



mature
accountants
Finance Recruitment Specialists

PERMANENT & FRACTIONAL
SALARY GUIDE 2026
UK SME MARKET

OVERVIEW

This salary guide has been collated based on latest data (2025/6) across the UK. For each region, the data includes the median salary as well as typical salary range. Regions include:

- National average
- South East
- London
- South West
- East
- West Midlands
- East Midlands
- Yorkshire
- North East
- North West
- Scotland
- Wales



To discuss any of the data within this guide or for a confidential discussion please get in touch - 0330 1333 728

Note - Regional figures reflect typical SME hiring patterns; city hubs may sit above regional medians.

HIRING WITH INTENT: WHAT FINANCE TEAMS REALLY NEED IN 2026

What's changing

Revenue and cashflow protection is the priority

Investment is focused on roles that protect revenue, cashflow and decision-making

Selective headcount growth

Less tolerance for “nice-to-have” capability

More flexible hiring models

Interim and fractional hires are increasingly used as a long-term strategy, not a stopgap

What that means for hiring

Greater emphasis on systems and commercial experience

SMEs are prioritising sector knowledge, systems experience and commercial confidence

Proven stabilisers command a premium

Strong candidates who can stabilise finance functions continue to command a premium

Speed and impact over scale

Candidates who can deliver quickly are favoured over building large teams

WHY GOOD FINANCE PEOPLE REMAIN HARD TO FIND

Where demand remains strongest

Hybrid finance and systems capability

Finance professionals who combine technical skill with systems and stakeholder capability

Practical reporting and insight

Individuals able to modernise reporting and improve visibility without over-engineering

Change and complexity experience

Candidates with experience of PE reporting, integration or transformation environments

Consistent Hiring challenges

Salary expectation misalignment

Misalignment on salary expectations for hybrid finance and systems roles

Persistent skills shortages

A shortage of qualified, experienced accountants across the UK

Rising operational and compliance risk

Increased risk where hiring decisions are delayed or roles remain unfilled





Based on over 2,000 Finance placements across the UK SME market

THE SHIFT TOWARDS FRACTIONAL AND INTERIM FINANCE LEADERSHIP

Why businesses are changing how they hire

-  **Access to senior capability
without full-time cost**
SMEs want experienced finance leadership
without committing to permanent overhead
-  **Greater focus on cashflow, risk
and flexibility**
Businesses are balancing growth ambitions
with financial discipline
-  **Finance challenges are episodic,
not permanent**
Systems change, transactions and scale-up
phases don't always justify full-time hires
-  **Speed and impact are critical**
Fractional roles allow businesses to move
quickly and address issues immediately

Where Fractional works best

-  **CFO / FD leadership for SME
and PE-backed businesses**
-  **Pre Acquisition Readiness, Due
Diligence work & Post-acquisition
integration and reporting upgrades**
-  **Cashflow, controls and
governance improvements**
-  **Bridging periods during
permanent hiring or team rebuild**

SALARY GUIDE

NATIONAL AVERAGE

ROLE	TYPICAL RANGE	MEDIAN	FRACTIONAL
CFO	£120k - £200k	£155k	£900-£1000+ per day
Group Financial Director	£110k - £140k	£128k	£750 - £900 per day
Group Financial Controller	£82k - £120k	£100k	£650 - £750 per day
Finance Director	£90k - £120k	£115k	£800 - £900 per day
Financial Controller	£65k - £90k	£80k	£500 - £600 per day
Group Accountant	£57k - £70k	£65k	
Finance Manager	£55k - £75k	£65k	£350-£500 per day
Snr Management Accountant	£53k - £66k	£57k	
Management Accountant	£45k - £60k	£54k	
Financial Accountant	£48k - £61k	£52k	
Part Qualified Management / Financial Accountant	£35k - £48k	£42k	
Purchase / Sales Ledger	£24k - £31k	£30k	£225 - £325 per day
Accounts Assistant	£24k - £32k	£30k	
Bookkeeper	£30k - £38k	£35k	£250 - 300 per day

SALARY GUIDE

SOUTH EAST

ROLE	TYPICAL RANGE	MEDIAN
CFO	£148k - £230k	£180k
Group Financial Director	£115k - £160k	£135k
Group Financial Controller	£90k - £130k	£105k
Finance Director	£92k - £167k	£125k
Financial Controller	£74k - £93k	£85k
Group Accountant	£60k - £74k	£69k
Finance Manager	£60k - £79k	£70k
Snr Management Accountant	£55k - £69k	£63k
Management Accountant	£50k - £65k	£58k
Financial Accountant	£46k - £65k	£55k
Part Qualified Management / Financial Accountant	£37k - £51k	£45k
Purchase / Sales Ledger	£26k - £34k	£30k
Accounts Assistant	£26k - £36k	£32k
Bookkeeper	£28k - £39k	£35k

SALARY GUIDE

LONDON

ROLE	TYPICAL RANGE	MEDIAN
CFO	£155k - £250k	£185k
Group Financial Director	£125k - £170k	£145k
Group Financial Controller	£95k - 145k	£112k
Finance Director	£100k - £180k	£135k
Financial Controller	£80k - £100k	£90k
Group Accountant	£66k - £80k	£75k
Finance Manager	£65k - £85k	£75k
Snr Management Accountant	£65k - £80k	£70k
Management Accountant	£60k - £75k	£65k
Financial Accountant	£55k - £75k	£62k
Part Qualified Management / Financial Accountant	£45k - £60k	£52k
Purchase / Sales Ledger	£30k - £38k	£35k
Accounts Assistant	£30k - £39k	£34k
Bookkeeper	£29k - £40k	£35k

SALARY GUIDE

SOUTH WEST

ROLE	TYPICAL RANGE	MEDIAN
CFO	£138k - £215k	£168k
Group Financial Director	£108k - £147k	£125k
Group Financial Controller	£81k - £121k	£94k
Finance Director	£86k - £155k	£116k
Financial Controller	£69k - £86k	£77k
Group Accountant	£56k - £69k	£64k
Finance Manager	£56k - £73k	£64k
Snr Management Accountant	£52k - £65k	£56k
Management Accountant	£47k - £62k	£55k
Financial Accountant	£44k - £60k	£53k
Part Qualified Management / Financial Accountant	£34k - £47k	£41k
Purchase / Sales Ledger	£25k - £31k	£28k
Accounts Assistant	£25k - £32k	£28k
Bookkeeper	£26k - £35k	£30k

SALARY GUIDE

EAST

ROLE	TYPICAL RANGE	MEDIAN
CFO	£142k - £223k	£174k
Group Financial Director	£112k - £152k	£129k
Group Financial Controller	£85k - £125k	£98k
Finance Director	£89k - £161k	£120k
Financial Controller	£71k - £89k	£80k
Group Accountant	£58k - £71k	£66k
Finance Manager	£58k - £76k	£66k
Snr Management Accountant	£53k - £67k	£61k
Management Accountant	£49k - £63k	£55k
Financial Accountant	£44k - £63k	£53k
Part Qualified Management / Financial Accountant	£35k - £49k	£42k
Purchase / Sales Ledger	£25k - £31k	£28k
Accounts Assistant	£25k - £33k	£28k
Bookkeeper	£26k - £36k	£31k

SALARY GUIDE

WEST MIDLANDS

ROLE	TYPICAL RANGE	MEDIAN
CFO	£139k - £217k	£169k
Group Financial Director	£109k - £148k	£126k
Group Financial Controller	£82k - £122k	£95k
Finance Director	£87k - £157k	£117k
Financial Controller	£69k - £87k	£78k
Group Accountant	£56k - £70k	£65k
Finance Manager	£56k - £74k	£65k
Snr Management Accountant	£52k - £65k	£56k
Management Accountant	£48k - £61k	£53k
Financial Accountant	£43k - £61k	£52k
Part Qualified Management / Financial Accountant	£35k - £48k	£41k
Purchase / Sales Ledger	£24k - £30k	£27k
Accounts Assistant	£24k - £32k	£27k
Bookkeeper	£26k - £35k	£30k

SALARY GUIDE

EAST MIDLANDS

ROLE	TYPICAL RANGE	MEDIAN
CFO	£140k - £217k	£169k
Group Financial Director	£110k - £150k	£128k
Group Financial Controller	£85k - £125k	£98k
Finance Director	£92k - £160k	£121k
Financial Controller	£70k - £89k	£79k
Group Accountant	£56k - £70k	£65k
Finance Manager	£56k - £76k	£65k
Snr Management Accountant	£52k - £65k	£56k
Management Accountant	£48k - £61k	£53k
Financial Accountant	£43k - £61k	£52k
Part Qualified Management / Financial Accountant	£34k - £48k	£41k
Purchase / Sales Ledger	£24k - £30k	£28k
Accounts Assistant	£24k - £32k	£28k
Bookkeeper	£26k - £35k	£30k

SALARY GUIDE

YORKSHIRE

ROLE	TYPICAL RANGE	MEDIAN
CFO	£130k - £210k	£160k
Group Financial Director	£105k - £143k	£120k
Group Financial Controller	£80k - £118k	£92k
Finance Director	£84k - £151k	£110k
Financial Controller	£67k - £84k	£75k
Group Accountant	£54k - £67k	£63k
Finance Manager	£54k - £71k	£63k
Snr Management Accountant	£50k - £63k	£54k
Management Accountant	£46k - £59k	£52k
Financial Accountant	£42k - £59k	£50k
Part Qualified Management / Financial Accountant	£33k - £46k	£40k
Purchase / Sales Ledger	£23k - £29k	£26k
Accounts Assistant	£k23 - £31k	£26k
Bookkeeper	£25k - £34k	£29k

SALARY GUIDE

NORTH EAST

ROLE	TYPICAL RANGE	MEDIAN
CFO	£130k - £200k	£155k
Group Financial Director	£104k - £142k	£115k
Group Financial Controller	£79k - £117k	£90k
Finance Director	£83k - £150k	£110k
Financial Controller	£66k - £83k	£75k
Group Accountant	£54k - £67k	£62k
Finance Manager	£54k - £71k	£62k
Snr Management Accountant	£50k - £63k	£54k
Management Accountant	£46k - £58k	£51k
Financial Accountant	£41k - £58k	£50k
Part Qualified Management / Financial Accountant	£33k - £46k	£40k
Purchase / Sales Ledger	£23k - £29k	£26k
Accounts Assistant	£23k - £31k	£26k
Bookkeeper	£25k - £33k	£29k

SALARY GUIDE

NORTH WEST

ROLE	TYPICAL RANGE	MEDIAN
CFO	£134k - £210k	£165k
Group Financial Director	£105k - £143k	£120k
Group Financial Controller	£80k- £118k	£95k
Finance Director	£84k - £151k	£115k
Financial Controller	£70k - £87k	£80k
Group Accountant	£54k - £67k	£63k
Finance Manager	£55k - £71k	£63k
Snr Management Accountant	£50k - £63k	£54k
Management Accountant	£46k - £59k	£52k
Financial Accountant	£42k - £59k	£50k
Part Qualified Management / Financial Accountant	£34k - £46k	£40k
Purchase / Sales Ledger	£23k - £29k	£26k
Accounts Assistant	£23k - £31k	£26k
Bookkeeper	£25k - £34k	£29k

SALARY GUIDE

SCOTLAND

ROLE	TYPICAL RANGE	MEDIAN
CFO	£140k - £219k	£171k
Group Financial Director	£109k - £149k	£127k
Group Financial Controller	£83k - £123k	£96k
Finance Director	£87k - £158k	£118k
Financial Controller	£70k - £88k	£78k
Group Accountant	£57k - £70k	£65k
Finance Manager	£57k - £75k	£65k
Snr Management Accountant	£52k - £66k	£57k
Management Accountant	£48k - £61k	£54k
Financial Accountant	£44k - £61k	£52k
Part Qualified Management / Financial Accountant	£35k - £48k	£42k
Purchase / Sales Ledger	£24k - £32k	£28k
Accounts Assistant	£24k - £32k	£28k
Bookkeeper	£26k - £35k	£30k

SALARY GUIDE

WALES

ROLE	TYPICAL RANGE	MEDIAN
CFO	£132k - £207k	£161k
Group Financial Director	£103k - £141k	£119k
Group Financial Controller	£78k - £116k	£90k
Finance Director	£82k - £149k	£111k
Financial Controller	£66k - £83k	£74k
Group Accountant	£54k - £66k	£60k
Finance Manager	£54k - £70k	£61k
Snr Management Accountant	£49k - £62k	£53k
Management Accountant	£45k - £58k	£51k
Financial Accountant	£41k - £58k	£49k
Part Qualified Management / Financial Accountant	£33k - £45k	£39k
Purchase / Sales Ledger	£23k - £29k	£26k
Accounts Assistant	£23k - £29k	£26k
Bookkeeper	£25k - £33k	£28k

What do we do?

Fractional, Permanent, Interim and Executive Recruitment for SME business across:

- Finance Directors, Financial Controllers and CFOs
- Finance Managers, Management Accountants
- FP&A, Project Analysts, Billing Analysts
- Bookkeepers, Accounts Assistants, Credit Controllers
- *Also have a proven record of placing MDs, COO and CEOs as well as HR, Risk and Compliance Directors*



How do we operate?

- **PART TIME, FULL TIME and INTERIM** solutions with **30,000+ candidates** registered
- Since 2005 have recruited for over **2000 SME owner managed and PE backed businesses.**
- Cover full spectrum of Finance roles
- UK wide & International – not just focused on London
- Work with MDs, CEOs and Finance teams to understand their requirements



Why use MA?

- **Run by experienced finance professionals & accountants**
- Speed of response is critical - usually within 48 hours to begin shortlist suggestions
- Provide access to top quality candidates across a range of sectors
- Never paid a rebate since inception, reflecting quality-led hiring and long-term fit
- We work cross sector across all finance levels
- UK-wide, regionally focused coverage



GET IN TOUCH



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