



North West of England Executive Finance Salary Survey 2024: Unveiling Compensation Trends

In a comprehensive salary survey conducted in the North West of England, we garnered insights from 130-plus executives holding pivotal roles in finance – ranging from Heads of Finance to Chief Financial Officers (CFOs). The survey provides a detailed analysis of compensation trends, job tenure, and overall job satisfaction among finance professionals in the region.

Job Titles and Experience

The respondents represented key positions in the finance domain, with titles such as Head of Finance, Financial Controller, Finance Director, and CFO. A significant 79% of these professionals have been in their roles for 1-4 plus years, indicating a considerable level of experience and stability within their current positions.

Compensation Highlights

Pay Increase Trends: An encouraging 80% of the surveyed executives received a pay increase in the past 12 months, showcasing positive economic conditions and growth within the finance sector in the North West.

Bonus Eligibility: Over 63% of respondents qualify for an annual bonus, with 29% receiving bonuses ranging between 10-25%. This highlights the prevalence of performance-based incentives in the financial executive landscape.

Car Allowance

A noteworthy 36% of respondents receive a car or car allowance as part of their compensation package. Of those who receive a car allowance, 25% reported allowances in the £5,000 to £8,000 range, underlining the diversity in additional benefits provided.

Work Arrangements

Hybrid Work Model: In response to changing work dynamics, 66% of finance executives in the North West are working in a hybrid model. This indicates a shift towards flexible work arrangements, allowing professionals to balance work and personal commitments effectively.

Perception of Compensation

Salary Satisfaction: When asked about their current salary, 60% of respondents felt that their compensation was about average for their role. However, a notable 26% believed their salary was below average, pointing towards a segment of professionals who may seek reevaluation or negotiation of their compensation packages.

Comparative Salary Information

To provide context, it's crucial to consider the general salary landscape for finance executives in the UK and specifically in the North West of England. As of the latest available data, Heads of Finance, Financial Controllers, Finance Directors, and CFOs in the UK command competitive salaries, with variations based on experience, industry, and company size.

In the North West, salaries for these executive roles tend to be reflective of the national average, but can vary based on the economic landscape and industry presence in the region.

Conclusion

The North West of England Executive Finance Salary Survey 2024 highlights the current compensation landscape for finance professionals, shedding light on trends, benefits, and overall job satisfaction. As the region continues to evolve, finance executives are navigating a dynamic environment with a strong focus on performance-based rewards and flexible work arrangements. These insights are invaluable for both employers and professionals seeking to understand and benchmark compensation in this critical sector.

Salary Benchmarking

Role title	Lower quartile	Average	Upper quartile
Financial Controller	£65,000	£75,000	£95,000
Head of Finance	£70,000	£80,000	£100,000
Group Financial Controller	£80,000	£95,000	£120,000
Head of FP&A	£65,000	£80,000	£100,000
Director of FP&A	£75,000	£90,000	£120,000
Finance Director	£75,000	£100,000	£150,000
CFO	£95,000	£125,000	£175,000

Contact Us

If you would like to discuss the survey, or would like a more detailed overview, please do not hesitate in getting in touch with our Executive Team.

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