

CMA Financial Recruitment

CMA Financial Recruitment is the name synonymous with accountancy recruitment across central, southern England. Established in 1980, CMA has built its reputation on professionalism, integrity and quality of service. Today these objectives are as important as ever.

Recognised as the leading regional independent financial recruitment consultancy, the four offices service a client base ranging from smaller entities through to blue chip multinationals. Each benefits from an unparalleled candidate database, built over decades, strong links with all local accountancy bodies and strong on-line presence, ensuring access to premier candidates at every level.

The CMA team has long-standing, dedicated, experienced consultants, including qualified accountants, for each division - permanent, temporary, interim and practice - in all offices. This ensures both unrivalled knowledge of the finance sector and an understanding and appreciation of local market nuances.

CMA Financial Temps

The CMA Financial Temps division provides a specialist recruitment solution for non-permanent accountancy positions at salary equivalent levels of up to £40,000. Whether clients require a sales ledger clerk for two weeks, or a management accountant to cover maternity leave, CMA Financial Temps provides fully referenced, experienced candidates, across all accounting disciplines. All have been extensively interviewed by the team and many are regular CMA temps, able to grasp your needs quickly.

CMA Interim Management

Our Interim Management division provides senior candidates committed to the interim profession with a hands-on and results driven approach that can provide an immediate and lasting impact on an organisation. CMA's extensive database provides fully referenced, experienced senior finance professionals from a range of business backgrounds.

Typical assignments include change and project management, systems installation, company restructure and disposal, strategic review, taxation services and transaction support, as well as interim Financial Controller and Finance Director cover. All are qualified to advise at any level.

The Survey

This salary guidance reflects a broad client portfolio, which ranges from small family firms to large multinational corporations, and the varying experience required for each position. Should you require more detailed guidance based on the profile of your current or planned staff, please contact your local consultant who will be happy to provide up to the minute guidance tailored to your individual organisation and circumstance.

Salary Survey

Finance Staff:

Data Entry	£13-15,000
Sales/Purchase Ledger	£16-19,000
Credit Control	£17-22,000
Payroll	£17-22,000
Graduate Trainees	£15-18,000
Accounts Assistants	£18-23,000
Bookkeepers	£18-26,000

Finance Professionals:

Finance Managers	£40-55,000	£40-60,000
Financial Accountants	£35-50,000	£35-50,000
Management Accountants	£35-50,000	£35-50,000
Group Accountants	£38-50,000	£38-55,000
Business/Finance Analysts	£35-50,000	£40-50,000
Systems Accountants	£32-45,000	£35-50,000
Internal Auditors	£35-55,000	£40-65,000
Credit Managers	£30-45,000	£30-50,000
Payroll Managers	£28-36,000	£30-45,000

Finance Executives:

Financial Controller	£50-80,000	£50-90,000
Group Financial Controller	£60-95,000	£65-100,000
Finance Director	£70-130,000	£55-150,000
Tax Manager	£50-80,000	£50-90,000
FP&A Manager	£50-70,000	£55-70,000
Project/Bid Manager	£50-65,000	£55-70,000
Risk & Compliance Manager	£40-65,000	£50-80,000
M&A Manager	£85-110,000	£90-125,000

Qualifications:

AAT		
Foundation	£13-15,000	£14-16,000
Intermediate	£15-18,000	£16-19,000
Qualified	£18-23,000	£18-23,000

ACA

Newly Qualified	£36-45,000	£38-55,000
1-2 Years PQE	£40-55,000	£45-55,000
3-5 Years PQE	£50-70,000	£55-80,000

CIMA/ACCA

Part Qualified	£25-32,000	£28-34,000
Finalist	£30-34,000	£32-36,000
Newly Qualified	£35-40,000	£35-45,000
1-2 Years PQE	£40-48,000	£38-50,000

Southampton, Portsmouth & Bournemouth

Basingstoke & Surrounding Area

AGI Media Packaging
 Barclays
 B&Q
 Carnival
 CDI AndersElite
 Condor Logistics
 Coopervision Manufacturing Ltd
 Covidien
 Dalkia
 Denplan Ltd
 Dreweatt Neate
 Eaton Corporation
 Emcor
 Ernst & Young
 Fitness First
 Glen Dimplex Ltd
 Grant Thornton
 HJS Group
 Hall & Woodhouse
 Hendy Ford
 Hugh Symons Group
 Johnson Controls
 Langmead Farms

Our Clients



Lewis Brownlee
 Merlin Entertainments
 NATS
 New Look Holdings
 Norwich Union Healthcare
 Pall Europe
 Peek Traffic Ltd
 Peverel Management Services
 Poole Borough Council
 Portsmouth City Council
 PricewaterhouseCoopers
 Prysmian Cables & Systems
 Queen Alexandra Hospital
 RNLI
 Sheen Stickland
 Smith & Williamson
 Snows Motor Group
 Sony
 Thomas Eggar
 VT Group Plc
 Winterthur Life
 Wyeth Pharmaceuticals
 Zurich Assurance



SALARY SURVEY Commerce and Industry January 2009



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WHERE FINANCIAL TALENT IS FOUND