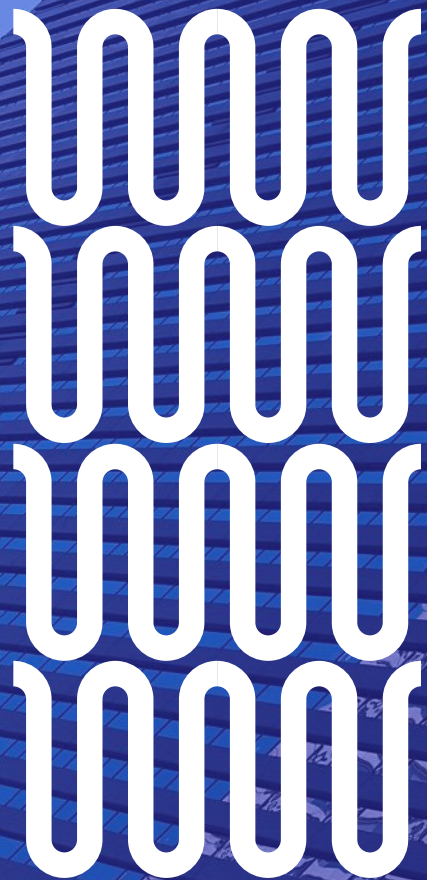


investigo

Accountancy & Finance
London Salary Guide 2026



investigo

Agenda

About Investigo

Market Comparison & Update

Key Trends

Increased Demands

Benefits

PE Backed vs PLC

Salary Guide

Solutions

Testimonials

Meet the Team



investigo

About Investigo

Founded in 2003, Investigo has grown into a leading specialist recruitment business with deep expertise across Finance and Accounting Recruitment. From its origins in 2003, Investigo has built a reputation for delivering high-quality talent solutions across all finance roles, supporting clients and candidates throughout London, the Home Counties, the Thames Valley and Europe.

The London finance team specialises in the following markets:

TMT (Technology, Media, Telecoms, Professional Services & Consumer)

Private Equity Portfolio business (all sectors but with revenue sub £250m in PE/VC backed businesses)

Industrial (Energy, Infrastructure, Facilities Management & Real Estate)

Comprising of over 15 expert recruiters, the team brings more than 100+ years of combined recruitment experience, offering clients genuine market insight, long-term partnership and consistently reliable outcomes. We have a team that is super niche focusing on Exec level, Mid Market and Part qualified recruitment and again split by either Perm or Interim. This allows each Consultant to be a market leaders in the specific area they specialise in.

This ties in nicely to Investigo's 4 key values: **Expertise, Passion, Integrity, Inclusivity**

Together, these values ensure Investigo's Consultants operate as a trusted advisor to all candidates, clients and colleagues.



Andy Young
Director

Welcome to the Investigo 2026 Accountancy & Finance salary guide for London

- This guide combines salary and day-rate benchmarks with commentary on the structural trends shaping finance teams across private equity-backed businesses and publicly listed companies
- Over the last 12 months, the London market has moved into a more settled phase. Hiring has not stopped, but it has become more deliberate. Finance leaders are being asked to improve forecasting quality, shorten reporting cycles and strengthen controls, while also supporting commercial decision-making in less predictable trading conditions. In response, organisations are prioritising roles that create visibility, improve cash and working-capital control, and accelerate decision-making.
- The interim market remains an essential lever in London, particularly for transformation work, systems implementations and short-term leadership cover. However, day rates have normalised from prior peaks and are increasingly tied to defined outcomes rather than general capacity.
- This document should be used as an indicative reference. The ranges reflect variation by sector, business size, systems landscape, reporting complexity, and the maturity of the finance function.

Key trends in the London finance market (last 12 months)

- 1** A continued shift from retrospective reporting to forward-looking insight. Finance teams are under pressure to provide scenario planning, driver-based forecasting and rapid performance analysis. Demand is strongest for professionals who can translate data into decisions rather than simply produce outputs. There is now an increased focus in commercial areas for candidates to have experience traditionally more akin to IT skills such as SQL, VBA, Python as well as utilising dashboarding tools such as PowerBI and Tableau.
- 2** Financial Controls and audit readiness remain central, particularly in PE-backed environments preparing for refinancing, lender scrutiny or exit planning. This is sustaining demand for Financial Controllers, Group Reporting specialists and technically strong accountants.
- 3** Hiring has been more selective. Organisations are less tolerant of unclear scope and are more focused on the specific outcomes a role will deliver within a definitive time period.
- 4** Inside IR35 is now the default assumption for much of the interim market, however Outside-IR35 opportunities exist but are typically limited to clearly scoped project work or advisory engagements with limited integration.

Finance trends **shaping** recruitment outcomes

Finance transformation and the move to cloud ERP

Cloud ERP programmes continue to be a major driver of hiring in London. Transformation is rarely limited to technology alone. It often triggers changes to process design, reporting cadence, controls and operating models, including shared services and offshore delivery.

Recruitment impact: Organisations increasingly seek finance professionals who can operate effectively in imperfect environments. This includes managing month-end while systems change, improving data quality, partnering with external consultants, and creating pragmatic interim solutions without weakening controls.

Key systems we see our clients choosing;

- **Microsoft 365 – Business Central** (Often used across small and mid-size orgs). Good Integration with Power BI
- **Oracle Netsuite** – Common in PE backed companies, strong performance in relation to the Financials
- **SAP – Business One or S/4HANA** – S/4HANA is mainly used in large multinationals
- **Sage Intact/Workday** – Less common but still fairly popular. Sage has a good client base in SMEs and Workday for people centric businesses like Consultancy.

Automation, AI and 'touchless' Finance Operations

Automation remains a priority across both PE-backed and PLC finance functions. The practical direction of travel is toward reducing manual effort in transactional processes and freeing capacity for analysis and business partnering. This includes automated reconciliations, workflow-based approvals and improved data pipelines.

Recruitment impact: Demand has increased for profiles combining finance fundamentals with strong Excel capability, systems curiosity, and comfort with data tools. Hiring managers are placing more weight on problem-solving and process improvement than on narrow job titles. This we feel could become an issue for entry level finance professionals in the future as low level roles that traditionally existed in the market are now being offshored or even replaced using technology.

Finance trends **shaping** recruitment outcomes

Data, insight and performance management

Finance functions are increasingly expected to own performance narratives: what is happening, why it is happening, and what to do next. This drives demand for FP&A and commercial finance roles with strong stakeholder engagement, scenario modelling and KPI design capabilities.

Recruitment impact: FP&A and Finance Business Partner roles are being hired earlier in the growth journey than historically. In PLCs, this often sits within established performance frameworks to help support the executive committee with data lead decision making.

Cost control, working capital and cash focus

Cash visibility has stayed high on the agenda across the market. Rising financing costs and a stronger focus on value creation have driven ongoing demand for finance professionals able to improve cash forecasting, tighten working capital processes and support cost optimisation initiatives as well as raising funds.

Recruitment impact: Strong demand for Controllers and Finance Managers who can pair robust reporting with commercial pragmatism, and for treasury and working-capital specialists in more complex groups.



Roles with increased demand

The following roles have been consistently in demand over the last 12 months. Where hiring has slowed in volume, requirements have often become more specific and capability-led.

Financial Controller and Group Financial Controller

- Controllers remain among the most sought-after hires in London. In PE-backed environments, the remit typically extends beyond statutory and management reporting to include governance, board reporting, budgeting support and improvements to transactional resilience. In PLCs, the emphasis is often on controls, audit readiness and consistent reporting cycles.
- Profiles commanding the strongest remuneration tend to combine technical accounting strength with systems exposure and the ability to operate confidently with senior stakeholders.

FP&A Manager, Head of FP&A and Commercial Finance

- FP&A demand has increased as organisations push for improved forecast accuracy and better decision support. Strong candidates are those able to build driver-based models, influence budget owners and translate variance analysis into actionable options. Experience with sales reporting, unit economics and KPI frameworks is increasingly valued, particularly in high-growth and subscription businesses.

Finance Business Partner

- Business partnering remains a core hiring area, with the strongest demand for professionals who can navigate ambiguity, challenge constructively and communicate clearly with non-finance leaders. In PLCs, the role often sits within established structures. In PE-backed businesses, it can be broader and more change-led, with higher expectations around pace and influence.

Systems and finance transformation specialists

- Demand remains resilient for finance professionals who can support ERP implementations, process redesign and reporting automation. This includes Systems Accountants, Finance Transformation Managers and project-focused Controllers. These roles often command premium day rates when the scope is clearly defined and the project risk is high.

Transactional finance leadership

- While transactional hiring is more price-sensitive at junior levels, demand has strengthened for team leads and managers who can stabilise processes, manage offshore transitions and improve controls. Payroll leadership has also attracted demand where organisations operate multi-country payrolls or are changing providers.



Benefits that influence decisions

In the London finance market, benefits are not a secondary consideration. They often determine whether candidates engage, progress through a process and ultimately accept an offer. The market has become more transparent and candidates benchmark benefits alongside base salary and bonus.

Flexibility and hybrid working

- Flexible and hybrid working remains the most influential benefit. UK-wide research continues to show hybrid arrangements are widely adopted and are viewed by employers as helpful for attraction, retention and wellbeing. Candidates will often accept a marginally lower salary for credible flexibility, particularly where it is supported by leadership behavior rather than policy statements.
- Across the Investigo's client base, we have found the typical company asked a Financial professional to come to the office about 3 days a week. 5 Days a week is still pushed heavily in industries that are regulated & Real Estate. We have found this can often lead to an increase scope of candidate as the application rate significantly drops if no flexibility is given. Data suggests the shortlist needs to be 60% larger for the same number of candidates to a role.

Health, wellbeing and family support

- Private medical insurance is widely expected at qualified and senior levels. Enhanced parental leave has become a meaningful differentiator, particularly for mid-senior hires. Wellbeing budgets and mental health support can strengthen offers, but candidates increasingly look for structural support such as realistic workloads and well-managed reporting peaks.

Pension

- This is an area that can often be overlooked by candidates and clients. We have found Pensions are often at their highest in businesses across the Financial Services/Insurance sector alongside the not-for-profit sector. Business that are in growth/scaleup mode will often have the lowest level pension legally allowed until at a point to put more corporate structures in place.

Professional development

- Training budgets that employees can genuinely control are increasingly valued. This includes support for professional qualifications, technical training and systems upskilling. Organisations offering structured learning and clear progression tend to compete more effectively for high calibre finance talent.

Newer benefits and shifting expectations

- Across London, organisations have introduced benefits aimed at cost-of-living pressures and lifestyle preferences. Examples include travel support, salary-sacrifice electric vehicle schemes and the ability to work remotely from overseas for short periods.



PE-backed Vs PLC comparison

Operating context

PE-backed:

Typically, faster-paced and change-led, with finance expected to support value creation plans, tighter reporting cycles and operational transformation. The finance function often evolves rapidly as the business scales.

PLC:

More structured governance, established reporting cycles and clearer role boundaries. Hiring can be slower but tends to be more defined, with strong emphasis on compliance and controls. Career paths are clearer and have more levels of hierarchy to progress into.

Role scope and autonomy

PE-backed:

Broader scope and higher expectation of autonomy. Roles often include cross-functional responsibilities and rapid re-prioritisation. Stakeholder exposure to investors and lenders is more common.

PLC:

Clearer scope and specialist tracks. Decision-making is often slower and more committee-driven, with formal governance and controls frameworks.

Incentives and total reward

PE-backed:

Greater likelihood of equity participation or long-term incentives at senior levels and increasingly into finance leadership below CFO in some portfolios. Outside of that, however, expect benefits to be lacking in relation to PLC counterparts

PLC:

More standardised total reward structures, often with defined bonus schemes and long-term incentives linked to share plans at senior level. Very rarely is there equity at the relatable level in comparison to a PE backed organisation..

London Salary and Day Rate guide

*Salaries are bonus and wider package dependent

nooooooll

Non-qualified and transactional

Job Title	Salaries (Perm & FTC)	Day Rate (Inside)	Day Rate (Outside)
AP Clerk	£28,000 – £33,000	£150 – £200	N/A
AP Supervisor	£40,000 – £46,000	£200 – £260	N/A
AP Manager	£46,000 – £60,000	£260 – £320	N/A
Credit Controller	£33,000 – £37,000	£180 – £240	N/A
Credit Control Manager	£46,000 – £60,000	£260 – £320	N/A
AR Clerk	£28,000 – £33,000	£150 – £210	N/A
AR Supervisor	£40,000 – £46,000	£200 – £260	N/A
AR Manager	£46,000 – £60,000	£260 – £320	N/A
Payroll Clerk/Assistant	£28,000 – £35,000	£160 – £210	N/A
Payroll Supervisor	£40,000 – £50,000	£210 – £300	N/A
Payroll Manager	£52,000 – £75,000	£300 – £420	N/A
Accounts Assistant	£30,000 – £36,000	£170 – £230	N/A
Assistant Accountant (MA/FA)	£46,000 – £58,000	£260 – £380	N/A
Management/Financial Accountant	£50,000 – £60,000	£260 – £380	N/A
Finance Analyst	£38,000 – £58,000	£220 – £320	N/A

Newly qualified

Job Title	Salaries (Perm & FTC)	Day Rate (Inside)	Day Rate (Outside)
ACA Newly Qualified (0–2 years PQE)	£60,000 – £72,000	£350 – £420	£340 – £400
ACCA / CIMA Newly Qualified (0–2 years PQE)	£58,000 – £72,000	£340 – £410	£340 – £400

Qualified

Job Title	Salaries (Perm & FTC)	Day Rate (Inside)	Day Rate (Outside)
Financial Accountant	£60,000 – £68,000	£350 – £420	£340 – £400
Senior Financial Accountant	£68,000 – £78,000	£400 – £500	£390 – £470
Group Reporting Manager / Financial Reporting Manager	£78,000 – £95,000	£530 – £530	£470 – £560
Finance Manager	£68,000 – £85,000	£400 – £480	£370 – £440
Senior Finance Manager	£80,000 – £95,000	£470 – £560	£420 – £520
FP&A Analyst / Management Accountant	£58,000 – £70,000	£390 – £460	£340 – £420
Senior Finance Analyst / Senior MA / Junior FBP	£65,000 – £78,000	£430 – £520	£380 – £470
Finance Business Partner / FP&A Manager / Commercial FM	£70,000 – £88,000	£470 – £580	£430 – £520
Executive / Senior Finance Business Partner	£95,000 – £130,000	£620 – £820	£560 – £780

Senior Qualified – Small and medium sized enterprises (SMEs)

Job Title	Salaries (Perm & FTC)	Day Rate (Inside)	Day Rate (Outside)
Financial Controller	£80,000 – £120,000	£560 – £720	£520 – £670
Group Financial Controller	£100,000 – £140,000	£720+	£580 – £780
Head of Commercial Finance / Head of FP&A	£100,000 – £140,000	£650+	£540 – £720
Group Finance Director	£125,000 – £195,000	£850+	£720+
CFO	£155,000+	£1,000+	£900+

Senior Qualified – Large, Listed & International

Job Title	Salaries (Perm & FTC)	Day Rate (Inside)	Day Rate (Outside)
Financial Controller	£120,000 – £150,000	£600 – £750	£550 – £650
Group Financial Controller	£140,000 – £220,000	£750+	£580 – £780
Head of Commercial Finance / Head of FP&A	£130,000 – £180,000	£700+	£550 – £750
Group Finance Director	£150,000 – £250,000	£1,000+	£850+
CFO	£220,000+	£1,200+	£1,000+

Treasury, Corporate Finance/Development and Internal Audit

Job Title	Salaries (Perm & FTC)	Day Rate (Inside)	Day Rate (Outside)
Treasury Analyst	£56,000 – £66,000	£360 – £410	£310 – £360
Treasury Manager	£72,000 – £92,000	£420 – £520	£370 – £420
Head of Treasury / Treasurer	£120,000 – £180,000	£720+	£600+
Corporate Finance/Development Analyst	£60,000 – £70,000	£360+	£330+
Corporate Finance/Development Manager	£80,000 – £100,000	£520 – £650	£470 – £550
Head of Corporate Finance/Development	£120,000 – £180,000	£650+	£550+
Internal Auditor	£65,000 – £75,000	£380 – £440	£360 – £420
Internal Audit Manager	£75,000 – £90,000	£420 – £520	£390 – £480
Head of Internal Audit	£100,000 – £150,000	£620 – £820	£550 – £650

What our clients say



Global Head of Talent, International Media business

We have worked with multiple agencies across different disciplines but Investigo really stand out for their specialist market knowledge and personable honest approach. They are very easy to work with and both hiring managers and candidates have always given great feedback.



Group Finance Director, FTSE 100 Tech business

Investigo is my preferred "go-to" agency for both permanent and temporary recruitment as they consistently provide high caliber candidates, have a broad network reach and top quality service. The team is honest and consultative and this has resulted in many successful hires with long tenures.

investigo

Case study

100%
Success rate

The solution

We started working with a new client in 2023 and have achieved a 100% fill ratio.

Placing every finance role on various levels of experience with 100% success rate.

100% of our candidates are still within this business, thriving, engaged and genuinely enjoying their new role The breadth of roles we have placed with this client include:

- FP&A Director (Permanent)
- Senior Financial Reporting Manager (Permanent)
- Financial Controller (Permanent)
- Finance Manager (Permanent)
- Finance Manager (Interim)
- Senior Accountant (Interim)
- Senior Accountant (FTC)
- Accounts Payable Manager (Permanent)
- PQ Finance Analyst (Permanent)
- PQ Finance Assistant (FTC)



Private Equity/VC



James Sealey

**Principal Consultant
Interim Finance**

James.sealey@investigo.co.uk
07815 521518



Daniel McGuire

**Principal Consultant
Permanent Finance**

Daniel.mcguire@investigo.co.uk
07929 041379



James Donnelly

**Principal Consultant
Permanent Finance**

James.donnelly@investigo.co.uk
07711 373 348



TMT (Tech, Media, Telecoms, Professional Services and Consumer)



Gemma Case

Partner
Newly Qualified Permanent Finance

Gemma.case@investigo.co.uk

07971509924



Dev Chudgar

Principal Consultant
Exec/Senior Permanent Finance

Dev.chudgar@investigo.co.uk

07711373349



Sian Prest

Principal Consultant
Part qualified, transactional and business support

Sian.prest@investigo.co.uk

07811607360



Harvey Kalket

Senior Consultant
Newly Qualified Permanent Finance

Harvey.kalket@investigo.co.uk

07711373254

Industrial (Energy, Infrastructure, Facilities Management & Real Estate)



Simon Jobson
Associate Director
Simon.jobson@investigo.co.uk
07493647104



James Berry
Principal Consultant –
Interim Finance
James.berry@investigo.co.uk
07977 855708



Rob Huskisson
Senior Partner –
Qualified Finance
Rob.huskisson@investigo.co.uk
07834 748426



Kavita Sharma
Principal Consultant –
Qualified Finance
Kavita.sharma@investigo.co.uk
07787 961473



Charlotte Goodger
Senior Consultant –
Part Qualified Finance
Charlotte.goodger@investigo.co.uk
07711 373275

investigo

Let's talk



Visit our website

www.weareinvestigo.com



Send us an email

contactus@investigo.co.uk



Give us a call

020 3808 3111



THE IN GROUP

The logo for investigo, featuring the word "investigo" in a lowercase, bold, sans-serif font.

**Recruitment, as it should
be**

Expert recruitment across
20+ specialisms.

The logo for InX, featuring the letters "InX" in a bold, sans-serif font, with the "X" being significantly larger than the "In".

Success Accelerated

Professional Services and
Private Equity executive
search to find your next
leaders.

The logo for definia, featuring the word "definia" in a lowercase, sans-serif font, with a stylized circular graphic element to the left consisting of three overlapping rings.

Define. Design. Deliver

Digital, change and
managed service
programmes to help
transform your business.

The logo for CARAFFI, featuring the word "CARAFFI" in a bold, uppercase, sans-serif font.

Elevating People Leaders

Talent acquisition
strategies and talent
advisory to help you
attract and retain the best
talent.

The logo for Sigma Labs, featuring a stylized triangle icon to the left of the text "Sigma Labs" in a sans-serif font.

**High potential
technology consultants**

Hiring and training for high
potential software, data
and cloud talent.

The logo for BioTalent, featuring the word "BioTalent" in a sans-serif font, with "Bio" in a smaller font size than "Talent".

**Accelerating performance
through exceptional talent**

Leading specialist
recruitment provider with a
focus on life sciences.