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HAMPSHIRE ACCOUNTANCY & FINANCE

SALARY GUIDE

Market Intelligence, Salary Benchmarking & Hiring Trends

Foreword

The Hampshire accountancy and finance market continues to evolve at pace. Despite wider economic uncertainty and changing business priorities, demand for skilled finance professionals remains strong across the region.

This salary guide has been developed using local market intelligence, recruitment activity, employer demand, candidate movement and salary benchmarking data across Hampshire. The guide is designed to help employers attract and retain talent while supporting finance professionals in understanding their market value.

Executive Summary

The Hampshire accountancy and finance market remains one of the most active professional sectors in the South of England.

Businesses continue to face significant competition when recruiting qualified accountants and finance professionals, particularly within tax, audit, financial control and commercial finance.

Whilst recruitment activity has become more selective than in recent years, organisations remain committed to investing in finance talent capable of improving commercial performance, supporting growth and delivering strategic insight. Employers that offer competitive salaries, hybrid working arrangements and clear progression paths continue to achieve the strongest recruitment outcomes.

Key Market Highlights

Top 10 Hiring Trends Across Hampshire

1. Continued demand for qualified ACA, ACCA and CIMA professionals.

2. Finance Business Partnering remains one of the fastest-growing disciplines.

3. FP&A teams continue to expand across mid-sized and larger organisations.

4. Employers increasingly seek commercially focused accountants.

5. Hybrid working remains a key attraction and retention tool.

6. Systems and transformation experience commands salary premiums.

7. Counteroffers remain common across qualified finance recruitment.

8. Accountancy practices continue to experience shortages of Audit and Tax professionals.

9. Leadership appointments are increasingly focused on commercial and strategic capability.

10. Skills shortages continue to drive salary inflation across key finance disciplines.

Hampshire Market Overview

Hampshire benefits from a diverse and resilient economy, supported by key industries including:

- Aerospace & Defence
- Technology
- Manufacturing
- Professional Services
- Financial Services
- Logistics
- Retail & Consumer Goods

Major employment centres including Southampton, Portsmouth, Winchester, Basingstoke, Fareham and Farnborough continue to generate significant demand for finance professionals.

The region also experiences ongoing competition from neighbouring markets including Surrey, Berkshire and London, creating additional pressure on employers seeking to attract and retain talent.

Current Hiring Trends

Commercial Finance Growth

Finance functions are increasingly focused on providing commercial insight rather than simply reporting historical performance.

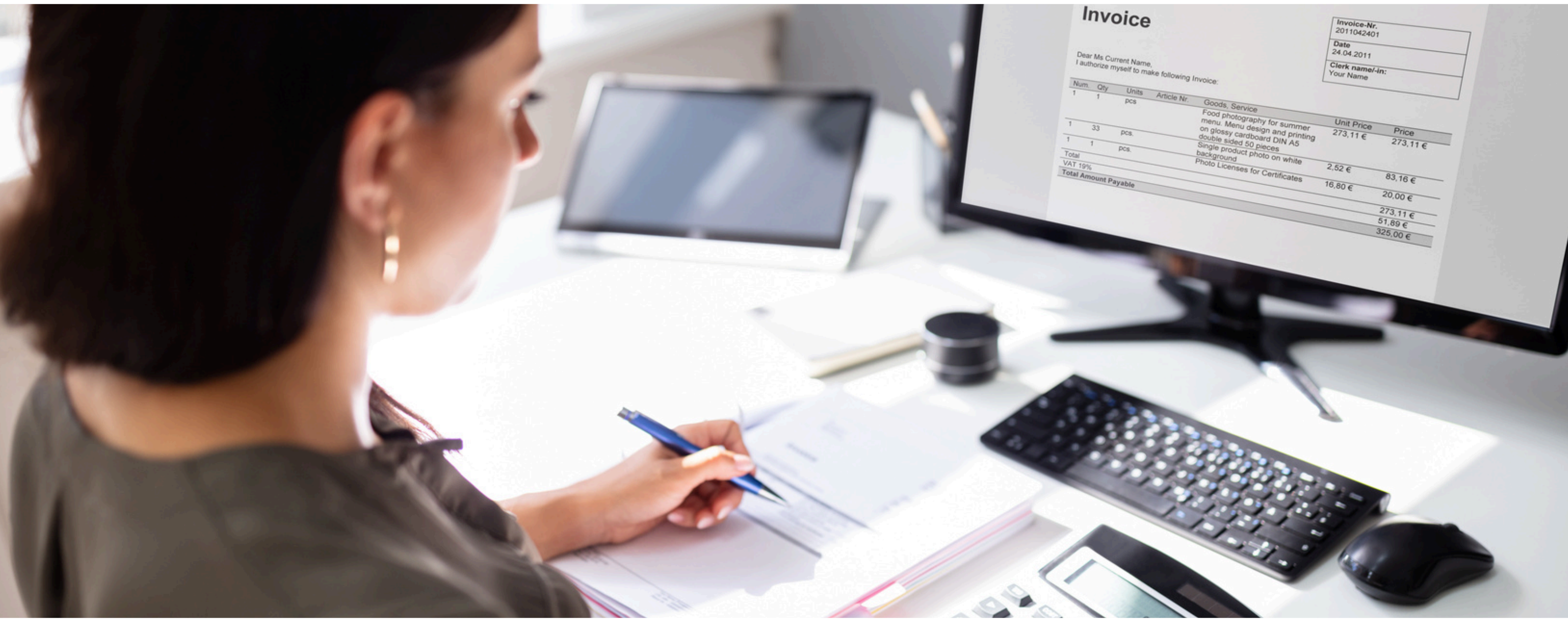
Professionals capable of influencing operational decision-making and supporting business strategy continue to command premium salaries.

Finance Transformation

Businesses continue to invest in:

- ERP Implementations
- Process Automation
- Business Intelligence Tools
- Data Analytics

Candidates with systems implementation and finance transformation experience remain highly sought after.



Flexible Working

Hybrid working has become firmly established within the Hampshire finance market.

Typical market arrangements now include:

- 3 days office based
- Flexible start and finish times

Organisations offering flexibility continue to attract stronger candidate pools.

Recruitment Challenges Facing Hampshire Employers

Candidate Shortages
Demand continues to exceed supply across many finance disciplines, particularly at newly qualified level.

Salary Expectations
Candidates are increasingly aware of market rates and are actively benchmarking opportunities against competing employers.

Counteroffers
Many employers are choosing to retain key staff through salary increases and enhanced benefits, leading to increased counteroffer activity.

Lengthy Recruitment Processes
Top candidates often receive multiple opportunities simultaneously. Employers with streamlined recruitment processes typically achieve better hiring outcomes.

Skills Gaps
Technical accounting expertise alone is no longer sufficient.

Businesses increasingly seek:
- Commercial awareness
- Stakeholder management
- Data analytics
- Leadership capability

Transactional Finance

Hampshire Market Analysis

Transactional finance recruitment across Hampshire remains consistently active, driven by ongoing demand for skilled finance support professionals who underpin the efficient operation of finance functions.

While automation and digital finance systems continue to streamline processes, organisations still require experienced professionals capable of managing reconciliations, maintaining supplier and customer relationships and ensuring financial accuracy.

Competition remains particularly strong for experienced Credit Controllers and Payroll Specialists, with these skillsets proving consistently difficult to source. Businesses offering clear progression routes into Assistant Accountant and Management Accountant positions often achieve greater success in attracting talent.

Role	Salary Range
Accounts Assistant	£28,000 - £32,000
Purchase Ledger Clerk	£28,000 - £32,000
Sales Ledger Clerk	£28,000 - £32,000
Credit Controller	£30,000 - £38,000
Payroll Specialist	£32,000 - £40,000
Bookkeeper	£30,000 - £40,000
Assistant Accountant	£32,000 - £40,000

Core Finance

Hampshire Market Analysis

Core finance recruitment remains one of the most active areas of the Hampshire market. Employers continue to seek qualified accountants capable of combining technical expertise with commercial insight. Management Accountants, Financial Accountants, Finance Managers and Finance Business Partners remain among the most sought-after professionals across the region.

Demand has increased significantly for candidates capable of budgeting, forecasting, business partnering and strategic analysis. Professionals with advanced Excel capabilities, Power BI experience and strong stakeholder management skills are often securing multiple opportunities simultaneously.

Many organisations continue to experience skills shortages at newly qualified and first-time management levels, placing upward pressure on salaries.

Role	Salary Range
Management Accountant	£40,000 - £55,000
Senior Management Accountant	£55,000 - £65,000
Financial Accountant	£45,000 - £60,000
Senior Financial Accountant	£60,000 - £70,000
Project Accountant	£45,000 - £65,000
Cost Accountant	£45,000 - £65,000
Systems Accountant	£50,000 - £65,000
FP&A Analyst	£45,000 - £60,000
Finance Business Partner	£60,000 - £75,000
Finance Manager	£50,000 - £65,000
Payroll Manager	£45,000 - £60,000
Credit Manager	£45,000 - £60,000

Finance Leadership

Hampshire Market Analysis

Demand for finance leaders remains robust throughout Hampshire.

Private equity-backed businesses, acquisitive organisations and high-growth companies continue to generate significant demand for experienced finance leaders capable of delivering transformation and supporting business expansion.

Commercial leadership, stakeholder management and strategic decision-making skills now sit alongside traditional financial expertise as core requirements.

Role	Salary Range
Chief Financial Officer	£120,000 - £160,000 + Bonus
Finance Director	£100,000 - £140,000 + Bonus
Head of FP&A	£80,000 - £120,000 + Bonus
Head of Finance	£80,000 - £100,000 + Bonus
Head of Tax	£90,000 - £130,000 + Bonus
Head of Internal Audit	£75,000 - £100,000 + Bonus
Treasurer / Director of Treasury	£90,000 - £140,000 + Bonus

Practice Market Overview

Hampshire's accountancy practice market remains highly active, with Top 10, national and regional firms continuing to compete for experienced professionals across Audit, Tax and Outsourcing disciplines.

While graduate and trainee recruitment remains strong, firms continue to experience shortages at qualified and manager levels where competition from industry and commerce remains significant.

Hybrid working, structured progression plans and strong professional development programmes have become critical factors in attracting and retaining talent.

Audit

Hampshire Market Analysis

The audit market continues to experience sustained demand for qualified and part-qualified professionals. The most significant recruitment challenges remain at Audit Senior, Assistant Manager and Manager level.

Many firms continue to invest heavily in ACA training programmes to address future talent shortages, whilst simultaneously competing to retain qualified professionals who are increasingly attracted by opportunities within industry.

Firms offering strong progression opportunities, quality client exposure and flexible working arrangements continue to outperform competitors in attracting and retaining employees.

Role	Top 10 Firms	Regional Firms
Director	£90,000 - £120,000+	£70,000 - £100,000+
Senior Manager / Associate Director	£70,000 - £90,000	£60,000 - £75,000
Manager	£55,000 - £70,000	£45,000 - £60,000
Assistant Manager / Audit Senior (Qualified)	£44,000 - £56,000	£40,000 - £45,000
Audit Senior (Part Qualified)	£35,000 - £42,000	£33,000 - £38,000
Audit Trainee ACA	£28,000 - £34,000	£28,000 - £32,000
Audit Trainee AAT	£25,000 - £28,000	£25,000 - £28,000

Tax

Hampshire Market Analysis

The tax recruitment market remains candidate-short and highly competitive across both corporate and personal tax disciplines.

CTA-qualified professionals continue to command premium salaries, with strong demand for tax professionals with advisory expertise.

The increasing complexity of tax legislation and growing demand for advisory services have further strengthened recruitment activity throughout the Hampshire market.

Many firms continue to invest heavily in ATT and CTA development programmes to address long-term talent shortages.

Role	Top 10 Firms	Regional Firms
Director	£90,000 - £130,000+	£90,000 - £120,000+
Senior Manager / Associate Director	£75,000 - £95,000	£72,000 - £88,000
Manager	£55,000 - £70,000	£55,000 - £65,000
Corporate Tax Senior / Assistant Manager (CTA Qualified)	£45,000 - £55,000	£45,000 - £52,000
Corporate Tax Senior (Part Qualified)	£38,000 - £45,000	£38,000 - £44,000
Personal Tax Senior / Assistant Manager (CTA Qualified)	£42,000 - £52,000	£42,000 - £50,000
Personal Tax Senior (Part Qualified)	£35,000 - £42,000	£35,000 - £42,000
ATT Qualified	£32,000 - £40,000	£32,000 - £40,000
ATT Trainee	£25,000 - £30,000	£25,000 - £30,000

Outsourcing

Hampshire Market Analysis

The outsourcing and business services market continues to grow as businesses increasingly seek external finance support and advisory expertise.

Accountancy practices throughout Hampshire continue to expand their outsourcing divisions to meet growing demand from SMEs requiring support as they grow into needing an in-house finance team.

Professionals with experience of Xero, QuickBooks, Sage and cloud-based finance technologies remain particularly sought after. The market is increasingly focused on advisory capability alongside traditional accounting expertise.

Role	Top 10 Firms	Regional Firms
Director	£90,000 - £130,000+	£80,000 - £120,000+
Senior Manager	£70,000 - £90,000	£60,000 - £75,000
Manager	£50,000 - £70,000	£46,000 - £55,000
Senior	£35,000 - £48,000	£35,000 - £44,000
Accounts Assistant / Bookkeeper	£30,000 - £35,000	£30,000 - £35,000

Employer Advice

How to Attract and Retain Finance Talent

✓ Benchmark salaries regularly against market rates

✓ Offer hybrid and flexible working arrangements

✓ Streamline recruitment processes

✓ Provide clear progression pathways

✓ Invest in learning and development

✓ Promote culture, wellbeing and employee engagement

✓ Review benefits packages regularly

Candidate Advice

How to Maximise Your Market Value

✓ Obtain professional qualifications (ACA, ACCA, CIMA, CTA)

✓ Develop commercial finance experience

✓ Gain exposure to ERP systems and finance transformation

✓ Build data analytics and reporting capabilities

✓ Strengthen stakeholder management skills

✓ Stay informed on salary benchmarks and market trends

About This Survey

This salary survey has been compiled using recruitment market intelligence, employer demand, candidate movement and salary benchmarking data across Hampshire's accountancy and finance market.

Salary ranges represent typical market rates and may vary depending on company size, sector, location, qualifications, benefits package and individual experience.

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