

GENERAL

QUALIFIED	NI £	PART-QUALIFIED	NI £
Finance Director - T/O > 10m	65,000 - 85,000	Finalist	28,000 - 32,000
Group Financial Controller	55,000 - 70,000	Assistant Accountant / Part-Qualified Accountant	24,000 - 28,000
Financial Controller	50,000 - 65,000	Accounts Technician	22,000 - 25,000
Finance Manager	38,000 - 50,000	Accounts Assistant	20,000 - 25,000
Group Accountant	38,000 - 45,000	Accounts Administrator	18,000 - 22,000
Project Accountant	38,000 - 45,000	Senior Credit Controller	25,000 - 30,000
Management Accountant	30,000 - 38,000	Credit Controller	18,000 - 24,000
Financial Accountant/Company Accountant	30,000 - 40,000	Payroll Manager	28,000 - 35,000
Internal Auditor	33,000 - 42,000	Credit Control Manager	30,000 - 38,000
Treasury Accountant	33,000 - 45,000	Accounts Payable Manager	30,000 - 35,000
Financial Analyst	32,000 - 40,000	Accounts Receivable Manager	30,000 - 35,000
Cost Accountant	32,000 - 40,000	Payroll Administrator	18,000 - 24,000
Accountant 2 years+ PQE	34,000 - 40,000	Accounts Receivable	18,000 - 22,000
Newly Qualified Accountant	32,000 - 35,000	Accounts Payable	18,000 - 22,000
		Bookkeeper	22,000 - 26,000
		Training Contract (ACA / ACCA / CIMA)	15,000 - 18,000

TEMPORARY & CONTRACT

QUALIFIED	NI £ p/a	NI £ p/h
Finance Director	60,000+	30.00+
Financial Controller	40,000 - 50,000	20.50 - 25.64
Finance Manager	35,000 - 50,000	17.94 - 25.64
Financial Accountant	30,000 - 40,000	15.38 - 20.50
Management Accountant	30,000 - 40,000	15.38 - 20.50
Project Accountant	35,000 - 45,000	17.94 - 23.07
Cost Accountant	30,000 - 40,000	15.38 - 20.50
Financial Analyst	30,000 - 40,000	15.38 - 20.50
Systems Accountant	35,000 - 45,000	17.94 - 23.07
Internal Auditor	30,000 - 40,000	15.38 - 20.50
Newly Qualified Accountant	30,000 - 40,000	15.38 - 20.50

PART-QUALIFIED	NI £ p/a	NI £ p/h
Finalist	24,000 - 28,000	12.30 - 14.35
Assistant Accountant / Part-Qualified Accountant	22,000 - 26,000	11.28 - 13.30
Accounts Technician	20,000 - 25,000	10.25 - 12.80
Accounts Assistant	18,000 - 22,000	9.25 - 11.28
Accounts Administrator	17,000 - 19,000	8.70 - 10.00
Payroll Manager	24,000 - 30,000	12.30 - 15.38
Credit Control Manager	28,000 - 35,000	14.35 - 18.00
Credit Controller	18,000 - 22,000	9.25 - 11.30
Payroll Administrator	16,000 - 20,000	8.20 - 10.25
Accounts Receivable	18,000 - 22,000	9.25 - 11.30
Accounts Payable	18,000 - 22,000	9.25 - 11.30
Bookkeeper	20,000 - 26,000	10.25 - 13.30

The above hourly rates are exclusive of employer's NI, holiday pay, payroll charges and Brightwater's management fee.

PUBLIC PRACTICE

TOP TIER PRACTICE Audit & Assurance	NI £
Director	70,000 - 90,000
Senior Manager	47,000 - 65,000
Manager	40,000 - 50,000
Assistant Manager	36,000 - 42,000
Audit Senior (1+ year's exp.)	34,000 - 40,000
Newly Qualified / Audit Senior	32,000 - 38,000
Trainee	19,000 - 22,000

TOP TIER PRACTICE Advisory / Corporate Finance / Corporate Recovery / Forensics	NI £
Director	70,000 - 90,000
Senior Manager/Associate Director	52,000 - 65,000
Manager	37,000 - 50,000
Assistant Manager	32,000 - 36,000
Audit Senior (1+ year's exp.)	30,000 - 33,000
Newly Qualified / Audit Senior	32,000 - 38,000
Trainee	19,000 - 22,000

GENERAL PRACTICE Small & Medium Firms	NI £
Director	55,000 - 75,000
Senior Manager	42,000 - 55,000
Manager	36,000 - 45,000
Assistant Manager	34,000 - 38,000
Audit Senior (1+ year's exp.)	32,000 - 36,000
Newly Qualified / Audit Senior	28,000 - 35,000
Trainee	18,000 - 21,000

TAXATION

TAXATION	NI £
Tax Director	70,000 - 90,000
Senior Tax Manager/Associate Director	50,000 - 65,000
Tax Manager	40,000 - 48,500
Tax Assistant Manager	34,000 - 38,500
Tax Senior (1+ year's exp.)	33,000 - 35,000
Newly Qualified / Tax Senior	30,000 - 35,000
Tax Trainee	18,000 - 22,000



Accountancy

There have been some salary increases across accountancy. Trainee positions have seen a slight increase of between 1-3% in basic salaries. Part qualified accountants up to finalist level are also seeing the same minimal increases. Those with solid payroll and credit control experience can see salary increases up to 5%. Newly qualified accountants are in demand especially in practice as the lure of an industry move post qualification is still proving too strong to resist. Qualified tax advisors too are in high demand but low supply so salaries there can see raises of between 3-6%.

Brexit will continue to make its impact felt throughout 2020 especially for accountancy professionals due to increased and more complex regulations and compliance requirements. Unfortunately we are also seeing a rise in companies struggling and this has led to an increase in demand for insolvency professionals. Software experience has become an area of high importance now as the likes of Xero and Quickbooks are increasing in popularity.

Financial services is expanding in Northern Ireland creating opportunities for driven finance professionals, This sector is also known for a range of benefits and that can be a deciding factor for candidates seeking a career move. Practice will continue to be a competitive area as the Big 4 firms have all committed to hiring high volumes of new staff throughout 2020.

We have seen an increase in employers implementing continuous improvement plans with access to external courses and qualifications. The Big 4 firms in particular are excellent when it comes to training and smaller firms have to do a lot in this area to catch up.

Soft benefits are one of the more important things for employers to emphasise as flexible working, remote working, free parking, etc. have made the difference in securing the best talent on the market. This is where perhaps smaller firms and industry employers can be more innovative in their offerings and compete against big names in a relatively small talent pool. 4.5 day weeks are becoming more popular with job seekers and being able to outline clear career paths is attractive to potential employees.

Contact Cathal O'Donnell on c.odonnell@brightwaterNI.com