



Salary Guide H1 2024

Accounts & Outsourcing

**Public Practice
UK**

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Building Better Futures

Thank you for downloading Ambition's Accounts & Outsourcing Salary Guide for H1 2024.

There is no denying that 2023 was a very different, prosperous, but in some cases, challenging year.

With so much recruitment taking place, and with firms trying to take market share from others through lack of people power, there was, unsurprisingly, more consolidation.

While job numbers were lower in 2023 vs 2022, the level of consistency across Accounts, especially at Manager/Reviewing level, has remained strong and this had an interesting impact on the market.

There was an overall reduction in 'counter-offers', replaced by a move by employers to ensure that people were paid in line with market conditions and we saw a large increase in salaries across the board, and particularly from that 'reviewing' level.

The jobs market in 2024

There is huge confidence in Chartered Accountancy as a sector with significant private equity investment, mergers and acquisitions taking place and the above inflation percentage increases in fees have bucked previous markets testing conditions.

This has meant that the thirst for capable staff is still extremely high and with accounting standards coming under much more scrutiny, jobs have been tougher to land.

Hybrid working

We have seen another interesting shift in the market in the past 12 months, with firms asking their staff to be in the office for 3+ days per week, and increasing face time with their clients. This has not proved to be a barrier to hiring.

In summary

The clamour for talent in 2023 remained high, job numbers were consistent, albeit with a marginal decrease in volume, and despite the economy and growth of AI, the outlook for professional services in 2024 is excellent.

The role of an accountant has arguably never been more important than it is right now, and that value is being recognised across the sector.

We are happy to discuss our salary guide with you in more detail if you so wish. Feel free to reach out to one of our consultants for advice, the contact details can be found at the end of this report.

Best wishes,

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Accounts - H1 2024

(Basic salary only)

Job title	Annual salary range (£)		
	Lower	Average	Upper
Entry Level	22k	24k	27k
1-2 Years	25k	28k	33k
2-3 Years	30k	35k	40k
Qualified Senior	43k	52k	55k
Assistant Manager / Supervisor	50k	55k	60k
Manager	55k	65k	80k
Senior Manager	65k	78k	90k
Director	85k	95k	110k
Salaried Partner	110k	120k	150k+

Outsourcing - H1 2024

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Entry Level	22k	24k	27k
1-2 Years	25k	28k	33k
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Manager	55k	65k	80k
Senior Manager	65k	78k	90k
Director	85k	95k	110k
Salaried Partner	110k	120k	150k+

The Ambition Accounts & Outsourcing Team

If you have any questions about salaries or would like any market information, please do get in touch with the team below:



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