

mansionhouse

RECRUITMENT SALARY SURVEY 2017

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UNDERWRITING

JOB TITLE	YEARS IN ROLE	LONDON SALARY RANGE	REGIONAL SALARY RANGE
UNDERWRITING ASSISTANT	2 Years	£25,000 - £27,000	£18,000 - £22,000
	5 Years	£28,000 - £35,000	£23,000 - £26,000
ASSISTANT UNDERWRITER	2 Years	£35,000 - £43,000	£22,000 - £26,000
	5 Years	£43,000 - £50,000	£22,000 - £30,000
UNDERWRITER	2 Years	£55,000 - £65,000	£25,000 - £27,000
	5 Years	£65,000 - £85,000	£28,000 - £35,000
	10 Years	£85,000-£110,000	Up to £50,000
SENIOR UNDERWRITER	5 Years	£90,000 - £120,000	Up to £65,000
	10 Years	£120,000 - £140,000	
UNDERWRITING MANAGER / HEAD OF UNDERWRITING	-	£200,000 - £250,000	Up to £120,000

TECHNICAL / BROKING

JOB TITLE	YEARS IN ROLE	LONDON SALARY RANGE	REGIONAL SALARY RANGE
BROKER BACK UP TECHNICIAN	2 Years	£25,000 - £28,000	
	5 Years	£28,000 - £35,000	
	10 Years	£35,000 - £45,000	
POLICY / WORDINGS TECHNICIAN	2 Years	£38,000 - £45,000	
	5 Years	£45,000 - £70,000	
	10 Years	£70,000 - £120,000	
ACCOUNT HANDLER / EXECUTIVE	2 Years	£25,000 - £30,000	£18,000 - £25,000
	5 Years	£35,000 - £50,000	£25,000 - £40,000
	10 Years	£50,000-£100,000	£40,000 - £50,000
PLACING BROKER	2 Years	£35,000 - £45,000	
	5 Years	£50,000 - £75,000	
	10 Years	£80,000 - £125,000	

CLAIMS / LOSS ADJUSTING

JOB TITLE	YEARS IN ROLE	LONDON SALARY RANGE	REGIONAL SALARY RANGE
CLAIMS BROKER	2 Years	£27,000 - £30,000	
	5 Years	£33,000 - £39,000	
	10 Years	£40,000 - £55,000	
CLAIMS HANDLER	2 Years	£25,000 - £35,000	£18,000 - £25,000
	5 Years	£35,000 - £45,000	£25,000 - £30,000
	10 Years	£40,000 - £55,000	£30,000 - £35,000
CLAIMS MANAGER	5 Years	£50,000 - £60,000	£30,000 - £35,000
	10 Years	£60,000 - £120,000	£35,000 - £65,000
CLAIMS ADJUSTER	2 Years	£30,000 - £40,000	-
	5 Years	£40,000 - £55,000	-
	10 Years	£58,000 - £85,000	-
CLAIMS DIRECTOR	-	£90,000 - £200,000	£75,000 - £135,000
LOSS ADJUSTER	2 Years	£33,000 - £35,500	
	5 Years	£40,000 - £55,000	Up to £50,000
	10 Years	£58,000 - £80,000	

REINSURANCE

JOB TITLE	YEARS IN ROLE	LONDON SALARY RANGE
REINSURANCE ACCOUNTS	2 Years	£25,000 - £29,000
	5 Years	£34,000 - £45,500
	10 Years	£48,500 - £63,000
INWARDS / OUTWARDS TECHNICIAN	2 Years	£25,000 - £35,000
	5 Years	£35,000 - £45,000
	10 Years	£40,000 - £55,000
REINSURANCE MANAGER	5 Years	£50,000 - £70,000
	10 Years	£75,000 - £150,000

ACCOUNTING

JOB TITLE	YEARS IN ROLE	LONDON SALARY RANGE
MANAGEMENT ACCOUNTANT	2 Years	£35,000 - £46,500
	5 Years	£46,500 - £65,000
	10 Years	£65,000 - £80,500
IBA ACCOUNTS	2 Years	£23,000 - £28,000
	5 Years	£25,000 - £35,000
	10 Years	£38,000 - £45,000
CREDIT CONTROLLER	2 Years	£25,000 - £30,000
	5 Years	£30,000 - £40,000
	10 Years	£75,000 - £55,000
SYNDICATE ACCOUNTANT	2 Years	£48,500 - £56,000
	5 Years	£60,000 - £80,000
	10 Years	£80,000 - £120,000

MARKETING & OPERATIONS

JOB TITLE	YEARS IN ROLE	LONDON SALARY RANGE	REGIONAL SALARY RANGE
ADMINISTRATION MANAGER	5 Years	£52,500 - £59,000	-
	10 Years	£60,000 - £80,000	
OPERATIONS MANAGER	5 Years	£46,500 - £65,000	£35,000 - £55,000
	10 Years	£69,500 - £92,000	£55,000 - £80,000
MARKETING ASSISTANT	2 Years	£25,000 - £30,000	£20,000 - £25,000
MARKETING EXECUTIVE	5 Years	£28,000 - £35,000	£25,000 - £35,000
	10 Years	£35,000 - £50,000	£35,000 - £50,000
MARKETING MANAGER	-	£40,000 - £65,000	£35,000 - £60,000
HEAD OF MARKETING AND COMMUNICATIONS	-	£75,000 +	£60,000 +

ANALYTICAL

JOB TITLE	YEARS IN ROLE	LONDON SALARY RANGE
STATISTICAL ANALYST	2 Years	£25,000 - £35,000
	5 Years	£36,000 - £45,500
	10 Years	£46,500 - £70,000
BUSINESS ANALYST	2 Years	£40,000 - £50,000
	5 Years	£53,500 - £60,000
	10 Years	£65,000 - £75,000
CAT MODELLING ANALYST	2 Years	£40,000 - £50,000
	5 Years	£52,500 - £85,000
	10 Years	£80,000 - £120,000+
PROJECT ANALYST	2 Years	£52,500 - £58,000
	5 Years	£63,000 - £78,000
	10 Years	£80,000 - £82,500
FINANCIAL ANALYST	2 Years	£59,000 - £69,000
	5 Years	£70,000 - £75,000
	10 Years	£79,500 - £110,00
UNDERWRITING ANALYST	2 Years	£25,000 - £35,000
	5 Years	£35,000 - £50,000
	10 Years	£50,000 - £65,000

GI ACTUARIAL

JOB TITLE	LONDON SALARY RANGE	REGIONAL SALARY RANGE
GI ACTUARIAL - PERMANENT		
ACTUARIAL TRAINEE	£30,000 - £35,000	£25,000 - £30,000
ACTUARIAL ANALYST	£30,000 - £45,000	£30,000 - £38,000
SENIOR ACTUARIAL ANALYST	£45,000 - £65,000	£40,000 - £55,000
NEARLY / NEWLY QUALIFIED ACTUARY	£65,000 - £85,000	£55,000 - £75,000
QUALIFIED ACTUARY UP TO 5 YEARS	£85,000 - £130,000	£80,000 - £120,000
HEAD OF FUNCTION (5 YEARS+ PQE)	£130,000 - £150,000	£110,000 - £140,000
CHIEF ACTUARY / CRO	£150,000 - £200,000 +	£140,000 - £180,000 +
GI ACTUARIAL - INTERIM		
PART QUALIFIED ACTUARY	£450 - £750 per day	£350 - £500 per day
LONDON MARKET ACTUARY	£800 - £1,200 per day	
HEAD OF ACTUARIAL / CHIEF ACTUARY	£1,000 - £2,000 per day	£800 - £1,500 per day

PENSIONS ACTUARIAL

JOB TITLE	LONDON SALARY RANGE	REGIONAL SALARY RANGE
PENSIONS ACTUARIAL - PERMANENT		
ACTUARIAL TRAINEE	£25,000 - £35,000	£22,000 - £32,000
ACTUARIAL ANALYST	£30,000 - £45,000	£28,000 - £42,000
SENIOR ACTUARIAL ANALYST	£45,000 - £50,000	£40,000 - £46,000
NEARLY / NEWLY QUALIFIED ACTUARY	£48,000 - £65,000	£44,000 - £60,000
QUALIFIED ACTUARY UP TO 5 YEARS	£50,000 - £90,000	£47,000 - £85,000
QUALIFIED ACTUARY (MANAGER) (5 YEARS PQE)	£90,000 +	£80,000 +
PENSIONS ACTUARIAL - INTERIM		
PART QUALIFIED ACTUARY	£300 - £450 per day	
PENSIONS ACTUARY	£500 - £1,000 per day	
HEAD OF ACTUARIAL / SENIOR SCHEME ACTUARY	£1,000 - £1,500 per day	

LIFE ACTUARIAL

JOB TITLE	LONDON SALARY RANGE
TRADITIONAL LIFE	
NEWLY QUALIFIED ACTUARY	£50,000 - £60,000
QUALIFIED ACTUARY (6 YEARS PQE)	£90,000 - £110,000
LIFE REINSURANCE	
TECHNICAL ACTUARY	£80,000 - £120,000
DIRECTOR	£130,000 - £150,000
INTERIM	
QUALIFIED ACTUARY	£750 - £1,400 per day

INVESTMENT ACTUARIAL

JOB TITLE	LONDON SALARY RANGE	REGIONAL SALARY RANGE
INVESTMENT ACTUARIAL – PERMANENT		
ACTUARIAL TRAINEE	£25,000 - £35,000	£22,000 - £32,000
ACTUARIAL ANALYST	£30,000 - £45,000	£28,000 - £42,000
SENIOR ACTUARIAL ANALYST	£45,000 - £50,000	£40,000 - £46,000
NEARLY / NEWLY QUALIFIED ACTUARY	£50,000 - £65,000	£48,000 - £60,000
QUALIFIED ACTUARY UP TO 5 YEARS	£50,000 - £120,000	£47,000 - £100,000
QUALIFIED ACTUARY (MANAGER) (5 YEARS PQE)	£110,000 +	£100,000 +
INVESTMENT ACTUARIAL – INTERIM		
PART QUALIFIED ACTUARY	£350 - £450 per day	
INVESTMENT ACTUARY	£800 - £1,500 per day	
HEAD OF INVESTMENT	£1,200 + per day	

CORPORATE GOVERNANCE

JOB TITLE	LONDON SALARY RANGE	REGIONAL SALARY RANGE
INTERNAL AUDIT		
AUDITOR	£30,000 - £45,000	£28,000 - £35,000
SENIOR INTERNAL AUDITOR	£40,000 - £55,000	£40,000 - £50,000
AUDIT MANAGER	£55,000 - £70,000	£50,000 - £60,000
HEAD OF AUDIT	£75,000 +	£70,000 +
COMPLIANCE		
COMPLIANCE ANALYST	£30,000 - £40,000	£28,000 - £35,000
COMPLIANCE ASSISTANT	£35,000 - £45,000	£30,000 - £40,000
ASSISTANT COMPLIANCE MANAGER / COMPLIANCE OFFICER	£45,000 - £60,000	£40,000 - £50,000
COMPLIANCE MANAGER	£50,000 - £65,000	£45,000 - £55,000
SENIOR COMPLIANCE MANAGER	£60,000 - £80,000	£50,000 - £65,000
HEAD OF COMPLIANCE	£85,000 +	£75,000 +
RISK		
RISK ANALYST	£30,000 - £50,000	£25,000 - £40,000
MANAGER	£40,000 - £50,000	£35,000 - £45,000
SENIOR MANAGER	£65,000 - £90,000	£50,000 - £80,000
HEAD OF RISK	£90,000 +	£80,000 +

CHANGE & PROJECT PROGRAMME MANAGEMENT

JOB TITLE	SALARY RANGE
PROJECT CO-ORDINATOR	£20,000 - £30,000
PROCESS / SYSTEM BUSINESS ANALYST	£30,000 - £45,000
SENIOR BUSINESS ANALYST	£45,000 - £60,000
PMO ANALYST / CONSULTANT	£35,000 - £65,000
PROJECT MANAGER	£50,000 - £70,000
SENIOR PROJECT MANAGER	£70,000 - £85,000
PROGRAMME OFFICE MANAGER	£80,000 - £100,000
PROGRAMME MANAGER	£80,000 - £100,000
PROJECT / PROGRAMME DIRECTOR	£90,000 - £120,000
HEAD OF PROGRAMMES / PMO	£110,000 - £150,000
HEAD OF CHANGE	£130,000 - £180,000

OPERATIONAL CONSULTING

JOB TITLE	SALARY RANGE
ASSOCIATE	£20,000 - £30,000
CONSULTANT	£30,000 - £45,000
SENIOR CONSULTANT	£45,000 - £60,000
MANAGER	£60,000 - £80,000
SENIOR MANAGER	£80,000 - £100,000
DIRECTOR	£110,000 - £150,000
SENIOR DIRECTOR	£150,000 - £200,000
PARTNER	£220,000 - £300,000
MANAGING PARTNER	£300,000 +

SUPPORT ROLES

JOB TITLE	LONDON SALARY RANGE	REGIONAL SALARY RANGE
GCSE / A LEVEL ENTRY ROLE	£18,000 - £20,000	£14,500 - £20,000
GRADUATE ENTRY ROLE	£22,000 - £28,000	£18,000 - £25,000
RECEPTIONIST	£23,000 - £30,000	£16,000 - £22,000
TEAM SECRETARY	£25,000 - £35,000	£20,000 - £25,000
SENIOR SECRETARY / PA	£35,000 - £48,000	£25,000 - £35,000
OFFICE MANAGER	£30,000 - £45,000	£35,000 - £40,000
HR ASSISTANT	£24,000 - £35,000	£20,000 - £30,000

TEMPORARY TECHNICAL

JOB TITLE	SALARY RANGE (PER HOUR)
COMMERCIAL UNDERWRITING ASSISTANT	£20.00 - £22.00
COMMERCIAL UNDERWRITER	£31.00 - £40.00
BROKER BACK UP	£22.00 - £29.00
COMMERCIAL / PERSONAL LINES CLAIMS HANDLER	£22.00 - £29.00
COMMERCIAL / PERSONAL LINES ACCOUNT HANDLER	£22.00 - £29.00
REINSURANCE TECHNICIAN	£22.00 - £37.00
IBA ACCOUNTS TECHNCIAN	£23.00 - £31.00

TEMPORARY SECRETARIAL

JOB TITLE	SALARY RANGE (PER HOUR)
RECEPTIONIST / TELEPHONIST	£15.00 - £18.00
OFFICE JUNIOR / DATA ENTRY	£10.00 - £15.00
ADMINISTRATOR	£15.00 - £21.00
AUDIO TYPIST	£15.00 - £22.00
PA / TEAM SECRETARY	£15.00 - £23.00
EXECUTIVE PA / SHORTHAND PA	£20.00 - £31.00
OFFICE MANAGER	£20.00 - £30.00

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