

SHERIDAN MAINE

Accounting, Audit & Tax Recruitment

SALARY GUIDE

2026 / 27

Southampton & The South East

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.

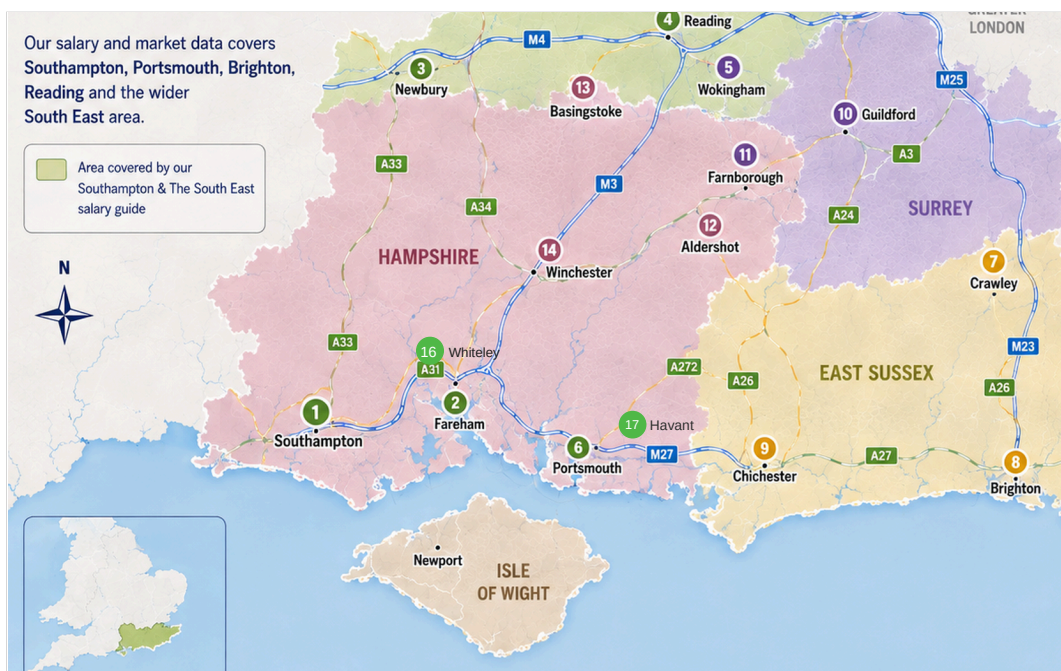
Employers planning salary increases of 6–10% and offering clear progression, strong benefits and flexible working policies are winning mandates and securing talent.



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

SOUTHAMPTON & THE SOUTH EAST COVERAGE AREA

Our salary and market data covers Southampton, Portsmouth, Brighton, Reading and the wider South East area.



COVERAGE KEY

- | | |
|---------------|----------------|
| 1 Southampton | 10 Guildford |
| 2 Fareham | 11 Farnborough |
| 3 Newbury | 12 Aldershot |
| 4 Reading | 13 Basingstoke |
| 5 Wokingham | 14 Winchester |
| 6 Portsmouth | 15 Windsor |
| 7 Crawley | 16 Whiteley |
| 8 Brighton | 17 Havant |
| 9 Chichester | |

- | | |
|---------------|----------------|
| Berkshire | Hampshire |
| Surrey | West Sussex |
| East Sussex | Isle of Wight |
| | |
| Berkshire | |
| Hampshire | |
| Surrey | |
| West Sussex | |
| East Sussex | |
| Isle of Wight | |
| | Motorway |
| | A Road (Major) |
| | A Road (Other) |

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	£27,000 - £32,000
Accounts Assistant	£28,000 - £35,000
Accounts Payable / Receivable Clerk	£28,000 - £36,000
Credit Controller	£29,000 - £37,000
Payroll Specialist	£31,000 - £42,000
Bookkeeper	£29,000 - £38,000
Assistant Accountant	£31,000 - £38,000
Transactional Finance Manager	£42,000 - £54,000

Qualified & commercial finance

Role	Typical base salary
Part-Qualified Management Accountant	£37,000 - £46,000
Management Accountant	£43,000 - £56,000
Financial Accountant	£48,000 - £65,000
Project / Year-End Accountant	£49,000 - £65,000
Financial Analyst	£45,000 - £60,000
FP&A Analyst	£48,000 - £62,000
Finance Business Partner / Commercial Accountant	£53,000 - £70,000
Systems / Finance Transformation Accountant	£53,000 - £73,000
Treasury Accountant	£48,000 - £68,000

Finance leadership

Role	Typical base salary
Finance Manager	£53,000 - £69,000
FP&A Manager	£62,000 - £82,000
Commercial Finance Manager	£62,000 - £82,000
Financial Controller	£67,000 - £91,000
Group Financial Controller	£76,000 - £101,000
Finance Director	£91,000 - £130,000
Chief Financial Officer	£116,000 - £173,000+
Head of Finance Transformation	£82,000 - £120,000

Audit, tax & accountancy practice

Role	Typical base salary
Semi Senior	£31,000 - £41,000
Accounts Senior / Senior Accountant	£35,000 - £47,000
Audit Senior	£39,000 - £52,000
Accounts / Audit Assistant Manager	£45,000 - £59,000



Role	Typical base salary
Audit Manager	£58,000 - £74,000
Senior Audit Manager	£68,000 - £86,000
Tax Senior	£35,000 - £47,000
Tax Manager	£53,000 - £70,000
Senior Tax Manager	£66,000 - £85,000
Director	£88,000 - £122,000
Partner	£108,000+ / profit share

Temporary & interim

Role	Typical base salary
Accounts Assistant / Transactional	£150 - £225 per day
Part-Qualified Accountant	£225 - £325 per day
Qualified Accountant / Analyst	£300 - £425 per day
Finance Manager	£375 - £500 per day
FP&A / Commercial Finance Manager	£450 - £575 per day
Financial Controller	£475 - £700 per day
Finance Director	£600 - £850 per day
Chief Financial Officer	£775 - £975+ per day
Audit / Tax Manager	£375 - £550 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.



COMPETITIVE PAY



FLEXIBLE WORKING



CAREER PROGRESSION



PROFESSIONAL
DEVELOPMENT



PENSION



ANNUAL LEAVE



BONUS & REWARD



PRIVATE HEALTHCARE



WELLBEING SUPPORT



WORK-LIFE BALANCE



STRONG LEADERSHIP



JOB SECURITY



MODERN TECHNOLOGY



STUDY SUPPORT



MENTORING



LIFE ASSURANCE



INCOME PROTECTION



FAMILY-FRIENDLY
BENEFITS



TRAVEL SUPPORT



BENEFIT CHOICE

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