



GOODMAN  
MASSON

2024

UK Salary Guide.



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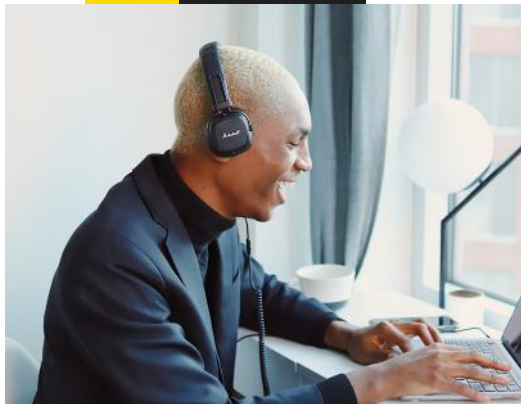
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# A Message from our Group CEO, Guy Hayward.

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## Imagine if everyone woke up every morning excited about going to work...

That would be some world to live in. Productivity, performance and careers would flourish.

More and more, big and small organisations ask, 'How do we build a working environment that people want to join and or be part of?'. The question needs to be answered as people are looking for those organisations to work for.

Joining a modern progressive workplace should sit high on your list when looking at where the next chapter of your career is, as well as businesses that have shown a real commitment to the workplace and modernising the working experience.

Diversity, Inclusion and Respect. A subject that, when embraced, is changing organisations for the better.

Seek businesses that take the subject seriously and are committed to change. Working in an inclusive culture adds an extra dimension to the working experience.

So, consider your salary, yes, and this guide will help, but also move to a modern business that invests time in you and where you will wake up every day excited about writing the next chapter of your career.

This is where your new opportunity exists!

Enjoy a strong and happy 2024.

My Warmest Regards,

Guy



## About us.

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**With a team of over 190 and growing every day, Goodman Masson covers recruitment across finance, technology and specialist markets whilst also providing client solutions through RPO and Consulting. Voted 'Recruitment Agency of the Year 2021', our passion for what we do is clear.**

Operating in London, Düsseldorf, New York and Paris, we hire across Accountancy & Finance, Actuarial, Assets, Audit, Banking Operations, Change Management & Transformation, Compliance, Housing Development, Investment Management, Private Equity, Software Engineering, Tax and Treasury.

We successfully provide both contingent recruitment and RPO solutions to a wide range of clients through a brilliant understanding of sourcing and recruiting, the creation and evolution of employer brands and the fascination with the modern workplace.



# Finance.

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## 6.

### Commerce & Industry

- **Qualified Finance:**
  - Energy and Natural Resources
  - Entertainment and Media
  - Real Estate and Construction
  - FMCG, Retail and Leisure
  - Technology and Telecoms
- **Part-Qualified and Transactional**
- **Audit, Risk and Control**

## 33.

### Public Sector & Not-For-Profit

- NHS
- Charities and Not-For-Profit
- Social Housing
- Education



# Energy & Natural Resources – Qualified Mid Cap & Multinational

Role		0 - 2 years		2 - 5 years		5 - 10 years		10 years +	
		Perm	Temp (p/d)	Perm	Temp (p/d)	Perm	Temp (p/d)	Perm	Temp (p/d)
Management Accountant	Mid Cap	£50,000 - £60,000	£350 - £400	£60,000 - £70,000	£400 - £450	£60,000 - £75,000	£400 - £450	£75,000 +	£400 - £450
	Multinational	£50,000 - £65,000	£350 - £400	£60,000 - £75,000	£400 - £450	£60,000 - £80,000	£400 - £450	£75,000 +	£400 - £450
Financial Accountant	Mid Cap	£50,000 - £65,000	£350 - £450	£65,000 - £80,000	£400 - £450	£80,000 - £100,000	£400 - £450	£100,000 +	£400 - £450
	Multinational	£50,000 - £65,000	£350 - £450	£65,000 - £80,000	£400 - £450	£80,000 - £100,000	£400 - £450	£110,000 +	£400 - £450
Group Accountant	Mid Cap	£50,000 - £65,000	£350 - £450	£65,000 - £80,000	£425 - £550	£80,000 - £100,000	£500 - £700	£100,000 +	£500 - £700
	Multinational	£50,000 - £65,000	£350 - £450	£65,000 - £80,000	£425 - £550	£80,000 - £100,000	£500 - £700	£110,000 +	£500 - £700
Finance Analyst	Mid Cap	£50,000 - £65,000	£350 - £400	£65,000 - £80,000	£400 - £500	£80,000 - £100,000	£400 - £500	£100,000 +	£400 - £450
	Multinational	£50,000 - £65,000	£350 - £450	£65,000 - £80,000	£400 - £450	£80,000 - £100,000	£400 - £500	£110,000 +	£400 - £450
Finance Manager	Mid Cap	£60,000 - £70,000	£375 - £450	£65,000 - £80,000	£400 - £450	£80,000 - £100,000	£500 - £600	£100,000 +	£500 - £600
	Multinational	£60,000 - £70,000	£375 - £450	£65,000 - £80,000	£400 - £450	£80,000 - £100,000	£500 - £600	£110,000 +	£500 - £600
Financial Controller	Mid Cap	-	-	£70,000 - £95,000	£450 - £500	£80,000 - £120,000	£550 - £800	£120,000 +	£550 - £800
	Multinational	-	-	-	£450 - £600	£80,000 - £130,000	£600 - £800	£130,000 +	£600 - £900
Finance Director	Mid Cap	-	-	-	£500 - £650	£80,000 - £120,000	£650 - £850	£130,000 +	£650 - £1,000
	Multinational	-	-	-	£500 - £650	£80,000 - £130,000	£800 - £1,200	£140,000 +	£800 - £1,500

# Energy & Natural Resources - SME

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Role	Perm	Temp (p/d)
Newly Qualified	£60,000 - £65,000	£350 - £400
Management / Financial Accountant	£60,000 - £75,000	£350 - £400
Finance Manager	£70,000 - £85,000	£375 - £450
Financial Controller	£90,000 - £130,000	£400 - £600
Finance Director	£120,000 - £150,000	£500 - £1,000

\* With changes to IR35 regulations, the majority of the roles we now recruit are inside IR35 and therefore the above rates are umbrella day rates. If your role is outside IR35 and you are looking to hire a limited company contractor please [get in touch](#) to discuss the suggested rate. Titles can vary between company to company, this is just a summary of the range.

# Get in touch.

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**The Goodman Masson Energy Sector Group has been established since 2000. It is made up of Consultants with extensive experience in the recruitment market and includes both permanent, contract and temporary specialists.**

Our success has been built on a market leading Research capability combined with investment in our candidate acquisition model, and at the heart of our strategy is our ability to align our Consultants with sector specific candidates.



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# Entertainment & Media - Qualified Mid Cap & Multinational

Role		0 - 2 years		2 - 5 years		5 - 10 years		10 years +	
		Perm	Temp (p/d)	Perm	Temp (p/d)	Perm	Temp (p/d)	Perm	Temp (p/d)
Management Accountant	Mid Cap	£60,000 - £65,000	£350 - £400	-	£400 - £450	-	£400 - £450	-	-
	Multinational	£60,000 - £65,000	£350 - £400	-	£400 - £450	-	£400 - £450	-	-
Financial Accountant	Mid Cap	£60,000 - £70,000	£350 - £450	£70,000 - £90,000	£400 - £500	-	£450 - £550	-	-
	Multinational	£60,000 - £70,000	£350 - £450	£70,000 - £90,000	£400 - £500	-	£450 - £550	-	-
Group Accountant	Mid Cap	£60,000 - £75,000	£350 - £450	£70,000 - £90,000	£450 - £550	-	£500 - £700	-	-
	Multinational	£60,000 - £75,000	£350 - £450	£70,000 - £90,000	£450 - £550	-	£500 - £700	-	-
Finance Analyst	Mid Cap	£60,000 - £75,000	£350 - £450	£70,000 - £90,000	£400 - £500	£80,000 - £100,000	£400 - £500	£90,000 +	£450 - £600
	Multinational	£60,000 - £75,000	£350 - £450	£70,000 - £90,000	£400 - £500	£80,000 - £100,000	£400 - £500	£90,000 +	£450 - £600
Finance Business Partner	Mid Cap	£60,000 - £75,000	£350 - £450	£70,000 - £90,000	£450 - £550	£80,000 - £120,000	£450 - £650	£90,000 +	£550 - £700
	Multinational	£60,000 - £75,000	£350 - £450	£70,000 - £90,000	£450 - £550	£80,000 - £140,000	£450 - £650	£90,000 +	£550 - £750
Finance Manager	Mid Cap	£60,000 - £75,000	£400 - £450	£70,000 - £90,000	£450 - £500	£80,000 - £100,000	£500 - £600	£90,000 +	£500 - £600
	Multinational	£60,000 - £75,000	£400 - £450	£70,000 - £90,000	£450 - £500	£80,000 - £100,000	£500 - £600	£90,000 +	£550 - £700

# Entertainment & Media - Qualified Mid Cap & Multinational

Role		0 - 2 years		2 - 5 years		5 - 10 years		10 years +	
		Perm	Temp (p/d)	Perm	Temp (p/d)	Perm	Temp (p/d)	Perm	Temp (p/d)
Divisional Financial Controller	Mid Cap	-	-	£70,000 - £90,000	£450 - £550	£80,000 - £120,000	£500 - £650	£90,000 +	£600 - £750
	Multinational	-	-	£70,000 - £90,000	£450 - £600	£80,000 - £150,000	£500 - £700	£100,000 +	£650 - £800
Head of Finance / Commercial / FP&A	Mid Cap	-	-	£70,000 - £90,000	£500 - £650	£80,000 - £120,000	£550 - £850	£100,000 +	£650 +
	Multinational	-	-	£70,000 - £90,000	£500 - £650	£80,000 - £150,000	£600 - £900	£120,000 +	£650 +
Group Financial Controller	Mid Cap	-	-	£70,000 - £100,000	£500 - £650	£80,000 - £140,000	£500 - £800	£125,000 +	£650 +
	Multinational	-	-	£70,000 - £100,000	£550 - £650	£100,000 - £160,000	£500 - £800	£160,000 +	£650 +
Finance Director	Mid Cap	-	-	-	-	£100,000 - £150,000	£600 - £900	£120,000 +	£700 +
	Multinational	-	-	-	-	£100,000 - £160,000	£700 - £1,000	£130,000 +	£750 +
CFO	Mid Cap	-	-	-	-	-	£1,000 - £1,200	£200,000 +	£1,250 +
	Multinational	-	-	-	-	-	£1,000 - £1,300	£250,000 +	£1,250 +

# Entertainment & Media - Qualified Mid Cap & Multinational

Role	Perm	Temp (p/d)
Production Accountant	£45,000 - £65,000	£300 - £400
Management / Financial Accountant	£45,000 - £65,000	£350 - £450
Newly Qualified	£60,000	£350 - £400
Financial Manager	£60,000 - £70,000	£450 - £550
Financial Controller	£70,000 - £90,000	£500 - £650
Finance Director	£90,000 - £120,000 +	£500 - £650

# Meet the Entertainment & Media Team.

**The Goodman Masson Media Sector Group has been established since 2010. It is made up of Consultants with extensive experience in the recruitment market and includes permanent, contract and temporary specialists.**

Our success has been built on a market leading Research capability combined with investment in our candidate acquisition model, and at the heart of our strategy is our ability to align our Consultants with sector specific candidates.



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# Real Estate & Construction

Role	0 - 2 years		2 - 5 years		5 - 10 years		10 years +	
	Perm	Temp (p/d)	Perm	Temp (p/d)	Perm	Temp (p/d)	Perm	Temp (p/d)
Management Accountant	£60,000 - £75,000	£350 - £400	£70,000 - £90,000	£400 - £450	-	£400 - £450	-	£400 - £450
Finance Analyst	£60,000 - £75,000	£350 - £400	£70,000 - £90,000	£400 - £500	£80,000 - £100,000	£400 - £500	-	£500 - £600
Financial Accountant	£60,000 - £75,000	£350 - £400	£70,000 - £90,000	£400 - £450	-	£400 - £450	-	£400 - £450
Finance Business Partner	£60,000 - £75,000	£350 - £450	£70,000 - £90,000	£400 - £500	£80,000 - £100,000	£450 - £600	-	£500 - £750
Group Accountant	£60,000 - £75,000	£350 - £450	£70,000 - £90,000	£425 - £550	-	£500 - £700	-	£500 - £700

\* With changes to IR35 regulations, the majority of the roles we now recruit are inside IR35 and therefore the above rates are umbrella day rates. If your role is outside IR35 and you are looking to hire a limited company contractor please [get in touch](#) to discuss the suggested rate.

# Real Estate & Construction

Role	0 - 2 years		2 - 5 years		5 - 10 years		10 years +	
	Perm	Temp (p/d)	Perm	Temp (p/d)	Perm	Temp (p/d)	Perm	Temp (p/d)
Finance Manager	£60,000 - £75,000	£400 - £450	£70,000 - £90,000	£400 - £500	£80,000 - £100,000	£500 - £600	£90,000 +	£500 - £600
Divisional Financial Controller	-	-	£70,000 - £90,000	£450 - £500	£80,000 - £120,000	£500 - £800	£90,000 +	£550 - £800
Head of Finance/Commercial/FP&A	-	-	£70,000 - £90,000	£450 - £650	£80,000 - £120,000	£500 - £800	£90,000 +	£600 - £800
Group Financial Controller	-	-	-	£450 - £650	£90,000 - £130,000	£600 - £900	£100,000 - £150,000	£750 - £1,000
Finance Director	-	-	-	£500 - £700	£100,000 - £150,000	£650 +	£100,000 - £150,000	£900 +
CFO	-	-	-	-	£130,000	£800 - £1,200	£160,000 - £220,000	£1,200 +

\* With changes to IR35 regulations, the majority of the roles we now recruit are inside IR35 and therefore the above rates are umbrella day rates. If your role is outside IR35 and you are looking to hire a limited company contractor please [get in touch](#) to discuss the suggested rate.

# Real Estate & Construction - SME

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Role	Perm	Temp (p/d)
Newly Qualified	£55,000 - £65,000	£350 - £400
Management / Financial Accountant	£55,000 - £65,000	£350 - £400
Finance Manager	£60,000 - £70,000	£375 - £450
Financial Controller	£70,000 - £90,000	£400 - £600
Finance Director	£90,000 - £150,000	£500 - £1,000

\* With changes to IR35 regulations, the majority of the roles we now recruit are inside IR35 and therefore the above rates are umbrella day rates. If your role is outside IR35 and you are looking to hire a limited company contractor please [get in touch](#) to discuss the suggested rate.

# Meet the Real Estate & Construction Team.

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**The Goodman Masson Real Estate & Construction Sector Group has been established since 2000.**

It is made up of Consultants with extensive experience in the recruitment market and includes both permanent, contract and temporary specialists.



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# FMCG, Retail & Leisure

Role	0 - 2 years		2 - 5 years		5 - 10 years		10 years +	
	Perm	Temp (p/d)*	Perm	Temp (p/d)*	Perm	Temp (p/d)*	Perm	Temp (p/d)*
Financial Accountant	£60,000 - £75,000	£350 - £400	£70,000 - £90,000	£400 - £500	-	£500 - £700	-	-
Management Accountant	£60,000 - £70,000	£350 - £400	£70,000 - £85,000	£400 - £500	-	£500 - £700	-	-
Finance Analyst / Business Partner	£60,000 - £75,000	£350 - £400	£70,000 - £90,000	£400 - £500	£80,000 - £100,000	£500 - £700	-	-
Group Accountant	£60,000 - £75,000	£350 - £400	£70,000 - £90,000	£450 - £500	-	£500 - £700	-	-
Finance Manager	£60,000 - £75,000	£350 - £400	£70,000 - £90,000	£400 - £500	£85,000 - £100,000	£500 - £700	£90,000 +	-
Financial Controller (Group)	-	-	£80,000 - £100,000	£450 - £550	£90,000 - £130,000	£550 - £700	£120,000 +	£700 +
Finance Director	-	-	£80,000 - £100,000	£450 - £550	£100,000 - £150,000	£600 +	£120,000 +	£900 +
Chief Financial Officer	-	-	-	-	£120,000 +	£1,000 +	£140,000 +	£1,500 +

\* With changes to IR35 regulations, the majority of the roles we now recruit are inside IR35 and therefore the above rates are umbrella day rates. If your role is outside IR35 and you are looking to hire a limited company contractor please [get in touch](#) to discuss the suggested rate.

# Meet the FMCG, Leisure & Retail Team.

**The Goodman Masson FMCG, Leisure and Retail Sector Group has been established since 2000.**

It is made up of Consultants with extensive experience in the recruitment market and includes both permanent, contract and temporary specialists. Our success has been built on a market leading Research capability combined with investment in our candidate acquisition model, and at the heart of our strategy is our ability to align our Consultants with sector specific candidates.



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# Technology & Telecoms

Role	0 - 2 years		2 - 5 years		5 - 10 years		10 years +	
	Perm	Temp (p/d)	Perm	Temp (p/d)	Perm	Temp (p/d)	Perm	Temp (p/d)
Management Accountant	£55,000 - £60,000	£300 - £350	£65,000 - £75,000	£400 - £450	-	£400 - £475	-	£400 +
Finance Analyst	£60,000 - £65,000	£300 - £350	£65,000 - £80,000	£400 - £450	£80,000 - £100,000	£400 - £475	£90,000 +	£450 +
Financial Accountant	£60,000 - £65,000	£350 - £400	£70,000 - £80,000	£400 - £475	-	£400 - £475	-	£400 +
Group Accountant	£60,000 - £65,000	£350 - £400	£70,000 - £80,000	£400 - £475	-	£400 - £475	-	£400 +
Finance Manager	£60,000 - £70,000	£350 - £400	£70,000 - £85,000	£400 - £475	£80,000 - £100,000	£450 - £550	£90,000 +	£400 +
Financial Controller	-	£400 - £450	£75,000 - £90,000	£400 - £475	£80,000 - £120,000	£450 - £550	£90,000 +	£450 +
Finance Director	-	-	-	-	£100,000 - £150,000	£450 - £750	£120,000 +	£600 +

# Technology & Telecoms - Commercial

Role	0 - 2 years	2 - 5 years	5 - 10 years	10 years +
	Perm	Perm	Perm	Perm
Finance Business Partner	£55,000 - £65,000	£60,000 - £75,000	-	-
Commerical Finance Manager	£55,000 - £65,000	£65,000 - £85,000	-	-
FP&A Manager	£65,000 - £75,000	£75,000 - £90,000	£90,000 - £110,000	-
Head of Commerical Finance	-	£85,000 - £90,000	£90,000 - £115,000	-
Head of Finance Business Partnering	-	-	£75,000 - £90,000	£90,000 - £110,000
Head of FP&A	-	-	£90,000 - £110,000	£110,000 - £120,000
Director of FP&A	-	-	£120,000 - £135,000	£120,000 - £135,000
Director of Commerical Finance	-	-	£115,000 - £125,000	£125,000 - £135,000
Head of Finance	-	-	£110,000 - £125,000	£125,000 - £160,000
VP of Finance	-	-	-	£130,000 - £180,000

# Technology & Telecoms - SME

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Role	Perm	Temp (p/d)
Newly Qualified	£50,000 - £55,000	£350 - £400
Management / Financial Accountant	£50,000 - £55,000	£350 - £400
Finance Manager	£55,000 - £65,000	£350 - £400
Financial Controller	£70,000 - £90,000	£400 - £475
Finance Director	£90,000 +	£450 +

# Meet the Technology & Telecoms Team.

**Goodman Masson's Technology division has been established since 2000, with the introduction of our Technology & Telecoms Team in 2010. It is made up of Consultants with extensive experience in the recruitment market and includes both permanent, contract and temporary specialists.**

Clients span from a range of sub-sectors including Software, fintech, Digital Transformation, Telecommunications, App Development, Cloud, Data Centre, Technology Hardware and IT Services firms.

We have gained experience of working closely with multiple blue-chip organisations as well as high growth start-ups/SMEs looking to build out their finance function. The Technology Team also cover Part Qualified and Transactional roles across this sector, including both Contract and Permanent.



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# Part-Qualified

Role	Foundation Studier	Intermediate Studier	Top Level Studier	Temp (p/h)
Assistant Accountant	£26,000 - £28,000	£30,000 - £35,000	-	£17 - £20
Finance Analyst	£26,000 - £30,000	£30,000 - £35,000	£36,000 - £45,000	£20 - £25
Assistant Financial Accountant	£26,000 - £32,000	£30,000 - £35,000	-	£17 - £21
Assistant Management Accountant	£26,000 - £32,000	£32,000 - £35,000	-	£17 - £20
Management Accountant	-	£30,000 - £35,000	£36,000 - £45,000	£20 - £25
Financial Accountant	-	£30,000 - £38,000	£40,000 - £45,000	£20 - £25

# I&C Transactional

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Role	Perm	Temp (p/h)
Graduate	£25,000 - £30,000	£14 - £16
Payroll Assistant	£26,000 - £32,000	£16 - £20
Accounts Assistant	£26,000 - £33,000	£14 - £18
Accounts Payable Assistant	£25,000 - £35,000	£14 - £18
AP Supervisor	£30,000 - £40,000	£16 - £22
Payroll Manager	£40,000 - £55,000	£25 - £35
AP Manager	£40,000 - £60,000	£20 - £35



# Financial Services Part-Qualified

Role	Foundation Studier	Intermediate Studier	Top Level Studier	Temp (p/h)
Finance Analyst	£25,000 - £30,000	£30,000 - £38,000	£38,000 - £45,000	£20 - £24
Assistant Accountant	£26,000 - £30,000	£30,000 - £35,000	-	£17 - £20
Assistant Management Accountant	£28,000 - £32,000	£25,000 - £38,000	-	£17 - £20
Assistant Financial Accountant	£28,000 - £32,000	£32,000 - £38,000	-	£17 - £20
Financial Accountant	-	£30,000 - £38,000	£38,000 - £45,000	£20 - £24
Management Accountant	-	£30,000 - £38,000	£38,000 - £45,000	£20 - £24

# Financial Services Transactional

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Role	Perm	Temp (p/h)
Graduate	£25,000 - £30,000	£14 - £16
Accounts Assistant	£24,000 - £35,000	£16 - £20
Accounts Payable Assistant	£25,000 - £35,000	£15 - £18
Accounts Payable Supervisor	£30,000 - £38,000	£20 - £22
Payroll Manager	£40,000 - £55,000	£20 - £35
Accounts Payable Manager	£40,000 - £55,000	£22 - £35

# Meet the Solutions Team.

**As a guide, our team has specialists that cover all Head Office vacancies across all sectors, UK-wide, Permanent and Temporary across:**


- Part-qualified/Transactional Finance & Accountancy
- Marketing
- HR
- Customer Services
- IT Support Functions
- Procurement
- Legal



**Christyna Fatola** 

Manager

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## Client Testimonial

"Having worked closely with Goodman Masson for years, I came into the conversation with high expectations. Christyna was diligent, responsive, honest and open during the recruitment process and I was extremely pleased with the candidates she put in front of me within a short space of time. Despite the limited scope I provided, Christyna was able to find a strong selection of candidates and I would happily use her and Goodman Masson again."

Head of Finance at ethiXbase

# Internal Audit Risk & Control (Financial Operational & Technology)

Role	London (C&I)
Internal Auditor (Newly Qualified)	£60,000 - £65,000
Senior Internal Auditor (Assistant Manager level)	£65,000 - £75,000
Internal Audit Manager	£75,000 - £90,000
Senior Internal Audit Manager	£90,000 - £110,000
Head of Audit	£110,000 - £130,000
IT Auditor	£60,000 - £65,000
Senior Internal IT Auditor	£65,000 - £75,000
IT Audit Manager	£75,000 - £90,000

# Internal Audit Risk & Control (Financial Operational & Technology)

Role	London (C&I)
Senior IT Audit Manager	£90,000 - £110,000
Head of It Audit	£110,000 - £130,000
Internal Controls Analyst	£60,000 - £65,000
Internal Senior Control Analyst	£65,000 - £75,000
Internal Controls Manager	£75,000 - £90,000
Senior Internal Controls Manager	£90,000 - £110,000
Head of Internal Controls	£110,000 - £130,000

# Meet the Audit, Risk & Control Team.

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**Our Internal Audit Team is a market leader in London. This team has an in depth understanding of the Audit market specifically and not just as a generalist. 80% of all our Internal Audit Team mandates are repeat business, and their CV to interview ratio is 2:1 on average.**

This demonstrates that the Internal Audit recruitment Team at Goodman Masson, although operating on a contingent basis, offer a level of service and approach similar to that of a retained search.



**Dominic Falzon** 

Executive Consultant

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# NHS - Perm

Role	No Supplement	Fringe	Outer London	Inner London
Band 5	£29,180 - £32,934	£28,408 - £34,581	£31,163 - £37,875	£32,466 - £39,521
Band 6	£35,572 - £40,588	£35,392 - £42,503	£38,762 - £45,765	£40,448 - £47,965
Band 7	£41,659 - £47,672	£43,574 - £49,587	£46,836 - £52,849	£49,036 - £55,049
Band 8a	£48,526 - £54,619	£50,411 - £56,534	£53,703 - £59,796	£55,903 - £61,996
Band 8b	£56,164 - £65,262	£58,079 - £67,177	£61,341 - £70,439	£63,541 - £72,639
Band 8c	£67,064 - £77,274	£68,979 - £79,189	£72,241 - £82,451	£74,441 - £84,651
Band 8d	£79,592 - £91,787	£81,501 - £93,702	£84,769 - £96,964	£86,969 - £99,164
Band 9	£95,135 - £109,475	£97,050 - £111,390	£100,312 - £114,652	£102,512 - £116,852

# NHS - Interim (Daily Rates)

Role	No Supplement	Fringe	Outer London	Inner London
Band 5	£142.28	£151.98	£170.02	£179.05
Band 6	£178.36	£188.76	£206.41	£218.43
Band 7	£213.94	£224.34	£241.95	£253.96
Band 8a	£255.76	£266.15	£283.81	£295.83
Band 8b	£312.97	£323.37	£341.03	£353.04
Band 8c	£374.17	£384.56	£402.21	£414.22
Band 8d	£454.17	£464.56	£482.22	£494.23
Band 9	£544.91	£555.31	£572.94	£584.95



# Meet the NHS Team.

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**Goodman Masson's NHS Division currently recruit Finance professionals, from band 5 to VSM level. This covers both interim and permanent assignments. We are an approved Crown Commercial Service (previously Government Procurement Services / Buying Solutions) supplier on the NMNC framework.**

Organisations that we partner with include providers, commissioning organisations, STP's, community healthcare and health authorities. Goodman Masson has been operating in the NHS since 2014 and our teams have over 30 years combined experience recruiting in the sector.



**Oliver Benjamin** 

Senior Consultant

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# Charities & Not-For-Profit - Temp: Qualified

Role	1 - 2 years (p/d)	2 - 4 years (p/d)	4 - 6 years (p/d)	6 years + (p/d)
Management / Financial Accountant	£275 - £300	£290 - £340	£350 - £400	-
Financial Analyst	£300 - £350	£325 - £390	£374 - £450	£450 +
Finance Manager	-	£330 - £380	£375 - £450	£425 +
Financial Controller	-	£340 - £390	£400 - £470	£450 +
Head of Finance	-	-	£400 - £500	£500 +
Finance Director	-	-	£450 - £550	£525 +

# Charities & Not-For-Profit - Temp: Part-Qualified & QBE

Role	1 - 2 years (p/d)	2 - 4 years (p/d)	4 - 6 years (p/d)	6 years + (p/d)
Management / Financial Accountant	£205 - £225	£220 - £255	£260 - £300	-
Financial Analyst	£225 - £260	£245 - £290	£284 - £340	£340 +
Finance Manager	-	£250 - £285	£285 - £350	£325 +
Financial Controller	-	£255 - £390	£300 - £330	£340 +
Head of Finance	-	-	£300 - £375	£340 +
Finance Director	-	-	£340 - £410	£395 +

# Charities & Not-For-Profit - Perm: Qualified

Role	1 - 2 years	2 - 4 years	4 - 6 years	6 years +
Management / Financial Accountant	£50,000 - £55,000	£55,000 - £60,500	£58,000 - £63,000	-
Financial Analyst	£50,000 - £55,000	£55,000 - £60,000	£58,000 - £63,000	-
Finance Manager	£52,000 - £57,000	£55,000 - £63,000	£60,000 - £65,000	£65,000 +
Financial Controller	-	£60,000 - £65,000	£63,000 - £70,000	£70,000 +
Head of Finance	-	£65,000 - £70,000	£70,000 - £75,000	£75,000 +
Finance Director	-	-	-	£80,000 - £85,000 +

# Charities & Not-For-Profit - Perm: Part-Qualified

Role	1 - 2 years	2 - 4 years	4 - 6 years	6 years +
Management / Financial Accountant	£48,000 - £52,000	£50,000 - £55,500	£54,000 - £60,000	-
Financial Analyst	£48,000 - £52,000	£52,000 - £57,000	£57,000 - £60,000	-
Finance Manager	£50,000 - £55,000	£55,000 - £60,000	£60,000 - £65,000	£65,000 +
Financial Controller	£55,000 - £60,000	£60,000 - £65,000	£65,000 - £70,000	£70,000 +
Head of Finance	£60,000 - £63,000	£63,000 - £67,000	£67,000 - £75,000	£75,000 +
Finance Director	£65,000 - £70,000	£70,000 - £75,000	£75,000 - £80,000	£80,000 - £85,000 +

# Charities & Not-For-Profit - Perm: Executive Search

Role	Size of Company	Salary
Director of Finance / Director of Finance and Resources / Chief Financial Officer	0 - 20 million	£80,000 - £95,000
	21 - 50 million	£95,000 - £110,000
	51 - 100 million	£105,000 - £125,000
	101 - 400 million	£115,000 - £140,000
	400 million +	£130,000 - £180,000

## Perm: Part-Qualified

Role	Foundation Studier	Intermediate Studier
Assistant Accountant	£28,000 - £32,500	£32,500 - £37,500
Assistant Management / Financial Accountant	£30,000 - £35,000	£35,000 - £42,000

# Charities & Not-For-Profit: Central & Local Government

## Departmental

Role	Perm	Temp
Financial Accountant (Newly Qualified)	£48,000 - £52,000	£300 - £350
Senior Financial Accountant	£52,000 - £60,000	£350 - £450
Management Accountant	£50,000 - £60,000	£300 - £400
Senior Management Accountant	£52,000 - £60,000	£350 - £450
Financial Analyst	£50,000 - £60,000	£350 - £450
Senior Financial Analyst	£55,000 +	£400 - £550
Finance Manager	£55,000 - £65,000	£400 - £550
Head of Finance	£65,000 +	£450 - £600
Deputy Director	£75,000 +	£600 +

# Charities & Not-For-Profit: Central & Local Government

## Non-Departmental Public Bodies & Executive Agencies

Role	Perm	Temp
Financial Accountant	£48,000 - £52,000	£300 - £350
Management Accountant	£50,000 - £60,000	£300 - £400
Financial Analyst	£50,000 - £60,000	£350 - £450
Finance Manager	£55,000 - £60,000	£400 - £550
Head of Finance	65,000 +	£450 - £600
Financial Controller	£60,000 - £70,000	£350 - £500
Finance Director	£80,000 +	£550 +



# Social Housing - Temp: Part-Qualified

Role	Foundation Studier	Intermediate Studier
Assistant Accountant	£25,000 - £30,000	£30,000 - £35,000
Assistant Management / Financial Accountant	£29,000 - £33,000	£34,000 - £40,000
Management / Financial Accountant	£30,000 - £35,000	£35,000 - £44,000

# Social Housing - Temp: Qualified

Role	1 - 2 years (p/d)	2 - 4 years (p/d)	4 - 6 years (p/d)	6 years + (p/d)
Management / Financial Accountant	£300 - £350	£340 - £400	£375 - £450	-
Financial Analyst	£330 - £370	£360 - £420	£400 - £475	£475 +
Finance Manager	-	£350 - £450	£450 - £550	£500 +
Financial Controller	-	£400 - £550	£450 - £650	£550 +
Head of Finance	-	-	£500 - £700	£650 +
Finance Director	-	-	£600 - £900	£675 +

# Social Housing - Perm: Qualified

Role	1 - 2 years	2 - 4 years	4 - 6 years	6 years +
Assistant Accountant	£28,000 - £35,000	£30,000 - £35,000	£32,000 - £38,000	£38,000 +
Leasehold / Service Charge Accountant	£30,000 - £38,000	£35,000 - £40,000	£40,000 - £45,000	£45,000 +
Income Manager / Transactional Finance Manager	£45,000 - £50,000	£48,000 - £58,000	£52,000 - £62,000	£60,000 +
Management / Financial Accountant	£48,000 - £52,000	£52,000 - £62,000	£53,000 - £58,000	£60,000 +
Financial Analyst / Business Partner	£48,000 - £55,000	£55,000 - £65,000	£60,000 - £70,000	£65,000 +
Capital Accountant	£50,000 - £55,000	£55,000 - £62,000	£60,000 - £70,000	£65,000 +
Head of Business Partnering / Capital	£55,000 - £65,000	£60,000 - £70,000	£65,000 - £75,000	£70,000 +
Finance Manager	£45,000 - £52,000	£55,000 - £65,000	£65,000 - £75,000	£70,000 +
Financial Controller	£50,000 - £60,000	£55,000 - £70,000	£70,000 - £80,000	£75,000 +
Head of Finance	£60,000 - £65,000	£60,000 - £75,000	£75,000 - £90,000	£85,000 +
Finance Director	£70,000 - £75,000	£75,000 - £85,000	£85,000 - £100,000	£110,000 +

# Social Housing - Perm: Part-Qualified & QBE

Role	1 - 2 years	2 - 4 years	4 - 6 years	6 years +
Assistant Accountant	£28,000 - £35,000	£30,000 - £35,000	£32,000 - £38,000	-
Leasehold / Service Charge Accountant	£30,000 - £38,000	£35,000 - £40,000	£40,000 - £45,000	-
Income Manager / Transactional Finance Manager	£45,000 - £50,000	£48,000 - £58,000	£52,000 - £62,000	-
Management / Financial Accountant	£48,000 - £52,000	£52,000 - £62,000	£53,000 - £58,000	-
Financial Analyst / Business Partner	£40,800 - £46,750	£46,750 - £55,250	£51,000 - £59,500	-
Capital Accountant	£42,500 - £46,750	£46,750 - £52,700	£51,000 - £59,500	-
Head of Business Partnering / Capital	-	£54,000 - £63,000	£58,500 - £67,500	-
Finance Manager	£38,250 - £44,200	£46,750 - £55,250	£55,250 - £63,750	£59,500 +
Financial Controller	-	£55,000 - £60,000	£60,000 - £68,000	£68,000 - £70,000
Head of Finance	-	£60,000 - £75,000	£75,000 - £90,000	£85,000 +

# Social Housing - Perm: Executive Search

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Role	Size of Company	Salary
Director of Finance / Director of Finance and Resources / Chief Financial Officer	0 - 20 million	£90,000 - £100,000
	21 - 50 million	£100,000 - £110,000
	51 - 100 million	£110,000 - £120,000
	101 - 400 million	£120,000 - £150,000
	400 million +	£130,000 - £160,000

# Education - Temp: Part-Qualified

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Role	Foundation Studier	Intermediate Studier
Assistant Accountant	£27,000 - £32,000	£32,000 - £37,000
Assistant Management / Financial Accountant	£31,000 - £35,000	£35,000 - £40,000

# Education - Temp: Post-Qualified

Role	1 - 2 years (p/d)	2 - 4 years (p/d)	4 - 6 years (p/d)	6 years + (p/d)
Management / Financial Accountant	£300 - £340	£340 - £400	£400 - £475	£450 +
Financial Analyst	£300 - £340	£340 - £400	£400 - £475	£450 +
Finance Manager	-	£350 - £420	£400 - £475	£475 +
Financial Controller	-	£400 - £450	£450 - £500	£500 +
Head of Finance	-	-	£450 - £550	£500 +
Finance Director	-	-	£550 - £700	£650 +

# Education - Perm: Executive Search

Role	Size of Company	Salary
Director of Finance / Director of Finance and Resources / Chief Financial Officer	0 - 20 million	£80,000 - £90,000
	21 - 50 million	£85,000 - £100,000
	51 - 100 million	£100,000 - £130,000
	100 million +	£120,000 - £180,000

# Education - Perm: Part-Qualified & QBE

Role	1 - 2 years	2 - 4 years	4 - 6 years	6 years +
Management / Financial Accountant	£45,000 - £49,000	£49,000 - £54,000	£54,000 - £60,000	-
Financial Analyst	£47,000 - £50,000	£49,000 - £55,000	£55,000 - £60,000	-
Finance Manager	£49,000 - £54,000	£54,000 - £60,000	£60,000 - £65,000	-
Financial Controller	-	£60,000 - £68,000	£68,000 - £75,000	£75,000 +
Head of Finance	-	£65,000 - £70,000	£70,000 - £80,000	£80,000 +
Finance Director	-	-	-	£85,000 +

# Meet the Public Sector & Not-For-Profit Team.

**Our Not-For-Profit Finance Team is made up of eleven market expert Consultants covering temporary and permanent positions throughout Executive, Post-Qualified, Part-Qualified and Junior Finance.**

They work with a range of organisations including Charities, Non-Profit organisations, Education, Social Housing, Government bodies and NHS & Healthcare providers. Our Not-For-Profit sector division was established in 2011 and throughout the past five years has become one of our fastest growing service areas. The team are well respected as market experts and advisory consultants throughout their networks.



**Magella Burnett** 

Divisional Director – Not for Profit & Public Sector

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# Meet the Public Sector & Not-For-Profit Team.



**Rachel Wu** 

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# Meet the Public Sector & Not-For-Profit Team.

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**Will Harvey** 

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**George Rutt** 

Consultant - HR, People & OD

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Tax.

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# In-House Tax - Commerce & Industry

Role	London	Home Counties
VAT Accountant	£35,000 - £60,000	£30,000 - £50,000
UK Tax Accountant	£45,000 - £60,000	£40,000 - £55,000
Transfer Pricing Analyst	£45,000 - £60,000	£40,000 - £55,000
Newly Qualified Tax Specialist	£53,000 - £62,000	£48,000 - £55,000
Assistant Tax Manager	£60,000 - £65,000	£50,000 - £55,000
VAT Manager	£65,000 - £80,000	£50,000 - £70,000
European Tax Accountant	£60,000 - £65,000	£52,000 - £59,000
Transfer Pricing Manager / Senior Manager	£60,000 - £130,000	£60,000 - £90,000
International Tax Manager	£75,000 - £110,000	£65,000 - £90,000

# In-House Tax - Commerce & Industry

Role	London	Home Counties
UK Tax Manager	£70,000 - £85,000	£50,000 - £65,000
European Tax Manager	£70,000 - £85,000	£60,000 - £70,000
Head of Transfer Pricing	£90,000 - £180,000	£70,000 - £130,000
Group Tax Manager	£70,000 - £110,000	£60,000 - £100,000
Group VAT Manager	£70,000 - £110,000	£60,000 - £85,000
Head of Tax	£125,000 - £170,000	£115,000 - £160,000
Director of tax	£120,000 - £250,000	£90,000 - £150,000
Global Head of Tax in large or megacap MNC	Please get in touch to discuss this market salary information further	

# Financial Services Tax - FS & Operational Taxes

Role	Base Salary	Bonus
Associate	£30,000 - £38,000	0% - 10%
Analyst	£35,000 - £52,000	0% - 20%
Manager (AVP)	£48,000 - £70,000	0% - 30%
Senior Manager (VP), Local /Functional Head	£70,000 - £120,000	10% - 45%
Director (SVP), Business Head	£110,000 - £140,000	20% - 60%

# Financial Services Tax - Group/Back Office/Front Office

Role	Perm	Bonus
Associate	£30,000 - £42,000	0% - 15%
Analyst	£45,000 - £65,000	0% - 20%
Manager (AVP)	£75,000 - £85,000	0% - 30%
Senior Manager / Group Manager / Functional Head of (VP)	£75,000 - £125,000	10% - 45%
Director / Local Head of (VP)	£110,000 - £155,000	30% - 100%
Executive Director / Regional Head (SVP)	£135,000 - £185,000	40% - 100%+
Managing Director / Group Director / Global Head	£155,000 - £325,000	50% - 100%+

# Practice Tax

Top 4	Assistant Manager	Manager	Senior Manager	Director	ED / AP Grades	Partner
<b>International Tax &amp; Tax Consulting</b>	£50,000 - £60,000	£65,000 - £80,000	85,000 - £115,000	£125,000 - £170,000	£145,000 - £285,000	£220,000 - £850,000
<b>M&amp;A Tax</b>	£50,000 - £60,000	£65,000 - £80,000	£85,000 - £110,000	£125,000 - £170,000	£170,000 - £230,000	£250,000 - £850,000
<b>Indirect Tax</b>	£50,000 - £59,000	£65,000 - £76,000	£85,000 - £110,000	£107,000 - £150,000	£145,000 - £285,000	£220,000 - £850,000
<b>Human Capital</b>	£50,000 - £58,000	£65,000 - £76,000	£85,000 - £110,000	£107,000 - £150,000	£145,000 - £285,000	£220,000 - £850,000
<b>Private Client</b>	£50,000 - £58,000	£65,000 - £76,000	£85,000 - £110,000	£107,000 - £150,000	£145,000 - £285,000	£220,000 - £850,000
<b>FS Tax</b>	£50,000 - £60,000	£65,000 - £80,000	£85,000 - £120,000	£125,000 - £170,000	£170,000 - £230,000	£250,000 - £850,000

# Practice Tax

Top 5 - 20	Senior	Assistant Manager	Manager	Senior Manager	Director	Partner
<b>Classic Tax (Mixed Tax)</b>	£35,000 - £48,000	£48,000 - £58,000	£58,000 - £70,000	£72,000 - £85,000	£95,000 - £110,000	£125,000 - £450,000
<b>Indirect Tax</b>	£35,000 - £48,000	£48,000 - £56,000	£56,000 - £68,000	£72,000 - £90,000	£95,000 - £110,000	£125,000 - £450,000
<b>Human Capital</b>	£35,000 - £48,000	£48,000 - £55,000	£55,000 - £68,000	£72,000 - £85,000	£95,000 - £110,000	£125,000 - £450,000
<b>Private Client</b>	£35,000 - £48,000	£48,000 - £54,000	£55,000 - £70,000	£72,000 - £85,000	£95,000 - £110,000	£125,000 - £450,000
<b>Corporate Tax</b>	£35,000 - £48,000	£48,000 - £60,000	£60,000 - £79,000	£72,000 - £90,000	£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.



**Christeen Tresa** 

Senior Consultant

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**Jessica Lazaro** 

Senior Consultant

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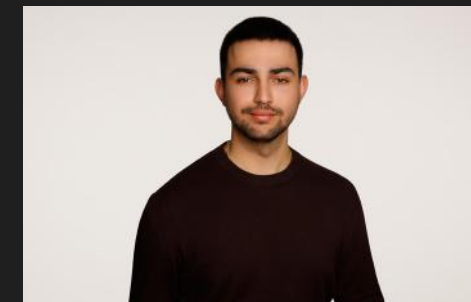


**Richard Smith** 

Executive Director

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**Dino Velagic** 

Senior Consultant - Interim/Temp Recruitment

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Treasury.

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# Treasury - Commerce & Industry

Role		London & South East	UK (exc. South East)
Treasury Assistant	0 - 2 years'	£28,000 - £35,000	£22,000 - £32,000
Treasury Analyst	0 - 2 years' experience	£32,000 - £47,000	£25,000 - £37,000
	3 + years' experience	£44,000 - £59,000	£33,000 - £48,000
Treasury Accountant	0 - 2 years' experience	£35,000 - £48,000	£37,000 - £50,000
	3 + years' experience	£55,000 - £75,000	£45,000 - £65,000
Treasury Controller	6 + years' experience	£28,000 - £35,000	£22,000 - £32,000
Treasury Manager	3 - 5 years' experience	£55,000 - £80,000	£50,000 - £65,000
	5 years' experience	£80,000 - £105,000	£60,000 - £85,000
Head of Treasury	SME	£90,000 - £135,000	£75,000 - £115,000
	FTSE	£95,000 - £120,000	£70,000 - £90,000
Deputy / Assistant Treasurer	SME	£95,000 - £120,000	£70,000 - £95,000
	FTSE 100	£115,000 - £135,000	£80,000 - £110,000
	FTSE 250	£100,000 - £125,000	£75,000 - £100,000
Group Treasurer	SME	£105,000 - £175,000	£85,000 - £125,000
	FTSE 100	£140,000 - £195,000	£130,000 - £150,000
	FTSE 250	£130,000 - £175,000	£100,000 - £135,000

# Meet the Treasury Team.

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**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, specialising in all areas of covering:


- ALM
- Balance Sheet Management
- Capital Markets
- FX
- Hedge Accountancy
- Liquidity Management
- Liquidity Risk
- Money Markets
- Treasury Cash Management



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# Change Management - Projects & Change

Role	Low (p/d)	Average (p/d)	High (p/d)
Junior PMO	£300	£400	£450 +
Senior PMO	£500	£550	£650 +
BA	£500	£650	£750 +
Senior BA	£600	£700	£850 +
PM	£650	£750	£850 +
Senior PM	£700	£800	£900 +
Programme Manager	£700	£850	£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 30 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.




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# Housing.

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Development, Regeneration & Land

Housing Assets, Compliance and Property  
Service



# Housing Development, Regeneration & Land

Role	Average Salary	Interim (p/d)
Delivery officer	£35,000 - £45,000	£250 - £350
Delivery Manager	£50,000 - £65,000	£350 - £500
Sales and Marketing Manager	£55,000 - £70,000	£300 - £400
Development Manager	£55,000 - £65,000	£400 - £500
New Business Managers	£55,000 - £65,000	£400 - £500
Land Manager	£55,000 - £70,000	£400 - £500
Programme Manager - Grant Funding	£55,000 - £75,000	£500 - £650



# Housing Development, Regeneration & Land

Role	Average Salary	Interim (p/d)
Senior Delivery Manager	£75,000 - £90,000	£450 - £550
Senior Development Manager	£70,000 - £90,000	£500 - £700
Senior New Business Manager	£70,000 - £90,000	£500 - £700
Senior Land Manager	£75,000 - £90,000	£400 - £600
Head of Sales and Marketing	£80,000 - £95,000	£400 - £500
Head of Land	£90,000 - £115,000	£500 - £600
Head of Delivery	£90,000 - £115,000	£500 - £650

# Housing Development, Regeneration & Land

Role	Average Salary	Interim (p/d)
Head of Development	£80,000 - £110,000	£525 - £700
Head of New Business	£90,000 - £115,000	£500 - £700
Director of Delivery	£100,000 - £140,000	£550 - £700
Director of Land	£100,000 - £140,000	£625 - £750
Director of New Business	£100,000 - £140,000	£600 - £800
Director of Development	£100,000 - £140,000	£600 - £800
Executive Director of Development	£120,000 - £180,000	£700 - £1,000

# Meet the Housing Development, Regeneration & Land Team.


**The Housing Development Team at Goodman Masson is unique. The team is made up of four sector experts, who possess a wealth of knowledge of the Social Housing sector.**


They recruit across Housing with Local Authorities, Housing Associations, ALMOs and Private Developers, working with 83% of the G15, as well as lots of smaller Housing Associations and Local Authorities. The team cover roles from Junior to Director and Executive level across Development, Regeneration and Land specialisms.



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# Housing Assets, Compliance & Property Service

Role	Average Salary	Interim (p/d)
Stock Condition Surveyor	£45,000	£200 +
Compliance Legionella	£45,000	£350 +
Repairs Surveyor	£48,000	£250 +
Voids	£50,000	£225 +
Disrepair Surveyor	£50,000	£300 +
Compliance Asbesto	£60,000	£350 +
Compliance Electric	£60,000	£350 +
Compliance Gas	£60,000	£350 +

# Housing Assets, Compliance & Property Service

Role	Average Salary	Interim (p/d)
Clerk of Works	£52,000	£250 +
Planned Works Surveyor	£55,000	£300 +
Building Surveyor	£55,000	£300 +
Project Manager	£55,000	£375 +
Services Manager	£50,000	£400 +
RICS	£55,000	£350 +
Contract Manager	£60,000	£400 +
Quantity Surveyor	£60,000	£400 +

# Housing Assets, Compliance & Property Service

Role	Average Salary	Interim (p/d)
Repairs Manager	£55,000	£350 +
DLO Manager	£60,000	£400 +
Strategic Asset - Manager	£65,000	£450 +
Compliance Fire	£65,000	£450 +
Compliance Manager	£65,000	£400 +
Senior Asset Manager	£65,000	£500 +
Head of Asset - Management	£85,000	£550 +
Head of Repairs	£75,000	£550 +

# Housing Assets, Compliance & Property Service

Role	Average Salary	Interim (p/d)
Housing Asset - Energy Manager	-	£350 +
Building Safety Manager	£60,000	£450 +
Health and Safety	£75,000	£350 +
Head of Strategic Assets	£85,000	£550 +
Head of Compliance	£85,000	£550 +
Director of Assets	£120,000	£650 +
Director of Strategic Assets	£120,000	£750 +
Executive Director of Assets	£120,000	£750 +

# Meet the Housing Assets, Compliance & Property Service Team.

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**The Social Housing Assets & Compliance Team is made up of expert Consultants who cover permanent and temporary roles across specialisms of Asset Management, Audit, Compliance, Technical & Operational.**

This includes roles from transactional to director level.



**Jack Benson** 

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**Billy York** 

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# Meet the Housing Assets, Compliance & Property Service Team.

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# Technology, Digital & Data.

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# Technology, Digital & Data - Leadership

Role	Perm	Temp (p/d)
IT Manager	£40,000 - £70,000	£300 - £500
Head of IT	£60,000 - £90,000	£400 - £650
Chief Architect	£65,000 - £120,000	£500 - £800
IT Director	£70,000 - £100,000	£500 - £800
Chief Information Security Officer	£80,000 - £200,000	£600 - £1,200
Chief Technology Officer	£80,000 - £200,000	£600 - £1,200
Chief Information Officer	£80,000 - £200,000	£600 - £1,200

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

# Technology, Digital & Data - Architecture

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Role	Perm	Temp (p/d)
Infrastructure Architect	£65,000 - £95,000	£500 - £800
Data Architect	£65,000 - £100,000	£500 - £800
Enterprise Architect	£65,000 - £115,000	£500 - £1,000
Solution Architect	£70,000 - £100,000	£550 - £1,000

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	£20,000 - £30,000	£200 - £300
Business Analyst	£27,575 - £40,075	£275 - £400
Project Management Office (PMO) Manager	£30,000 - £50,000	£300 - £500
Project Manager	£35,000 - £65,000	£300 - £600
Senior Business Analyst	£35,050 - £55,050	£350 - £550
Programme Manager	£60,000 - £90,000	£500 - £900
Programme Director	£75,000 - £120,000	£550 - £1,200

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	£15,000 - £28,000	£120 - £200
Desktop Support Engineer	£18,000 - £35,000	£150 - £250
Systems Administrator	£20,000 - £35,000	£250 - £400
Network Engineer	£25,000 - £40,000	£250 - £400
Network Administrator	£25,000 - £35,000	£250 - £400
Systems Analyst	£25,000 - £50,000	£300 - £500
Network Manager	£30,000 - £50,000	£300 - £500
Help Desk Manager	£30,000 - £45,000	£250 - £400
Cloud Engineer	£30,000 - £50,000	£350 - £550
IT Support Manager	£32,000 - £50,000	£375 - £600
Infrastructure Manager	£35,000 - £60,000	£375 - £600
Service Delivery Manager	£37,000 - £55,000	£375 - £600

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

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Role	Perm	Temp (p/d)
Security Systems Administrator	£25,000 - £45,000	£250 - £450
Security Network Engineer	£35,000 - £55,000	£300 - £500
Information Security Manager	£50,000 - £80,000	£350 - £700
Security Architect	£60,000 - £100,000	£400 - £750

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

# Technology – Software Development, Testing & DevOps

Role	Perm	Temp (p/d)
Developer	£25,000 - £60,000	£300 - £500
Web Developer	£25,000 - £65,000	£350 - £700
Test Analyst	£25,000 - £60,000	£350 - £550
App Support Engineer	£30,000 - £65,000	£350 - £500
Testing Manager	£35,000 - £70,000	£550 - £800
DevOps Engineer	£35,000 - £75,000	£550 - £900
Lead Developer	£45,000 - £75,000	£550 - £900
DevOps Manager	£65,000 - £80,000	£750 - £1,000

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	£20,000 - £50,000	£200 - £400
Database Administrator	£25,000 - £55,000	£300 - £550
Database / Business Intelligence Development	£25,000 - £65,000	£250 - £550
Data Scientist	£25,000 - £65,000	£350 - £600
Business Intelligence Analyst	£28,000 - £60,000	£200 - £450
Business Intelligence Manager	£37,000 - £75,000	£300 - £550
Head of Business Intelligence	£50,000 - £80,000	£350 - £650

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 30 years combined experience in the industry and are experts in their respective fields. The Technology Team also cover Part Qualified and Transactional roles across this sector, including both Contract and Permanent.



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# Meet the Technology, Digital & Data Team.

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**We are approved across several government frameworks including CCS, G-Cloud, DOS and YPO. Our specialist Social Housing team works with 10 of the 12 G-15 housing associations.**


Founded in 2017, our Public Sector Technology, Digital & Data Team cover a range of Technology specialisms and levels including Senior Appointments (CIO, Director), Infrastructure & Networks, Portfolio & PMO, Services Management, BI & Data Analytics, Software Development, Web Development and Information and Security.



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