



Introduction

We are delighted to present the latest edition of the Brewer Morris UK treasury salary guide and market report for 2024-2025.

I am proud that the report is referred to by hundreds of talented treasury professionals every year. It contains key findings from our network of professionals, as well as expert insights from our internal team along with comprehensive salary guides.

The general theme across this year's report is that 2024 has been slightly slower in some verticals. Primarily we have seen most hiring activity from investor-led businesses and because of merger and acquisition (M&A) activity. We have also seen project and interim roles return to the market which is another positive sign that the market is stabilising.

About our report

Data for this salary guide has been compiled from our database, recent placements over the past twelve months, a comprehensive survey of our candidates and insights from LinkedIn Talent Insights. As part of our survey, we generated over 7,000 data points from treasury professionals across commerce and industry, financial services and professional services. Compared to previous years, professionals are less satisfied in their current roles, with over 81% of those surveyed considering their options in the next twelve months.

Commerce and industry salaries

All salaries are in GBP.

FTSE 50 organisations

	Base salary range	Bonus range	Benefits
Group Treasurer	200,000-285,000	0-120%	20,000-100,000+
Deputy Treasurer/Assistant Treasurer	120,000-210,000	0-100%	10,000-100,000+
Treasury Manager	70,000-100,000	0-75%	10,000-50,000
Treasury Analyst	35,000-65,000	0-50%	5,000-20,000
Treasury Controller	90,000-150,000	0-50%	10,000-25,000
Treasury Accountant	65,000-110,000	0-50%	5,000-25,000

FTSE 50-100 organisations

	Base salary range	Bonus range	Benefits
Group Treasurer	180,000-275,000	0-120%	20,000-100,000+
Deputy Treasurer/Assistant Treasurer	100,000-180,000	0-100%	10,000-100,000+
Treasury Manager	60,000-100,000	0-75%	10,000-50,000
Treasury Analyst	35,000-60,000	0-50%	5,000-20,000
Treasury Controller	75,000-110,000	0-50%	10,000-25,000
Treasury Accountant	50,000-90,000	0-50%	5,000-25,000

FTSE 250 organisations

	Base salary range	Bonus range	Benefits
Group Treasurer	160,000-255,000	0-120%	20,000-100,000+
Deputy Treasurer/Assistant Treasurer	95,000-120,000	0-100%	10,000-100,000+
Treasury Manager	60,000-85,000	0-75%	10,000-50,000
Treasury Analyst	30,000-55,000	0-50%	5,000-20,000
Treasury Controller	60,000-95,000	0-50%	10,000-25,000
Treasury Accountant	50,000-75,000	0-50%	5,000-25,000

Fastest hiring commerce and industry sectors



Technology
1000% growth



Media & entertainment
89% growth



Retail & e-commerce
54% growth

Non-listed organisation

	Base salary range	Bonus range	Benefits
Group Treasurer	160,000-255,000	0-100%	20,000-100,000+
Deputy Treasurer/Assistant Treasurer	90,000-130,000	0-75%	10,000-100,000+
Treasury Manager	60,000-85,000	0-75%	10,000-50,000
Treasury Analyst	30,000-55,000	0-50%	5,000-20,000
Treasury Controller	60,000-95,000	0-50%	10,000-25,000
Treasury Accountant	50,000-75,000	0-50%	5,000-25,000

Other limited multinationals

	Base salary range	Bonus range	Benefits
Group Treasurer	140,000-245,000	0-100%	10,000-100,000+
Deputy Treasurer/Assistant Treasurer	90,000-150,000	0-50%	10,000-100,000+
Treasury Manager	50,000-110,000	0-30%	5,000-30,000
Treasury Analyst	30,000-65,000	0-25%	5,000-15,000
Treasury Controller	55,000-95,000	0-15%	5,000-20,000
Treasury Accountant	50,000-85,000	0-10%	5,000-10,000

Accountancy /advisory practice

	Base salary range	Bonus range	Benefits
Partner	150,000-260,000	0-100%	N/A
Director	110,000-160,000	0-50%	10,000-100,000+
Senior Manager	70,000-75,000	0-30%	10,000-50,000
Manager	55,000-75,000	0-25%	5,000-10,000
Senior Analyst/Associate	30,000-55,000	0-15%	5,000-20,000
Analyst/Associate	35,000-50,000	0-10%	10,000-25,000



Financial services salaries

All salaries are in GBP.

Tier one investment banking

	Base salary range	Bonus range	Benefits
Managing Director	230,000-350,000+	0-120%	20,000-100,000+
Director	130,000-230,000	0-100%	10,000-100,000+
Vice President	100,000-140,000	0-75%	10,000-50,000
Analyst Vice President	85,000-105,000	0-50%	10,000-30,000
Senior Analyst/Associate	65,000-90,000	0-50%	0-20,000
Analyst (graduate)	45,000-70,000	0-40%	0-20,000

Mid-tier banks

	Base salary range	Bonus range	Benefits
Group Treasurer	180,000-275,000	0-120%	20,000-100,000+
Director (Head of)	125,000-185,000	0-100%	10,000-100,000+
Vice President	95,000-130,000	0-75%	10,000-50,000
Analyst Vice President	75,000-100,000	0-50%	5000-20,000
Senior Analyst/Associate	55,000-80,000	0-50%	10,000-25,000
Analyst (graduate)	40,000-60,000	0-50%	5000-25,000

Challenger banks


	Base salary range	Bonus range	Benefits
Group Treasurer	150,000-260,000	0-120%	20,000-100,000+
Director (Head of)	110,000-170,000	0-75%	10,000-80,000+
Vice President	80,000-120,000	0-40%	10,000-50,000+
Analyst Vice President	60,000-85,000	0-40%	0-30,000+
Senior Analyst/Associate	45,000-65,000	0-40%	0-25,000+
Analyst (graduate)	35,000-50,000	0-40%	0-20,000+

Regional retail banks/building societies


	Base salary range	Bonus range	Benefits
Group Treasurer	130,000-170,000	0-100%	10,000-100,000+
Director (Head of)	100,000-135,000	0-70%	10,000-80,000+
Vice President	75,000-105,000	0-40%	10,000-80,000+
Analyst Vice President	55,000-80,000	0-40%	0-30,000+
Senior Analyst/Associate	40,000-60,000	0-40%	0-25,000+
Analyst (graduate)	30,000-45,000	0-40%	0-20,000+

Non-banking financial institutions


	Base salary range	Bonus range	Benefits
Group Treasurer	235,000-335,000	0-120%	10,000-100,000+
Head of Treasury	165,000-255,000	0-100%	10,000-80,000+
Deputy treasurer / Assistant Treasurer	125,000-175,000	0-75%	10,000-50,000+
Treasury Manager	80,000-120,000	0-45%	0-30,000+
Treasury Analyst	50,000-85,000	0-20%	0-25,000+
Treasury Operations Analyst	45,000-75,000	0-10%	0-20,000+



38%
of treasury professionals working in financial services are qualified by experience



45%
of treasurers in financial services are considering moving roles in the next twelve months



63%
of those surveyed in financial services would turn to recruitment consultancies if looking for a new role



Interim treasury day rates

All rates are in GBP.

	Commerce & Industry	Financial Services
Interim Group Treasurer	800-1600	700-2000
Interim Deputy Treasurer/Assistant Treasurer	600-1000	600-1000
Interim Senior Treasury Consultant	850-1500	750-1500
Interim Senior Treasury Systems Consultant	500-800	500-900
Interim Treasury Consultant	400-900	300-900
Interim Treasury Manager (operations)	350-550	450-550
Interim Treasury Manager (front office)	400-550	450-550
Interim Treasury Accountant	300-750	300-750
Interim Treasury Analyst	250-350	250-400

