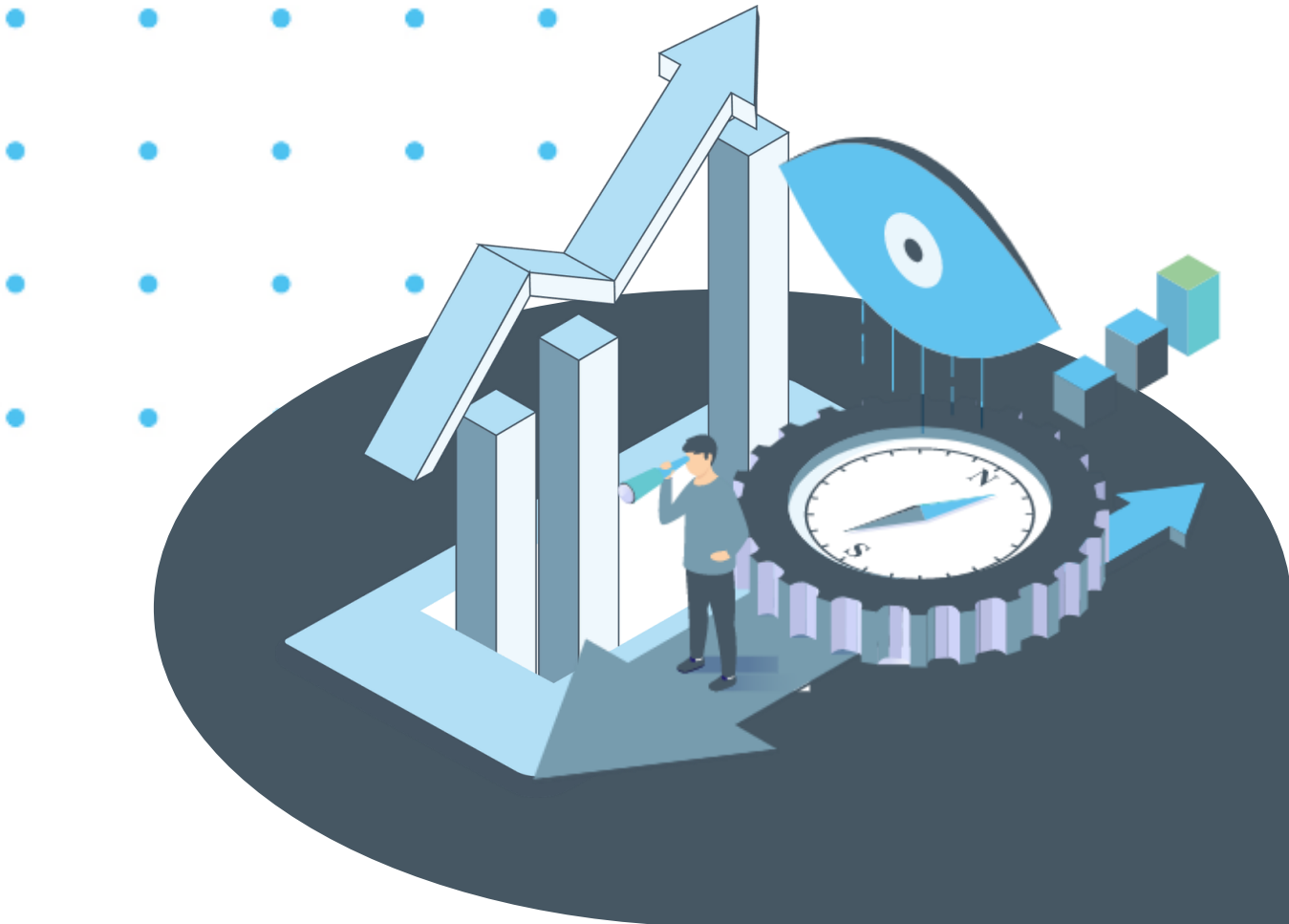




Stanton house

FINANCE TRANSFORMATION: Salary Guide 2025



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Foreword

Welcome to the Stanton House Finance Transformation Salary Guide 2025.

As the Finance landscape continues to evolve, so does the importance of Finance Transformation as a core driver of organisational growth and adaptability. This guide reflects the latest salary benchmarks, hiring trends, and future-looking insights for the professionals and employers shaping this critical field.

As specialists working across a range of industries and company sizes, we deliver tailored advice and talent acquisition strategies that align with current market trends and sector-specific requirements. Our expertise enables us to match both permanent and interim Finance Transformation and Data & Analytics professionals with employers across the UK.

Whether you're a senior Finance Transformation leader, a hiring manager, or a professional aiming to benchmark your skills and remuneration, this guide is tailored to address your needs. From exploring in-demand skills to spotlighting emerging opportunities in Private Equity-backed businesses, we aim to equip you with the knowledge to make informed decisions.

- **2025 Predictions:** Insight into the macroeconomic trends shaping the market for Finance Transformation professionals in the UK.
- **Candidate & Employer Insights:** An exploration of changing priorities within Finance Transformation, from the roles and skills in demand to the impact of Artificial Intelligence on the future of Finance.
- **Salary Tables:** Updated salary ranges and contractor day rates across Finance Transformation roles to help UK employers stay competitive in 2025.

We hope you find these insights both informative and valuable. Please get in touch should you wish to discuss your specific hiring requirements or explore our latest [job opportunities](#). If there are any areas or roles we may not have covered in our guide, our experts will be delighted to help.

Let's dive in!



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RECRUITING TRENDS 2025

Market Overview: Navigating Economic Uncertainty

The UK financial landscape in 2025 presents a complex mix of opportunities and challenges. While stabilising interest rates and government-led investments offer potential pathways for growth, persistent inflation, geopolitical uncertainties, and productivity challenges continue to exert significant pressure on businesses.

Against this backdrop, Finance Transformation emerges as a critical enabler, equipping organisations with the tools and strategies needed to build resilience, drive efficiency, and unlock value.

Macroeconomic Influences Driving Finance Transformation

The 2024 Autumn Budget introduced bold fiscal measures designed to stimulate long-term economic growth, such as £100 billion allocated for capital projects. However, these initiatives have also created immediate challenges for businesses. Rising payroll costs - driven by increased National Insurance Contributions (NICs) and minimum wage adjustments - alongside broader tax increases are forcing organisations to rethink their operational and financial strategies.

Compounding these issues are geopolitical tensions and economic uncertainties in key global markets, which have added layers of complexity to financial operations. In this volatile environment, businesses are increasingly turning to Finance Transformation as a solution for navigating unpredictability.

By providing the agility, foresight, and operational efficiency needed to respond to market changes, Finance Transformation plays a pivotal role in supporting organisations through uncertainty.

The Impact of High Inflation and Interest Rates

The economic conditions of 2023-24, defined by high inflation and elevated interest rates, have further influenced the market landscape. Many businesses, often leveraging significant debt to fund new change and transformation initiatives, have adopted a more cautious approach to launching major transformation programmes. Cost considerations are now a top priority, with organisations seeking ways to reduce expenses in their change delivery processes - often affecting the talent they hire.

As fewer large-scale programmes are initiated, the emphasis on cost efficiency for those already underway has grown. Finding the right talent at the right price has become more critical than ever, as cutting corners on skilled professionals can lead to underperformance or unsuccessful programmes.

The current economic climate has created a 'buyer's market' for talent, with an increased availability of skilled professionals. This surplus of talent has driven a slight decline in rates across the board. It presents an opportunity for organisations to secure expertise at competitive prices. However, this cost-conscious mindset must be balanced with strategic investments in the right talent to ensure the success of transformation initiatives in an increasingly cost-driven environment.

Strategic Response to Economic Challenges

Finance Transformation is no longer just a support function. It has evolved into a key enabler of strategic decision-making. By modernising systems, adopting advanced tools, and enhancing data-driven insights, Finance Transformation professionals empower organisations to achieve their goals. This role has become particularly critical in helping companies:

- Optimise costs and improve operational efficiency.
- Enhance their forecasting capabilities to anticipate and mitigate risks.
- Drive innovation and competitiveness through technology adoption.

Conversations with CFOs and transformation leaders consistently highlight the importance of aligning financial processes with strategic objectives. The ability to anticipate market shifts and adapt swiftly is now a competitive necessity.



Impact on Finance Transformation

These factors are reshaping the Finance Transformation profession in key ways:

- Organisations are turning to ERP (Enterprise Resource Planning) and EPM (Enterprise Performance Management) implementations to create efficiencies, improve scalability, and centralise operations.
- A strong emphasis is placed on data insights and scenario planning, allowing businesses to adapt to volatile market conditions.
- Automation and AI adoption are accelerating, reducing manual workloads and enabling professionals to focus on strategic decision-making.

C-Suite Perspective: Finance leaders see transformation as a critical enabler of resilience, driving the need for highly skilled professionals who can align operational improvements with broader strategic goals.

Businesses are increasingly blending permanent and interim Finance Transformation professionals to remain adaptable amid external economic challenges. Companies that embrace agile workforce models are better positioned to scale up quickly, a crucial advantage in an unpredictable environment.



The Interim Market

The impact of IR35 regulations will persist in shaping the contractor market throughout 2025, influencing both job opportunities and pay. Since the Labour Government took office in mid-2024, they have acknowledged the complexities surrounding IR35 and off-payroll rules but have yet to take substantial steps towards reforming the regulations, leaving the contractor market to function under the current framework.

According to the [2024 Institute of Interim Management \(IIM\) survey](#), interims working outside IR35 continue to earn higher day rates compared to their inside IR35 counterparts.

A concerning finding from the IIM survey is that 60% of interims did not receive a Status Determination Statement (SDS), indicating a significant lack of understanding among clients regarding IR35 regulations. Additionally, inadequate advice from some intermediaries worsens the issue.

All our interims receive a Status Determination Statement (SDS) as required by law. End clients must provide this when engaging interims. Always request an SDS, especially for outside IR35 assignments, to avoid potential HMRC tax issues.

Stanton House Recognised by the IIM



Stanton House is an Affiliate Member of the Institute of Interim Management (IIM) and was voted as a Platinum Tier Service Provider in the 2024 IIM Survey.

We were recognised as being outstanding for our core disciplines in Transformation and Accountancy & Finance.

This marks the second year in a row that we have maintained 'Platinum' status - moving up from position 16 in 2023 to number 6 in 2024.

Spotlight: Finance Transformation in Private Equity

In the Private Equity (PE) sector, where Stanton House has a dedicated team of specialists, Finance Transformation professionals are taking on increasingly pivotal roles in driving value creation within portfolio companies, especially during critical growth stages. Their expertise becomes critical during post-acquisition integration and scaling operations to prepare for successful exits.

Key Phases for Finance Transformation in PE

Post-Acquisition Integration: Immediately after acquisition, Finance Transformation experts streamline financial operations, integrate systems, and establish robust reporting mechanisms to align with the PE firm's strategic objectives.

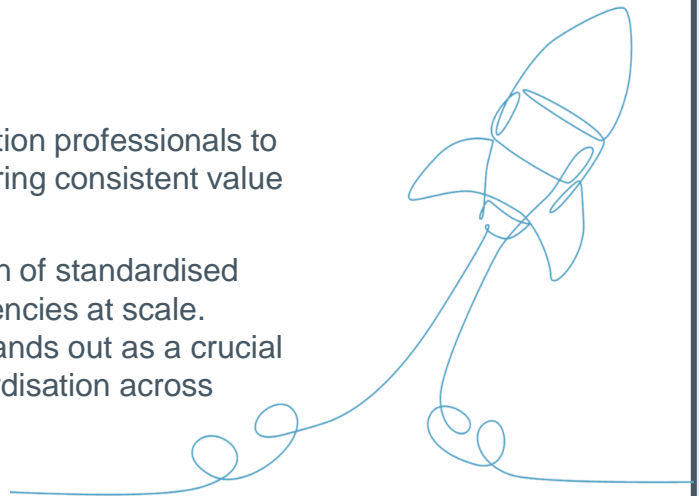
Scaling Operations: As portfolio companies expand, these professionals implement advanced ERP systems such as NetSuite to support growth, improve scalability, and centralise operations.

Exit Preparation: Prior to divestiture, Finance Transformation ensures financial processes are optimised and transparent, enhancing the company's appeal to potential buyers.

Cross-Portfolio Oversight

PE firms often employ Finance Transformation professionals to oversee multiple portfolio companies, ensuring consistent value creation across the portfolio.

This approach allows for the implementation of standardised processes and best practices, driving efficiencies at scale. The role of the finance operating partner stands out as a crucial agent for driving value creation and standardisation across portfolio companies.



Challenges & Required Skills

Operating in a PE environment requires:

Rapid Adaptability: Quickly understanding diverse industries and company cultures.

Advanced Analytics: Expertise in financial modelling to drive insights.

Cross-functional Leadership: Managing teams across departments and geographies.



Transformative Trends in Finance

The Finance function is undergoing significant transformation, driven by technological advancements and the need to adapt to evolving business demands and market changes.

Adopting Sophisticated ERP Solutions

CFOs are prioritising the implementation of advanced ERP systems, such as Oracle, SAP, D365 and Workday. These cloud-based, AI-infused platforms are increasingly replacing traditional on-premises solutions, offering enhanced scalability and reduced IT maintenance costs.

Adoption allows the retirement of multiple legacy platforms, achieving cost savings while streamlining and enhancing the efficiency of finance operations. Additionally, these systems enable real-time collaboration among global teams, empowering multinational corporations to manage and report financial data with greater accuracy and effectiveness.

This shift towards sophisticated ERP solutions is reshaping traditional roles with greater emphasis on all finance professionals to develop a blend of technical and strategic skills. Proficiency in data analytics, automation, and AI integration is becoming essential.

Roles such as Digital Finance Managers and ERP Implementation Specialists are emerging, reflecting the demand for expertise in these areas. Strategic roles like CFO are evolving to have broader digital transformation oversight and to work more closely with Data & Analytics professionals.

Embracing AI-Enhanced ERP Systems

ERP systems have traditionally been pivotal in streamlining operations from accounting to supply chain management. Now, with AI, these systems are becoming smarter and more intuitive than ever before.

AI empowers these systems with advanced analytics, predictive insights, and automation capabilities that streamline operations and drive informed decision-making. Far from making ERP projects redundant, AI enhances their capabilities to meet the demands of a rapidly evolving digital landscape:

Advanced Analytics & Predictive Insights: AI algorithms can analyse vast datasets in real-time, offering predictive insights into financial trends, customer behaviour, and operational efficiencies. This capability enhances decision-making accuracy and speed, empowering Finance Leaders to forecast more effectively.

Automation of Routine Tasks: AI-powered automation reduces the manual effort required for data entry, reconciliation, and reporting. This frees up Finance teams to focus on strategic initiatives rather than mundane administrative tasks.

Enhanced Compliance & Risk Management: AI can continuously monitor transactions and patterns, flagging anomalies that may indicate fraud or compliance issues. This proactive approach strengthens risk management frameworks, ensuring regulatory adherence and safeguarding organisational integrity.

Personalised Customer Experiences: ERP systems infused with AI can tailor customer interactions based on historical data and real-time insights. Finance Leaders can leverage this capability to enhance client relationships, drive retention, and uncover new revenue opportunities.

Adaptive Intelligence: AI learns from user interactions and data patterns, adapting ERP functionalities to specific business needs and evolving market conditions.

Continuous Improvement: Unlike static ERP implementations, AI fosters continuous improvement through machine learning models that refine algorithms over time. This iterative process ensures that ERP systems remain relevant and effective in a rapidly changing environment.



AI's Impact on Finance Roles

Finance professionals are no longer confined to the back office; they are strategic partners driving business success. This shift demands a proactive approach to innovation and adaptation. AI-infused ERP systems enable Finance Leaders to focus more on leveraging predictive insights, optimising strategic initiatives, and fostering cross-functional collaboration.

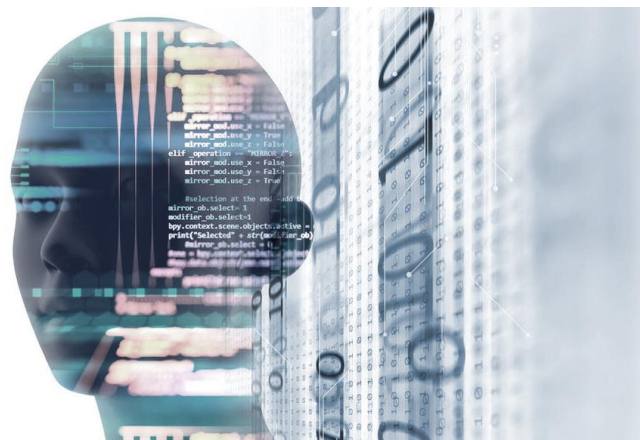
Strategic Oversight: Rather than solely managing operational efficiencies, Finance Leaders will increasingly focus on leveraging AI-driven insights to drive strategic initiatives. This includes identifying growth opportunities, optimising capital allocation, and guiding digital transformation agendas.

Data Governance & Ethics: With AI's reliance on data, Finance professionals must prioritise data governance frameworks and ethical considerations. Robust cybersecurity measures are a cornerstone of finance transformation strategies, ensuring that innovation is balanced with the safeguarding of financial operations. Ensuring data quality, integrity, and security will be paramount to maintaining stakeholder trust and regulatory compliance.

Cross-functional Collaboration: AI-enabled ERP systems break down silos by providing a unified view of organisational data. Finance leaders can collaborate more effectively with other departments, fostering a culture of data-driven decision-making and innovation.

Upskilling & Talent Development: Embracing AI requires upskilling Finance teams in data analytics, AI fundamentals, and change management. By investing in continuous learning and talent development, organisations can harness the full potential of AI-enhanced ERP systems.

It's evident that the future of Finance lies in harnessing digital complexities as opportunities for innovation. By embracing ERP systems and leveraging AI capabilities, organisations can transform potential hurdles into stepping stones toward sustainable growth. What's more, finance leaders can position themselves as strategic drivers of this innovation and growth.





A Focus on SAP S4 HANA

If a business is still running an older version of SAP, the clock is ticking. With SAP officially cutting off support for legacy versions in 2027, businesses using these systems are at risk of being left high and dry - meaning no security updates, no patches, and no customer service.

The looming SAP S4 HANA migration deadline doesn't just represent a technical upgrade. For most companies, it's a strategic imperative. The transition affects finance operations, talent strategy, and overall business resilience. Yet, over half of organisations are at risk of missing this critical milestone and incurring some unwanted consequences:

Financial Consequences: SAP is offering extended support for businesses that fail to upgrade on time, but it comes at a high cost. Businesses will face hefty financial penalties for failing to migrate, with no added value for their operations. Extending support for older systems or reacting to unexpected system failures post-2027 will lead to increased costs, both in terms of direct financial outlays and lost opportunities.

Talent Shortages: The longer businesses wait to upgrade, the more competition they'll face when trying to secure top-tier SAP S4 HANA talent. As the deadline approaches, the demand for SAP S/4HANA expertise will outstrip supply, driving up recruitment and retention costs. Securing the right talent now will help mitigate these challenges. Indeed, there is already a shortage of highly skilled professionals in this space, and it's only going to get worse!



Cybersecurity Risks: Outdated systems without regular security patches become vulnerable to hacking, malware, and data breaches. Businesses could be exposed to massive legal and financial repercussions if sensitive data is compromised.

Operational Failures: Unsupported systems will likely face performance issues, leading to disruptions in your critical business operations. The last thing any business wants is to deal with system downtime that could easily have been avoided.

Competitive Disadvantage: Delaying migration could mean missing out on the enhanced data analytics, financial forecasting capabilities, and scalability that SAP S/4HANA provides, leaving businesses lagging behind their competitors. SAP S4 HANA isn't just about replacing an old system. It offers a more streamlined, modern approach to ERP, allowing businesses to adopt automation, AI, and advanced analytics. Early adopters of SAP S4 HANA will see improvements in operational efficiency, giving them a competitive edge in their industry.

For finance leaders, the success of any SAP S/4HANA migration depends heavily on having the right skills and expertise in place. Finance transformation professionals with both technical SAP S/4HANA knowledge and strategic finance expertise are crucial. These individuals must not only implement the system but also leverage it to drive business outcomes, ensuring seamless integration with other business processes.

Equally important is finding the right leadership to guide the process. The person leading this migration should not only have deep SAP knowledge but also a clear vision of how the transition aligns with overall business goals and someone who is able to bring the people along for the journey.

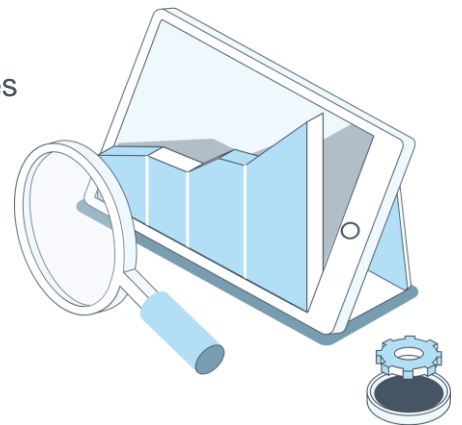


Key Roles in 2025

Finance Transformation Roles in High Demand

As organisations prioritise Finance Transformation, several roles stand out as critical to success:

- **ERP Programme Managers/Directors:** Leading large-scale digital transformations and ensuring alignment with organisational objectives.
- **Finance Transformation Managers:** Driving initiatives to optimise operations and improve data-driven decision-making.
- **Global Process Leads/Owners (P2P, R2R, O2C):** Enhancing core processes to deliver scalability and efficiency.
- **Finance Data Analysts:** Leveraging advanced analytics to turn data into actionable insights for strategic decisions.



For a comprehensive overview of the latest recruitment trends and salary benchmarks for Data roles, please request your copy of our **Data & Analytics Salary Guide**.

Essential Skills for Success

Finance Transformation professionals must combine technical expertise with leadership and adaptability. Key skills include:

- **Technological Proficiency:** Mastery of ERP/EPM platforms such as Oracle, SAP, and Workday, alongside AI-powered tools.
- **Strategic Thinking:** Aligning ops changes with long-term organisational goals.
- **Delivery Focus:** Ensuring that programmes are delivered on time, in budget and adoption happens.
- **Cybersecurity Awareness:** Ensuring data integrity and compliance with evolving regulations like GDPR and CCPA.
- **Cross-Functional Collaboration:** Breaking down silos and fostering innovation across teams.

FINANCE TRANSFORMATION UK SALARY GUIDE 2025

About Our Salary Guide

Finance Transformation professionals and the employers hiring them often ask for our advice when it comes to compensation.

With deep specialism and market knowledge across different industry sectors, we are in a strong position to provide day-rate, FTC and permanent salary guidance, for different Finance Transformation roles, across the UK.

Our guide provides salary ranges based on actual job listings, job offers, placements and candidate registrations for Stanton House over the last year. In the tables that follow, you will find day-rate bandings for specific roles as well as conversion to FTC and permanent equivalents. We also provide day-rate data, for each role, for both 'inside IR35' and 'outside IR35' determinations.

If you are looking to find salary information for a position not shown in our guide or want to discuss specific company or industry sector salary variance, please get in touch as we can provide further guidance.

We hope this guide is useful in providing talent teams, hiring managers, and candidates with a good benchmark for understanding the current market and we invite your feedback to ensure future iterations are as accurate as possible.

We understand that salaries vary widely between sector, company type, locations, job requirements, seniority, ownership structure, package structure and in some cases, how important the hire is to the company at the time. As such, we appreciate that there may be examples where salaries do fall outside of the ranges provided.

If you are looking to find salary information for a position not shown in our guide, or want to discuss specific salary variances, please get in touch as we can provide further guidance.

Salary Tables

Role	Outside IR35 Day Rate (£/per day)	Inside IR35 Day Rate (£/per day)	FTC / Perm Salary (£)
Finance Programme Director	£1,100 - 1,800	£1,300 - 2,000	£130,000 - 220,000
Finance Programme Manager	£750 - 1,000	£800 - 1,200	£90,000 - 130,000
Finance Project Manager	£600 - 850	£650 - 900	£75,000 - 110,000
Change Management Lead	£700 - 1,200	£800 - 1,500	£90,000 - 150,000
Change Manager	£550 - 700	£600 - 1,000	£80,000 - 100,000
Global Process Owners (P2P, R2R, O2C)	£650 - 900	£800 - 1,200	£100,000 - 150,000
Finance Process Lead (P2P, R2R, O2C)	£600 - 800	£600 - 900	£80,000 - 100,000
Finance PMO Lead/Delivery Lead	£650 - 900	£800 - 1,200	£85,000 - 130,000
PMO Manager	£600 - 700	£700 - 900	£70,000 - 90,000
PMO Analyst	£450 - 600	£450 - 700	£55,000 - 75,000
Finance Integration Project Manager	£600 - 800	£650 - 950	£80,000 - 100,000
Finance Business Analyst	£500 - 600	£550 - 700	£70,000 - 95,000

Salary Tables Continued...

Role	Outside IR35 Day Rate (£/per day)	Inside IR35 Day Rate (£/per day)	FTC / Perm Salary (£)
Finance Solution Architect	£650 - 900	£700 - 950	£75,000 - 120,000
System Accountant	£450 - 600	£500 - 650	£70,000 - 110,000
Test Manager	£600 - 950	£650 - 1,000	£85,000 - 120,000
Test Analyst	£450 - 600	£500 - 700	£65,000 - 85,000
Cutover Manager	£550 - 800	£600 - 850	£75,000 - 100,000
Data Lead (ERP)	£700 - 1,100	£700 - 1,200	£85,000 - 120,000
Data Analyst	£450 - 700	£500 - 800	£65,000 - 95,000
Data Migration Manager (ERP)	£650 - 950	£700 - 1,000	£80,000 - 120,000
Training Lead	£600 - 800	£650 - 950	£55,000 - 90,000
Trainer	£450 - 600	£500 - 700	£65,000 - 80,000

Top Tips for Hiring Finance Transformation Professionals in 2025

1. Tailor the Interview Process for Transformation Roles

The hiring process for Finance Transformation professionals requires a nuanced approach, reflecting the complexity of these roles. While in-person interviews are valuable for assessing interpersonal skills and cultural fit, it's equally important to evaluate candidates' technical expertise and change management capabilities.

- **Structured Assessments:** Include scenario-based questions to gauge their ability to manage transformation programmes, handle resistance, and deliver results under pressure.
- **Team Engagement:** Ensure interviews include cross-functional team members to assess how candidates collaborate across departments - a critical aspect of Finance Transformation.
- **Project Insights:** Request candidates to discuss past transformation projects in detail, focusing on their approach to implementation, stakeholder management, and achieving measurable outcomes.



2. Address 'Ghosting' Through Engagement & Transparency

'Ghosting' - the practice of abruptly ceasing communication during the recruitment process - can be an issue when hiring Finance Transformation professionals - who often have multiple opportunities on the table.

To mitigate this issue, thoughtful, timely communication throughout the entire process is required. Make sure feedback is factored into schedules to ensure candidates have a great experience with your business regardless of whether they are successful. Organisation around a process demonstrates your seriousness in how you manage change.

3. Encourage Authenticity & Showcase Vision

Finance Transformation professionals are looking for opportunities to make a meaningful impact. During interviews, employers should authentically convey their vision for transformation, including specific objectives and long-term goals. Who their stakeholders are and engagement with them is important for successful delivery.

4. Define Transformation Objectives & Career Pathways

Clear role definitions are critical in Finance Transformation hiring. Transformation professionals want clarity on their responsibilities and how they can contribute to both short-term projects and long-term strategic goals. This should include defining what successful outcomes look like.

5. Emphasise Flexibility & Project-Based Opportunities

Finance Transformation professionals often work on a project-by-project basis, which means flexibility and hybrid working arrangements are highly valued. Open communication on expectations on project exposure and how programmes should be delivered is critical.

6. Highlight Technology & Transformation Initiatives

Finance Transformation professionals are particularly drawn to organisations committed to innovation and modernisation. Examples of how you are embracing technology and how you showcase the adoption of AI, and new methodologies and ideas are incredibly important.

7. Offer Competitive Compensation & Project-Based Incentives

Attracting top-tier Finance Transformation professionals requires a competitive and flexible compensation package. Options like completion bonuses, staged delivery bonuses, and offering competitive rates will ensure that you have the best talent available.

8. Verify Programme Outcomes Through Expert Referencing

Many candidates list significant programme outcomes, such as delivering successful ERP implementations or driving cost-saving initiatives. However, it's essential to verify these claims rigorously. Employers should expect their recruitment partners to proactively investigate the outcomes of programmes their candidates have worked on. This includes engaging with credible references who can confirm the candidate's role, impact, and measurable results within these initiatives.

At Stanton House, this meticulous referencing is a cornerstone of our solution. Our expertise ensures that we don't just assess candidates' technical fit but also validate their ability to deliver tangible value, giving our clients confidence in their hiring decisions.

FINANCE TRANSFORMATION EXPERTS CONTACT & CONNECT WITH US

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SEE WHAT OUR CUSTOMERS SAY...

“ Stanton House placed me in my current role which I have been doing for two years now at a PE backed Engineering firm. We remain in contact to discuss how the programme is progressing. Looking for a new role at my level can be stressful, but Stanton House was one of the very few recruiters who constantly kept in touch, even if they did not have a new role to run past me. The team's thorough understanding of what I needed, and knowing my personality and the types of roles that I would thrive in, helped to find me the perfect role.

**Programme Director,
PE Engineering Firm**

“ Stanton House tuned into the cultural requirements and sensitivities around the people changes associated with implementing Shared Services operating models, during a difficult period of change. They also meet some very specific niche skill requirements which were fundamental to the overall success and delivery of the programme. Overall, I was really impressed and would certainly work with Stanton House again when delivering Finance Transformation and Shared Services programmes.

**Programme Director,
Construction Company**

“ I am impressed by the Associate provided. Not just their level of expertise but their ability to work effectively with Finance and non-Finance colleagues across the organisation. It's been helpful to have catch-up sessions with the team at Stanton House to monitor the progress of the project. It provides a strong governance framework to ensure work is on track and issues are swiftly resolved.

**Group Finance Controller,
HR Certification Organisation**

“ Stanton House has been great to work with. The team took the time to find the right fit for our business. After receiving a pool of candidates, we were able to select one individual, who not only met our needs, but went on to perform to an exceptionally high standard.

**Head of Finance Transformation,
FTSE Global Manufacturing
Business**

“ I have worked with Stanton House for many years now and they have helped me land a number of interim assignments. My consultant spends a significant amount of time making sure that there's a good match between my skills and his client's needs and also gives quality time to ensure that I am thoroughly prepared.

**Finance Transformation Project
Lead**

“ Good recruiters find you a better role - skilled craftspeople shift career trajectories. The team at Stanton House are expert at complex role matching. They approached me for a challenging role and articulated exactly what was needed by the employer asking me tough screening questions and did a thorough check to ensure the role was a good fit for my future career aspirations.

Head of Finance Transformation



ABOUT US

Stanton House is an award-winning, specialist recruitment consultancy. We deliver permanent and interim solutions and deliver projects across the UK and North America.

Since launching in 2010, we have developed a customer-focused proposition that has laid the foundations for consistent success.

We offer deep technical and local market expertise, finding exceptional senior talent from across the globe that help organisations innovate, transform and grow.

In the UK we have established offices in London and Reading and deliver permanent and interim recruitment solutions within:

- **Transformation (Finance, Data, Digital)**
- **Accountancy & Finance**
- **Private Equity**

Our customers range from the most exciting start-ups at the beginning of their growth, to the world's largest organisations. Many tell us that we are exceptional in the *lengths we go to in order to add value to them*.

Our commitment to our values truly differentiates Stanton House from the competition and our Purpose of *creating exceptional customer experiences* is central to all that we do.

We are creative in how we add value to our customers, and we build trusting, long-term relationships with clients and candidates. This enables us to fully understand motivations and objectives and deliver exceptional outcomes.

INSIGHT

More Insight From Stanton House

HOW TO BUILD YOUR PROFESSIONAL BRAND: YOUR GUIDE TO LINKEDIN

What you'll find inside:

Time is always of the essence when a new role presents itself and you don't want to be scrabbling to get your LinkedIn profile updated at the very last minute. So, if you're searching for new opportunities, be sure to invest time in crafting your profile so that it effectively showcases your skills, experience and achievements. Discover how to:

- ✓ Optimise your LinkedIn profile
- ✓ Build audiences on LinkedIn
- ✓ Post and engage with content on LinkedIn



[Download your copy here](#)

5 BIGGEST CHALLENGES OF A CFO: AND HOW TO SOLVE THEM

What you'll find inside:

We explore five major challenges that CFOs face today and provide solutions for overcoming them. These challenges include:

- ✓ Automation of key finance processes
- ✓ Leveraging the Cloud
- ✓ Unlocking value through faster closing processes
- ✓ Dealing with an overwhelming amount of spreadsheets
- ✓ Obtaining actionable insights in real-time



[Download your copy here](#)

TRANSITIONING TO PROFESSIONAL INTERIM WORK: WHAT DOES IT TAKE?

What you'll find inside:

Are you a senior Finance Transformation professional eager to explore the world of interim work? Increased earning potential, diverse projects, and increased flexibility can make interim work an attractive proposition.

This guide arms you with everything you need to know to make the transition to interim work as smooth as possible. Inside you'll discover the expectations placed on interims as well as the advantages and challenges you might face.

[Download your copy here](#)



WOMEN IN FINANCE: ADVICE FROM FEMALE LEADERS

What you'll find inside:

This paper captures the insight from four successful female CFOs – Carolyn Bedford (CFO at Nominet), Helen Shaw (UK & Europe CFO at Serco), Lindsey Roberts (UK&I CFO at Pladis) and Maria Denny (UK CFO at Signify). They provide guidance on how to:

- ✓ Break down barriers to have a voice at the table
- ✓ Build your personal brand
- ✓ Gain sponsorship and mentorship
- ✓ Take ownership of your professional development

[Download your copy here](#)



NEURODIVERSITY AT WORK: A GUIDE FOR HIRING MANAGERS

What you'll find inside:

- ✓ What is neurodiversity and what does it mean to be neurodivergent?
- ✓ The strengths and challenges of those with neurodevelopmental conditions such as Dyslexia, Autism Spectrum Disorder (ASD) and Attention Deficit Hyperactive Disorder (ADHD)
- ✓ Why education and understanding on this topic is important for all employers
- ✓ Practical advice on how to become more neuroinclusive throughout the employee lifecycle - from job design through to interviewing and onboarding

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