



cedar

SALARY GUIDE

H2 2024

UNITED KINGDOM

At Cedar, we understand the high demand for exceptional Qualified Accountancy professionals. Our extensive network includes many who may not be actively seeking employment, allowing us to tap into a broader talent pool. This proactive approach ensures that we can present a unique number of Qualified Accountants to our clients, placing top talent in dynamic and prestigious organisations across the UK.

Role	London SME (£,000s)	London Large (£,000s)	Day Rate SME (£pd)	Day Rate Large (£pd)
Chief Financial Officer	140 - 200	>200	700 - 1,400	>1.2k
Group Finance Director	120 - 170	>150	700 - 1200	>1k
Div/Regional Finance Director	120 - 160	130 - 200	500 - 800	> 800
Finance Director	110 - 150	130 - 170	650 - 900	> 800
Group Financial Controller	100 - 130	130 - 190	500 - 800	> 700
Financial Controller	80 - 110	100 - 140	500 - 800	> 600
Senior Finance Manager	70 - 95	80 - 120	500 - 600	500 - 700
Finance Manager	60 - 85	70 - 100	500 - 600	500 - 600
Senior Accountant	60 - 70	65 - 80	400 - 550	500 - 650
Financial Accountant (newly qualified)	55 - 65	60 - 70	375 - 450	400 - 450
(Group) Head of FP&A	90 - 130	110 - 150	500 - 800	> 700
(Group) FP&A Manager	80 - 110	80 - 120	450 - 700	500 - 750
Head of Commercial Finance	100 - 130	110 - 150	600 - 800	> 700
Commercial Finance Manager	75 - 100	80 - 110	450 - 600	500 - 700
Finance Analyst (newly qualified)	55 - 65	60 - 65	375 - 450	400 - 450

Cedar's Part-Qualified & Transactional Finance Practice focuses on supplying permanent and interim, part-qualified (or those qualified by experience) and transactional finance professionals.

At this level, candidates may be studying, or starting to study towards a professional qualification. Therefore, employers should plan accordingly for each scenario, whether that be succession planning, upskilling or providing clear pathways of progression.

Role	London SME (£,000s)	London Large (£,000s)	Day Rate SME (£pd)	Day Rate Large (£pd)
Accountant/Analyst (part qualified)	35 - 45	35 - 50	200 - 250	250 - 300
Accounts Payable (1yr +)	28 - 20	28 - 32	120 - 150	140 - 170
Accounts Payable Manager	45 - 50	45 - 55	200 - 300	250 - 350
Accounts Assistant (1yr+)	28 - 30	28 - 35	120 - 160	140 - 170
Accounts Assistant (2yrs +)	28 - 38	35 - 40	140 - 180	150 - 200
Assistant Management Accountant	32 - 40	35 - 45	180 - 220	250 - 300
Management Accountant (PQ)	40 - 50	45 - 50	225 - 275	275 - 325
Bookkeeper	28 - 35	30 - 40	200 - 250	250 - 300
Treasury Accountant	35 - 40	40 - 50	200 - 250	250 - 300
Finance Analyst (PQ)	35 - 45	40 - 50	200 - 250	250 - 300
Financial Controller (QBE)	45 - 55	55 - 65	250 - 300	300 - 350
Project Accountant (PQ)	40 - 45	45 - 55	200 - 250	250 - 300
Client Accountant (PQ)	32 - 50	35 - 60	200 - 250	250 - 300

Role	London Annual Salary (£,000s)	Outside London Annual Salary (£,000s)	London Day Rate	Outside London Day Rate
Payroll Clerk/ Associate/ Administrator	25 - 30	21 - 26	100 - 120	90 - 110
Payroll Assistant/ Coordinator/ Officer	30 - 35	24 - 29	120 - 140	100 - 120
Payroll Analyst/ Executive	32 - 38	27 - 31	130 - 160	110 - 130
Payroll Supervisor/ Team Lead	45 - 55	32 - 40	180 - 220	140 - 160
Payroll Specialist	45 - 55	30 - 48	185 - 220	130 - 180
International Payroll Specialist	50 - 60	40 - 48	215 - 250	170 - 200
Payroll Systems Specialist	50 - 65	32 - 42	215 - 280	140 - 180
Sole Payroll Manager	50 - 60	38 - 50	200 - 250	160 - 200
Payroll Manager	60 - 75	42 - 65	250 - 320	180 - 280
Payroll System/Implementation Manager	70 - 90	45 - 67	300 - 380	200 - 260
Senior Payroll Manager	70 - 85	42 - 60	300 - 350	200 - 250
Head of Payroll	80 - 95	60 - 75	350 - 400	250 - 320
International Payroll Specialist	60 - 75	40 - 55	320 - 370	180 - 250
International Payroll Manager	75 - 90	45 - 55	300 - 380	250 - 330
International Head of Payroll	110 - 125	50 - 70	400 - 500	300 - 400
International Payroll Director	120 - 150	75k+	500+	400+

Role	London SME (£,000s)	London Large (£,000s)	Day Rate SME (£pd)	Day Rate Large (£pd)
Credit Controller	30 - 40	30 - 40	120 - 150	130 - 180
Senior Credit Controller	30 - 40	40 - 50	130 - 170	150 - 200
Credit Supervisor/Team Leader	35 - 45	40 - 50	170 - 200	180 - 210
AR/Credit Manager	50	70 - 105+	200 - 280	260 - 420
Head of Credit/Director	65 - 75+	75 - 100+	280 - 330+	330 - 440+
Accounts Receivable Clerk	30 - 38	35 - 45	130 - 170	150 - 190
Accounts Receivable Specialist	35 - 40	40 - 45	150 - 180	180 - 200
Billings Clerk	25 - 35	30 - 38	120 - 140	130 - 170
Billings Specialist	30 - 35	35 - 40	130 - 150	150 - 180
Billings Manager	40 - 50	45 - 70	180 - 260	190 - 310

Cedar’s Change & Transformation team excels in consistently delivering highly specialised recruitment solutions expertly tailored specifically for the unique needs of diverse industries, ensuring clients find the perfect fit for their dynamic and forward-thinking businesses.

Role	Day Rate Outside IR35 (£pd)	Day Rate Inside IR35 (£pd)	Perm/FTC Salary (£,000s)
Finance Transformation Director	1k - 1.5k	1.2k - 1.8k	110 - 180
Business Transformation Director	1.2k - 1.5k	1.5k - 2.5k	130 - 200
Change Management	800 - 1.1k	1k - 1.4k	75 - 95
Programme Director	1k - 1.5k	1.2k - 1.8k	130 - 180
Technical/Functional Consultant	650 - 850	750 - 1.2k	80 - 100
Project Manager	450 - 750	550 - 950	65 - 90
Business Analyst	400 - 700	500 - 875	70 - 90
Global Process Owner	600 - 900	750 - 1.1k	90 - 140
PMO Director / Lead	750 - 950	900 - 1.2k	100 - 180
Compliance/Controls/Regulation Implementation	500 - 800	625 - 1k	90 - 140
Finance Systems Manager	450 - 650	550 - 800	75 - 100
Cutover Manager	500 - 750	625 - 950	70 - 90
Data Governance	550 - 800	680 - 1k	70 - 100
PMO Analyst	400 - 500	500 - 625	60 - 75
Data/BI Consultant	500 - 700	650 - 950	70 - 90
Data Analyst	550 - 750	650 - 950	45 - 70
Integration Lead	700 - 900	875 - 1.1k	95 - 110
Solution Architect	700 - 900	875 - 1.1k	95 - 110

Cedar's Tax practice specialises in recruiting for a variety of tax roles, ranging from Tax Partner to Head of Tax level, across Professional Services, Commerce & Industry, Financial Services, and Legal Practice, ensuring clients have access to top-tier talent to meet their specific needs.

Role (London & Home Counties)	Large Corporate, FTSE 100 or equivalent (£,000s)	Small / Medium Corporates	Big 4	Top 10	Mid Tier
Head of Tax / Partner	>160	>120	>175	>150	>125
Group Tax Manager	110 - 150	90 - 130	n/a	n/a	n/a
Head of International Tax / Director	130-190	n/a	120 - 180	100 - 150	90 - 140
Senior Tax Manager/Associate Director	100 - 140	95 - 130	85 - 125	75 - 100	70 - 95
Tax Manager	80 - 95	75 - 90	65 - 90	60 - 85	60 - 80
Tax Accountant / Assistant Manager (0-2 years PQE)	65 - 80	60 - 75	55 - 70	55 - 65	50 - 65
Tax Analyst (Non/Part Qual)	50 - 65	50 - 60	40 - 55	35 - 55	30 - 50
Head of VAT / Director	120 - 160	n/a	120 - 170	100 - 150	90 - 140
VAT Senior Manager/Associate Director	90 - 120	85 - 120	85 - 125	75 - 100	70 - 95
VAT Manager	75 - 90	70 - 85	65 - 85	65 - 80	60 - 80
VAT Accountant / Assistant Manager (0-2 years PQE)	60 - 75	55 - 70	55 - 70	55 - 65	50 - 65
VAT Analyst (Non/Part Qual)	45 - 60	40 - 55	40 - 55	35 - 55	30 - 50
Head of Employment Tax / Director	110 - 150	n/a	125 - 175	100 - 150	90 - 145
Employment Tax Senior Manager/Associate Director	90 - 120	90 - 125	85 - 115	75 - 100	70 - 95
Employment Tax Manager	60 - 85	60 - 85	65 - 85	60 - 80	55 - 75
Head of Transfer Pricing / Director	120 - 170	n/a	120 - 175	100 - 150	80 - 140
Transfer Pricing Senior Manager/Associate Director	95 - 130	90 - 125	80 - 120	75 - 100	70 - 95
Transfer Pricing Manager	70 - 90	60 - 85	65 - 85	60 - 80	55 - 75
Private Client Tax Director	n/a	n/a	110 - 170	90 - 140	80 - 135
Private Client Tax Senior Manager/Associate Director	n/a	n/a	80 - 120	75 - 95	70 - 90
Private Client Tax Manager	n/a	n/a	65 - 85	60 - 80	55 - 75
Private Client Tax Assistant Manager (0-2 years PQE)	n/a	n/a	55 - 70	55 - 65	50 - 65
Private Client Tax Analyst (Non/Part Qual)	n/a	n/a	40 - 55	35 - 55	30 - 50

Cedar has been successfully recruiting professionals in Procurement and Supply Chain since 2016, across the Commerce industry and the Public Sector. As a result, Cedar offers not only extensive market knowledge but also an exceptional network throughout the UK & Europe.

Procurement Roles	Permanent (£,000s)	Day Rate (£pd)
Chief Procurement Officer	>180	>1500
Procurement Director	>140	>1000
Head of Procurement	90 - 130	>800
Procurement Operations (Snr.)	65 - 90	650 - 850
Category Manager / Procurement Manager	60 - 85	500 - 700
Senior Buyer	55 - 65	400 - 500
Contracts Manager	50 - 70	400 - 550
Supplier Relationship Manager	65 - 90	500 - 650
Supplier Risk Manager	60 - 75	450 - 600
Buyer	45 - 55	300 - 450
Procurement Analyst	38 - 50	300 - 400
Supply Chain Roles	Permanent (£,000s)	Day Rate (£pd)
Supply Chain Director	90 - 150	>850
Head of Supply Chain	70 - 110	>700
Supply Chain Manager	55 - 75	450 - 600
Demand Planning Manger	55 - 75	450 - 600
Supply Planning Manager	45 - 60	350 - 500
Head of S&OP	65 - 90	400 - 600
Supply Chain Coordinator	28 - 35	250 - 350
Customer Collaboration Manager	45 - 70	350 - 550
Demand Planner	38 - 55	300 - 450
Supply/ Production Planner	35 - 50	300 - 450
Consultant/Analyst	45 - 65	-
Senior Consultant	55 - 70	-
Manager - Consulting	65 - 95	-
Senior Manager - Consulting	80 - 115	-
Director - Consulting	100 - 180	-
Partner - Consulting	150 - 250	-
Equity Partner - Consulting	200+	-

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