

# SHERIDAN MAINE

Accounting, Audit & Tax Recruitment

## SALARY GUIDE

2026 / 27

### **Newbury & Thames Valley**

Accounting, Audit & Tax Recruitment

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# Your regional benchmark



## TALENT IS STILL SCARCE.

Demand for qualified and specialist finance talent remains high. Competition for the right people is strongest in audit, tax, FP&A, transformation and technical finance.



59% of hiring leaders cite high competition for similar skills as a top challenge.



## DIGITAL CAPABILITY DRIVES VALUE.

AI, automation, cloud ERP, Power BI and data analytics are differentiating candidates at every level. Employers are willing to pay more for proven digital and commercial impact.



Digital and transformation skills are now a top 3 factor in hiring decisions.



## FLEXIBILITY WIDENS CHOICE.

Hybrid working puts talent in a wider market. Professionals compare local roles with opportunities across neighbouring markets. Flexibility influences attraction and retention.



85% of candidates say hybrid or remote working influences whether they join or stay.



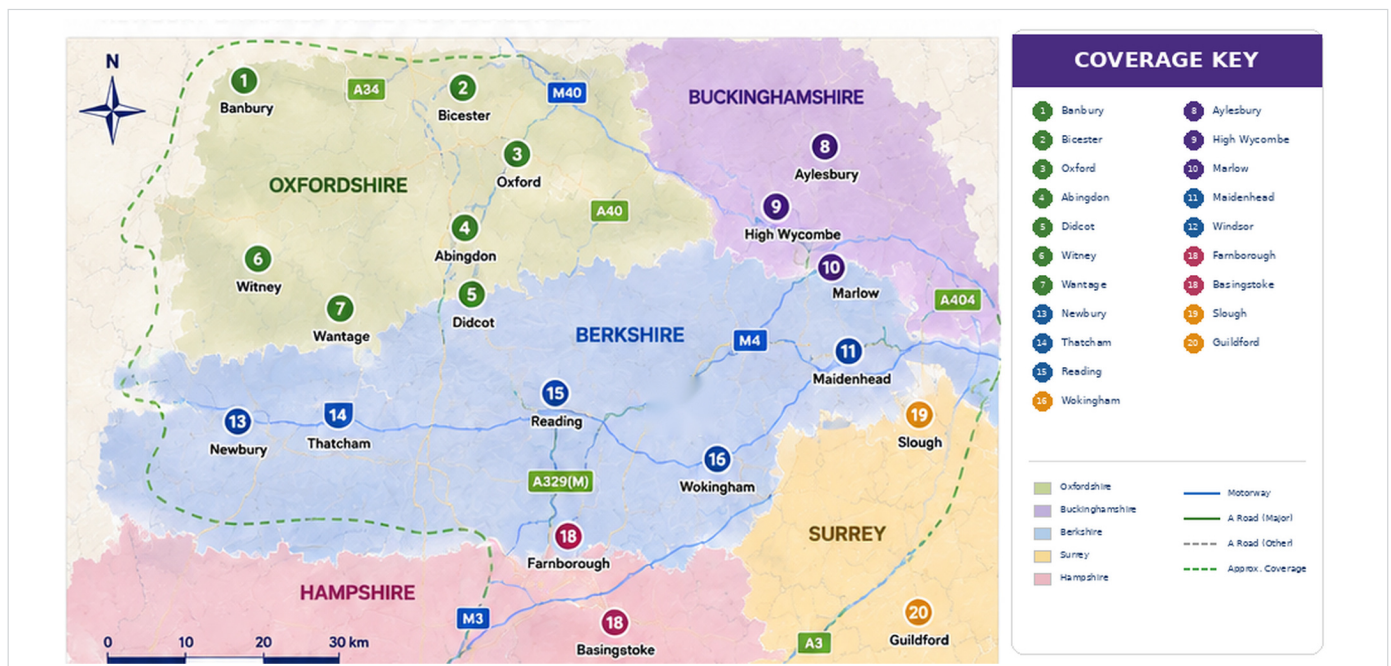
## ACTION BEATS INTENTION.

Employers planning salary increases of 6–10% and offering clear progression, strong benefits and flexible working policies are winning mandates and securing talent.



41% of employers plan salary increases in the 6–10% range during 2026.

## NEWBURY & THAMES VALLEY COVERAGE AREA



## THREE QUICK WAYS TO PUT THE GUIDE TO WORK



### SALARY HEALTH CHECK

Benchmark your current salary or hiring budget against the market.



### UK HIRING HEADS SURVEY

See what UK accounting, audit and tax hiring leaders are reporting on pay, skills, retention and recruitment pressure.



### UK CANDIDATE EXPECTATIONS SURVEY

See what accounting, audit and tax professionals say matters most when choosing whether to join or stay.



# Salary benchmarks

Indicative base salary ranges for accounting, audit and tax roles. Adjust for remit, qualification, sector, business size and working pattern.

## Transactional & early career finance

| Role                                | Typical base salary |
|-------------------------------------|---------------------|
| Accounts Administrator              | £26,000 - £28,000   |
| Accounts Assistant                  | £26,000 - £33,000   |
| Accounts Payable / Receivable Clerk | £26,000 - £35,000   |
| Credit Controller                   | £30,000 - £39,000   |
| Payroll Specialist                  | £27,000 - £40,000   |
| Bookkeeper                          | £30,000 - £40,000   |
| Assistant Accountant                | £32,000 - £40,000   |
| Transactional Finance Manager       | £40,000 - £55,000   |

## Qualified & commercial finance

| Role                                             | Typical base salary |
|--------------------------------------------------|---------------------|
| Part-Qualified Management Accountant             | £38,000 - £48,000   |
| Management Accountant                            | £45,000 - £59,000   |
| Financial Accountant                             | £48,000 - £65,000   |
| Project / Year-End Accountant                    | £49,000 - £65,000   |
| Financial Analyst                                | £45,000 - £61,000   |
| FP&A Analyst                                     | £48,000 - £65,000   |
| Finance Business Partner / Commercial Accountant | £55,000 - £73,000   |
| Systems / Finance Transformation Accountant      | £55,000 - £77,000   |
| Treasury Accountant                              | £50,000 - £69,000   |

## Finance leadership

| Role                           | Typical base salary  |
|--------------------------------|----------------------|
| Finance Manager                | £55,000 - £72,000    |
| FP&A Manager                   | £65,000 - £85,000    |
| Commercial Finance Manager     | £65,000 - £86,000    |
| Financial Controller           | £70,000 - £95,000    |
| Group Financial Controller     | £80,000 - £106,000   |
| Finance Director               | £95,000 - £136,000   |
| Chief Financial Officer        | £121,000 - £181,000+ |
| Head of Finance Transformation | £85,000 - £125,000   |

## Audit, tax & accountancy practice

| Role                                | Typical base salary |
|-------------------------------------|---------------------|
| Semi Senior                         | £32,000 - £42,000   |
| Accounts Senior / Senior Accountant | £36,000 - £48,000   |
| Audit Senior                        | £40,000 - £53,000   |
| Accounts / Audit Assistant Manager  | £46,000 - £60,000   |



| Role                 | Typical base salary      |
|----------------------|--------------------------|
| Audit Manager        | £60,000 - £76,000        |
| Senior Audit Manager | £70,000 - £88,000        |
| Tax Senior           | £36,000 - £48,000        |
| Tax Manager          | £55,000 - £72,000        |
| Senior Tax Manager   | £68,000 - £88,000        |
| Director             | £90,000 - £125,000       |
| Partner              | £110,000+ / profit share |

## Temporary & interim

| Role                               | Typical base salary    |
|------------------------------------|------------------------|
| Accounts Assistant / Transactional | £175 - £225 per day    |
| Part-Qualified Accountant          | £225 - £325 per day    |
| Qualified Accountant / Analyst     | £300 - £425 per day    |
| Finance Manager                    | £375 - £525 per day    |
| FP&A / Commercial Finance Manager  | £450 - £600 per day    |
| Financial Controller               | £500 - £700 per day    |
| Finance Director                   | £625 - £875 per day    |
| Chief Financial Officer            | £775 - £1,000+ per day |
| Audit / Tax Manager                | £375 - £575 per day    |

Rates vary by assignment length, urgency, IR35 status and specialist requirement.

## THE COMPLETE PACKAGE

Twenty elements that help shape a compelling employment proposition.



Sources & further insight: Sheridan Maine - Salary Health Check - Latest News & Insights - UK Hiring Heads Survey - UK Candidate Expectations Survey - Temps & Interims Survey