



**Brewster
Partners™**

Accountancy
& Finance
Recruitment

Accountancy & Finance Recruitment Salary Report 2020

Yorkshire, Humber and East Midlands Regions

Positions covered

- > Non-qualified positions in industry
- > Qualified positions in industry
- > Public Practice



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Introduction

As we head into 2020 there is a general optimism that businesses will experience a growth in confidence for the future of the UK economy.

The political uncertainty experienced throughout 2019 concluded with an overwhelming Conservative victory in the general election which should mean our Prime Minister will benefit from a clearer directive to govern.

Employers will be expecting the government to start restoring business confidence and Brexit will play a crucial role in this. Businesses all over the UK have been understandingly nervous about a hard, no deal exit, so

the economy. From 6 April 2020, the onus will fall on recruitment agencies like our own, to decide whether the individuals we place in employment fall inside or outside of IR35: a tax legislation designed to combat tax avoidance by workers, and the firms hiring them.

In regards to permanent employment, unemployment remains remarkably low, at 3.8%. In fact, UK unemployment fell to its lowest level since January 1975 in the three months leading

To retain a competitive edge, the businesses we speak to are evolving roles and skills, and looking at ways to revise hiring and working patterns

reassurance in early 2020 would be welcomed greatly.

Despite the recent trials and tribulations of British politics, the CBI feel that 'the UK remains a great place to start and build businesses' which undoubtedly reflects positively on the employment outlook.

The self-employed are another demographic at the top of a lot of people's agendas. There were almost 5 million people registered as self-employed in the UK in 2019, who collectively contributed around £305bn to

up to October this year. However, annual wage growth nationwide, excluding bonuses, slowed to 3.5% from 3.6% from July to September - not that dissimilar to the figures we've seen across Yorkshire, Humber and the East Midlands alone.

UK businesses are facing a convergence of technology, skills shortages and geopolitical change. To retain a competitive edge, the businesses we speak to are evolving roles and skills, and looking at ways to revise hiring and working patterns.

Introduction

Despite the recent trials and tribulations of British politics, the CBI feel that 'the UK remains a great place to start and build businesses' which undoubtedly reflects positively on the employment outlook.

CBI

The Accountancy & Finance sector is starting to see a shift in focus regarding which roles and tasks are key to success. Transactional roles are steadily being automated or outsourced to offshore centres of excellence, so in-house commercial roles can add more value.

We've also seen a shortage of Qualified Accountants, as it seems the popularity of QBE (Qualified By Experience) Accountants is on the rise; as are their wages, unsurprisingly.

This is just a snippet of the information, facts and statistics you will learn in this comprehensive report.

In this report, we have gathered more data than ever before, utilising our extensive resources and CRM system, and evaluating all of the intelligence we have gained over the past year. I hope you find this report useful.

Our systems allow us to provide analysis, overview of trends and more specific insights in response to client requirements.

Please email me personally on rchamberlain@brewsterpartners.co.uk if I can extend this service to you and your business in 2020.



Richard Chamberlain
Director
Head of Accountancy & Finance



Methodology

Our Salary Report has secured a reputation as being the most comprehensively researched and up-to-date report available to employers. The resources utilised for this report includes the following sources (all for the Yorkshire, Humber and East Midlands regions):

Over
1,600

Accounting & Finance vacancies registered with us during 2019.

Our consulting team's combined
118 years

of experience in the recruitment industry.

Over
3,100

Accounting & Finance candidates registered by our consultants in 2019.

Our Board of Directors and Senior Leadership team's combined

100+ years

of experience in the recruitment industry.

Our preferential online resources providing access to over

40 million

CVs as benchmarking data

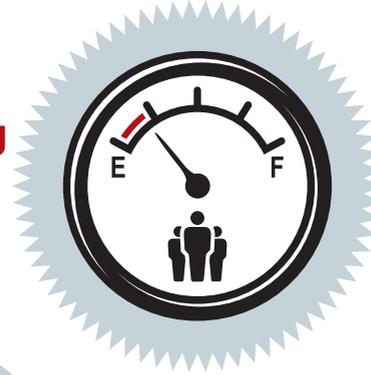
Information from reports and press releases from



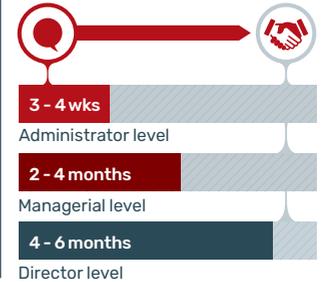
The Accountancy & Finance job market – our research indicates...

76%
of Accounting & Finance employers

said a shortage of staff was a major problem.



Average time to recruit from the beginning of the process to start date:



Due to difficulties in finding Qualified Accountants within budget...

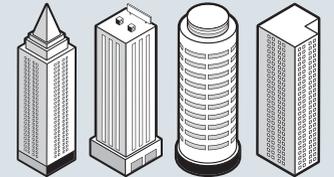
Qualified by Experience Accountants
(QBE Accountants)

have seen the biggest rise in their salaries in the last ten years.

Demand for
Big

4

trained Chartered Accountants continues to outstrip supply.



Deloitte.



Internal promotions and salary rises

to match current market rates has had a negative effect on the supply of candidates.

Non-qualified positions in industry

Continuing last year's trend, the average weekly earnings for full time employees have increased by 2.9% over the course of 2019 according to the latest reports from The Office of National Statistics (ONS).

It is expected that this will rise even further as we head into 2020. The demand for experienced finance professionals is unrelenting, with the supply of those with the necessary skill sets continuing to shrink. This imbalance between the supply and demand has led to the steady rise in salaries across the board, and you will see this illustrated in our research of salaries within the Yorkshire and The Humber regions.

Regionally, we have seen an increase of 3.9% in regional salaries overall, which aptly reflects the response from employers to the reduced availability of top talent.

A large range of salaries exist within each of the specialist areas opposite and overleaf.

The data provided shows the average salary level and identifies the levels which are popular within the range. This is intended to help employers make comparisons between themselves and their competitors and gauge their position amongst other employers in the industry.

Highlights

- The largest salary increases are for Credit Control and Payroll Manager positions
- The position we found to be highest in demand last year was Part-Qualified Accountant
- The smallest salary increase we have seen is for Bookkeepers

Average benefits

- ☀️ 25 days holiday
- 🎓 Study support 95% of the time where appropriate
- 💷 Performance related bonus
- 👛 Average pension contribution of 7.2%
- 🚗 Car allowance for managerial and senior roles

Desirable benefits

- ❤️ Group Life Insurance
- 🕒 Flexible working
- ☀️ Increased holiday allowances
- 👶 Childcare resources
- 🎓 Employee education opportunities

BP FACT

The largest average salary increase we have seen is for Part-Qualified Intermediates at

4.8%

Non-qualified positions in industry (continued)

Permanent positions

Position	Salary ranges							£ Average
	£15k	£20k	£25k	£30k	£35k	£40k	£45k	
Part-Qualified Intermediate								£27,240.48
Part-Qualified Finalist								£31,790.48
Qualified by Experience								£32,767.50
Assistant Accountant								£24,631.88
Bookkeeper								£24,023.81
Accounts Clerk								£19,238.10
Graduate								£19,325.00
Credit Manager								£34,642.86
Senior Credit Control								£24,416.67
Credit Control								£19,976.76
Purchase Ledger Manager								£29,321.43
Purchase Ledger Clerk								£19,309.52
Sales Ledger Manager								£25,309.52
Sales Ledger Clerk								£19,732.14
Payroll Manager								£30,666.67
Payroller								£20,369.05

We have analysed all of our data and resources to critique the strength of the talent pool for a number of key disciplines.



Short supply

Part-qualified Accountants
Payroll
Credit Controllers
Sales Ledger Clerks



Reasonable supply

Purchase Ledger Clerks
Graduates
Ledger Managers



Good supply

Bookkeepers
Qualified by Experience

For temporary positions, please see overleaf

Non-qualified positions in industry (continued)

Temporary positions

Position	Salary ranges from £p/h						£p/h Average
	£5	£10	£15	£20	£25	£30	
Part-Qualified Intermediate							£17.83
Part-Qualified Finalist							£21.87
Qualified by Experience							£15.99
Assistant Accountant							£13.63
Bookkeeper							£11.75
Accounts Clerk							£11.02
Graduate							£10.67
Credit Manager							£19.43
Senior Credit Control							£14.45
Credit Control							£11.03
Purchase Ledger Manager							£16.57
Purchase Ledger Clerk							£10.60
Sales Ledger Manager							£16.34
Sales Ledger Clerk							£11.06
Payroll Manager							£17.23
Payroller							£12.10



Skills and qualifications in demand:

- ACCA/CIMA/ACA newly qualified
- ACCA/CIMA/ACA part qualified
- Financial control
- Regulatory reporting

Roles in demand:

- Accountant
- Financial Analyst
- Personal Financial Advisor
- Senior Tax Accountant
- Auditor



Qualified positions in industry

Across qualified positions in this sector, the desire to attract top talent has led to a significant increase in salaries and benefits over the course of 2019.

Throughout a large portion of 2019, and before the conclusion of the General Election, the unpredictable political climate was cited as a significant factor when considering future career decisions. This cautious attitude towards joining new companies and finance teams contributed

to employers looking to provide more attractive offers to entice experienced and qualified candidates.

Payroll Managers and Finance Controllers are enjoying the highest salary increases, whilst other qualified positions are rising a much steadier pace.

These statistics in particular, succinctly highlight the need for companies to be strategically analysing their financial activity and developing new strategies to future proof their business against any possible changes ahead.

Interesting statistics regarding incentives and benefits gleaned from 2019 include:



26% of professionals would take a lower salary to secure their ideal job



In 2019, over **20,000** UK businesses implemented mental health first aid training



2 in 5 management-level employees receive additional pension contributions



1 in 5 employees receive discounted gym memberships



30% of management-level employees receive private healthcare benefits



32% of employees are receiving childcare vouchers

Qualified positions in industry (continued)

Permanent positions

Position	Salary ranges								£ Average
	£25k	£50k	£75k	£100k	£125k	£150k	£175k	£200k	
Group Finance Director	[Salary range visualization]								£130,348.84
Finance Director	[Salary range visualization]								£95,988.37
Financial Controller	[Salary range visualization]								£69,930.23

Position	Salary ranges							£ Average
	£20k	£30k	£40k	£50k	£60k	£70k	£80k	
2nd Mover (2-5 years PQE)	[Salary range visualization]							£56,779.407
Newly-Qualified	[Salary range visualization]							£40,337.21

Position	Salary ranges									£ Average
	£30k	£40k	£50k	£60k	£70k	£80k	£90k	£100k	£110k	
Tax Manager	[Salary range visualization]									£63,860.47
Tax Director	[Salary range visualization]									£90,162.79
Treasury Analyst	[Salary range visualization]									£45,895.35
Treasury Manager	[Salary range visualization]									£71,790.70

We have analysed all of our data and resources to critique the strength of the talent pool for a number of key disciplines.



Short supply

- Newly-qualified Accountants
- Internal audit and risk
- Finance Business Partners



Reasonable supply

- Finance Director
- SME Company Accountant
- Middle management positions



Good supply

- Interim support

For Interim positions, please see overleaf

Qualified positions in industry (continued)

Interim positions

Interim rates	From	To	Per	Pay basis
10 years PQE plus				
Turnaround Professional	£600	£1,500	Day	Ltd Co.
Systems Implementation	£525	£1,100	Day	Ltd Co.
Re-financing	£550	£1,200	Day	Ltd Co.
Change	£550	£1,000	Day	Ltd Co.
Sick/Maternity cover	£500	£950	Day	Ltd Co.
5-10 years PQE				
Change/Projects	£400	£650	Day	Ltd Co.
Sick/Maternity cover	£350	£500	Day	Ltd Co.
3-5 years PQE				
	£325	£500	Day	Ltd Co.
0-2 years PQE				
	£36	£42	Hour	PAYE

BP FACT

36%

of CFO's said temporary and interim staff were a key component in their long-term staffing strategy.



Five benefits of hiring interim professionals

#1

Cost-effectiveness

#2

Flexibility

#3

Quick to get started

#4

Allows more project-based work

#5

A fresh perspective



Tackling the talent shortage

The 'war on talent' continues to be an on-going problem across all sectors and nobody is immune to the shortages in talent that businesses are facing. The battle shouldn't be shied away from though, as there are plenty of ways to tackle the talent gap.

SORRY
CANDIDATES ARE TEMPORARILY
OUT OF STOCK



Tackling the talent shortage continued

The low unemployment rate has made it harder for employers and has created a lot of difficulty when it comes to hiring new talent, as the vast number of eligible candidates are already employed.

This is where the war on talent begins. The people with the right skills and would-be desirable candidates aren't looking for a new role and they're likely to be comfortable where they are. The low unemployment level has created a high demand for skilled professionals, and when a candidate becomes open to a new opportunity, the window is extremely small before a recruiter or other HR professional reaches out with a role.

This means that businesses need to develop an approach to filling the gap in their talent in an effective way that works for the candidate – and eventual employee – and the businesses' wider strategy.

Creating a connection

The shortage of talent has created a candidate-led market, and this puts talented candidates in a strong position. While companies want the best talent more than ever before, the best talent, equally wants more than ever before.

Building an employer brand is key to attracting talent. This remains a key focus as we recognise that very few people join companies that they don't have a connection to. Graduates particularly are

more likely to take jobs at companies they already have had a connection with in the recent past.

Graduates are switched on to social media and are open to digital marketing, so when they look to the job market for their first step on the career ladder, they're likely to be looking to what they already know. This includes companies that they have had some level of interaction with before, whether it be buying a product or service from it, or seeing a relevant advert on social media. So, it's essential that businesses create touch points – online and in the press – so when a potential



Job security is less important than development and other ways of working.

It's essential that in the coming years, companies are able to attract and retain skilled workers and help them come back to more traditional career paths that are slipping out of favour.

The shortage of talent has created a candidate-led market, and this puts talented candidates in a strong position.

candidate (graduate or otherwise) is open to opportunities, they already know of your business.

Graduates, millennials and Generation Z continue to enter the market, and they are more vocal about what they covet and have varied talents that businesses can really benefit from. For the new generations this isn't about working less, but differently.

Companies need to listen to what employees now expect and sell themselves in equal measure to the candidate. By creating an excellent company culture that embraces the individual and encourages personal and professional growth, your company will be the workplace of choice for years to come for skilled candidates.



Promoting individuality

Attracting talent is one thing, but retaining it is another thing entirely. One area to focus on is promoting individuality. Being a company that promotes equality and diversity is increasingly important and bringing a range of voices to the table is at the heart of any organisation. When hiring from a pool of new, external candidates, it's crucial that employers are hiring a diverse range of people and promote equality from recruitment stage all the way through to employees who have been at the company for many years.

A multi-generational team with diverse backgrounds is essential for any company, from different talents and experiences to points of view and approach.

Alongside this, it's important to recognise that every employee has different needs, and should be treated on an individual basis, from the benefits they receive, to the flexibility that's available to them. Taking the time to understand the needs of a workforce will ensure your employees are happy at work, and will be less likely to take their talents to a business that is recognising the importance of treating everyone based on their needs. This is especially important when a company is investing in career development. Building company loyalty works both ways!

Grow your talent

While it's important to continue to look for talent from the wider market, a simple way to tackle the talent shortage is by growing talent internally.

Career development is highly sought after for new generations and more established professionals alike. While millennials are often driven and eager to climb the ladder quickly, Generation X has felt the impact of new generations entering the workforce and being promoted at a quicker rate than them. Now is the time for companies to address these imbalances and ensure that talent within the company is being given equal opportunities for development if they want them.

People often want more opportunities to do what they do best. Giving people room to grow encourages them to buy into your business for the long term, and makes them less likely to leave for pastures new. Investing in

talent and caring about your team is a sure-fire way to retain the best of the best and adds another layer to creating a more individualistic approach to your people's work-life.

There are countless benefits that come from investing in your people. They're going to be delivering a better service to clients, they're likely to be happier, and of course, they're going to be more invested in your business. There is the added benefit of saving the company money in the long run, because losing someone you have hired and trained can cost companies almost four times their salary.

Developing a company where people want to work is absolutely key to winning the war on talent. Taking a different approach to company culture will set you apart as you look to attract the very best talent.



UK wages grow at a faster rate than predicted...

...but what does this mean for employers?

The decision to use a recruitment agency to assist with the search for a new employee can sometimes be a difficult one, but with the labour market shifting dramatically over the last 12 months, there are some real benefits to seeking that extra bit of help with your recruitment process and strategies.

In 2019 we saw that the UK employment rate was estimated at 76.1% which is the joint highest on record since records began in 1971. Unemployment as a consequence, remains at its lowest since 1974 having experienced a drop to 3.8%. With that in mind, finding the right candidates to fill the growing number of jobs is becoming increasingly more difficult.

Organisations are becoming alive to the fact that they need to up their game in regards to employee engagement – it is very much a candidate-led market out there.

The struggle to find candidates could also account for the spike we are seeing in salaries. According to the ONS, pay growth for workers has accelerated at the fastest annual rate in more than a decade,

despite uncertainty driven by the political climate. Companies are offering higher remuneration packages in a bid to attract the best talent, and increasing wages of their current employees in the hope of keeping them.

They can also look at your internal recruitment process and identify where maybe things are taking too long and turning candidates off, or, perform a comprehensive salary benchmarking exercise

Organisations are becoming alive to the fact that they need to up their game in regards to employee engagement – it is very much a candidate-led market out there

This is where using a recruitment agency can really add value to your recruitment strategy. Talking to professionals with experience of recruiting in your particular sector about the labour market and what candidates are really looking for is priceless.

to help ensure you are offering competitive and attractive benefits packages.



Regional outlook

Salary levels for accountancy and finance staff have always had a large range across the UK.

It would be wrong to assume that there is one salary level for the North and also wrong to assume that there is one salary level across the Yorkshire, Humber and East Midlands regions.

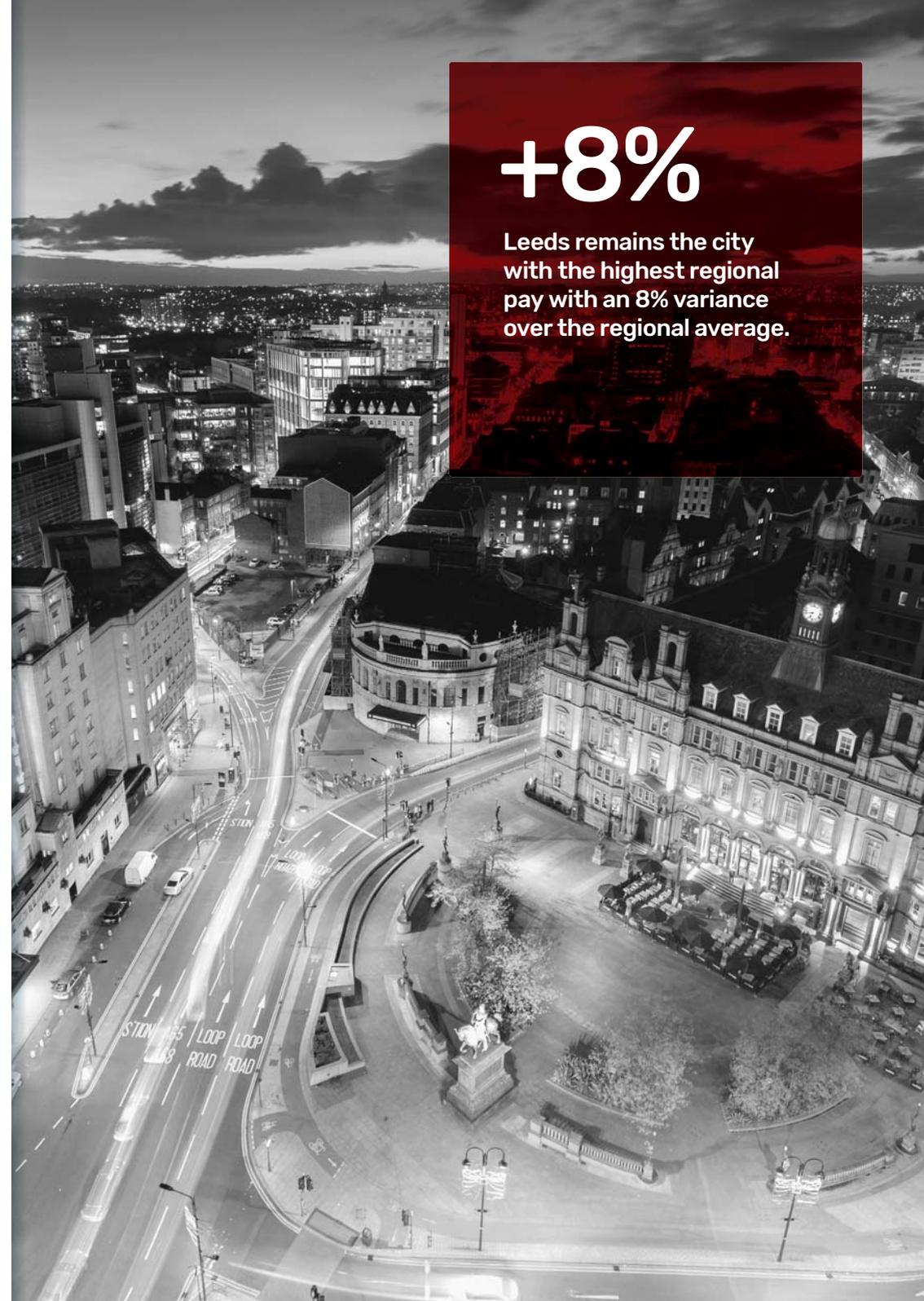
It won't be a big surprise to hear that the larger cities command a premium salary. The increased demand for quality candidates has driven this trend and shows no sign of changing in the immediate future.

Last year we saw a repeat of previous years, with more some locations such as Scunthorpe and Rotherham seeing lower salaries than similar roles in Nottingham and Leeds. This shows how these areas are less influenced by some of the trends affecting the overall region and also the fact that location (rather than salary) remains a key factor for candidates.



County	Regional pay variance	
North Yorkshire		
York	+4%	↑
Harrogate	+1%	↑
East Riding of Yorkshire		
Hull	+2%	↑
West Yorkshire		
Bradford	+2%	→
Leeds	+8%	→
Halifax	-1%	→
Huddersfield	-2%	↓
Wakefield	+2%	↑
South Yorkshire		
Barnsley	-3%	↓
Doncaster	-2%	↓
Rotherham	-3%	↓
Sheffield	+6%	↑
Lincolnshire		
Grimsby	-2%	→
Lincoln	-1%	↓
Scunthorpe	-4%	→
Derbyshire		
Chesterfield	-2%	↓
Derby	+4%	↑
Nottinghamshire		
Newark	0%	↑
Nottingham	+5%	→
Worksop	+1%	→

The above table assumes an average rate for the region at 0%, for example Newark is equal to the regional average salary. Our data illustrates an 8% positive variance on salaries in Leeds.



+8%

Leeds remains the city with the highest regional pay with an 8% variance over the regional average.

Public practice

Looking ahead, the outlook for the 2020 job market is prudently optimistic with UK organisations looking to strategically invest in key hires to manage their staff turnover.

With the conclusion of the General Election in December 2019 and the resulting Conservative victory, there is less uncertainty in relation to Brexit within the financial services sector and indeed across business on the whole. As a consequence, we could see a decline in the candidate shortages that were previously fuelled by cautious job seekers.

Throughout 2019 we've witnessed a change in the vacancy profile within the profession as the number of corporate finance roles registered has increased again. In addition to this, there has been a notable increase in demand for restructuring and turnaround professionals, particularly at senior level.

Overall, the market continues to be short of suitable candidates. The very nature and technicality of the work means most firms continue to favour candidates with strong academic credentials; however, there has been a growing trend from larger firms to operate more broadly and adopt a more inclusive recruitment strategy.

As a consequence, firms are considering requirements which are outside the traditional parameters of roles. Alongside scrutiny of candidate hard skills (i.e. systems work, compliance work) softer skills such as commercialism, people management and training are becoming increasingly more relevant to employers.

Organisations are taking a more strategic look towards their employee's future and are willing to pay more in order to get the right people. As a result we can expect to see more proactive searches for candidates with the necessary skills to help deliver the long term goals of the business.

Salaries have, and will be expected to continue to increase across the market and the challenge for many organisations lies in finding available, quality candidates who will fit into the firm's future plans for growth or development.

	Independent firms	£ Average	National firms	£ Average
Audit/General Practice				
Partner	£72,000 - £135,000	£98,000	£135,000 - £256,000	£182,000
Director	£65,000 - £82,500	£70,000	£75,000 - £123,000	£93,000
Senior Manager	£52,000 - £65,000	£56,000	£60,000 - £85,000	£70,000
Manager	£40,000 - £55,000	£45,000	£45,000 - £60,000	£54,000
Assistant Manager	£35,000 - £48,000	£38,000	£40,000 - £55,000	£42,500
Newly-Qualified	£27,000 - £35,000	£33,000	£32,000 - £40,000	£36,500
Senior	£25,000 - £35,000	£32,000	£28,000 - £40,000	£33,000
Semi-senior	£22,500 - £30,000	£24,000	£22,000 - £33,000	£27,500
AAT Qualified	£18,000 - £25,000	£19,000	£19,000 - £27,500	£21,000



Public practice (continued)

	Independent firms	£ Average	National firms	£ Average
Tax				
Partner	£80,000 - £152,000	£108,000	£135,000 - £265,000	£180,000
Director	£63,000 - £86,000	£75,000	£70,000 - £120,000	£92,000
Senior Manager	£50,000 - £65,000	£60,000	£55,000 - £80,000	£72,500
Manager	£40,000 - £54,000	£46,000	£44,000 - £56,000	£51,000
Assistant Manager	£34,000 - £48,000	£39,000	£38,000 - £50,000	£44,000
Newly-Qualified	£30,000 - £35,000	£32,000	£35,000 - £40,000	£39,500
Senior	£28,000 - £35,000	£30,000	£30,000 - £40,000	£35,000
Semi-senior	£25,000 - £30,000	£27,500	£25,000 - £34,000	£28,000
Corporate Finance/Transaction Services				
Partner	£85,000 - £145,000	£110,000	£130,000 - £265,000	£180,000
Director	£68,000 - £80,000	£72,000	£72,000 - £115,000	£94,000
Senior Manager	£51,000 - £65,000	£56,000	£60,000 - £85,000	£72,500
Manager	£45,000 - £60,000	£49,000	£50,000 - £65,000	£57,000
Assistant Manager	£42,000 - £50,000	£45,000	£43,000 - £54,000	£48,000
Executive	£36,000 - £45,000	£42,000	£40,000 - £50,000	£44,500
Corporate Recovery				
Partner	£85,000 - £160,000	£107,000	£135,000 - £275,000	£176,500
Director	£65,000 - £85,000	£73,000	£68,000 - £110,000	£90,000
Senior Manager	£45,000 - £65,000	£56,000	£50,000 - £80,000	£66,500
Manager	£40,000 - £55,000	£48,000	£45,000 - £58,000	£52,000
Assistant Manager	£35,000 - £45,000	£40,000	£36,000 - £48,000	£42,000
Newly Qualified	£30,000 - £40,000	£35,000	£32,000 - £43,000	£38,500
Senior	£25,000 - £35,000	£32,000	£28,000 - £40,000	£34,500
Semi-senior	£25,000 - £30,000	£27,000	£22,000 - £35,000	£29,000
Forensic				
Partner	-	-	£135,000 - £275,000	£185,000
Director	-	-	£86,000 - £115,000	£99,000
Senior Manager	-	-	£58,000 - £82,000	£72,500
Manager	-	-	£45,000 - £73,000	£59,000
Assistant Manager	-	-	£42,000 - £62,000	£49,000
Executive	-	-	£35,000 - £55,000	£44,000

Graduate recruitment market

The highest graduate starting salary has hit £60,000 for the first time, an annual survey has found.*

Investment banks offer the most lucrative jobs for university leavers with average first year salaries of £47,000, according to a report published by High Flyers Research.

Last year graduates were being lured into investment banks with salaries upwards of £50,000 but this year is the first time they are being offered up to £60,000.

The report, called The Graduate Market in 2019, found that graduates who take a job at Aldi can expect a starting salary similar to those who head to the world's top law firms.

The growth in graduate vacancies for 2019 is the highest for nine years and there are more opportunities than ever before for university undergraduates to do paid work experience with the country's leading employers.

Public sector employers, accounting and professional services firms, and engineering and industrial companies are expected to create the most roles, recruiting an additional 1,500 graduates this year, according to the research.

The highest published graduate starting salaries for 2019 include:

Investment Bank

Unnamed investment bank



£60,000

Law firms

Linklaters

£47,000

WHITE & CASE

£46,000

ALLEN & OVERY

£45,000

Technology



£45,000

The biggest growth in graduate vacancies is expected at:

- Public sector organisations
- Accounting firms
- Engineering companies



Graduate recruitment market (continued)

Graduate starting salaries at the UK's leading graduate employers are expected to remain unchanged for the fifth consecutive year in 2020, at a median starting salary of

£30,000



45.2%
of employers

believe the number of unfilled vacancies is down to applicants having insufficient skills for the job.



The 10 most employable degrees are:



Medicine and Dentistry



Veterinary Science



Subjects allied to Medicine



Architecture, Building and Planning



Education



Engineering & Technology



Computer Science



Mathematical Sciences



Business Studies



Law

The most generous graduate salaries in 2019:

Investment banks
(median of £47,000)

Law firms (median of £45,000)

Consulting firms (median of £45,000)

Oil & energy companies (median of £38,500)

Retailers (median of £35,000)



21.4%
of employers

cite the number of unfilled vacancies is down to applicants having a lack of appropriate work experience.



Tailored benchmarking services

The data in this report represents a summary of a lot more detailed work that we can produce for our individual clients' requests. Our full service can expand on the following areas:

Narrower focus

There are some additional variations in the data for the following segments:

■ Geographical location

There are some regional splits between towns and cities we cover. The difference is not material but the trend does exist

■ Market sector

Some sectors are paying salaries at a higher premium to others due to their current margins and expectations of their staff

■ Company size

The differentiation between SME and corporate is a broad one. The differentiation between SME and corporate is a broad one. Different trends exist within each category. E.g. the range of salaries we have noted for a Group Finance Director in the finance sector covers £95k to £185k.

For all of these areas, we are able to drill down into the detail and extract some accurate data for our clients.

Scoping the talent pool

Demand for all accountancy and finance talent rose in 2019 and should continue to do so in 2020. This rise will be sharper in some disciplines more than others. The result will be a scarcity of candidates for some disciplines and an abundance in others. Our service can provide a traffic light report on each discipline to show you the size of the appropriate talent pool.

Employer branding

In a market where more companies are fighting to recruit the best talent, our team have built up a lot of experience in making sure that our clients' employer brands are developed effectively (to consider the factors that will attract and retain staff). We have case studies of working with corporates and SMEs in helping them draw up their employer branding proposition.

We are able to contribute immense value to our clients in delivering their employer branding to their target candidates in the way that we advertise their roles, talk to candidates and promote their business.





**Brewster
Partners™**

Accountancy
& Finance
Recruitment

Accountancy & Finance Recruitment Salary Report 2020

Yorkshire, Humber and East Midlands Regions

Offices in:

Yorkshire and Humber

Doncaster

+44 (0)1302 308 040

Leeds

+44 (0)113 834 3170

Sheffield

+44 (0)114 399 0590

Midlands

Castle Donington

+44 (0)1332 982 010

 info@brewsterpartners.co.uk

 www.brewsterpartners.co.uk

