

paying

attention.



A guide to salaries within the
financial services sector in 2018

financial services

the resilient sector.

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Foreword.

Brexit hangs over almost every aspect of British life from food prices and borders to jobs and salaries.

It particularly impacts the financial services sector, which remains the powerhouse of the UK economy and is why - as the government negotiated in Brussels during 2017 - banks and finance companies in London and the rest of the UK held their breath.

As it stands very little is known about what a Brexit deal will look like and if there's one thing businesses don't like it's uncertainty. However, one thing is certain: financial services is a resilient sector and remains the UK's biggest source of export and tax revenues.

Financial services contributed £124.2 billion in gross value added (GVA) to the UK economy in 2016, 7.2% of the UK's total GVA, and employed more than one million workers - 3.1% of all jobs in the UK.

From this position of strength there will continue to be bumps along the road in 2018 and with competition for talent increasing - in the UK and across the Channel - salary and benefits will play a key role in employee attraction and retention.

Introduction.

Walk through the City of London today and you'll see the familiar sights of packed London Underground trains, continuously revolving doors and bustling lunchtime eateries.

Looking around you'll be forgiven for thinking not much has changed since Britain voted to leave the EU despite predictions tens of thousands of finance workers would quit London for Frankfurt or Paris.

In fact, banks are expected to move fewer than 4,600* workers abroad in preparation for Brexit and in the face of uncertainty the message is clear; employers appear to be reluctant to leave the capital.

With their future seemingly very much in the UK, employers will look to attract the best talent - both permanent and temporary whilst retaining their best workers. Key to this will be the pay and benefits on offer, which is why our report provides insight into benchmarks and scales so when it comes to making a job offer you can be confident it is the right one.

The salary guide was compiled using data gathered between January 2017 and December 2017 from job listings, job offers and candidate registrations by Randstad.

*Source: Financial Times (December 2017)
<https://www.ft.com/content/931b1b1a-df49-11e7-a8a4-0a1e63a52f9c>

understanding

change.

Key findings.

Our research shows most permanent and temporary salaries remain reasonably static but some areas are reporting an upsurge in salaries and day rates.

An area of strong wage growth is in compliance, which has seen rises in pay and demand across all levels of roles. An impact perhaps of companies paying even more attention to laws, rules and regulations as the country prepares to leave the EU and design its own frameworks.

From control room analysts (permanent £50,000-£60,000 & temporary £300-£350, both maximum range) to head of central compliance (permanent £72,000-£80,000 & temporary £750-£800 maximum range), workers in this crucial area are being paid more to entice the best talent and avoid significant fines being imposed.

During this time of change other roles associated with compliance are also in demand. Auditors, for example, command some of the highest salaries in finance earning as much as £175,000 a year in a permanent role or £700 a day.

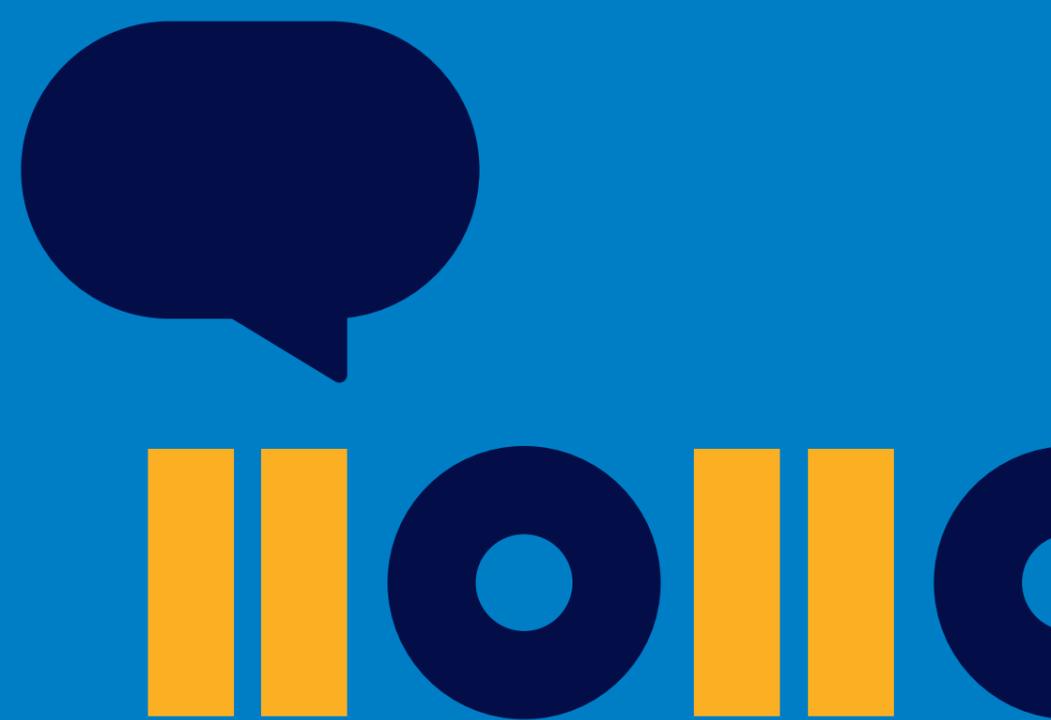
Within 'risk' the area that has seen the greatest change is within quantitative risk. As Jovi Cheung, Randstad senior consultant in risk management, explains, specifically on model validation. "As a result of impending regulatory changes by European banking authorities, the push for improved accuracy of models has increased the demands for quantitative professionals working in validation. As a result of the rising demand, we have witnessed an increase in daily rates."

European Union legislation has also impacted in pay in change and business transformation. Chris Rose, Randstad executive manager of change and business transformation, said last year saw a focus on recruiting with MiFID 2 (The Markets in Financial Instruments Directive) and GDPR very much in mind.

"Due to the demand for strong candidates with regulatory experience, daily rates have been extremely competitive, especially within asset management. Many of the strongest candidates in the market were in contract and therefore our clients were having to pay in the region of £50-£100 per day more to secure their services," Chris said.

There has been movement in salaries in banking internal audit especially in niche teams such as model risk and compliance audit and an increase in headcount across technology has created a shift in candidates' salary expectations.

Permanent salaries have remained relatively stable in investment banking, which has led some candidates to take advantage of attractive day rates offered in the sector. More candidates are showing interest in operations roles in investment management while in banking operations there has been movement on day rates due to demand in roles associated with MiFID 2.



Confidence.

To assess confidence in the UK market we turned to Randstad's Q4 'Workmonitor' report, which surveyed at least 400 respondents from 32 countries around the world. It found fewer than half (47%) of survey respondents believe the UK economy will improve in 2018, the same as in 2017. Compared to European competitors, we are more pessimistic about our prospects than counterparts in France and Germany where 50% and 57% of respondents think their country will fare better in 2018.

When it comes to the next 12 months, 65% of workers in the UK are optimistic and think their employers will perform better than in 2017, the same as Germany but lower than the global average (72%) and levels in economic powerhouses China (87%) and the United States (78%). The most confident country is India where 94% of respondents think the organisation they work for will have a better 2018.

In the UK, almost two thirds (63%) of respondents said their employers performed better financially in 2017 than in 2016, more than in France (53%) but slightly fewer than in Germany (65%) and the overall global average (67%).



meeting

expectations.

Pay rises and bonuses.

According to Randstad's Workmonitor Q4 report in 2017, 55% of Britons believe they are in line for a raise this year, the third highest proportion of any EU country behind Sweden and Portugal.

This is in line with the global average, which has risen to 56%, up three percentage points over the last year.

The number of UK workers expecting a one-time financial bonus this year has fallen to 37% from 42%, however, financial services will continue to pay the highest average bonus of any sector.



37% of UK workers expect a financial bonus

Figures published last year by the Office for National Statistics showed the amount paid out in bonuses increased by 6.5% and that the average UK bonus increased to slightly more than £1,600 in the year to April 2017.

Private sector bonuses amounted to £45.7bn, dwarfing the £650m paid in the public sector while workers in the financial and insurance industry were handed the biggest bonuses.



Bonus pots often tell us how well industries and the overall economy have performed over the past 12 months so it's encouraging to see a variety of sectors reporting higher bonuses.

There will be little surprise that finance and insurance lead the way - contributing £15bn overall - but despite the 10% growth, we are some way off the pre-crisis level.

Money is not everyone's top priority but we know from our own reports that remuneration still matters. As well as their pay packet, candidates we interview also value job fulfilment, training opportunities and increasingly a work-life balance." CEO Mark Bull, Randstad UK



Gender pay disparity.

The national gender pay gap has narrowed to its lowest since records began in 1997 (December 2017 - ONS) but on average men still earn 9.4% more than women.



When it comes to finance, the gap widens to a chasm in certain roles but flips in others.

Male financial managers, for example, earned 36% more than women and there was a similar gap in manager and director roles (34%). However, in roles at the lower end of the payscale like bank clerks women earned an average of 3.8% more than men with an annual salary of £18,964 a year or £11.34 an hour.

Promoting women to more senior - and higher paying - roles is one of the ways companies are closing the gap but recognising it in the first place is a step in the right direction if the UK is to improve on the woeful position of having just six female CEOs at FTSE 100 companies.

Government action is also tackling the issue in the form of the Women in Finance Charter, which commits the Treasury and more than 120 signatory companies to supporting the progression of women into senior roles in financial services.

Work will also need to focus on other areas to really make an impact here such as perceived glass ceilings, work life balance and in financial services in particular a perception of overly macho cultures. Recent research* has also highlighted interesting differences between how males and females respond to job adverts and job descriptions with women far more likely than men to deselect themselves from applying for a role due to a self-perceived lack of the required skills

New transparency laws around pay will also encourage pay parity and from April companies with 250 or more employees were obliged to publish their gender pay gap annually.

*Source: Broadbean



At Randstad we believe equal pay isn't just morally right but it also makes business sense and while the Equality Act 2010 will make gender pay gap reporting mandatory and narrow the chasm, we are committed to recruiting based on ability, knowledge, skills and merit alone."



diversity



It's not just women who have struggled to make it into leadership roles. Fewer than one in 10 management jobs in the UK are currently held by members of black, asian and ethnic minority (BAME) community.

The lack of diversity was reinforced last year by the Chartered Management Institute showed just 54% of FTSE 100 companies were actively championing greater diversity. One business that is tackling underrepresentation is Lloyds Banking Group, which is targeting 8% of its top 7,000 staff to be identified as black, asian or minority ethnic (BAME) by 2020.

The wider impact of moves such as this aren't just ethical but make business sense, too. A recent review on diversity found the UK economy would be £24bn a year bigger if those from a BAME background progressed in their careers at the same pace as their white colleagues.

“Returning to work is one of the most important steps in getting back to normal after major life events. Whether it's following maternity leave or after a serious illness, workers face similar challenges when integrating back into the workforce and it's important for employers to know how to support an employee who is getting back into a working routine.”
Alison Starmer, managing director, Randstad Client Solutions

in finance.

Returning to work.

There are approximately 35,000 current job vacancies in financial services leading many companies to evaluate how they appeal to possible candidates who have been out of work. Randstad's Returning to Work campaign explored the many reasons people take time off work and the challenges they face getting back into the workforce.

So far our case study videos have been viewed over **300,000 times in just 3 months** and the campaign to raise awareness of the journey back into the workplace has been reported on by national media outlets including the BBC and Sky News.

findings from our returning to work campaign.



how 2018

is taking shape.

Tick-tock...

At 11pm UK time on Friday 29 March, 2019, Britain will officially leave the European Union.

The government and EU negotiators may have agreed on the so-called 'divorce' issues including how much Britain is obliged to pay the union but there is still a long way to go before the important matter of a trade deal is settled.

A transition period starting after we leave will allow time for politicians and organisations both side of the Channel to get their houses in order and assess the impact of a potential trade deal.

The hope is for a "unique and unprecedented" deal that includes the UK's financial services sector, which was described by Prime Minister Theresa May as "the world's most significant financial centre" that supplies "more than £1.1 trillion of cross-border lending to the rest of the EU".

As businesses wait on a deal, one thing has been made clear: there will be differences after the UK leaves and not everyone will get what they want.

Preparing for change.

Financial services are preparing for Brexit and potential changes to law, regulation and rules by expanding compliance and risk teams.

As the salary data in the second half of this report shows, companies are already paying higher salaries and rates in these areas in a bid to recruit the best talent and stay ahead of challenges brought on from changes to regulatory and legal frameworks.

Until fears of a bad trade deal with the EU or reverting to World Trade Organisation rules can be allayed we expect demand for roles in compliance and risk, as well as audit, to remain particularly strong.

All eyes are on Westminster and Brussels to see who blinks first but when it comes to jobs and salaries in financial services, employers cannot afford to wait before taking action.

Closing statement

Pay continues to be the leading factor for job seekers, but making the right offer requires more than just an attractive salary. Benefits including development opportunities and job security play a key role in tempting candidates and retaining the 56% of workers Randstad's Workmonitor Q4 report found were 'open to leaving their current role'.

Randstad has monitored salaries in financial services to provide an insight into pay scales and emerging trends. We have analysed minimum, medium and maximum salary ranges for a diverse range of roles based across the country to give an authoritative overview of pay and benefits in 2018. As you can see from our data and analysis, Randstad pays attention.

accountancy & finance.

permanent

	Minimum range	Mid range	Maximum range
Internal Audit	£50,000 - £75,000	£75,000 - £100,000	£100,000 - £175,000
Financial Operations	£24,000 - £28,000	£28,000 - £34,000	£34,000 - £38,000
Financial Reporting & Control	£30,000 - £50,000	£50,000 - £80,000	£80,000 - £120,000
Fund Accounting	£35,000 - £50,000	£50,000 - £75,000	£75,000 - £120,000
Management Reporting & Analysis	£32,000 - £50,000	£50,000 - £80,000	£80,000 - £120,000
Product Control	£35,000 - £50,000	£50,000 - £80,000	£80,000 - £120,000
Project Management	£40,000 - £50,000	£50,000 - £90,000	£90,000 - £150,000
Regulatory Reporting	£35,000 - £50,000	£50,000 - £80,000	£80,000 - £120,000
Taxation	£40,000 - £50,000	£50,000 - £90,000	£90,000 - £200,000

temporary

	Minimum range	Mid range	Maximum range
Internal Audit	£300 - £400	£400 - £550	£550 - £700
Financial Operations	£120 - £150	£150 - £200	£200 - £250
Financial Reporting & Control	£150 - £250	£250 - £400	£400 - £500
Fund Accounting	£150 - £250	£250 - £350	£350 - £450
Management Reporting & Analysis	£250 - £300	£300 - £350	£350 - £400
Product Control	£200 - £300	£300 - £400	£400 - £500
Project Management	£250 - £300	£300 - £500	£500 - £700
Regulatory Reporting	£200 - £300	£300 - £450	£450 - £600



operations: investment banking.

permanent

	Minimum range	Mid range	Maximum range
Cash Management/Liquidity	£35,000 - £45,000	£45,000 - £60,000	£60,000 - £110,000
Client Services	£35,000 - £50,000	£50,000 - £65,000	£65,000 - £110,000
Client Money	£40,000 - £50,000	£50,000 - £70,000	£70,000 - £120,000
Asset Servicing	£35,000 - £55,000	£55,000 - £60,000	£60,000 - £120,000
Documentation	£40,000 - £55,000	£55,000 - £70,000	£70,000 - £120,000
Derivatives Settlements/Middle Office	£40,000 - £55,000	£55,000 - £70,000	£70,000 - £120,000
Data Management	£40,000 - £50,000	£50,000 - £70,000	£70,000 - £120,000
Securities Settlements/Middle Office	£35,000 - £50,000	£50,000 - £70,000	£70,000 - £120,000
Client Clearing	£40,000 - £50,000	£50,000 - £70,000	£70,000 - £120,000
Collateral Management	£40,000 - £50,000	£50,000 - £70,000	£70,000 - £120,000
Onboarding	£40,000 - £50,000	£50,000 - £70,000	£70,000 - £120,000
Transaction/Regulatory Reporting	£40,000 - £50,000	£50,000 - £70,000	£70,000 - £120,000
OCRM	£40,000 - £55,000	£55,000 - £70,000	£70,000 - £120,000
Loans	£35,000 - £45,000	£45,000 - £60,000	£60,000 - £110,000
Trade Finance	£35,000 - £45,000	£45,000 - £60,000	£60,000 - £110,000

temporary

	Minimum range	Mid range	Maximum range
Cash Management/Liquidity	£180 - £210	£210 - £250	£250 - £280
Client Services	£180 - £220	£220 - £250	£250 - £300
Client Money	£200 - £230	£230 - £260	£260 - £300
Asset Servicing	£160 - £200	£200 - £270	£270 - £300
Documentation	£200 - £250	£250 - £350	£350 - £450
Derivatives Settlements/Middle Office	£180 - £220	£220 - £260	£260 - £300
Data Management	£150 - £180	£180 - £240	£240 - £280
Securities Settlements/Middle Office	£160 - £200	£200 - £220	£220 - £260
Client Clearing	£180 - £220	£220 - £250	£250 - £280
Collateral Management	£180 - £220	£220 - £250	£250 - £280
Onboarding	£180 - £250	£250 - £280	£280 - £320
Transaction/Regulatory Reporting	£200 - £250	£250 - £320	£320 - £380
OCRM	£200 - £250	£250 - £300	£300 - £350
Loans	£200 - £250	£250 - £280	£280 - £350
Trade Finance	£180 - £220	£220 - £250	£250 - £300



change management.

permanent

	Minimum range	Mid range	Maximum range
Programme Management (Investment Banking/Investment Management)	£80,000 - £100,000	£100,000 - £140,000	£140,000 - £170,000
Project Manager (Investment Banking/Investment Management)	£50,000 - £75,000	£75,000 - £90,000	£90,000 - £110,000
PMO Manager (Investment Banking/Investment Management)	£65,000 - £75,000	£75,000 - £90,000	£90,000 - £110,000
Business Analyst (Investment Banking/Investment Management)	£35,000 - £55,000	£55,000 - £70,000	£70,000 - £95,000
PMO Analyst (Investment Banking/Investment Management)	£40,000 - £50,000	£50,000 - £60,000	£60,000 - £65,000
Programme Management (Retail and Corporate)	£80,000 - £100,000	£100,000 - £120,000	£120,000 - £140,000
Project Manager (Retail and Corporate)	£50,000 - £60,000	£60,000 - £70,000	£70,000 - £80,000
PMO Manager (Retail and Corporate)	£40,000 - £50,000	£50,000 - £60,000	£60,000 - £70,000
Business Analyst (Retail and Corporate)	£30,000 - £40,000	£40,000 - £50,000	£50,000 - £60,000

temporary

	Minimum range	Mid range	Maximum range
Programme Management (Investment Banking/Management, Operations & Finance)	£700 - £800	£800 - £900	£900 - £1,200
Project Manager (Investment Banking/Management, Operations & Finance)	£500 - £600	£600 - £800	£800 - £900
PMO Manager (Investment Banking/Management, Operations & Finance)	£450 - £500	£500 - £550	£550 - £650
Business Analyst (Investment Banking/Management, Operations & Finance)	£450 - £550	£550 - £600	£600 - £750
PMO Analyst (Investment Banking/Management, Operations & Finance)	£300 - £400	£400 - £500	£500 - £550
Programme Management (Retail and Corporate)	£650 - £750	£750 - £900	£900 - £950
Project Manager (Retail and Corporate)	£500 - £600	£600 - £700	£700 - £800
PMO Manager (Retail and Corporate)	£400 - £450	£450 - £500	£500 - £550
PMO Analyst (Retail and Corporate)	£300 - £350	£350 - £450	£450 - £500
Business Analyst (Retail and Corporate)	£450 - £500	£500 - £550	£550 - £600



compliance.

permanent

	Minimum range	Mid range	Maximum range
Regional Head of Compliance	£155,000 - £175,000	£175,000 - £195,000	£195,000 - £250,000
Head of Group Compliance	£135,000 - £155,000	£155,000 - £175,000	£175,000 - £200,000
Head of UK Compliance (CF 10)	£95,000 - £115,000	£115,000 - £135,000	£135,000 - £165,000
Head of Core/Central Compliance	£70,000 - £80,000	£80,000 - £110,000	£110,000 - £155,000
Senior Manager Advisory	£85,000 - £95,000	£95,000 - £115,000	£115,000 - £140,000
Manager Advisory	£70,000 - £80,000	£80,000 - £90,000	£90,000 - £115,000
Associate Advisory	£45,000 - £50,000	£50,000 - £60,000	£60,000 - £80,000
Senior Manager Monitoring	£80,000 - £90,000	£90,000 - £105,000	£105,000 - £125,000
Manager Monitoring	£60,000 - £65,000	£65,000 - £75,000	£75,000 - £90,000
Associate Monitoring	£48,000 - £55,000	£55,000 - £60,000	£60,000 - £80,000
Head of Control Room	£85,000 - £95,000	£95,000 - £115,000	£115,000 - £125,000
Control Room Team Leader	£55,000 - £60,000	£60,000 - £65,000	£65,000 - £85,000
Control Room Analyst/Associate	£40,000 - £45,000	£45,000 - £50,000	£50,000 - £60,000

temporary

	Minimum range	Mid range	Maximum range
Regional Head of Compliance	£1,450 - £1,500	£1,500 - £1,600	£1,600 - £1,650
Head of Group Compliance	£1,200 - £1,250	£1,250 - £1,300	£1,300 - £1,350
Head of UK Compliance (CF 10)	£950 - £1,000	£1,000 - £1,050	£1,050 - £1,100
Head of Core/Central Compliance	£550 - £650	£650 - £750	£750 - £800
Senior Manager Advisory	£700 - £750	£750 - £850	£850 - £1,000
Manager Advisory	£400 - £450	£450 - £500	£500 - £600
Associate Advisory	£350 - £450	£450 - £500	£500 - £550
Senior Manager Monitoring	£600 - £650	£650 - £750	£750 - £850
Manager Monitoring	£450 - £500	£500 - £550	£550 - £600
Associate Monitoring	£300 - £350	£350 - £400	£400 - £450
Head of Control Room	£450 - £550	£550 - £600	£600 - £650
Control Room Team Leader	£300 - £350	£350 - £400	£400 - £450
Control Room Analyst/Associate	£200 - £250	£250 - £300	£300 - £350
Financial Promotions Manager	£300 - £400	£400 - £500	£500 - £600
Financial Promotions Associate	£200 - £250	£250 - £300	£300 - £350



financial crime.

permanent

	Minimum range	Mid range	Maximum range
Head of Financial Crime: EMEA	£135,000 - £155,000	£155,000 - £170,000	£170,000 - £200,000
Head of Financial Crime: UK/MLRO (CF11)	£100,000 - £130,000	£130,000 - £160,000	£160,000 - £180,000
AML Manager	£60,000 - £70,000	£70,000 - £85,000	£85,000 - £115,000
KYC Manager/Team Leader	£60,000 - £70,000	£70,000 - £80,000	£80,000 - £85,000
KYC/Onboarding Associate	£35,000 - £45,000	£45,000 - £55,000	£55,000 - £75,000
KYC Analyst	£30,000 - £40,000	£40,000 - £55,000	£55,000 - £60,000
Sanctions Manager	£50,000 - £60,000	£60,000 - £75,000	£75,000 - £90,000
Transaction Surveillance/Monitoring	£45,000 - £55,000	£55,000 - £75,000	£75,000 - £95,000
Financial Crime Officer	£45,000 - £50,000	£50,000 - £75,000	£75,000 - £90,000

temporary

	Minimum range	Mid range	Maximum range
Head of Financial Crime: EMEA	£600 - £650	£650 - £700	£700 - £750
Head of Financial Crime: UK/MLRO (CF11)	£750 - £800	£800 - £900	£900 - £1,000
AML Manager	£300 - £350	£350 - £400	£400 - £450
KYC Manager/Team Leader	£300 - £350	£350 - £400	£400 - £450
KYC/Onboarding Associate	£200 - £250	£250 - £300	£300 - £350
Sanctions Manager	£300 - £350	£350 - £400	£400 - £450
Transaction Surveillance/Monitoring	£200 - £250	£250 - £300	£300 - £350
Financial Crime Officer	£350 - £400	£400 - £500	£500 - £600



global transaction services & custody.

permanent

	Minimum range	Mid range	Maximum range
Relationship Management	£65,000 - £80,000	£80,000 - £100,000	£100,000 - £150,000
Client Services	£35,000 - £45,000	£45,000 - £65,000	£65,000 - £85,000
Network Management	£50,000 - £80,000	£80,000 - £110,000	£110,000 - £150,000
Product Management	£50,000 - £70,000	£70,000 - £90,000	£90,000 - £120,000

temporary

	Minimum range	Mid range	Maximum range
Relationship Management	£200 - £300	£300 - £400	£400 - £450
Client Services	£150 - £200	£200 - £250	£250 - £300
Network Management	£200 - £300	£300 - £400	£400 - £500
Product Management	£250 - £300	£300 - £400	£400 - £650



distribution and marketing.

permanent

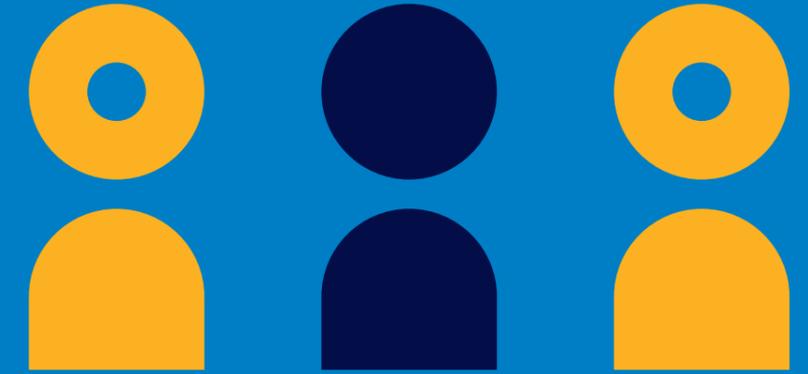
	Minimum range	Mid range	Maximum range
Sales	£60,000 - £80,000	£80,000 - £100,000	£100,000 - £130,000
RFP	£50,000 - £60,000	£60,000 - £80,000	£80,000 - £100,000
Investment Writing	£60,000 - £70,000	£70,000 - £90,000	£90,000 - £110,000
Market Intelligence	£45,000 - £60,000	£60,000 - £80,000	£80,000 - £110,000
Presentations	£40,000 - £50,000	£50,000 - £65,000	£65,000 - £80,000
Product Development	£55,000 - £70,000	£70,000 - £90,000	£90,000 - £110,000
Sales Support	£45,000 - £55,000	£55,000 - £70,000	£70,000 - £90,000

temporary

	Minimum range	Mid range	Maximum range
Sales	N/A	N/A	N/A
RFP	£150 - £180	£180 - £250	£250 - £350
Investment Writing	£180 - £200	£200 - £300	£300 - £400
Market Intelligence	£180 - £200	£200 - £300	£300 - £400
Presentations	£130 - £150	£150 - £200	£200 - £250
Product Development	£250 - £300	£300 - £400	£400 - £650
Sales Support	£140 - £180	£180 - £220	£220 - £250



risk management.



permanent

	Minimum range	Mid range	Maximum range
Counterparty Credit Risk Reporting	£40,000 - £50,000	£50,000 - £70,000	£70,000 - £120,000
Counterparty Credit Risk Methodology	£45,000 - £65,000	£65,000 - £100,000	£100,000 - £180,000
Credit Portfolio Modelling	£45,000 - £65,000	£65,000 - £90,000	£90,000 - £200,000
Counterparty Credit Risk Stress Testing	£45,000 - £60,000	£60,000 - £80,000	£80,000 - £150,000
Market Risk Reporting	£35,000 - £50,000	£50,000 - £70,000	£70,000 - £120,000
Market Risk Management	£45,000 - £60,000	£60,000 - £90,000	£90,000 - £180,000
Market Risk Methodology/Quant	£45,000 - £70,000	£70,000 - £100,000	£100,000 - £180,000
Market Risk Stress Testing	£45,000 - £70,000	£70,000 - £90,000	£90,000 - £150,000
Investment Risk Analyst	£40,000 - £60,000	£60,000 - £90,000	£90,000 - £150,000
Risk Valuations/CVA	£40,000 - £60,000	£60,000 - £85,000	£85,000 - £150,000
Model Validation	£45,000 - £65,000	£65,000 - £100,000	£100,000 - £180,000
Operational Risk - First Line	£40,000 - £55,000	£55,000 - £80,000	£80,000 - £120,000
Operational Risk Management	£45,000 - £60,000	£60,000 - £80,000	£80,000 - £150,000
Operational Risk Scenarios/Capital Modelling	£55,000 - £60,000	£70,000 - £100,000	£100,000 - £180,000
Credit Analysis - FI, NBFII	£40,000 - £55,000	£55,000 - £75,000	£75,000 - £120,000
Credit Analysis - Corporates	£40,000 - £55,000	£55,000 - £75,000	£75,000 - £120,000
Front Office Quantitative Analyst	£50,000 - £80,000	£80,000 - £110,000	£110,000 - £200,000

temporary

	Minimum range	Mid range	Maximum range
Counterparty Credit Risk Reporting	£200 - £300	£300 - £400	£400 - £500
Counterparty Credit Risk Methodology	£300 - £400	£400 - £550	£550 - £650
Credit Portfolio Modelling	£350 - £500	£500 - £700	£700 - £900
Counterparty Credit Risk Stress Testing	£400 - £500	£500 - £650	£650 - £850
Market Risk Reporting	£200 - £300	£300 - £400	£400 - £500
Market Risk Management	£300 - £400	£400 - £500	£500 - £650
Market Risk Methodology/Quant	£400 - £500	£500 - £600	£600 - £900
Market Risk Stress Testing	£400 - £500	£500 - £700	£700 - £900
Investment Risk Analyst	£300 - £400	£400 - £500	£500 - £650
Risk Valuations/CVA	£300 - £400	£400 - £500	£500 - £750
Model Validation	£400 - £500	£500 - £700	£700 - £900
Operational Risk - First Line	£300 - £400	£400 - £500	£500 - £600
Operational Risk Management	£300 - £400	£400 - £550	£550 - £750
Operational Risk Scenarios/Capital Modelling	£400 - £550	£550 - £800	£800 - £1,000
Credit Analysis - FI, NBFII	£250 - £350	£350 - £500	£500 - £650
Credit Analysis - Corporates	£250 - £300	£300 - £450	£450 - £600
Front Office Quantitative Analyst	£600 - £700	£700 - £800	£800 - £1,000

investment management, operations & front office support.

permanent

	Minimum range	Mid range	Maximum range
Client Reporting	£45,000 - £55,000	£55,000 - £75,000	£75,000 - £90,000
Client Services	£50,000 - £60,000	£60,000 - £80,000	£80,000 - £110,000
Performance Analysis	£50,000 - £65,000	£65,000 - £100,000	£100,000 - £120,000
Fund Administration	£40,000 - £50,000	£50,000 - £70,000	£70,000 - £100,000
Operational Oversight	£55,000 - £60,000	£60,000 - £80,000	£80,000 - £100,000
Data Management	£40,000 - £50,000	£50,000 - £70,000	£70,000 - £100,000
Portfolio Analysis	£55,000 - £65,000	£65,000 - £80,000	£80,000 - £110,000
Trade Support	£45,000 - £55,000	£55,000 - £75,000	£75,000 - £90,000
Client Onboarding/Transitions	£55,000 - £60,000	£60,000 - £80,000	£80,000 - £110,000

temporary

	Minimum range	Mid range	Maximum range
Client Reporting	£150 - £200	£200 - £230	£230 - £250
Client Services	£150 - £200	£200 - £230	£230 - £250
Performance Analysis	£180 - £220	£220 - £300	£300 - £350
Fund Administration	£150 - £180	£180 - £220	£220 - £250
Operational Oversight	£200 - £225	£225 - £300	£300 - £350
Data Management	£150 - £180	£180 - £250	£250 - £300
Portfolio Analysis	£150 - £200	£200 - £230	£230 - £250
Trade Support	£150 - £200	£200 - £230	£230 - £250
Client Onboarding/Transitions	£180 - £220	£220 - £300	£300 - £350





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