

## Richard Newcombe is OSR Recruitment Services Finance Consultant

Richard possess over a decade of professional recruitment specialising in the Finance market: from Graduates through to Board Level Executives.

Experience includes having successfully recruited for clients ranging from: Owner Managed SME's to Multinational Blue-Chip PLC's

Richard has previously worked for a specialised finance recruitment consultancy and has first class product knowledge, the ability to build long standing relationships and fully understand both clients and candidates individual needs.

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**Accounts & Finance Consultant**  
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### OSR Financial Salary Survey 2011

	Norfolk		Suffolk	
	Range	Average	Range	Average
Accounts Clerk 1-2 years	£13-15,000	£14,000	£12-14,000	£13,000
Accounts Clerk 2+ years	£14-17,000	£16,000	£14-16,000	£15,000
Accounts Clerical Supervisor	£16-20,000	£18,000	£16-20,000	£18,000
Credit Control 1-2 years	£14-16,000	£15,000	£14-16,000	£15,000
Credit Control 2-5 years	£15-20,000	£17,000	£16-18,000	£17,000
Credit Control Supervisor	£18-25,000	£22,000	£18-25,000	£23,000
Credit Manager	£30-60,000	£42,000	£30-48,000	£42,000
Trial Balance Bookkeeper	£16-20,000	£18,000	£16-20,000	£18,000
Final Accounts Bookkeeper	£18-25,000	£22,000	£18-25,000	£22,000
Payroll Clerk	£14-16,000	£15,000	£15-17,000	£16,000
Payroll Supervisor	£16-24,000	£20,000	£17-22,000	£18,500
Payroll Manager	£25-42,000	£35,000	£28-45,000	£34,000

	Norfolk		Suffolk	
	Range	Average	Range	Average
Qualified By Experience				
3-5 years	£18-25,000	£22,000	£18-22,000	£20,000
5-10 years	£22-36,000	£30,000	£22-34,000	£28,000
10 + years	£30-45,000	£35,000	£30-45,000	£35,000

	Norfolk		Suffolk	
	Range	Average	Range	Average
Accounting Technicians				
Foundation (6+ months exp)	£12-14,000	£13,000	£11-14,000	£12,500
Intermediate (18+ months exp)	£14-16,000	£15,000	£14-16,000	£15,000
Qual (3+yrs)	£16-22,000	£18,000	£18-22,000	£19,000

	Norfolk		Suffolk	
	Range	Average	Range	Average
Part Qualified ACCA				
Part 1	£16-20,000	£18,000	£16-20,000	£18,000
Part 2	£18-25,000	£22,000	£18-25,000	£23,000
Part 3	£24-30,000	£27,000	£22-29,000	£27,000

	Norfolk		Suffolk	
	Range	Average	Range	Average
Part Qualified CIMA				
Foundation	£16-20,000	£18,000	£16-20,000	£18,000
Intermediate	£18-25,000	£22,000	£18-25,000	£22,000
Finalist	£25-30,000	£27,000	£25-30,000	£27,000

	Norfolk		Suffolk	
	Range	Average	Range	Average
Newly Qualified				
Big Four	£33-37,000	£35,000	£28-34,000	£32,000
Outside Big Four	£25-32,000	£29,000	£27-31,000	£29,000
Qualified in Industry	£28-37,000	£32,000	£27-35,000	£33,000

	Norfolk		Suffolk	
	Range	Average	Range	Average
Qualified				
Financial Accountant	£27-38,000	£32,000	£28-38,000	£35,000
Management Accountant	£28-38,000	£35,000	£30-42,000	£37,000
Finance Manager	£35-48,000	£45,000	£38-50,000	£42,000

	Norfolk		Suffolk	
	Range	Average	Range	Average
Company t/o up to £10m				
Financial Controller	£30-45,000	£38,000	£30-42,000	£38,000
Financial Director	£40-50,000	£45,000	£40-50,000	£45,000

	Norfolk		Suffolk	
	Range	Average	Range	Average
Company t/o £10-30m				
Financial Controller	£35-50,000	£45,000	£40-55,000	£50,000
Financial Director	£45-70,000	£55,000	£45-70,000	£58,000

	Norfolk		Suffolk	
	Range	Average	Range	Average
Company t/o £30-100m				
Financial Controller	£45-65,000	£55,000	£45-65,000	£52,000
Financial Director	£60-100,000	£85,000	£60-100,000	£85,000
Group Financial Director	£100-150,000	£125,000	£100-150,000	£125,000