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LEGAL ACCOUNTS:
SALARY SURVEY
LONDON
2026



In association with

ilfm The Institute of Legal Finance & Management

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Tel. **020 3941 1068**

Balance Recruitment is a specialist recruitment consultancy focused exclusively on hiring for legal finance talent.

We work in exclusive partnership with a wide variety of law firms who seek to hire the best attainable talent in the industry, whilst taking care to ensure the application experience is handled professionally and efficiently, reflecting positively on your employer brand.

Our experienced team of consultants are dedicated market specialists with decades of combined experience recruiting within this niche field. Whether you are hiring for an executive appointment or specialist team member, we know how to identify, engage with and assess talent and take the frustration out of hiring.

Our London Salary Survey has again been produced in association with the Institute of Legal Finance & Management (ILFM), with the aim to provide the most comprehensive salary benchmarking guide for the various positions that make up a modern legal finance team.

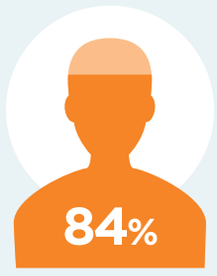
Here we present our detailed findings gathered during the first quarter of 2026 from our network of contacts and ILFM members who are currently working within the accounts teams of Central London Law Firms.

PAYRISES

% of respondents who received a payrise during the previous 12 month period.

TOTAL
Last year: 82%

UK FIRMS	US FIRMS
78%	95%

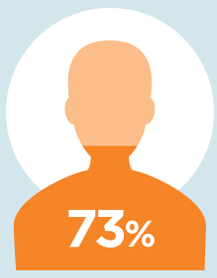


BONUSES

% of respondents who received a financial bonus during the previous 12 month period.

TOTAL
Last year: 69%

UK FIRMS	US FIRMS
63%	85%

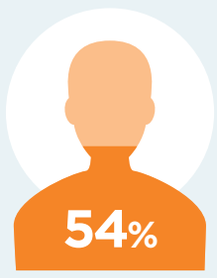


LOYALTY

% of respondents who hope to remain with the same employer over the next 12 months.

TOTAL
Last year: 54%

UK FIRMS	US FIRMS
57%	49%

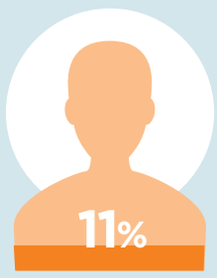


MOVEMENT

% of respondents who changed employer (by choice) during the previous 12 months.

TOTAL
Last year: 18%

UK FIRMS	US FIRMS
8%	12%



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SALARY SURVEY 2026 **LONDON**

Executive summary

Whilst the legal finance hiring market continues to find its footing following the turbulence of recent years, the 2026 survey paints a picture of a profession navigating a period of meaningful adjustment, where the balance between employer expectation and employee aspiration continues to shift.

The wider context is an important one. Most law firms in London had an exceptional financial year in 2025, with sector revenues reaching record highs and profits per equity partner rising sharply. Much of this growth was driven by increased efficiency and the adoption of technology and headcount expansion. While much of this growth has been driven by efficiency improvements, our survey data suggests that London's legal finance professionals have nonetheless shared in that success, with pay rises marginally up on last year's figures and bonus rates improving year on year.

Salary increases remain widespread among London's legal finance professionals, with 83.5% of our survey participants receiving a raise, a marginal increase on the 82% recorded in last year's survey. Of those who received an increase:

- 11% increased by 11%+
- 29% increased by 6–10%
- 47% increased by 3–5%
- 12% increased by 1–2%

The gap between UK and US firms remains pronounced: 78% of UK firm respondents received a pay rise, compared to 95% at US firms, reflecting the continued premium that US law firms place on retaining talent.

Bonus awards also rose, with 73% of London respondents receiving one, up from 69% in last year's survey. Awards of between 4–8% were the most typical. As with pay rises, the divide between firm types is significant: 63% of those at UK firms received a bonus, compared to 85% at US firms.

For hiring firms, accurate and competitive salary benchmarking is vital to attract and retain talent. Once again, survey participants ranked 'Salary & Benefits' as the top priority when considering a move, with 'Flexible Working Arrangements' a very close second, well ahead of 'People & Culture', 'Career Growth', and 'Employer Size & Status' respectively.

If you would like to discuss this information in more detail or to find out more about Balance Recruitment, please contact Becky Bradley or Neil Gibbs on **020 3941 1068**.

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Hybrid working in London remains firmly embedded, with the majority of respondents working two or three days in the office each week. Very few London respondents reported being fully office-based, reflecting how far the market has moved since 2020. US firms have increasingly moved towards four office days, and those who have done so have generally compensated through enhanced benefits, premium office environments and elevated salary packages.

When asked 'Do you believe you'll be working for the same employer in 12 months' time?', 54% of London respondents said 'Yes – I hope to stay put', unchanged from last year's survey, with a further 30% saying 'Uncertain – I wouldn't rule out a change'. Just 10.5% had changed employer by choice during the previous 12 months, down from last year's 18% of respondents. There is also a notable difference between firm types: 57% of those at UK firms plan to stay put, compared to 49% at US firms.

It is worth noting that only a small proportion of legal finance professionals are actively seeking a new role at any given time. The best candidates in this market are largely passive, not on job boards, not actively applying, but in regular contact with specialist recruiters who have built long-term relationships with them. Some of the candidates we represent have been in contact with Balance Recruitment for over ten years, naturally gravitating back to us following a positive experience.

Building great teams in the current London market requires both a deep understanding of prevailing conditions and a willingness to act decisively when the right candidate is available. The candidate pool, whilst willing to consider the right opportunity, is less volatile than it was during the peak movement years of 2021–2023.

We continue to provide bespoke solutions to meet the specific needs of our clients, including executive search, exclusive partnerships and contingent recruitment. For senior appointments, confidential searches, and particularly challenging requirements, we adopt a rigorous executive search process to ensure a successful outcome is achieved.

We are always happy to discuss where firms may be finding recruitment challenging, and welcome the opportunity to support our clients with their requirements.

Thank you to all who contributed to this year's survey. We genuinely appreciate your time and hope the results continue to provide a valuable resource for the wider legal finance community. If you would like to explore the findings in more detail or discuss salary benchmarking for your region or a specific role, please do not hesitate to get in touch.



Becky Bradley
Senior Consultant



Neil Gibbs
Senior Consultant



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BALANCE RECRUITMENT
WHO WE ARE...

We provide a range of bespoke solutions to meet the specific hiring needs of our clients, including executive search processes. We recommend exclusive partnerships to achieve the best possible outcomes

For senior appointments, confidential searches and/or particularly challenging requirements, we adopt a rigorous executive search process to ensure a successful appointment is achieved

We cover transactional finance, qualified accounting, finance systems and executive management positions, with successful appointments at CFO and FD levels in the UK and overseas

Our search consultants have been recruiting within the legal sector for at least 15 years

We invest in our people, ensuring that our consultants are continuously developing their skills and utilising innovative technology to provide a competitive edge

We produce and publish regular industry commentary and analysis, achieving high levels of engagement and visibility within the legal finance community

Our client portfolio includes a wide range of UK and US Law Firms, from Magic Circle to boutique specialists and start-ups

Whilst this survey data is focused on London, we have a successful track record supporting clients from across the UK and overseas

Applicants value the experience of working with us. 100% of respondents to our candidate feedback survey would recommend Balance to a friend or colleague

LONDON SALARIES

Position Title	Low	Average Salary	High
EXECUTIVE			
CFO	£180,000	£240,000	£250,000+
Finance Director / Head of Finance	£140,000	£175,000	£250,000+
Financial Controller	£100,000	£120,000	£160,000
Finance Manager	£85,000	£110,000	£135,000
Partnership Accounting Manager	£95,000	£105,000	£130,000
COMMERCIAL FINANCE			
Head of Pricing	£125,000	£150,000	£185,000+
Pricing Manager	£95,000	£118,000	£133,000
Pricing Manager (no reports)	£85,000	£95,000	£110,000
Pricing Analyst 3yrs+	£70,000	£75,000	£90,000
Pricing Analyst <3yrs	£60,000	£65,000	£70,000
Commercial Finance Manager	£95,000	£105,000	£138,000
Business Manager	£95,000	£105,000	£135,000
Financial Analyst (Qualified)	£60,000	£70,000	£80,000
ACCOUNTING			
Tax Accountant (Qualified)	£85,000	£95,000	£100,000
Management Accountant (Qualified)	£55,000	£60,000	£69,000
Financial Accountant (Qualified)	£55,000	£73,000	£90,000
Assistant Accountant (Part Qual)	£40,000	£46,000	£65,000
Partnership Accountant (Qualified)	£65,000	£75,000	£85,000
Assistant Partnership Accountant	£45,000	£53,000	£58,000
FINANCE SYSTEMS			
Head of Financial Systems	£135,000	£147,500	£200,000
Senior Finance Systems Manager	£100,000	£120,000	£150,000
Finance Systems Manager	£90,000	£107,500	£125,000
Senior Finance Systems Analyst	£67,500	£76,250	£95,000
Finance Systems Analyst	£55,000	£65,000	£75,000
Finance Systems Assistant	£36,500	£45,000	£55,000
REVENUE CONTROL			
Head of Revenue	£115,000	£130,000	£150,000
Revenue / Working Capital Manager	£83,000	£92,500	£110,000
Revenue Supervisor	£75,000	£82,500	£95,000
Senior Revenue Controller	£60,000	£70,000	£95,000
Revenue Controller	£45,000	£54,000	£65,000
Revenue Assistant	£32,000	£37,500	£45,000
CREDIT CONTROL			
Credit Manager	£60,000	£72,500	£85,000
Senior Credit Controller	£48,000	£55,000	£65,000
Credit Controller	£39,000	£42,500	£50,000
Credit Control Assistant	£35,000	£40,000	£45,000
LEGAL BILLING			
Billing Manager	£70,000	£82,500	£100,000
Billing Supervisor	£65,000	£72,500	£95,000
Senior Legal Biller	£65,000	£70,000	£95,000
Legal Billing Coordinator	£38,000	£50,500	£58,000
Legal Billing Assistant	£32,000	£38,000	£50,000
EBILLING			
eBilling Manager	£76,000	£85,000	£93,000
Senior eBiller / Coordinator	£45,500	£59,000	£70,000
eBiller Coordinator	£38,000	£50,000	£60,000
eBilling Assistant	£31,500	£42,500	£50,000
LEGAL CASHIERS			
Head Cashier / Cashiers Manager	£55,000	£74,000	£80,000
Cashiers Supervisor	£50,000	£59,000	£72,000
Senior Legal Cashier	£42,500	£53,500	£70,000
Legal Cashier	£33,000	£42,000	£48,500
Legal Cashiers Assistant	£28,000	£33,500	£38,000
ACCOUNTS PAYABLE			
Accounts Payable Manager	£55,000	£65,000	£82,000
Accounts Payable Supervisor	£50,000	£60,000	£70,000
Senior Accounts Payable	£45,000	£52,500	£58,000
Accounts Payable Specialist	£42,500	£49,000	£52,000
Accounts Payable Assistant	£28,000	£36,000	£38,000

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