



GOODMAN
MASSON

Banking & Financial Services Salary Guide 2023.



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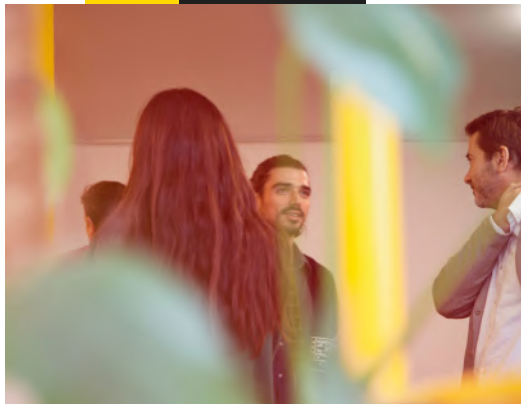
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A Message from our CEO, Guy Hayward.



Landing on the Board room table, the overpowering question, how do we address the attraction (and retention) of talent challenges?

This is becoming a strategic objective for most organisations and to the benefit of all who seek new opportunities. How can businesses differentiate themselves? By starting a journey of understanding how best they look after their people and creating a working environment that appeals more than others.

When you're looking at where the next chapter of your career is, you should look for businesses that have shown a real commitment to the workplace, modernising the working experience and demonstrating how they will manage your career and give you the tools to perform.

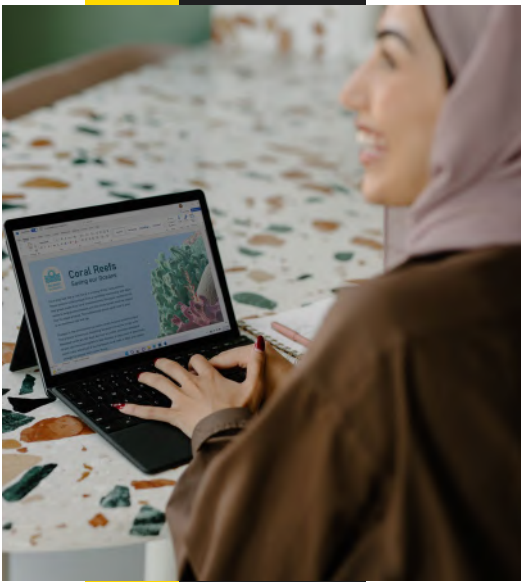
Diversity, Inclusion and Respect. A subject that, when embraced is changing organisations for the better. Seek out businesses that take the subject seriously, who have an awareness of their unconscious bias, underrepresentation, cultural competency and their behaviours and attitudes to create an inclusive culture. It adds an extra dimension to the experience of working.

So, consider your salary yes and this guide will help, but also move to a business that is modern and progressive, embraces an inclusive working environment and invests time in you.

This is where your new opportunity exists!

My Warmest Regards,

Guy



About us.

With a team of over 180 and growing every day, Goodman Masson is London's specialist Finance and Technology recruitment business. Voted 'Recruitment Agency of the Year 2021', our passion for what we do is clear.

Based in London, New York and Düsseldorf, we have annual revenues exceeding £58 million. This includes Qualified & Part-Qualified / Transactional Finance, Actuarial & Investment Management, Audit, Banking Operations, Compliance & Financial Crime, Front Office, Housing Development, Assets & Compliance, Technology, Product Control & Valuations, Product Management / Development, Change & Transformation, Risk & Regulation, Tax and Treasury.

We also have a Solutions Team who provide embedded recruitment (RPO), volume recruitment and consulting. Alongside this, Goodman Masson have developed an Executive Search Team who focus on sourcing C-suite talent.



Accounting & Finance.



Accounting & Finance Temporary - Investment Banking

Role	Part Qualified / Non Qualified (p/d)	Newly Qualified (p/d)	1 - 2 yrs (p/d)	2 - 5 yrs (p/d)	5 yrs + (p/d)
Management Accountant	£220 - £275	£300 - £350	£350 - £400	£400 +	£450 +
Financial Accountant	£220 - £275	£300 - £350	£350 - £400	£400 - £425	£450 +
Technical Accountant	£250 - £300	£300 - £350	£350 - £400	£450 +	£500 +
Finance Business Partner	£250 - £300	£300 - £350	£350 - £400	£400 - £450	£500 +
Financial Controller	N/A	N/A	£400 - £425	£450 +	£550
Regulatory Reporting Accountant	£300 - £350	£350 - £375	£400 - £450	£450 - £500	£600 +
Regulatory Policy & Advisory	£300 - £350	£350 - £400	£425 - £450	£450 - £500	£600 +

Product Control & Valuations

Not Qualified - 1 - 2 yrs (p/d)	Non Qualified - 3 yrs + (p/d)	Qualified 1 - 2 yrs (p/d)	Qualified 3 yrs+ (p/d)
£250 - £300	£300 +	£350 - £400	£400 +

Retail Banking

Role	Part Qualified / Non Qual (p/d)	Newly Qualified (p/d)	1 - 2 yrs (p/d)	2 - 5 yrs (p/d)	5 yrs + (p/d)
Management / Financial Accountant	£250 - £300	£300 - £325	£350 - £375	£400 - £425	£450 +
Management / Group Reporting	£250 - £300	£300 - £325	£350 - £375	£400 - £450	£500 +
Finance Business Partner	£250 - £300	£300 - £350	£375 - £400	£450 +	£500 +
Group Accountant	£250 - £300	£325 - £350	£375 - £400	£425 - £450	£500 +
Financial Controller / Chief Accountant	£250 - £300	£350 - £375	£400 - £450	£500 - £550	£600 +
Financial Director	N/A	N/A	N/A	£550 - £600	£700 +

Accounting & Finance Temporary - Investment Management

Role	Part Qualified - Intermediate (p/d)	Part Qualified - Finalist (p/d)	Newly Qualified (p/d)	1 - 2 yrs (p/d)	2 - 4yrs (p/d)	4 - 6yrs (p/d)	6 yrs + (p/d)
Fund Accountant	£175 - £225	£250 - £300	£325 - £350	£375 - £400	£425 - £450	£475 - £500	£500 +
Management / Financial Accountant	£175 - £225	£250 - £300	£300 - £325	£350 - £375	£400 - £450	£475 - £500	£550 +
Management / Group Reporting	£175 - £225	£250 - £300	£300 - £325	£325 - £350	£350 - £400	£400 - £500	£550 +
Business Partner	N/A	N/A	£300 - £350	£350 - £400	£450 - £500	£550 - £600	£600 +
Group Accountant	N/A	N/A	£300 - £325	£325 - £400	£400 - £450	£450 - £500	£500 +
Financial Controller / Senior Accountant	N/A	N/A	N/A	£425 - £450	£450 - £500	£550 - £600	£650 +
Finance Business Partner	N/A	N/A	N/A	N/A	N/A	N/A	£700 +

Accounting & Finance Temporary - Specialist Financial Services

Role	Part Qualified / Non Qualified (p/d)	Newly Qualified (p/d)	1 - 2 yrs (p/d)	2 - 5 yrs (p/d)	5 yrs + (p/d)
Management / Financial Accountant	£175 - £225	£250 - £300	£325 - £350	£375 - £400	£425 - £450
Management / Group Reporting	£175 - £225	£250 - £300	£300 - £325	£350 - £375	£400 - £450
Group Accountant	£175 - £225	£250 - £300	£300 - £325	£325 - £350	£350 - £400
Financial Controller / Chief Accountant	N/A	N/A	£300 - £350	£350 - £400	£450 - £500
Financial Director	N/A	N/A	£300 - £325	£325 - £400	£400 - £450
Finance Business Partner	N/A	N/A	N/A	£425 - £450	£450 - £500

Accounting & Finance Permanent - Investment Banking

Role	Foundation ACCA / CIMA	Intermediate ACCA / CIMA	Finalist ACCA / CIMA	Newly Qualified	1 - 2 yrs	2 - 5 yrs	5 - 8 yrs	8 yrs +
Management Reporting	£30,000 - £35,000	£35,000 - £45,000	£45,000 - £55,000	£60,000 - £65,000	£65,000 - £70,000	£70,000 - £100,000	£80,000 - £120,000	£100,000 +
Group, Financial and Statutory Accounting	£30,000 - £35,000	£35,000 - £45,000	£45,000 - £55,000	£60,000 - £65,000	£65,000 - £70,000	£70,000 - £100,000	£80,000 - £120,000	£100,000 +
Regulatory Accounting	£30,000 - £35,000	£35,000 - £45,000	£45,000 - £55,000	£60,000 - £65,000	£65,000 - £75,000	£75,000 - £110,000	£80,000 - £130,000	£100,000 +
Financial Analysis	£30,000 - £35,000	£35,000 - £45,000	£45,000 - £55,000	£60,000 - £65,000	£65,000 - £70,000	£70,000 - £110,000	£80,000 - £130,000	£100,000 +
FP&A / Business Partnering	£30,000 - £35,000	£35,000 - £45,000	£45,000 - £55,000	£60,000 - £65,000	£65,000 - £70,000	£70,000 - £110,000	£80,000 - £130,000	£100,000 +
Financial Controller / Financial Director	N/A	N/A	N/A	N/A	N/A	N/A	£100,000 - £150,000	£120,000 - £250,000

Accounting & Finance Permanent - Banking (other)

Role	Foundation ACCA / CIMA	Intermediate ACCA / CIMA	Finalist ACCA / CIMA	Newly Qualified	1 - 2 yrs	2 - 5 yrs	5 - 8 yrs	8 yrs +
Management Reporting	£30,000 - £35,000	£35,000 - £45,000	£45,000 - £55,000	£60,000 - £63,000	£65,000 - £70,000	£65,000 - £90,000	£80,000 - £110,000	£100,000 +
Group, Financial and Statutory Accounting	£30,000 - £35,000	£35,000 - £45,000	£45,000 - £55,000	£60,000 - £63,000	£65,000 - £70,000	£65,000 - £90,000	£80,000 - £110,000	£100,000 +
Regulatory Accounting	£30,000 - £35,000	£35,000 - £45,000	£45,000 - £55,000	£60,000 - £63,000	£65,000 - £75,000	£75,000 - £110,000	£80,000 - £120,000	£100,000 +
Financial Analysis	£30,000 - £35,000	£35,000 - £45,000	£45,000 - £55,000	£60,000 - £63,000	£65,000 - £70,000	£65,000 - £90,000	£80,000 - £110,000	£100,000 +
FP&A / Business Partnering	£30,000 - £35,000	£35,000 - £45,000	£45,000 - £55,000	£60,000 - £63,000	£65,000 - £70,000	£65,000 - £90,000	£80,000 - £110,000	£100,000 +
Financial Controller / Financial Director	N/A	N/A	N/A	N/A	N/A	N/A	£100,000 - £150,000	£120,000 - £250,000

Accounting & Finance Permanent - Investment Management, Private Equity & Hedge Funds

Role	Foundation ACCA / CIMA	Intermediate ACCA / CIMA	Finalist ACCA / CIMA	Newly Qualified	1 - 2 yrs	2 - 5 yrs	5 - 8 yrs	8 yrs +
Management Reporting	£30,000 - £35,000	£35,000 - £45,000	£45,000 - £55,000	£60,000 - £65,000	£65,000 - £75,000	£70,000 - £100,000	£80,000 - £120,000	£100,000 +
Group, Financial and Statutory Accounting	£30,000 - £35,000	£35,000 - £45,000	£45,000 - £55,000	£60,000 - £65,000	£65,000 - £75,000	£70,000 - £100,000	£80,000 - £120,000	£100,000 +
FP&A / Business Partnering	£30,000 - £35,000	£35,000 - £45,000	£45,000 - £55,000	£60,000 - £65,000	£65,000 - £75,000	£75,000 - £110,000	£80,000 - £130,000	£100,000 +
Fund Accounting	£30,000 - £35,000	£35,000 - £45,000	£45,000 - £55,000	£60,000 - £65,000	£65,000 - £75,000	£70,000 - £110,000	£80,000 - £130,000	£100,000 +
Regulatory Accounting	£30,000 - £35,000	£35,000 - £45,000	£45,000 - £55,000	£60,000 - £65,000	£65,000 - £75,000	£70,000 - £110,000	£80,000 - £130,000	£100,000 +
Financial Controller / Financial Director	N/A	N/A	N/A	N/A	N/A	N/A	£100,000 - £150,000	£120,000 - £250,000

Accounting & Finance Permanent - Financial Services Part-Qualified

Role	Foundation Studier	Intermediate Studier	Top Level Studier	Temp (Per hour)
Assistant Accountant	£30,000 - £35,000	£35,000 - £45,000	N/A	£18 - £25
Assistant Management Accountant	£30,000 - £35,000	£35,000 - £45,000	N/A	£18 - £25
Assistant Financial Accountant	£30,000 - £35,000	£35,000 - £45,000	N/A	£18 - £25
Financial Accountant	N/A	£35,000 - £45,000	£45,000 - £55,000	£20 - £28
Management Accountant	£30,000 - £35,000	£35,000 - £45,000	£45,000 - £55,000	£20 - £28
Finance Analyst	£30,000 - £35,000	£35,000 - £45,000	£45,000 - £55,000	£20 - £28

Accounting & Finance Permanent - Insurance

Role	Foundation ACCA / CIMA	Intermediate ACCA / CIMA	Finalist ACCA / CIMA	Newly Qualified	1 - 2 yrs	2 - 5 yrs	5 - 8 yrs	8 yrs +
Management Reporting	£30,000 - £35,000	£35,000 - £45,000	£45,000 - £55,000	£60,000 - £63,000	£65,000 - £70,000	£65,000 - £90,000	£80,000 - £110,000	£100,000 +
Group, Financial and Statutory Accounting	£30,000 - £35,000	£35,000 - £45,000	£45,000 - £55,000	£60,000 - £63,000	£65,000 - £70,000	£65,000 - £90,000	£80,000 - £110,000	£100,000 +
Regulatory Accounting	£30,000 - £35,000	£35,000 - £45,000	£45,000 - £55,000	£60,000 - £63,000	£65,000 - £75,000	£75,000 - £110,000	£80,000 - £120,000	£100,000 +
Financial Analysis	£30,000 - £35,000	£35,000 - £45,000	£45,000 - £55,000	£60,000 - £63,000	£65,000 - £70,000	£65,000 - £90,000	£80,000 - £110,000	£100,000 +
FP&A / Business Partnering	£30,000 - £35,000	£35,000 - £45,000	£45,000 - £55,000	£60,000 - £63,000	£65,000 - £70,000	£65,000 - £90,000	£80,000 - £110,000	£100,000 +
Financial Controller / Financial Director	N/A	N/A	N/A	N/A	N/A	N/A	£100,000 - £150,000	£120,000 - £250,000

Meet the Accounting & Finance Team.

Please meet the Financial Services Team. Specialising in qualified finance recruitment, they boast over 25 years of experience helping businesses find the best finance professionals.


With an unmatched track record of success, they have established themselves as a trusted partner for businesses seeking top talent in the finance industry. Our team of expert recruiters are specialists in their fields, with a deep understanding of the finance industry and its unique challenges. They have access to an extensive network of finance professionals, enabling them to match candidates with the exact skillsets and experience required for the job.



Ben Stark 

Senior Consultant - Interim/Temp


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Erin Fisher 

Consultant - Interim/Temp

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Meet the Accounting & Finance Team.


At Goodman Masson, we understand that every business is unique, which is why we take the time to get to know our clients and their specific needs.


We work collaboratively with our clients to identify the best finance professionals for their organizations, ensuring a seamless and efficient recruitment process. As a result, we are the go-to partner for businesses and candidates alike. Please contact us today to learn more about how we can help.



Iain McGill 

Senior Executive - Permanent


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George Humm 

Director & Team Manager

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Actuarial.



Actuarial - Life Insurance

Location	Level				
	Junior (0-2yrs)	Part Qualified	Nearly / Newly Qualified	Qualified (2-4yrs)	Senior Qualified
South West	£28,000 - £35,000	£32,000 - £48,000	£50,000 - £66,000	£66,000 - £85,000	£90,000 +
South Coast	£28,000 - £35,000	£35,000 - £48,000	£50,000 - £66,000	£66,000 - £85,000	£90,000 +
North	£28,000 - £38,000	£35,000 - £47,000	£48,000 - £64,000	£66,000 - £85,000	£90,000 +
Scotland	£28,000 - £38,000	£35,000 - £47,000	£48,000 - £64,000	£66,000 - £85,000	£90,000 +
Midlands	£28,000 - £38,000	£35,000 - £48,000	£50,000 - £66,000	£66,000 - £85,000	£90,000 +
South East	£28,000 - £42,000	£40,000 - £58,000	£50,000 - £70,000	£72,000 - £95,000	£100,000 +
London	£30,000 - £45,000	£40,000 - £62,000	£58,000 - £72,000	£74,000 - £100,000	£100,000 +

Meet the Actuarial Team.

The Actuarial Division at Goodman Masson was set up in 2004 to provide an unparalleled recruitment service to our clients in the Financial Services & Insurance sector.


With some of our team members having worked in the industry for over 16 years, we work on both temporary and contract positions with many of the top brands in the industry. Please contact us today to learn more about how we can help.



Bradley Grant 

Executive Consultant

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Change Management.



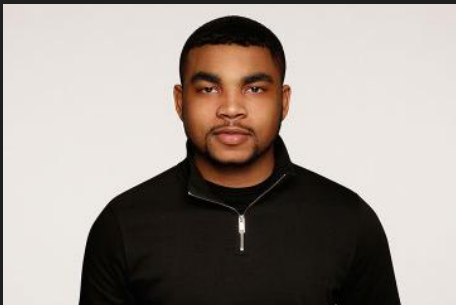
Change Management

Role	Low		Medium		High	
	Perm	Temp (p/d)	Perm	Temp (p/d)	Perm	Temp (p/d)
Junior Project Management Office	£40,000	£300	£65,000	£400	£90,000	£500 +
Business Analyst	£55,000	£400	£80,000	£500	£110,000	£600 +
Senior Project Management Office	£65,000	£500	£85,000	£550	£110,000	£650 +
Senior Business Analyst	£70,000	£600	£100,000	£700	£130,000	£750 +
Project Manager	£75,000	£600	£100,000	£700	£120,000	£800 +
Senior Project Manager	£85,000	£700	£115,000	£750	£130,000	£850 +
Programme Manager	£100,000	£700	£135,000	£850	£160,000	£1,000 +

Meet the Change Management Team.


As a core area of our business, our Projects, Change & Transformation team was established in 1993 with the founding of Goodman Masson.


As such we have over 25 years experience recruiting into this area with an array of clients ranging from SME / boutiques to large, multi-national conglomerates across Commerce, Financial Services, Technology and FinTech sectors. The team work closely with our clients and supply contract, permanent and consultancy resources across business and technology transformation, change management, LEAN / process improvement. Please contact us today to learn more about how we can help.



Abdul Omar 

Consultant

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Compliance.



Compliance and Financial Crime

Compliance Advisory

Role	Salary	
	Perm	Temp (p/d)
Analyst	£55,000	£350
Associate	£75,000	£500
Vice President	£100,000	£650
Director	£130,000	£850
Head of Compliance Advisory	£180,000	£1,100 +

Compliance and Financial Crime

Compliance Surveillance/Monitoring

Role	Salary	
	Perm	Temp (p/d)
Analyst	£50,000	£300
Associate	£70,000	£450
Vice President	£90,000	£600
Director	£110,000	£850
Head of Compliance Surveillance / Monitoring	£140,000	£1,000

Compliance and Financial Crime

Control Room

Role	Salary	
	Perm	Temp (p/d)
Analyst	£50,000	£300
Associate	£70,000	£450
Vice President	£90,000	£700
Director	£110,000	£850
Head of Control Room	£140,000	£1,000

Compliance and Financial Crime

Company Secretary

Role	Salary	
	Perm	Temp (p/d)
Company Secretarial Assistant	£60,000	£300
Assistant Company Secretary	£95,000	£500
Company Secretary	£120,000	£800

Compliance and Financial Crime

Financial Crime: AML Sanctions and Fraud

Role	Salary	
	Perm	Interim (p/d)
Financial Crime Analyst	£35,000 - £50,000	£200 - £350
Financial Crime Manager	£60,000 - £75,000	£400 - £600
Sactions / ABC / Advisory Manager	£60,000 - £85,000	£450 - £700
Financial Crime Senior Manager	£80,000 - £110,000	£550 - £750
Sactions / ABC / Advisory Senior	£85,000 - £120,000	£600 - £850

Compliance and Financial Crime

Financial Crime: AML Sanctions and Fraud

Role	Salary	
	Perm	Interim (p/d)
Advisory SM / Director	£80,000 - £150,000	£700 - £1,200
UK MLRO	£100,000 - £240,000	£600 - £2,000
Department Head Regional	£110,000 - £200,000	£750 - £1,500
Group / Global Head of Financial Crime	£120,000 - £450,000	£1,800 - £2,500
Department Head Global	£130,000 - £280,000	£1,000 - £1,800

Compliance and Financial Crime

Privacy

Role	Salary	
	Perm	Interim (p/d)
Associate Data Protection	£30,000 - £60,000	£300 - £450
Data Protection Officer	£55,000 - £95,000	£400 - £600
National Data Protection Officer	£80,000 - £120,000	£500 - £800
EMEA Data Protection Officer	£100,000 - £180,000	£650 - £900
Global Data Protection Officer	£135,000 - £250,000	£800 - £2,500

Meet the Compliance and Financial Crime Team.

The Goodman Masson Compliance & Financial Crime team recruit for a range of businesses from top tier, mid tier and Boutique Investment Banks, FinTechs and Trading Houses.

We cover roles from Analyst to Director level including Compliance Analyst, Compliance Monitoring, Compliance Surveillance to Financial Crime roles such as Anti Money Laundering, Money Laundering Reporting Officer, Head of Compliance and CCO. Please contact us today to learn more about how we can help.



Chris Norton 

Senior Consultant

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Risk.



Risk

Credit Risk

Role	Salary	
	Perm	Temp (p/d)
Analyst	£45,000 - £55,000	£400
AVP	£55,000 - £95,000	£550
VP	£80,000 - £120,000	£700
Head of Credit Risk	£100,000 - £180,000	£1,000

Risk

Operational Risk

Role	Salary	
	Perm	Temp (p/d)
Analyst	£45,000 - £55,000	£350
AVP	£55,000 - £75,000	£450
VP	£75,000 - £120,000	£700
Head of Operational Risk	£110,000 - £180,000	£1,000

Risk

Market Risk

Role	Salary	
	Perm	Temp (p/d)
Analyst	£45,000 - £55,000	£400
AVP	£55,000 - £85,000	£600
VP	£85,000 - £130,000	£850
Head of Market Risk	£110,000 - £190,000	£1,100

Risk

Quantative Risk

Role	Salary	
	Perm	Temp (p/d)
Analyst	£50,000 - £75,000	£500
AVP	£75,000 - £100,000	£650
VP	£100,000 - £150,000	£850
Head of Quantative Risk	£150,000 - £200,000	£1,200

CRO / Head of Risk

Salary	
Perm	Temp (p/d)
£150,000 - £250,000	£1,500

Meet the Risk Management Team.

Our Risk Management team has over 12 years' experience recruiting into Investment Banks, Investment Managers, Hedge Funds, Pension Funds, Commodity Trading Houses and Brokerage Businesses.

The team use their extensive experience and network to identify the best Risk professionals across the Financial Services industry. Working collaboratively with clients and candidates, we ensure an efficient recruitment process from start to finish. We are experienced in recruiting across Europe and have successfully placed Analyst level candidates up to CRO/Head of Risk, on both a permanent and temporary basis. Please contact us today to learn more about how we can help.



Elizabeth McGill 

Divisional Director

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Internal Audit.



Tier 1 Investment Banking

Role	Salary	Bonus
Associate (1-3 years' experience)	Up to £60,000	+ 10%
AVP (4-7 years' experience)	£60,000 - £80,000	+ 10%
VP (8 + years' experience)	£85,000 - £115,000	+ 15%
SVP (10 + years' experience)	£120,000 - £150,000	+ 20%
Director / ED (12 + years' experience)	£140,000 - £180,000	+ 30%
MD (14 + years' experience)	£200,000 +	+ 40%

Mid-Tier Investment Banking

Role	Salary	Bonus
Associate (1-3 years' experience)	£60,000	+ 15%
AVP (4-7 years' experience)	£60,000 - £80,000	+ 15%
VP (8 + years' experience)	£85,000 - £115,000	+ 20%
SVP (10 + years' experience)	£120,000 - £150,000	+ 30%
Director / ED (12 + years' experience)	£140,000 - £180,000	+ 40%
MD (14 + years' experience)	£200,000 +	+ 50%

Big 4 External Audit - Financial Services

Role	Salary
Associate (1-3 years' experience - Part Qualified)	Up to £40,000
Senior Associate (3-5 years' experience)	£50,000 - £60,000
Manager (5-8 years' experience)	£65,000 - £75,000
Senior Manager (7-10 years' experience)	£80,000 - £95,000
Director (10 + years' experience)	£100,000 - £140,000
Partner (12 + years' experience)	£350,000 +

Bonuses usually minimal in practice across all levels excl. Partner. Usually a max of 10%

Meet the Internal Audit Team.

Our Internal Audit team focusses specifically on the Financial Services space, covering all of Banking, Insurance and the Investment/Asset Management areas.

Whilst being based in London, our clients and candidates range right across the UK and Ireland, as well as being able to offer expertise across wider Europe. We have experience of working on, and successfully placing, roles from Analyst up to Chief Auditor/MD level across the industry, into both temporary and permanent positions. Please contact us today to learn more about how we can help.



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Front Office.



Front Office - Credit & Financing

Investment Banking

Role	Salary
Analyst (0-3 years)	£50,000 - £85,000
Associate (4-6 years)	£80,000 - £140,000
VP (6-9 years)	£120,000 - £170,000
Director (9+ years)	£175,000 +

Funds

Role	Salary
Analyst (0-3 years)	£40,000 - £70,000
Associate (4-6 years)	£85,000 - £130,000
VP (6-9 years)	£140,000 - £170,000
Director (9+ years)	£160,000 +

Front Office - M&A

Top Tier Banks (and Top tier advisory houses)	Salary
Analyst 1	£50,000 - £70,000
Analyst 2	£60,000 - £85,000
Analyst 3	£65,000 - £90,000
Associate 0	£80,000 - £110,000
Associate 1	£90,000 - £125,000
Associate 2	£105,000 - £150,000
Associate 3	£120,000 - £160,000
Vice President	£150,000 - £190,000
Director	£160,000 - £250,000

2nd and 3rd Tier Banks (seniority less defined)	Salary
Analyst	£50,000 - £80,000
Associate	£80,000 - £135,000
Vice President	£120,000 - £165,000

Front Office - Corporate Finance

Role	Salary
Analyst	£40,000 - £50,000
Associate	£55,000 - £75,000
Vice President	£75,000 - £95,000
Director	£130,000 - £150,000
Executive Director	£170,000 - £190,000
Managing Director	£220,000 - £250,000

Meet the Front Office Investment Banking Team.

Our Front Office team are experts in their individual fields. Being specialists in our markets with a deep understanding of sector, market and function, enables us to have successful client and candidate engagement, taking a consultative approach to hiring when embedding the finest diverse investment talent for our clients.

We work with a wide cross-section of clients, including specialist boutiques, leading Investment Banks and Private Equity firms all of whom receive a tailored consultancy based service to address their hiring needs.



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Director

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Meet the Front Office Investment Banking Team.

The division is made up of consultants each with their own sector specialisms, supported by a dedicated research team with access to an extensively mapped and engaged front office candidate network.


We offer our clients a dedicated Front Office capability across Corporate Finance, Structured Debt and Private Equity. The team have expertise across businesses and specialisms such as, Corporate Finance, Corporate Broking and M&A, Equity Research and Equity Capital Markets, Real Estate Finance and Restructuring and more. Please contact us today to learn more about how we can help.



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Banking Operations.



Investment Management Operations

Role	Analyst	Senior Analyst	Manager	Head
Client Services	£30,000 - £45,000	£45,000 - £70,000	£70,000 - £85,000	£90,000 +
Performance - Fixed Income	£30,000 - £50,000	£50,000 - £75,000	£70,000 - £90,000	£95,000 +
Investment Operations	£35,000 - £45,000	£50,000 - £60,000	£70,000 - £90,000	£90,000 +
Performance - Equities	£35,000 - £50,000	£50,000 - £70,000	£70,000 - £90,000	£95,000 +
RFP Writer	£35,000 - £50,000	£50,000 - £70,000	£80,000 - £100,000	£110,000 +
Client Reporting	£40,000 - £45,000	£45,000 - £60,000	£70,000 - £80,000	£80,000 +

Investment Management Operations

Role	Analyst	Senior Analyst	Manager	Head
Transistions	£30,000 - £45,000	£45,000 - £65,000	£70,000 - £80,000	£90,000 +
Investment Data	£30,000 - £45,000	£45,000 - £60,000	£60,000 - £80,000	£80,000 +
Transfer Agency	£30,000 - £40,000	£40,000 - £60,000	£70,000 - £85,000	£90,000 +
Oversight	£35,000 - £45,000	£45,000 - £65,000	£70,000 - £80,000	£90,000 +
Fund Accounting / Admin	£35,000 - £50,000	£55,000 - £70,000	£80,000 - £90,000	£100,000 +
Trade Support	£40,000 - £50,000	£50,000 - £70,000	£70,000 - £90,000	£100,000 +
Trading Assistant	£40,000 - £55,000	£55,000 - £80,000	£80,000 - £100,000	£120,000 +

Meet the Investment Management Operations Team.

Goodman Masson's Operations division was founded in 2004 and is made up of dedicated Consultants.

They recruit Operations professionals into both Banking & Financial Services and Investment Management organisations throughout the UK and abroad.



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Investment Banking Operations

Role	Analyst	AVP	VP	Director	Temp (p/d)
Operations - Confirmations / Settlements	£35,000 - £50,000	£50,000 - £65,000	£70,000 - £100,000	£110,000 +	£200 - £300
Client Services	£40,000 - £52,000	£55,000 - £70,000	£70,000 - £95,000	£100,000 +	£200 - £300
Futures Clearing / Trade Support	£40,000 - £52,000	£55,000 - £70,000	£70,000 - £95,000	£100,000 +	£250 - £300
ISDA Documentation Drafting	£40,000 - £50,000	£50,000 - £70,000	£70,000 - £110,000	£110,000 +	£250 - £350
Trade Support	£40,000 - £52,000	£55,000 - £70,000	£70,000 - £110,000	£115,000 +	£250 - £350
Collateral Management	£40,000 - £52,000	£55,000 - £72,000	£75,000 - £110,000	£115,000 +	£250 - £350
Operations Risk and Control	£45,000 - £55,000	£55,000 - £72,000	£75,000 - £110,000	£120,000 +	£300 - £400

Investment Banking Operations

Role	Analyst	AVP	VP	Director
Loans Administration	£40,000 - £50,000	£50,000 - £65,000	£70,000 - £100,000	£100,000 +
Asset Servicing / Corporate Actions	£40,000 - £55,000	£55,000 - £70,000	£70,000 - £100,000	£110,000 +
Loans Closing	£40,000 - £55,000	£55,000 - £70,000	£80,000 - £110,000	£110,000 +
Reference Data	£40,000 - £55,000	£55,000 - £70,000	£75,000 - £100,000	£120,000 +
KYC / AML	£40,000 - £55,000	£55,000 - £75,000	£75,000 - £100,000	£120,000 +
Transaction Reporting	£45,000 - £55,000	£55,000 - £72,000	£75,000 - £120,000	£120,000 +

Corporate Banking Operations

Role	Assistant / Officer	Senior Officer	Manager	Head
Treasury Ops	£25,000 - £35,000	£35,000 - £45,000	£45,000 - £70,000	£70,000 +
Trade Finance Ops	£30,000 - £35,000	£35,000 - £45,000	£50,000 - £80,000	£85,000 +
Loans Operations	£30,000 - £40,000	£40,000 - £55,000	£55,000 - £80,000	£85,000 +
KYC / AML	£30,000 - £40,000	£40,000 - £55,000	£55,000 - £80,000	£85,000 +

Meet the Banking Operations Team.

Goodman Masson's Operations division was founded in 2004 and is made up of dedicated Consultants.

They recruit Operations professionals into both Banking & Financial Services and Investment Management organisations throughout the UK and abroad. Please contact us today to learn more about how we can help.



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Private Equity.



Private Equity

Role	Salary	Bonus
Private Equity Investment Analyst	£50,000 - £75,000	40% - 100% annual bonus (No Carry / L-TIP)
Private Equity Associate	£70,000 - £110,000	40% - 100% annual bonus (Some teams offer Carry / L-TIP)
Private Equity VP	£95,000 - £155,000	60% - 150% annual bonus (Most teams offer Carry / L-TIP)
Private Equity Principal	£120,000 - £185,000	60% - 200% annual bonus (Carried Interest Included)
Private Equity AD	£135,000 - £200,000 +	60% - 200% annual bonus (Carried Interest Included)
Private Equity Director	£150,000 - £200,000 +	60% - 200% annual bonus (Carried Interest Included)

Meet the Private Equity Team.

Our Private Equity division is a core area of coverage at Goodman Masson with an experienced team working in the sector.


We partner on building teams and hiring for Alternative Asset Managers, Infrastructure Funds, Real Estate Funds, Generalist Private Equity Funds and sector specific investors. Please contact us today to learn more about how we can help.



Griffin Godsick 

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Product Control & Valuations.



Product Control & Valuations

Analyst	Associate	AVP / Senior Associate	VP	Director	MD
£30,000 - £55,000	£50,000 - £62,000	£60,000 - £85,000	£75,000 - £120,000	£110,000 - £185,000	£200,000 +

Temp Product Control & Valuations

Analyst	Associate	AVP / Senior Associate	VP	Director	MD
£200 - £250 p/d	£250 - £350 p/d	£400 - £450 p/d	£500 - £650 p/d	£700 + p/d	N/A

Meet the Product Control & Valuations Team.


Goodman Masson have offered one of the very few product control and valuations focused recruitment teams in London for over 15 years.


Over that time, we've grown our client base significantly, working with many of the very best investment banks (large and small), hedge funds (start up and established) and commodities houses. Please contact us today to learn more about how we can help.



Oliver Ottey 

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Tax.



In-House Tax - Commerce & Industry

Role	London	Home Counties
VAT Accountant	£45,000 - £75,000	£40,000 - £70,000
UK Tax Accountant	£55,000 - £75,000	£45,000 - £75,000
Transfer Pricing Analyst	£55,000 - £75,000	£55,000 - £70,000
Newly Qualified Tax Specialist	£60,000 - £75,000	£55,000 - £65,000
Assistant Tax Manager	£60,000 - £75,000	£55,000 - £70,000
VAT Manager	£65,000 - £90,000	£65,000 - £85,000
European Tax Accountant	£70,000 - £95,000	£75,000 - £85,000
Transfer Pricing Manager / Senior Manager	£70,000 - £145,000	£80,000 - £120,000
International Tax Manager	£75,000 - £125,000	£85,000 - £120,000
UK Tax Manager	£85,000 - £105,000	£70,000 - £95,000
European Tax Manager	£90,000 - £115,000	£80,000 - £100,000

In-House Tax - Commerce & Industry

Role	London	Home Counties
Group VAT Manager	£80,000 - £115,000	£70,000 - £100,000
Group Tax Manager	£80,000 - £125,000	£70,000 - £115,000
Head of Transfer Pricing	£100,000 - £195,000	£80,000 - £145,000
Head of Tax	£120,000 - £215,000	£90,000 - £135,000
Director of Tax	£130,000 - £265,000	£100,000 - £165,000
Global Head of Tax in large or Megacap MNC	Please get in touch to discuss	Please get in touch to discuss

Financial Services Tax - Product & Operational Taxes

Role	Base Salary	Bonus
Associate	£40,000 - £53,000	0% - 10%
Analyst	£45,000 - £67,000	0% - 20%
Manager (AVP)	£70,000 - £95,000	0% - 30%
Senior Manager (VP)	£90,000 - £125,000	10% - 45%
Associate Director (SVP)	£120,000 - £155,000	20% - 60%
Director	£155,000 - £180,000	20% - 60%

Financial Services Tax - Group/Back Office/Front Office

Role	Perm	Bonus
Associate	£40,000 - £57,000	0% - 15%
Analyst	£55,000 - £80,000	0% - 20%
Manager (AVP)	£70,000 - £95,000	0% - 30%
Senior Manager / Group Manager / Functional Head of (VP)	£85,000 - £140,000	10% - 45%
Director / Local Head of (VP)	£120,000 - £170,000	30% - 100%
Executive Director / Regional Head (SVP)	£145,000 - £200,000	40% - 100% +
Managing Director / Group Director / Global Head	£165,000 - £340,000	50% - 100% +

Practice Tax

Top 4	Assistant Manager	Manager	Senior Manager	Director	ED / AP Grades	Partner
International Tax & Tax Consulting	£42,500 - £52,000	£65,000 - £75,000	80,000 - £105,000	£120,000 - £175,000	£145,000 - £285,000	£220,000 - £850,000
M&A Tax	£44,000 - £56,000	£65,000 - £75,000	£80,000 - £105,000	£120,000 - £175,000	£170,000 - £230,000	£250,000 - £850,000
FS Tax	£44,000 - £53,000	£65,000 - £75,000	£80,000 - £105,000	£120,000 - £175,000	£170,000 - £230,000	£250,000 - £850,000
Indirect Tax	£44,500 - £54,000	£55,000 - £68,000	£72,000 - £100,000	£107,000 - £150,000	£145,000 - £285,000	£220,000 - £850,000
Human Capital	£44,500 - £54,000	£55,000 - £68,000	£72,000 - £100,000	£107,000 - £150,000	£145,000 - £285,000	£220,000 - £850,000
Private Client	£44,500 - £54,000	£55,000 - £70,000	£72,000 - £100,000	£107,000 - £150,000	£145,000 - £285,000	£220,000 - £850,000

Practice Tax

Top 5 - 20	Senior	Assistant Manager	Manager	Senior Manager	Director	Partner
Classic Tax (Mixed Tax)	£35,000 - £48,000	£45,000 - £52,000	£55,000 - £65,000	£68,000 - £78,000	£95,000 - £110,000	£125,000 - £450,000
Indirect Tax	£35,000 - £48,000	£45,000 - £52,000	£55,000 - £65,000	£68,000 - £78,000	£95,000 - £110,000	£125,000 - £450,000
Human Capital	£35,000 - £48,000	£45,000 - £52,000	£55,000 - £65,000	£68,000 - £78,000	£95,000 - £110,000	£125,000 - £450,000
Private Client	£35,000 - £48,000	£45,000 - £52,000	£55,000 - £65,000	£68,000 - £78,000	£95,000 - £110,000	£125,000 - £450,000

Meet the Tax Team.

The Goodman Masson In-House and Practice Tax Team have very strong relationships with multinational blue chips, through to global and smaller international boutique firms.

The team prides itself on aligning personalities and skill-sets to the right opportunities, ensuring both candidate and client are satisfied. The team recruits from newly qualified Tax Accountants up to and including Global Heads of Tax. Please contact us today to learn more about how we can help.



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Technology, Digital & Data.



Technology, Digital & Data - Leadership

Role	Perm	Temp (p/d)
IT Manager	£75,000 - £100,000	£450 - £750
Head of IT	£85,000 - £125,000	£550 - £850
Chief Architect	£100,000 - £150,000	£1,000 - £1,500
IT Director	£100,000 - £160,000	£800 - £1,500
Chief Information Security Officer	£100,000 - £200,000	£600 - £1,200
Chief Technology Officer	£100,000 - £200,000	£1,000 - £2,000
Chief Information Officer	£100,000 - £200,000	£1,000 - £2,000

Please note that some Public Sector Bodies such as the NHS operate under banding's which determine salary & day rate.

Technology, Digital & Data - Architecture

Role	Perm	Temp (p/d)
Infrastructure Architect	£85,000 - £140,000	£750 - £1,400
Data Architect	£85,000 - £140,000	£850 - £1,500
Enterprise Architect	£85,000 - £140,000	£850 - £1,500
Solution Architect	£85,000 - £140,000	£850 - £1,500

Please note that some Public Sector Bodies such as the NHS operate under banding's which determine salary & day rate.

Technology - IT, Systems & Digital Transformation

Role	Perm	Temp (p/d)
Project Management Office (PMO) Analyst	£55,000 - £75,000	£450 - £550
Business Analyst	£60,000 - £80,000	£450 - £750
Project Manager	£75,000 - £110,000	£500 - £850
Senior Business Analyst	£75,000 - £95,000	£550 - £850
Project Management Office (PMO) Manager	£85,000 - £120,000	£500 - £750
Programme Manager	£90,000 - £130,000	£850 - £1,300
Programme Director	£100,000 - £150,000	£1,000 - £1,500

Please note that some Public Sector Bodies such as the NHS operate under banding's which determine salary & day rate.

Technology - Cloud Infrastructure & Engineering

Role	Perm	Temp (p/d)
Help Desk Support	£27,500 - £40,000	£200 - £300
Desktop Support Engineer	£30,000 - £45,000	£250 - £350
Systems Administrator	£35,000 - £55,000	£400 - £500
Network Administrator	£35,000 - £45,000	£350 - £500
Network Engineer	£40,000 - £55,000	£450 - £600
Systems Analyst	£40,000 - £65,000	£300 - £500
IT Support Manager	£40,000 - £75,000	£400 - £600
Help Desk Manager	£45,000 - £65,000	£350 - £500
Network Manager	£60,000 - £80,000	£500 - £700
Infrastructure Manager	£60,000 - £80,000	£500 - £700
Service Delivery Manager	£60,000 - £80,000	£550 - £750
Cloud Engineer	£60,000 - £85,000	£550 - £750

Please note that some Public Sector Bodies such as the NHS operate under banding's which determine salary & day rate.

Technology – Compliance Audit, Risk & Security

Role	Perm	Temp (p/d)
Security Network Engineer	£60,000 - £80,000	£450 - £650
Security Systems Administrator	£80,000 - £120,000	£400 - £550
Information Security Manager	£80,000 - £120,000	£550 - £750
Security Architect	£100,000 - £140,000	£850 - £1,200

Please note that some Public Sector Bodies such as the NHS operate under banding's which determine salary & day rate.

Technology - Software Development, Testing and DevOps

Role	Perm	Temp (p/d)
Test Analyst	£40,000 - £50,000	£450 - £650
App Support Engineer	£45,000 - £65,000	£450 - £650
Web Developer	£65,000 - £85,000	£500 - £750
Testing Manager	£70,000 - £85,000	£600 - £900
Lead Developer	£80,000 - £120,000	£650 - £1,000
Developer	£85,000 - £120,000	£550 - £850
DevOps Engineer	£100,000 - £150,000	£800 - £950
DevOps Manager	£100,000 - £130,000	£850 - £1,250

Please note that some Public Sector Bodies such as the NHS operate under banding's which determine salary & day rate.

Technology - Business Intelligence & Data Analytics

Role	Perm	Temp (p/d)
Data Analyst	£40,000 - £60,000	£400 - £650
Database Administrator	£50,000 - £75,000	£500 - £750
Business Intelligence Analyst	£65,000 - £85,000	£450 - £650
Business Intelligence Manager / Data Lead	£65,000 - £85,000	£450 - £750
Data Scientist	£70,000 - £90,000	£500 - £900
Database/ Business Intelligence Development	£80,000 - £120,000	£650 - £1,000
Head of Business Intelligence/Data	£800,000 - £110,000	£500 - £900

Please note that some Public Sector Bodies such as the NHS operate under banding's which determine salary & day rate.

Meet the Technology, Digital & Data Team.

Our Technology, Digital & Data Team work across all sectors to provide high-quality talent across the breadth of Technology, Digital and Data roles on both a temporary and permanent basis.

The team have over 25 years combined experience in the industry and are experts in their respective fields. The Technology, Digital & Data Team also cover Part Qualified and Transactional roles across this sector, including both Contract and Permanent. Please contact us today to learn more about how we can help.



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Treasury.



Treasury - Banking & Financial Services

Role	Funding	Liquidity / Capital Management	ALM / IRRBB	Treasury Finance
Associate	£45,000 - £65,000	£45,000 - £75,000	£45,000 - £65,000	£40,000 - £65,000
Manager / AVP	£65,000 - £90,000	£70,000 - £90,000	£60,000 - £90,000	£50,000 - £90,000
Associate Director / VP	£90,000 - £125,000	£90,000 - £130,000	£90,000 - £130,000	£90,000 - £130,000
Senior Manager / SVP	£120,000 - £150,000	£120,000 - £160,000	£120,000 - £160,000	£120,000 - £160,000
Director	£150,000 - £200,000	£160,000 - £200,000	£160,000 - £185,000	£150,000 - £200,000
Managing Director	£200,000 +	£200,000 +	£185,000 +	£200,000 +

Meet the Treasury Team.

For over 10 years our In-house Treasury Team have focused on finding the best talent for UK businesses across all industries.

The Goodman Masson Treasury Team are market leaders, placing candidates at all levels from Treasury Analysts to Head of Treasury on both a permanent and interim basis. Our consultants are experts in the market, and look after both Commerce & Industry as well as Banking & Financial Services. We are the trusted consultants for salary benchmarking and strategic team planning, using a tailored approach delivering high quality recruitment solutions. Please contact us today to learn more about how we can help.



Chris Parker 

Senior Executive Consultant

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MASSON

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