

ambition

Salary Guide

Insolvency & Restructuring

UK

HR
2025



Salary Guide Contents

Market update	3
London	4
Essex, Kent & Home Counties	5
South West England	6
Southampton & Brighton	7
Birmingham & Midlands	8
Manchester, Leeds, Lancashire & Yorkshire	9
East Anglia	10
Scotland Central Belt	11
Caribbean	12
Remote working	13
Contacts	14

Market Update

Welcome to our Insolvency & Restructuring salary guide for H2 2025.

This guide offers a useful reference point for understanding current salary trends, but it should not be considered a replacement for personalised salary advice.

If you are looking to benchmark salaries, either for yourself or for your organisation, we recommend speaking with us directly.

Market rates are influenced by a range of factors beyond location alone, making it impossible to capture every individual's true market value within the scope of this guide.

As noted in our previous edition, salary bands remain unchanged. This reflects continued stability in the insolvency and restructuring market, where salary levels have broadly levelled off following the exceptional hiring activity seen between 2021 and 2024.

While there have been occasional cases of firms offering above-band salaries to secure specific talent, these instances remain the exception rather than the rule and do not reflect a broader shift in market rates.

Although recruitment has eased from the heightened levels of the post-COVID period, the market remains active and current conditions should not be mistaken for a downturn.

As always, if you would like tailored salary advice or a deeper insight on market conditions, our team would be happy to assist on a confidential basis. You can find our contact details on page 14 of this guide.

Contact



Harman Dhillon

Principal Consultant
Senior appointments

harman.dhillon@ambition.co.uk
0207 430 7278



H2 2025

Insolvency & Restructuring salaries

London

Job Title	Annual Salary Range (£)
Director*	100K - 125K
Senior Manager	75K - 95K
Manager (JIEB qualified)	65K - 70K
Manager (No JIEB)	60K - 70K
Assistant Manager	55K - 60K
Senior Administrator (ACA/ACCA)	47K - 55K
Senior Administrator (CPI or QBE)	40K - 50K
Administrator (CPI)	35K - 40K
Administrator (No qualifications)	30K - 38K
Junior Administrator	25K - 30K
Senior Cashier	30K - 42K
Junior Cashier	24K - 28K

*** Notes about salary table:**

* Advisable to be able to pay an additional 5-10% on top of this band for an exceptional Director who has the capabilities to generate fees.

The salary ranges given are only approximate guides. For tailored salary advice, please contact us directly.

1. Combinations of JIEB and ACA/ACCA qualifications will positively affect salaries.
2. Particular skillsets (Informal Restructuring Advisory/Distressed M&A) will positively affect expected salaries.
3. Big 4 and top tier restructuring practices to pay on average 15-20% more on base salary at Manager level, 20-25% more at Senior Manager grade and 25-30% higher base pay at Director level.
4. 12-month base salaries are assumed.
5. All other benefits and bonuses are in addition to these figures.
6. Bonus ranges can vary significantly from company to company and will be influenced by market conditions, business and individual performances.



H2 2025

Insolvency & Restructuring salaries

Essex, Kent & Home Counties

Job Title	Annual Salary Range (£)
Director*	80K - 100K
Senior Manager	70K - 80K
Manager (JIEB qualified)	60K - 68K
Manager (No JIEB)	55K - 65K
Assistant Manager	45K - 55K
Senior Administrator (ACA/ACCA)	40K - 45K
Senior Administrator (CPI or QBE)	38K - 44K
Administrator (CPI)	33K - 37K
Administrator (No qualifications)	30K - 35K
Junior Administrator	22K - 28K
Senior Cashier	28K - 36K
Junior Cashier	24K - 28K

* Notes about salary table:

* Advisable to be able to pay an additional 5-10% on top of this band for an exceptional Director who has the capabilities to generate fees.

The salary ranges given are only approximate guides. For tailored salary advice, please contact us directly.

1. Combinations of JIEB and ACA/ACCA qualifications will positively affect salaries.
2. Particular skillsets (Informal Restructuring Advisory/Distressed M&A) will positively affect expected salaries.
3. Big 4 and top tier restructuring practices to pay on average 15-20% more on base salary at Manager level, 20-25% more at Senior Manager grade and 25-30% higher base pay at Director level.
4. 12-month base salaries are assumed.
5. All other benefits and bonuses are in addition to these figures.
6. Bonus ranges can vary significantly from company to company and will be influenced by market conditions, business and individual performances.



H2 2025

Insolvency & Restructuring salaries

South West England

Job Title	Annual Salary Range (£)
Director*	75K - 95K
Senior Manager	65K - 75K
Manager (JIEB qualified)	55K - 65K
Manager (No JIEB)	55K - 60K
Assistant Manager	45K - 55K
Senior Administrator (ACA/ACCA)	35K - 45K
Senior Administrator (CPI or QBE)	35K - 42K
Administrator (CPI)	32K - 35K
Administrator (No qualifications)	28K - 32K
Junior Administrator	25K - 28K
Senior Cashier	30K - 34K
Junior Cashier	24K - 26K

* Notes about salary table:

* Advisable to be able to pay an additional 5-10% on top of this band for an exceptional Director who has the capabilities to generate fees.

1. The salary ranges given are only approximate guides. For tailored salary advice, please contact us directly.
2. Combinations of JIEB and ACA/ACCA qualifications will positively affect salaries.
3. Particular skillsets (Informal Restructuring Advisory/Distressed M&A) will positively affect expected salaries.
4. Big 4 and top tier restructuring practices to pay on average 15-20% more on base salary at Manager level, 20-25% more at Senior Manager grade and 25-30% higher base pay at Director level.
5. 12-month base salaries are assumed.
6. All other benefits and bonuses are in addition to these figures.
7. Bonus ranges can vary significantly from company to company and will be influenced by market conditions, business and individual performances.



H2 2025

Insolvency & Restructuring salaries

Southampton & Brighton

Job Title	Annual Salary Range (£)
Director*	75K - 95K
Senior Manager	65K - 75K
Manager (JIEB qualified)	55K - 65K
Manager (No JIEB)	55K - 60K
Assistant Manager	45K - 55K
Senior Administrator (ACA/ACCA)	40K - 45K
Senior Administrator (CPI or QBE)	35K - 42K
Administrator (CPI)	30K - 35K
Administrator (No qualifications)	28K - 32K
Junior Administrator	25K - 28K
Senior Cashier	30K - 34K
Junior Cashier	24K - 26K

* Notes about salary table:

* Advisable to be able to pay an additional 5-10% on top of this band for an exceptional Director who has the capabilities to generate fees.

1. The salary ranges given are only approximate guides. For tailored salary advice, please contact us directly.
2. Combinations of JIEB and ACA/ACCA qualifications will positively affect salaries.
3. Particular skillsets (Informal Restructuring Advisory/Distressed M&A) will positively affect expected salaries.
4. Big 4 and top tier restructuring practices to pay on average 15-20% more on base salary at Manager level, 20-25% more at Senior Manager grade and 25-30% higher base pay at Director level.
5. 12-month base salaries are assumed.
6. All other benefits and bonuses are in addition to these figures.
7. Bonus ranges can vary significantly from company to company and will be influenced by market conditions, business and individual performances.



H2 2025

Insolvency & Restructuring salaries

Birmingham & Midlands

Job Title	Annual Salary Range (£)
Director*	90K - 115K
Senior Manager	68K - 88K
Manager (JIEB qualified)	55K - 65K
Manager (No JIEB)	52K - 62K
Assistant Manager	45K - 50K
Senior Administrator (ACA/ACCA)	40K - 45K
Senior Administrator (CPI or QBE)	38K - 45K
Administrator (CPI)	32K - 36K
Administrator (No qualifications)	26K - 32K
Junior Administrator	26K - 28K
Senior Cashier	30K - 34K
Junior Cashier	24K - 26K

*** Notes about salary table:**

* Advisable to be able to pay an additional 5-10% on top of this band for an exceptional Director who has the capabilities to generate fees.

1. The salary ranges given are only approximate guides. For tailored salary advice, please contact us directly.
2. With regards to the higher end of the salary bandings, this will predominantly be driven by qualifications including CPI and ACA/ACCA.
3. Particular skillsets (Informal Restructuring Advisory/Distressed M&A) will positively affect expected salaries.
4. Big 4 and top tier restructuring practices to pay on average 15-20% more on base salary at Manager level, 20-25% more at Senior Manager grade and 25-30% higher base pay at Director level.
5. 12-month base salaries are assumed.
6. All other benefits and bonuses are in addition to these figures.
7. Bonus ranges can vary significantly from company to company and will be influenced by market conditions, business and individual performances.
- 8.



H2 2025

Insolvency & Restructuring salaries

Manchester, Leeds, Lancashire & Yorkshire

Job Title	Annual Salary Range (£)
Director*	80K - 105K
Senior Manager	68K - 78K
Manager (JIEB qualified)	58K - 68K
Manager (No JIEB)	48K - 60K
Assistant Manager	45K - 52K
Senior Administrator (ACA/ACCA)	40K - 50K
Senior Administrator (CPI or QBE)	37K - 45K
Administrator (CPI)	32K - 35K
Administrator (No qualifications)	27K - 35K
Junior Administrator	22K - 27K
Senior Cashier	30K - 34K
Junior Cashier	24K - 26K

* Notes about salary table:

* Advisable to be able to pay an additional 5-10% on top of this band for an exceptional Director who has the capabilities to generate fees.

1. The salary ranges given are only approximate guides. For tailored salary advice, please contact us directly.
2. With regards to the higher end of the salary bandings, this will predominantly be driven by qualifications including CPI and ACA/ACCA.
3. Particular skillsets (Informal Restructuring Advisory/Distressed M&A) will positively affect expected salaries.
4. Big 4 and top tier restructuring practices to pay on average 15-20% more on base salary at Manager level, 20-25% more at Senior Manager grade and 25-30% higher base pay at Director level.
5. 12-month base salaries are assumed.
6. All other benefits and bonuses are in addition to these figures.
7. Bonus ranges can vary significantly from company to company and will be influenced by market conditions, business and individual performances.



H2 2025

Insolvency & Restructuring salaries

East Anglia

Job Title	Annual Salary Range (£)
Director*	80K - 105K
Senior Manager	68K - 78K
Manager (JIEB qualified)	58K - 68K
Manager (No JIEB)	48K - 58K
Assistant Manager	42K - 47K
Senior Administrator (ACA/ACCA)	40K - 45K
Senior Administrator (CPI or QBE)	37K - 45K
Administrator (CPI)	32K - 36K
Administrator (No qualifications)	27K - 34K
Junior Administrator	24K - 27K
Senior Cashier	28K - 36K
Junior Cashier	24K - 28K

* Notes about salary table:

* Advisable to be able to pay an additional 5-10% on top of this band for an exceptional Director who has the capabilities to generate fees.

1. The salary ranges given are only approximate guides. For tailored salary advice, please contact us directly.
2. With regards to the higher end of the salary bandings, this will predominantly be driven by qualifications including CPI and ACA/ACCA.
3. Particular skillsets (Informal Restructuring Advisory/Distressed M&A) will positively affect expected salaries.
4. Big 4 and top tier restructuring practices to pay on average 15-20% more on base salary at Manager level, 20-25% more at Senior Manager grade and 25-30% higher base pay at Director level.
5. 12-month base salaries are assumed.
6. All other benefits and bonuses are in addition to these figures.
7. Bonus ranges can vary significantly from company to company and will be influenced by market conditions, business and individual performances.



H2 2025

Insolvency & Restructuring salaries

Scotland Central Belt

Job Title	Annual Salary Range (£)
Director*	90K - 115K
Senior Manager	70K - 88K
Manager (JIEB qualified)	62K - 67K
Manager (No JIEB)	54K - 62K
Assistant Manager	46K - 52K
Senior Administrator (ACA/ACCA)	42K - 47K
Senior Administrator (CPI or QBE)	39K - 47K
Administrator (CPI)	32K - 36K
Administrator (No qualifications)	26K - 32K
Junior Administrator	24K - 28K
Senior Cashier	26K - 36K
Junior Cashier	22K - 25K

* Notes about salary table:

* Advisable to be able to pay an additional 5-10% on top of this band for an exceptional Director who has the capabilities to generate fees.

1. The salary ranges given are only approximate guides. For tailored salary advice, please contact us directly.
2. With regards to the higher end of the salary bandings, this will predominantly be driven by qualifications including CPI and ACA/ACCA.
3. Particular skillsets (Informal Restructuring Advisory/Distressed M&A) will positively affect expected salaries.
4. Big 4 and top tier restructuring practices to pay on average 15-20% more on base salary at Manager level, 20-25% more at Senior Manager grade and 25-30% higher base pay at Director level.
5. 12-month base salaries are assumed.
6. All other benefits and bonuses are in addition to these figures.
7. Bonus ranges can vary significantly from company to company and will be influenced by market conditions, business and individual performances.



H2 2025

Insolvency & Restructuring salaries

Caribbean (\$)

Job Title	Annual Salary Range (\$)
Director*	150K+
Senior Manager	110K - 150K
Manager	95K - 110K
Assistant Manager	80K - 95K
Senior Administrator (ACA/ACCA)	70K - 80K

*** Notes about salary table:**

* Salaries will vary dependent on individual islands in the Caribbean. Where certain islands have higher salary bandings it should be expected that this will be in line with a higher cost of living.

When relocating to the Caribbean costs of relocation may be covered by employers but the size of package will vary depending on firm and level of the employee.

If this is something you are interested in exploring, we strongly advise reaching out to our team for further advice and guidance.



Remote Work Considerations for Insolvency Professionals

For those seeking remote work opportunities, it's important to understand how salary structures might differ from traditional in-office roles.

Whilst remote work offers flexibility and the potential to work from any location, the salaries for these positions are primarily influenced by the location of the hiring firm rather than the candidate's own location.

Key Factors Influencing Remote Work Salaries:

- **Location of the Hiring Firm:**

The primary determinant of salary for remote roles is the geographical location of the firm offering the position.

Firms based in regions such as London and the South East, typically offer higher salaries compared to those based in other regions like the Midlands, North, or Scotland.

- **Experience Level:**

As with office-based roles, the type and level of experience plays a crucial role in determining salary. More experienced professionals with a proven track record of handling insolvency cases will be able to command higher salaries.

- **Professional Qualifications:**

Holding qualifications such as CPI, CII, JIEB, ACA or ACCA are also taken into account. These qualifications provide reassurance to prospective employers regarding the candidate's capabilities to perform effectively in the role.

- **Overall Fit for the Company:**

Employers also consider how well the candidate fits with the company's culture, values, and specific job requirements. A particularly strong fit can sometimes lead to more attractive salary offers.

The Ambition Insolvency & Restructuring Team

If you have any questions about the report or would like to book in a consultation to talk about how the report and salary guide applies to your firm, please do get in touch with the team below:



Tanzim Khan

Managing Consultant
Offshore appointments

tanzim.khan@ambition.co.uk
020 7430 7282



Harman Dhillon

Principal Consultant
Senior appointments

harman.dhillon@ambition.co.uk
0207 430 7278



Kevin Barocas

Consultant
Junior appointments

kevin.barocas@ambition.co.uk
020 7430 7232



Rosa Foley

Consultant
Mid-Level appointments

rosa.foley@ambition.co.uk
020 7430 7231

Alternatively, you can contact the team at: insolvency@ambition.co.uk

or call us on: 020 7404 4004

View our latest roles here: www.ambition.co.uk