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Finance & accounting salary benchmarking guide

Midlands market

Supporting people to thrive

2026-27

Finance salaries have fluctuated over recent years. Job titles, team structures and responsibilities vary widely across different organisations, which is why we provide salary benchmarking to our clients on a case-by-case basis.

If you are actively recruiting or planning an upcoming hire, we recommend **contacting us** directly for a free, no-obligation consultation tailored to your business.

However, if you are looking for an overview of the Midlands finance & accounting market, we have outlined typical salary ranges for our most frequently placed roles. This guide covers permanent annual salaries and suggested interim day rates, across the qualified, senior and transactional markets.

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Key factors that influence salary

- **Team structure:** Standalone roles versus positions within a structured team
- **Organisation size & complexity:** Salary variances between local SMEs and large Corporates or PE-backed firms
- **Experience & qualifications:** Specific PQE levels, technical skill sets, or whether industry expertise is required
- **Working model:** Fully on-site requirements versus hybrid or remote flexibility
- **Overall package:** Impact of bonuses, pension contributions, private medical cover and/or study support.

Qualified and senior market (permanent & interim)

Job title	Permanent annual salary	Suggested candidate day rate
Management Accountant	£50,000 - £55,000	£260 - £390
Financial Accountant	£50,000 - £60,000	£280 - £420
Finance Business Partner	£50,000 – £65,000	£325 - £460
Senior Finance Business Partner	£65,000 - £95,000	£425 - £670
FP&A Analyst	£50,000 - £58,000	£300 – £410
FP&A Manager	£65,000 – £80,000	£400 – £560
Finance Manager	£55,000 – £75,000	£350 – £530
Head of Finance	£70,000 – £95,000	£450 – £670

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Qualified and senior market (permanent & interim)

Job title	Permanent annual salary	Suggested candidate day rate
Financial Controller	£75,000 – £95,000	£475 – £670
Group Financial Controller	£85,000 – £120,000	£525 - £850
Finance Director	£100,000 – £140,000+	£650 - £980+
Chief Financial Officer (CFO)	£130,000 – £180,000+	£850 – £1,270+

Market insights provided by Distinct's senior finance recruitment specialists, using real-time Midlands placement data.

Please note that senior qualified and executive packages fluctuate based on organisation size, industry type and bonus structures. For tailored salary benchmarking unique to your business, reach out directly to **Henry Clarkson** or **Ben Love.**

Interim day rates & IR35

Day rates in the senior interim market vary based on project complexity, business size and IR35 status. Roles driven by urgent transformation, turnaround or M&A typically command a premium over standard gap cover, and contract length and sector can also make a difference. For a personalised interim salary survey and a friendly steer on how IR35 might affect your budget, please contact **Claire Fletcher.**

Transactional market

Job title	Annual salary
Finance Assistant / Accounts Assistant	£26,000 – £28,000
Junior Management Accountant / Assistant Management Accountant / Assistant Accountant	£30,000 - £35,000 DOE
Accounts Payable Clerk	£26,000 – £29,000
Accounts Receivable Clerk	£26,000 – £29,000
Credit Control Clerk	£26,000 – £30,000
Payroll Clerk	£26,000 – £30,000
Senior Accounts Payable Clerk	£30,000 - £34,000
Senior Credit Control Clerk	£30,000 - £35,000
Senior Payroll Clerk	£30,000 - £35,000

Market insights provided by Distinct's senior finance recruitment specialists, using real-time Midlands placement data.

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Transactional market

Salaries for the following leadership positions below depend heavily on team size and workflow complexity. For tailored transactional benchmarking specific to your team structure, contact **Angela Alcock.**

- Accounts Payable team leader/manager
- Accounts Receivable team leader/manager
- Credit control team leader/manager
- Payroll team leader/manager
- Transactional Finance team leader/manager.

Temp / hourly rates:

Hourly pay structures provide businesses with short-term flexibility to support instances such as increased workloads or unexpected absences. In the transactional market, temporary contracts can be priced at an hourly rate (calculated on a standard 37.5-hour week), please reach out to us for a conversation on costs.

Bespoke benchmarking

Brought to you by our finance recruitment experts in the Midlands.
Contact our team below for your recruitment or salary queries:



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