

GOODMAN
—MASSON

2026
Salary Guide

Banking & Financial Services



Contents

Welcome	03
What's Shaping Financial Services Recruitment in 2026?	04
Caution, Compliance and Specialist Demand	05
Salaries	06
Accounting & Finance	07
Actuarial	10
Banking	11
Change Management	12
Compliance	15
Distribution & Capital Raising	16
Investment Management	17
Operations	23
Product Control & Valuations	24
Tax	27
Treasury	28
Precision Matters in Financial Services Hiring	30

Welcome to our Salary & Hiring Guide for Banking & Financial Services.

Across the City and the wider UK, firms continue to navigate a complex hiring landscape shaped by economic pressure, regulatory change, and rapid advances in technology. From the rise of private credit to the increasing use of AI and automation, changing expectations bring new challenges and opportunities for both employers and candidates.

This guide brings together insight from our Banking & Financial Services teams to help hiring managers plan more effectively. Whether you're hiring for leadership roles, expanding your back- or middle-office teams, or exploring how to attract and retain high-performing talent, we hope this resource provides the clarity and context needed to support your hiring strategy.

If you'd like to discuss the findings or explore how we can support your recruitment needs, our teams would be happy to help.

Andrew Michael
CEO of US & UK Recruitment

What's Shaping Financial Services Recruitment in 2026?

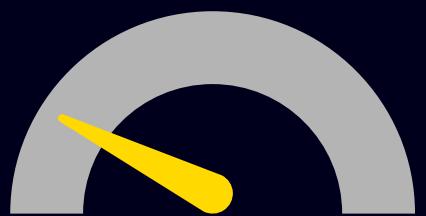
Hiring in financial services across the UK is being shaped by slower economic growth, tighter regulation, and elevated interest rates that influence strategy. While AI investment and digital transformation continue to impact workforce demand.

Overall, economic uncertainty and evolving regulation have dampened hiring volumes but reinforced the need for specialists in FP&A, audit, and risk. AI is the dominant force driving change. Projected to add £26bn to the UK's financial services sector by 2030, its integration is already influencing how firms structure teams and make decisions. Yet AI implementation requires attracting and retaining the right skills.

Organisations are also rethinking what value looks like. Technical expertise alone is no longer enough. Firms want professionals with regulatory understanding, financial insight and digital fluency. And with the market still highly competitive, compensation strategies are adapting. Benefits like unlimited PTO, remote flexibility, and mobility programmes are being used to enhance retention, particularly in firms with more rigid return-to-office policies.

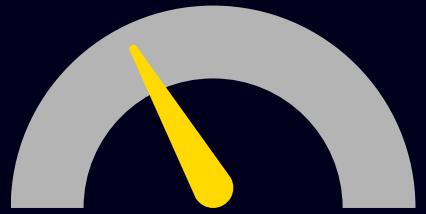
In 2026, agile hiring strategies, investment in upskilling, and a renewed focus on balancing innovation with workforce stability will be key to unlocking long-term value.

Key Statistics



17.5%

increase in demand for conversational AI skills in FS



35%

gap between AI-related skills demand and the availability of talent



66%

of finance organisations say skills shortages are the primary barrier to transformation

Sources: Financial Services Skills Commission; World Economic Forum

Caution, Compliance and Specialist Demand

The UK's banking and financial services market is operating in a cautious hiring environment shaped by prolonged inflation, high interest rates, and tighter monetary policy. Firms are balancing the need to invest in transformation with an ongoing focus on cost control, which has dampened hiring volumes, particularly at junior levels.

That said, demand for specialist talent remains resilient. Regulatory pressures, including changes to AML, KYC, and crypto-related rules, have driven up hiring in risk, compliance, and internal audit. Treasury and restructuring professionals are also in focus, as organisations seek to strengthen their financial foundations amid economic uncertainty.

While some regulatory changes have improved clarity and business confidence, others have added operational complexity and cost. As a result, the hiring landscape has become more selective, with firms prioritising candidates who offer both technical expertise and the adaptability to support transformation, compliance, and long-term resilience in a fast-shifting regulatory climate.

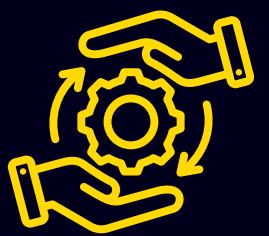
In Demand in 2026



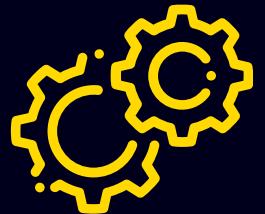
Financial Planning & Audit



Risk and Compliance



Change Management



Advanced Modelling



Programming Languages

Salaries

While salary growth in financial services has moderated since the highs of 2021–2022, demand remains strong in several of Goodman Masson's key markets, particularly across credit, leveraged finance, M&A, and structured finance.

We're seeing base salary uplifts of 12–18% for experienced credit analysts, investment associates, and M&A professionals, particularly where technical capability is paired with transaction exposure. In private credit and direct lending, talent shortages continue to drive aggressive compensation strategies, including sign-on bonuses and fast-tracked promotion pathways.

Within front-office roles, competition for high-performers is fuelling upward pressure on both permanent and interim remuneration. Contract demand is especially notable in M&A integration and credit risk analytics, where firms seek specialist expertise to support growth or change initiatives. Employers are increasingly bolstering offers with equity participation, flexible working structures, and international mobility for senior-level hires.

Accounting & Finance

Management Accounting

	Annual Salary	Contract Day Rate
Foundation ACCA/CIMA	£30,000 - £40,000	£150 - £175
Intermediate ACCA/CIMA	£35,000 - £45,000	£175 - £225
Finalist ACCA/CIMA	£45,000 - £55,000	£175 - £375
0-2 years PQE	£60,000 - £80,000	£350 - £425
2-5 years PQE	£70,000 - £100,000	£400 - £500
5-10 years PQE	£90,000 - £120,000	£500+
10+ years	£100,000+	£500+

Group, Financial and Statutory Accounting

	Annual Salary	Contract Day Rate
Foundation ACCA/CIMA	£30,000 - £40,000	£175 - £200
Intermediate ACCA/CIMA	£35,000 - £50,000	£200 - £250
Finalist ACCA/CIMA	£45,000 - £60,000	£250 - £300
0-2 years PQE	£65,000 - £80,000	£350 - £425
2-5 years PQE	£70,000 - £100,000	£400 - £550
5-10 years PQE	£90,000 - £130,000	£500+
10+ years	£100,000+	£500+

Regulatory Accounting

	Annual Salary	Contract Day Rate
Foundation ACCA/CIMA	£30,000 - £40,000	£175 - £250
Intermediate ACCA/CIMA	£35,000 - £50,000	£250 - £300
Finalist ACCA/CIMA	£45,000 - £60,000	£300 - £350
0-2 years PQE	£65,000 - £80,000	£350 - £450
2-5 years PQE	£70,000 - £100,000	£450 - £550
5-10 years PQE	£90,000 - £130,000	£550 - £700
10+ years	£100,000+	£700+

Accounting & Finance

Financial Analysis	Annual Salary	Contract Day Rate
Foundation ACCA/CIMA	£30,000 - £40,000	£150 - £200
Intermediate ACCA/CIMA	£35,000 - £50,000	£200 - £250
Finalist ACCA/CIMA	£45,000 - £60,000	£250 - £300
0-2 years PQE	£65,000 - £80,000	£300 - £400
2-5 years PQE	£70,000 - £110,000	£400 - £500
5-10 years PQE	£90,000 - £140,000	£475 - £550
10+ years PQE	£120,000+	£550+
Technical Accountant	Annual Salary	Contract Day Rate
0-2 years PQE	£65,000 - £80,000	£400 - £450
2-5 years PQE	£75,000 - £100,000	£450 - £500
5-10 years PQE	£90,000 - £130,000	£500 - £650
10+ years PQE	£110,000+	£650+
FP&A / Business Partnering / Commercial Finance	Annual Salary	Contract Day Rate
Foundation ACCA/CIMA	£30,000 - £40,000	£150 - £175
Intermediate ACCA/CIMA	£35,000 - £50,000	£175 - £250
Finalist ACCA/CIMA	£45,000 - £60,000	£250 - £300
0-2 years PQE	£65,000 - £80,000	£350 - £450
2-5 years PQE	£70,000 - £110,000	£400 - £500
5-10 years PQE	£90,000 - £140,000	£500+
10+ years PQE	£120,000+	£500+

Accounting & Finance

Fund Accounting/Finance	Annual Salary	Contract Day Rate
Foundation ACCA/CIMA	£30,000 - £40,000	£150 - £175
Intermediate ACCA/CIMA	£35,000 - £50,000	£175 - £200
Finalist ACCA/CIMA	£45,000 - £60,000	£175 - £320
0-2 years PQE	£65,000 - £80,000	£400 - £450
2-5 years PQE	£75,000 - £110,000	£400 - £475
5-10 years PQE	£90,000 - £130,000	£500+
10+ years PQE	£100,000 - £150,000+	£500+
Head of / Finance Director	Annual Salary	Contract Day Rate
5-10 years PQE	£100,000 - £200,000	£550 - £750
10+ years PQE	£140,000 - £250,000	£700+
CFO	Annual Salary	Contract Day Rate
10+ years PQE	£200,000 - £400,000	£1,000 - £2,000

Actuarial

General Insurance Actuary

	Annual Salary	Contract Day Rate
Junior (0-4 exams passed)	£35,000 - £50,000	£500
Part qualified (5-9 exams passed)	£50,000 - £65,000	£500 - £700
Nearly qualified (10-13 exams passed)	£65,000 - £85,000	£700 - £900
Newly qualified (0-1 years)	£85,000 - £110,000	£1,000 - £1,200
Qualified (2-5 years)	£105,000 - £155,000	£1,200 - £1,400
Senior Qualified	£150,000+	£1,400+

Life Insurance Actuary

	Annual Salary	Contract Day Rate
Junior (0-4 exams passed)	£33,000 - £47,000	£500
Part qualified (5-9 exams passed)	£45,000 - £64,000	£500 - £700
Nearly qualified (10-13 exams passed)	£58,000 - £76,000	£650 - £750
Newly qualified (0-1 years)	£73,000 - £90,000	£700 - 800
Qualified (2-5 years)	£85,000 - £125,000	£800 - £1,100
Senior Qualified	£120,000+	£900 - £1,400

Pensions Actuary

	Annual Salary
Junior (0-4 exams passed)	£33,000 - £45,000
Part qualified (5-9 exams passed)	£50,000 - £55,000
Nearly qualified (10-13 exams passed)	£55,000 - £65,000
Newly qualified (0-1 years)	£65,000 - £75,000
Qualified (2-5 years)	£80,000 - £90,000
Senior Qualified	£100,000 - £140,000

Banking

Front Office

Top Tier Banks and Advisory Houses	Annual Salary
Analyst 1	£50,000 - £70,000
Analyst 2	£60,000 - £85,000
Analyst 3	£65,000 - £90,000
Associate 0	£80,000 - £110,000
Associate 1	£90,000 - £125,000
Associate 2	£105,000 - £150,000
Associate 3	£120,000 - £160,000
Vice President	£150,000 - £200,000
Director	£170,000 - £260,000

2nd and 3rd Tier Banks (Seniority less defined)	Annual Salary
Analyst	£50,000 - £80,000
Associate	£80,000 - £135,000
Vice President	£120,000 - £165,000
Director	£150,000 - £210,000

Corporate and Investment Banks	Annual Salary
Analyst	£50,000 - £60,000
Associate	£60,000 - £85,000
Vice President	£85,000 - £125,000
Director	£125,000 - £160,000

Change Management

Change Management	Annual Salary	Contract Day Rate
Junior Project Management Office	£45,000 - £65,000	£300 - £450+
Senior Project Management Office	£70,000 - £90,000	£500 - £650+
Project Manager	£70,000 - £90,000	£600 - £800+
Senior Project Manager	£100,000 - £120,000	£700 - £850+
Business Analyst	£50,000 - £70,000	£400 - £600+
Senior Business Analyst	£80,000 - £100,000	£600 - £750+
Programme Manager	£100,000 - £150,000	£700 - £1,000+

Compliance

Financial Crime/AML	Annual Salary	Contract Day Rate
Analyst	£38,000 - £60,000	£250 - £450
Manager	£60,000 - £100,000	£300 - £550
Senior Manager	£110,000 - £140,000	£500 - £800
MLRO/SMF17	£140,000 - £180,000	£900 - £1,300
Sanctions	Annual Salary	Contract Day Rate
AVP	£60,000 - £80,000	£450 - £700
Manager	£80,000 - £100,000	£400 - £800
Senior Manager	£100,000 - £150,000	£800 - £1,100
Head of	£150,000 - £230,000	£1,100 - £2,000
Company Secretary	Annual Salary	Contract Day Rate
Secretarial Assistant	£40,000 - £50,000	£250 - £300
Assistant Company Secretary	£55,000 - £75,000	£350 - £550
Company Secretary	£80,000 - £120,000	£600 - £900
Head of/Group Company Secretary	£130,000 - £200,000	£950 - £1,600
Consultancies	Annual Salary	Contract Day Rate
Senior Consultant	£35,000 - £45,000	£180 - £300
Assistant Manager	£45,000 - £60,000	£300 - £500
Manager	£65,000 - £80,000	£450 - £650
Senior Manager	£85,000 - £150,000	£550 - £800
Directors	£150,000 - £180,000	£700 - £1,100
Partners	£180,000 - £300,000+	£1,000 - £2,500

Compliance

Insurance/Brokerage	Annual Salary	Contract Day Rate
Compliance Analyst	£35,000 - £50,000	£200 - £350
Compliance Associate	£50,000 - £70,000	£350 - £450
Compliance Manager	£75,000 - £95,000	£500 - £750
Senior Compliance Manager	£100,000 - £120,000	£650 - £850
UK Head of Compliance	£120,000 - £160,000	£900 - £1,200
Global Head of Compliance	£160,000 - £220,000	£1,200 - £2,000
Generalist Compliance	Annual Salary	Contract Day Rate
Analyst	£45,000 - £60,000	£250 - £400
AVP	£65,000 - £85,000	£450 - £550
VP	£90,000 - £130,000	£600 - £850
Head of Compliance	£130,000 - £180,000	£900 - £1200
EMEA Head of Compliance	£180,000 - £220,000	£1,200 - £1,500
Global Head of Compliance	£220,000 - £300,000	£1,500 - £2,000
Control Room	Annual Salary	Contract Day Rate
Control Room AVP	£65,000 - £80,000	£350 - £500
Control Room VP	£90,000 - £125,000	£600 - £850
Control Room - Director	£130,000 - £150,000	£850 - £1200
Head of Control Room	£150,000 - £190,000	£1200 - £1600
Investment Compliance	Annual Salary	Contract Day Rate
AVP	£60,000 - £100,000	£500 - £750
VP	£100,000 - £140,000	£750 - £1000
Investment Compliance - Director	£140,000 - £180,000	£950 - £1,500
Head of Investment Compliance	£180,000 - £280,000	£1,600 - £2,000

Compliance

Trade Surveillance	Annual Salary	Contract Day Rate
AVP	£65,000 - £85,000	£450 - £550
VP	£90,000 - £130,000	£600 - £850
Director	£130,000 - £160,000	£850 - £1,200
Head of Surveillance	£170,000 - £200,000	£1,300 - £1,600

Compliance Monitoring	Annual Salary	Contract Day Rate
AVP	£80,000 - £95,000	£450 - £550
VP	£95,000 - £115,000	£600 - £850
Director	£115,000 - £140,000	£850 - £1,200
Head of Compliance Monitoring	£140,000 - £200,000	£1,300 - £1,600

Compliance Advisory	Annual Salary	Contract Day Rate
AVP	£75,000 - £90,000	£450 - £550
VP	£90,000 - £130,000	£600 - £850
Director	£130,000 - £170,000	£950 - £1,500
Head of Compliance Advisory	£180,000 - £235,000	£1,600 - £2,000

Distribution & Capital Raising

Placement Agent (Project Management/Investor)	Annual Salary	Bonus
Analyst	£35,000 - £55,000	15 - 30%
Associate	£55,000 - £80,000	30 - 50%
VP	£80,000 - £120,000	50 - 80%
Associate Director	£100,000 - £150,000	70 - 100%
Director	£130,000 - £200,000	100 - 150%
Managing Director	£180,000 - £300,000+	150 - 200%

Investor Relations (Alternatives)	Annual Salary	Bonus
Analyst	£40,000 - £60,000	20 - 40%
Associate	£60,000 - £90,000	40 - 70%
VP	£90,000 - £140,000	70 - 120%
Associate Director	£120,000 - £180,000	100 - 150%
Director	£150,000 - £250,000	150 - 200%
Managing Director	£200,000 - £350,000+	200 - 300%+

Fundraising (Alternatives)	Annual Salary	Bonus
Analyst	£40,000 - £60,000	20 - 40%
Associate	£60,000 - £90,000	40 - 70%
VP	£90,000 - £140,000	70 - 120%
Associate Director	£120,000 - £180,000	100 - 150%
Director	£150,000 - £250,000	150 - 200%
Managing Director	£200,000 - £350,000+	200 - 300%+

Sales Support	Annual Salary	Bonus
Analyst (0-3 years)	£35,000 - £55,000	10 - 20%
Associate (3-6 years)	£50,000 - £75,000	20 - 40%
VP (6-10 years)	£70,000 - £100,000	40 - 70%

Distribution & Capital Raising

Product Strategy (Traditional)	Annual Salary	Bonus
Analyst	£35,000 - £55,000	15 - 30%
Associate	£55,000 - £80,000	30 - 50%
VP	£80,000 - £120,000	50 - 80%
Associate Director	£100,000 - £150,000	70 - 100%
Director	£130,000 - £200,000	100 - 150%
Managing Director	£180,000 - £300,000+	150 - 200%

Product Strategy (Alternatives)	Annual Salary	Bonus
Analyst	£40,000 - £60,000	20 - 40%
Associate	£60,000 - £90,000	40 - 70%
VP	£90,000 - £140,000	70 - 120%
Associate Director	£120,000 - £180,000	100 - 150%
Director	£150,000 - £250,000	150 - 200%
Managing Director	£200,000 - £350,000+	200 - 300%+

Investment Management

Front Office

Top Tier Banks and Advisory Houses	Annual Salary	Bonus
0 - 3 years	£45,000 - £70,000	30 - 50%
3 - 5 years	£60,000 - £100,000	35 - 75%
5 - 7 years	£75,000 - £130,000	50 - 100%
7 - 10 years	£100,000 - £150,000	75 - 150%
10+ Years	£100,000 - £350,000	100 - 200%

Operations

Front Office Support

Client Onboarding	Annual Salary
Analyst	£35,000 - £50,000
Mid-to-Senior	£50,000 - £65,000
Senior/Team Leader	£65,000 - £80,000
Managers	£80,000 - £100,000
Directors/Head of	£100,000 - £140,000
Global Head	£140,000 - £220,000

Client Implementation	Annual Salary
Analyst	£38,000 - £55,000
Mid-to-Senior	£55,000 - £70,000
Senior/Team Leader	£70,000 - £85,000
Managers	£85,000 - £105,000
Directors/Head of	£100,000 - £140,000
Global Head	£140,000 - £220,000

Client Services/Client Life Cycle Management	Annual Salary
Analyst	£40,000 - £55,000
Mid-to-Senior	£55,000 - £75,000
Senior/team leader	£75,000 - £95,000
Managers	£90,000 - £120,000
Directors/Heads of	£120,000 - £150,000
Global Head of Trade Support/Trading Operations	£180,000 - £300,000

Operations

Middle Office/Operations

Reconciliation (Trade, Cash & Position)	Annual Salary
Analyst	£35,000 - £50,000
Mid-to-Senior	£50,000 - £65,000
Senior/team leader	£65,000 - £80,000
Managers	£75,000 - £100,000
Directors/Heads of	£100,000 - £150,000

Corporate Actions Management	Annual Salary
Analyst	£35,000 - £50,000
Mid-to-Senior	£50,000 - £65,000
Senior/team leader	£65,000 - £85,000
Managers	£75,000 - £100,000
Directors/Heads of	£100,000 - £150,000

Market Data Management	Annual Salary
Analyst	£32,000 - £50,000
Mid-to-Senior	£50,000 - £65,000
Senior/Team Leader	£65,000 - £85,000
Managers	£80,000 - £110,000
Directors/Heads of Market Data	£100,000 - £150,000

Collateral Management	Annual Salary
Analyst	£35,000 - £50,000
Mid-to-Senior	£50,000 - £65,000
Senior/Team Leader	£65,000 - £80,000
Managers	£75,000 - £100,000
Directors/Heads of Collateral Management	£100,000 - £150,000

Operations

Middle Office/Operations (Cont.)

Middle Office Analyst	Annual Salary
Analyst	£35,000 - £55,000
Mid-to-Senior	£55,000 - £75,000
Senior/Team Leader	£70,000 - £90,000
Managers	£90,000 - £110,000
Directors/Heads of Middle Office	£110,000 - £150,000
Global Head Middle Office	£180,000 - £300,000

Trade Support	Annual Salary
Analyst	£35,000 - £55,000
Mid-to-Senior	£50,000 - £70,000
Senior/Team Leader	£75,000 - £90,000
Managers	£90,000 - £120,000
Directors/Heads of Trade Support	£150,000 - £200,000
Global Head	£200,000 - £300,000+

Derivative Operation	Annual Salary
Analyst	£40,000 - £55,000
Mid-to-Senior	£55,000 - £75,000
Senior/Team Leader	£75,000 - £95,000
Managers	£90,000 - £120,000
Directors/Heads of	£120,000 - £160,000
Global Head	£180,000 - £300,000

Operations

Middle Office/Operations (Cont.)

Transitions Management	Annual Salary
Analyst	£35,000 - £50,000
Mid-to-Senior	£50,000 - £70,000
Senior/Team Leader	£70,000 - £90,000
Managers	£90,000 - £110,000
Directors/Heads of	£110,000 - £140,000

Investment Operations	Annual Salary
Analyst	£40,000 - £50,000
Mid-to-Senior	£55,000 - £75,000
Senior/Team Leader	£75,000 - £100,000
Managers	£100,000 - £120,000
Directors/Heads of	£120,000 - £150,000

Performance Reporting	Annual Salary
Analyst	£38,000 - £50,000
Mid-to-Senior	£50,000 - £70,000
Senior/Team Leader	£70,000 - £90,000
Managers	£90,000 - £115,000
Directors/Heads of	£110,000 - £150,000

Trade and Transaction Regulatory Reporting	Annual Salary
Analyst	£40,000 - £55,000
Mid-to-Senior	£55,000 - £75,000
Senior/Team Leader	£70,000 - £90,000
Managers	£90,000 - £115,000
Directors/Heads of	£110,000 - £150,000

Operations

Middle Office/Operations (Cont.)

Investment Performance Analyst	Annual Salary
Analyst	£38,000 - £50,000
Mid-to-Senior	£50,000 - £70,000
Senior/Team Leader	£70,000 - £85,000
Managers	£85,000 - £110,000
Directors/Heads of	£110,000 - £160,000

Investment Data Management	Annual Salary
Analyst	£40,000 - £55,000
Mid-to-Senior	£55,000 - £75,000
Senior/Team Leader	£75,000 - £100,000
Managers	£100,000 - £120,000
Directors/Heads of	£120,000 - £150,000

Operations

Back Office

Fund Administrators

	Annual Salary
Analyst	£35,000 - £50,000
Mid-to-Senior	£45,000 - £65,000
Senior/Team Leader	£65,000 - £85,000
Managers	£85,000 - £110,000
Directors/Heads of	£110,000 - £140,000

Trade Settlement

	Annual Salary
Analyst	£35,000 - £50,000
Mid-to-Senior	£45,000 - £65,000
Senior/Team Leader	£60,000 - £80,000
Managers	£80,000 - £100,000
Directors/Heads of	£100,000 - £140,000

Transfer Agency

	Annual Salary
Analyst	£32,000 - £45,000
Mid-to-Senior	£40,000 - £60,000
Senior/Team Leader	£55,000 - £75,000
Managers	£70,000 - £90,000
Directors/Heads of	£90,000 - £130,000

Fund Operations

	Annual Salary
Analyst	£38,000 - £50,000
Mid-to-Senior	£50,000 - £70,000
Senior/Team Leader	£65,000 - £85,000
Managers	£85,000 - £110,000
Directors/Heads of	£110,000 - £140,000

Product Control & Valuations

Product Control & Valuations	Annual Salary	Bonus
Analyst	£40,000 - £55,000	£200+
Associate/AVP	£50,000 - £85,000	£330+
VP	£75,000 - £120,000	£500+
Director	£110,000 - £180,000	£700+
Managing Director	£200,000+	N/A

Tax

Head of Tax	Annual Salary	Contract Day Rate
£5bn to £10bn+	£270,000 - £400,000	£800 - £4,000
£1bn to £5bn	£230,000 - £270,000	£750 - £2,000
£500m to £1bn	£180,000 - £230,000	£700 - £1,500
£100m to £500m	£160,000 - £200,000	£650 - £1,400
Direct Tax, Reporting or Compliance	Annual Salary	Contract Day Rate
Director/Head of Region	£130,000 - £170,000	£650 - £750
Senior Manager	£110,000 - £140,000	£500 - £650
Manager	£75,000 - £100,000	£400 - £500
Accountant/AM	£60,000 - £75,000	£350 - £550
Analyst	£50,000 - £65,000	Up to £350
International Tax or M&A	Annual Salary	Contract Day Rate
Director/Head of Region	£140,000 - £190,000	£650 - £800
Senior Manager/VP	£110,000 - £150,000	£500 - £650
Manager/ AVP	£75,000 - £100,000	£400 - £500
Accountant/AM	£60,000 - £75,000	£350 - £550
Analyst	£50,000 - £65,000	Up to £350
Transfer Pricing	Annual Salary	Contract Day Rate
Director/Head of Region	£120,000 - £180,000	£650 - £800
Senior Manager/VP	£100,000 - £140,000	£500 - £650
Manager/AVP	£80,000 - £100,000	£400 - £500
Accountant/AM	£70,000 - £80,000	£350 - £550
Analyst	£60,000 - £70,000	Up to £350

Tax

Indirect Tax	Annual Salary	Contract Day Rate
Director/Head of Region	£140,000 - £190,000	£650 - £800
Senior Manager/VP	£110,000 - £150,000	£500 - £650
Manager/AVP	£75,000 - £100,000	£400 - £500
Accountant/AM	£60,000 - £75,000	£350 - £550
Analyst	£50,000 - £65,000	Up to £350

Corporate Tax	Big 4 / Top 10	Top 20 - 50
Partner	£200,000 +	£150,000+
Director	£120,000 - £170,000	£95,000 - £125,000
Senior Manager	£80,000 - £110,000	£75,000 - £95,000
Manager	£64,000 - £80,000	£62,000 - £73,000
Qualified	£35,000 - £50,000	£35,000 - £50,000

Transfer Pricing & International Tax	Big 4 / Top 10	Top 20 - 50
Partner	£200,000 +	£150,000+ (if applicable)
Director	£125,000 - £170,000	£95,000 - £125,000
Senior Manager	£82,000 - £110,000	£75,000 - £95,000
Manager	£64,000 - £80,000	£62,000 - £73,000
Qualified	£35,000 - £50,000	£35,000 - £50,000

Tax

Indirect Tax	Big 4 / Top 10	Top 20 - 50
Partner	£200,000 +	£130,000+
Director	£125,000 - £150,000	£95,000 - £125,000
Senior Manager	£78,000 - £120,000	£75,000 - £95,000
Manager	£65,000 - £80,000	£62,000 - £73,000
Qualified	£46,000 - £64,000	£45,000 - £55,000
Part-qualified	£28,000 - £42,000	£28,000 - £38,000

Treasury

Funding	Annual Salary	Contract Day Rate
Associate	£40,000 - £55,000	N/A
Manager/AVP	£60,000 - £80,000	£300 - £450
Associate Director/VP	£75,000 - £110,000	£400 - £650
Senior Manager/SVP	£100,000 - £150,000	£600 - £1,000
Director	£120,000 - £200,000	£800 - £1,300
Managing Director	£200,000+	N/A
Liquidity/Capital Management	Annual Salary	Contract Day Rate
Associate	£40,000 - £55,000	N/A
Manager/AVP	£60,000 - £80,000	£300 - £450
Associate Director/VP	£75,000 - £110,000	£400 - £650
Senior Manager/SVP	£100,000 - £150,000	£600 - £1,000
Director	£120,000 - £200,000	£800 - £1,300
Managing Director	£200,000+	N/A
ALM/IRRBB	Annual Salary	Contract Day Rate
Associate	£40,000 - £55,000	N/A
Manager/AVP	£60,000 - £80,000	£300 - £450
Associate Director/VP	£75,000 - £110,000	£400 - £650
Senior Manager/SVP	£100,000 - £150,000	£600 - £1,000
Director	£120,000 - £200,000	£800 - £1,300
Managing Director	£200,000+	N/A

Treasury

Treasury Finance	Annual Salary	Contract Day Rate
Associate	£40,000 - £55,000	N/A
Manager/AVP	£60,000 - £80,000	£300 - £450
Associate Director/VP	£75,000 - £110,000	£400 - £650
Senior Manager/SVP	£100,000 - £150,000	£600 - £1,000
Director	£120,000 - £200,000	£800 - £1,300
Managing Director	£220,000	N/A

Precision Matters in Financial Services Hiring

As we move through 2026, financial services firms must navigate a talent market defined by specialisation, technical capability, and strategic selectivity.

Whether hiring for permanent leadership roles or expanding technical capacity in risk, transformation, or analytics, there is a real need to align hiring with real-world business impact. The most successful employers will be those who structure recruitment around both agility and rigour, moving quickly, but with clear, evidence-based evaluation.

Flexibility, purpose, and progression remain core to attraction and retention. But as the demand for technically skilled professionals intensifies, organisations must also invest in their hiring processes to reduce mismatch, improve outcomes, and secure the talent needed to deliver growth.

Key Takeaways

Align Hiring with Business Outcomes

Prioritise roles that deliver measurable value. Focus on professionals who combine financial knowledge with strategic and operational impact.

Structure Your Recruitment Process

Integrate technical assessments into hiring workflows to objectively test for coding, automation, and data competencies. This ensures fit and reduces costly mismatches.

Move With Purpose and Pace

Speed remains a competitive advantage. Streamline interview stages and keep candidates informed to maintain engagement and reduce drop-offs.

Scalability & Support

Flexible resource levels to match demand, from individual projects to enterprise campaigns.

Tailor Your Offering to Today's Workforce

Compensation is still key, but flexible benefits, clear progression paths, and meaningful work are critical to standing out, especially for in-office roles.

Goodman Masson's Banking & Financial Services teams specialise in placing permanent, contract and interim professionals across front, middle and back-office roles. With dedicated specialist teams, we support a wide range of financial institutions, from investment firms and banks to FinTechs and insurers, helping them secure the talent needed to drive growth, manage change, and navigate regulatory complexity.

To book a consultation or speak with our team, please use the contact details below.

**GOODMAN
—MASSON**

120 Aldersgate Street,
EC1A 4JQ,
London

E: lookingtohire@goodmanmasson.com
E: jobsearch@goodmanmasson.com
E: internalrecruitment@goodmanmasson.com
T: +44(0) 2073367711

