



ACCOUNTING & FINANCE SALARY & BENEFITS GUIDE 2026

Your benchmark for today's accounting and finance market.

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Introduction

MORE THAN JUST YOUR SALARY



The Accountancy & Finance sector continues to evolve, shaped by economic pressure, shifting workplace expectations, and increased competition for experienced talent.

This guide brings together insights from our network of finance professionals across a wide range of roles and experience levels, offering a clear and balanced view of what employers are offering and what candidates are looking for as we move into 2026.

Whether you are benchmarking your team's compensation and benefits or considering your next career move, this report provides an evidence-based look at pay trends, motivations, flexible working expectations, and the factors influencing movement across the finance market today.

Overview

The data shows a finance market influenced by rising expectations around flexibility and career progression, and significant salary pressure at senior levels.

The dataset is heavily weighted to experienced professionals (a large cohort reporting 20+ years' experience), which gives reliable insight into what power-players in the finance function are now looking for.

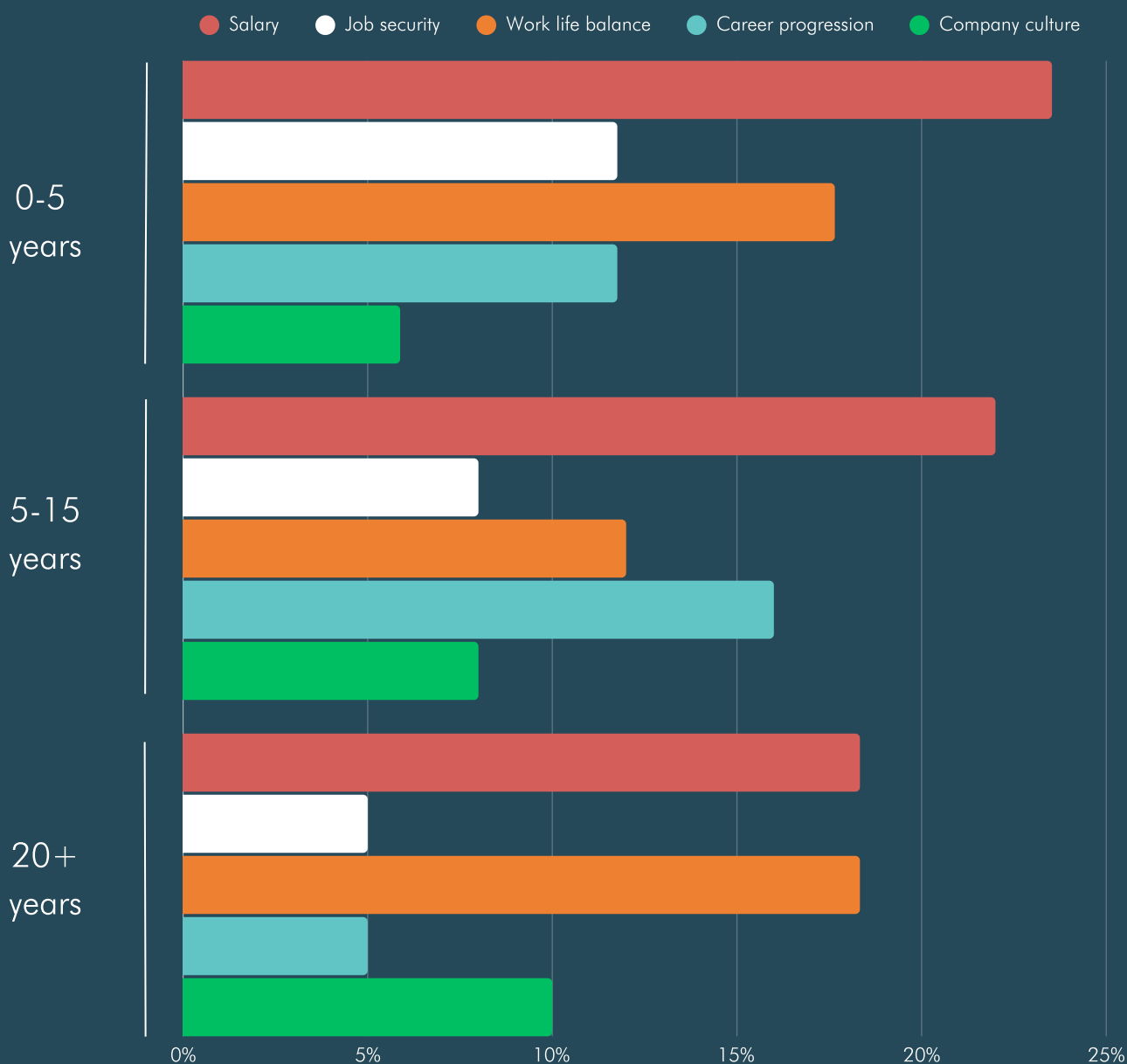
Key drivers of movement are workplace flexibility, pay alignment with responsibility, and transparent progression.

Employers who combine competitive pay with hybrid working, CPD investment and clear development pathways, will be best placed to attract and retain senior finance talent in 2026.



Key motivators

For many mid-senior professionals, flexibility and balance closely sit just behind salary as the primary motivation to move. However, for senior hires (Heads, Directors), salary alignment with responsibility remains highly important. Career progression sits at the number 2 spot for mid - senior level from 16% of the respondents.



Benefits preferences

Across the dataset the benefits that make the largest difference in recruitment and retention are stated below, in order. It seems that benefits packages are most effective when combined: a modest salary premium plus strong flexibility and clear development opportunities often beats salary alone.

- 1st Flexible/remote working options
- 2nd Private healthcare
- 3rd Performance-related bonuses
- 4th Enhanced pension contributions
- 5th Professional development
- 6th Wellbeing support
- 7th Enhanced maternity/paternity leave





Retention risk indicators

Survey responses and trend analysis highlight the following retention risks:

High risk:

Roles where responsibilities have grown without pay adjustment (Finance Managers doing Controller duties); senior professionals in SMEs who have reached salary ceilings.

Medium risk:

Teams lacking clear progression paths; roles requiring rigid in-office attendance.

Lower risk:

Organisations offering hybrid working, CPD investment and transparent pay frameworks.



Interested to learn more?

Want to see more data surrounding work patterns, benefits and key motivators? Drop us an email on marketing@huntress.co.uk.



**THE SALARY GUIDE:
WHAT COMPETITIVE
PAY LOOKS LIKE.**



LONDON

Non - Qualified	Minimum	Average	Maximum
Accounts Payable Assistant	£26,000	£31,000	£35,000
Accounts Payable Supervisor	£26,000	£31,000	£35,000
Accounts Payable Manager	£26,000	£31,000	£35,000
Accounts Receivable Assistant	£26,000	£31,000	£35,000
Accounts Receivable Supervisor	£26,000	£31,000	£35,000
Accounts Receivable Manager	£26,000	£31,000	£35,000
Credit Controller	£26,000	£31,000	£35,000
Accounts Assistant/Bookkeeper	£26,000	£31,000	£35,000
Assistant Accountant	£26,000	£31,000	£35,000
Payroll Manager	£26,000	£31,000	£35,000
Financial Analyst	£26,000	£31,000	£35,000

LONDON

Qualified	Minimum	Average	Maximum
Management Accountant	£60,000	£65,000	£85,000
Financial Accountant	£55,000	£65,000	£80,000
Finance Business Partner	£60,000	£71,500	£80,000
Finance Manager	£62,000	£69,000	£80,000+
Financial Controller	£75,000	£92,500	£140,000
Head of FP&A	£90,000	£100,000	£140,000
Head of Finance	£90,000	£100,000	£150,000
Finance Director	£100,000	£110,000	£200,000

0-2 years PQE	Minimum	Average	Maximum
ACA Newly-Qualified	£60,000	£65,000	£85,000
ACCA/CIMA Newly-Qualified	£55,000	£65,000	£80,000

THAMES VALLEY & SURREY

Non - Qualified	Minimum	Average	Maximum
Accounts Payable Assistant	£25,000	£28,000	£32,000
Accounts Payable Supervisor	£30,000	£35,000	£40,000
Accounts Payable Manager	£40,000	£45,000	£50,000
Accounts Receivable Assistant	£26,000	£30,000	£35,000
Accounts Receivable Supervisor	£32,000	£35,000	£40,000
Accounts Receivable Manager	£40,000	£45,000	£50,000
Credit Controller	£28,000	£32,000	£35,000
Accounts Assistant/Bookkeeper	£28,000	£32,000	£35,000
Assistant Accountant	£32,000	£36,000	£42,000
Payroll Manager	£35,000	£45,000	£55,000
Financial Analyst	£35,000	£45,000	£65,000

THAMES VALLEY & SURREY

Qualified	Minimum	Average	Maximum
Management Accountant	£55,000	£60,000	£65,000
Financial Accountant	£55,000	£60,000	£65,000
Finance Business Partner	£60,000	£65,000	£75,000
Finance Manager	£50,000	£55,000	£65,000
Financial Controller	£65,000	£75,000	£85,000
Head of FP&A	£85,000	£100,000	£120,000
Head of Finance	£65,000	£80,000	£100,000
Finance Director	£100,000	£125,000	£150,000

0-2 years PQE	Minimum	Average	Maximum
ACA Newly-Qualified	£55,000	-	-
ACCA/CIMA Newly-Qualified	£55,000	-	-

ESSEX & HERTFORDSHIRE

Non - Qualified	Minimum	Average	Maximum
Accounts Payable Assistant	£25,000	£28,000	£32,000
Accounts Payable Supervisor	£30,000	£35,000	£40,000
Accounts Payable Manager	£40,000	£45,000	£50,000
Accounts Receivable Assistant	£26,000	£30,000	£35,000
Accounts Receivable Supervisor	£33,000	£35,000	£40,000
Accounts Receivable Manager	£40,000	£45,000	£50,000
Credit Controller	£29,000	£32,000	£35,000
Accounts Assistant/Bookkeeper	£28,000	£32,000	£35,000
Assistant Accountant	£33,000	£36,000	£42,000
Payroll Manager	£35,000	£45,000	£55,000
Financial Analyst	£38,000	£45,000	£50,000

ESSEX & HERTFORDSHIRE

Qualified	Minimum	Average	Maximum
Management Accountant	£45,000	£50,000	£60,000
Financial Accountant	£55,000	£60,000	£65,000
Finance Business Partner	£60,000	£65,000	£75,000
Finance Manager	£45,000	£50,000	£55,000
Financial Controller	£60,000	£70,000	£80,000
Head of FP&A	£72,000	£90,000	£100,000
Head of Finance	£65,000	£80,000	£90,000
Finance Director	£100,000	£125,000	£150,000

0-2 years PQE	Minimum	Average	Maximum
ACA Newly-Qualified	-	-	-
ACCA/CIMA Newly-Qualified	-	-	-

Working with Huntress



Sarah McKechnie - Head of Accountancy & Finance Recruitment

With over 20 years experience working with Accountancy & Finance professionals across the Thames Valley I now head up the Huntress Accountancy & Finance team based in Bracknell. I source the best finance professionals, priding myself on a consultative and tailored approach, aiding both clients and candidates through every step of the recruitment process, and in-turn building lasting relationships throughout their careers.

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Ellis King - Head of Accountancy & Finance Recruitment – London

I've been working for Huntress for over 10 years. My expertise lie within delivering niche permanent and contract talent into the Accounting & Finance field, working with a wide variety of VC backed portfolio companies.

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Kate Ellis - Head of Accountancy & Finance Recruitment – Essex & Hertfordshire

I specialise in placing both temporary and permanent Accountancy & Finance professionals across Essex and Hertfordshire, supporting clients with short-term cover as well as long-term recruitment needs. I work with a broad range of organisations, recruiting for roles from part-qualified accountants to senior finance leaders.

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