

LUT/NE BELL

2025

SALARY SURVEY

FINANCE

OVERVIEW

It has been a busy few years for finance professionals, with regulatory changes a regular feature on the horizon.

Unsurprisingly, 2025 isn't looking to be any different, with a number of policies coming into force, and the geopolitical changes of 2024 – the year in which the biggest percentage of the world's population took to the polls – truly taking hold.

It is to be expected that with significant change there will be a period of embedding, however the FCA has made it clear that it is prepared to flex its regulatory muscles to ensure compliance.

The following salary survey outlines the average salaries we are recognising in UK-based finance functions.

For more detail, please contact the Lutine Bell Finance team.

CFO OVERVIEW

Location	Salary
London	£250,000 – £500,000
South England	£250,000 – £500,000
East England	£225,000 – £300,000
West England	£225,000 – £300,000
North England	£225,000 – £400,000

FINANCIAL PLANNING & ANALYSIS: LONDON

Position	Experience	Salary
Senior Analyst	1 – 6 years	£55,000 – £70,000
Business Partner	3 – 7 years	£70,000 – £85,000
Manager	4 – 7 years	£85,000 – £100,000
Senior Manager	7 – 10 years	£95,000 – £130,000
Head of Department	10+ years	£130,000 - £170,000
Director / C-Suite	10+ years	£170,000 +

FINANCIAL PLANNING & ANALYSIS: REGIONAL

Position	Experience	Salary
Senior Analyst	1 – 6 years	£50,000 – £65,000
Business Partner	3 – 7 years	£65,000 – £80,000
Manager	4 – 7 years	£80,000 – £95,000
Senior Manager	7 – 10 years	£95,000 – £120,000
Head of Department	10+ years	£120,000 - £145,000
Director / C-Suite	10+ years	£145,000 +

CORE FINANCE: LONDON

Position	Experience	Salary
Financial Accountant	1 – 3 years	£60,000 – £70,000
Financial Reporting	3 – 5 years	£70,000 – £85,000
Finance Manager	4 – 7 years	£85,000 – £100,000
Financial Controller	7 – 10 years	£100,000 – £150,000
Head of Finance	10+ years	£135,000 – £200,000
Director / C-Suite	10+ years	£200,000 - £300,000+

CORE FINANCE: REGIONAL

Position	Experience	Salary
Financial Accountant	1 – 3 years	£50,000 – £65,000
Financial Reporting	3 – 5 years	£65,000 – £80,000
Finance Manager	4 – 7 years	£80,000 – £95,000
Financial Controller	7 – 10 years	£95,000 – £120,000
Head of Finance	10+ years	£100,000 – £150,000
Director / C-Suite	10+ years	£150,000 - £200,000

REGULATORY/CAPITAL REPORTING: LONDON

Position	Experience (PQE)	Salary
Analyst	3 – 5 years	£50,000 – £65,000
Manager	5 – 7 years	£65,000 – £80,000
Senior Manager	7 – 10 years	£80,000 – £95,000
Head of Department	10+ years	£95,000 – £120,000
Director / C-Suite	10+ years	£120,000 - £160,000

REGULATORY/CAPITAL REPORTING: REGIONAL

Position	Experience (PQE)	Salary
Analyst	3 – 5 years	£60,000 – £70,000
Manager	5 – 7 years	£75,000 – £90,000
Senior Manager	7 – 10 years	£90,000 – £130,000
Head of Department	10+ years	£130,000 – £180,000
Director / C-Suite	10+ years	£180,000 +

TAX: LONDON

Position	Experience (PQE)	Salary
Senior Analyst	1 – 3 years	£50,000 – £65,000
Business Partner	3 – 5 years	£65,000 – £80,000
Manager	5 – 7 years	£80,000 – £100,000
Senior Manager	7 – 10 years	£90,000 – £110,000
Head of Department	10+ years	£110,000 – £140,000
Director / C-Suite	10+ years	£140,000 - £200,000

TAX: REGIONAL

Position	Experience (PQE)	Salary
Senior Analyst	1 – 3 years	£60,000 – £80,000
Business Partner	3 – 5 years	£80,000 – £95,000
Manager	5 – 7 years	£95,000 – £110,000
Senior Manager	7 – 10 years	£110,000 – £140,000
Head of Department	10+ years	£140,000 – £180,000
Director / C-Suite	10+ years	£200,000+

THE FINANCE TEAM



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