,000
Finance Manager	£55,000 - £65,000	£60,000 - £65,000	£60,000 - £75,000
Commercial Finance Manager	£55,000 - £65,000	£65,000 - £75,000	£75,000 - £90,000
Financial Controller	£65,000 - £80,000	£75,000 - £90,000	£95,000 - £110,000
Group Financial Controller / Finance	£80,000 - £90,000	£90,000 - £100,000	£105,000 +
Director of FP&A	£95,000 - £110,000	£105,000 - £120,000	£110,000 +
Finance Director	£95,000 - £110,000	£105,000 - £120,000	£110,000 +
Chief Finance Officer	£100,000 - £120,000	£110,000 - £140,000	£120,000 - £160,000
Fractional Finance Director	£650 - £850 per day	£800 - £1,100 per day	£900 - £1,250 + per day
Fractional Chief Finance Officer	£800 - £1,250 per day	£1,000 - £1,500 per day	£1,000 - £2,000 per day

SCOTLAND

ROLE	SME (<£50M)	MID-MARKET (£50M - £250M)	ENTERPRISE (£250M+)
Financial Analyst / FP&A Analyst	£45,000 - £55,000	£50,000 - £60,000	£55,000 - £70,000
Financial Accountant	£50,000 - £60,000	£55,000 - £65,000	£60,000 - £70,000
Management Accountant	£50,000 - £60,000	£55,000 - £65,000	£60,000 - £70,000
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Fractional Finance Director	£650 - £850 per day	£800 - £1,100 per day	£900 - £1,250 + per day
Fractional Chief Finance Officer	£800 - £1,250 per day	£1,000 - £1,500 per day	£1,000 - £2,000 per day

Contact us

To discuss the insights from our Salary Guide 2027 in more detail, please contact us at contact.finance@hendersonscott.co.uk





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