

The logo consists of the letters 'AD' in a white, serif font, set against a dark blue circular background. The circle is partially cut off by the left edge of the frame.

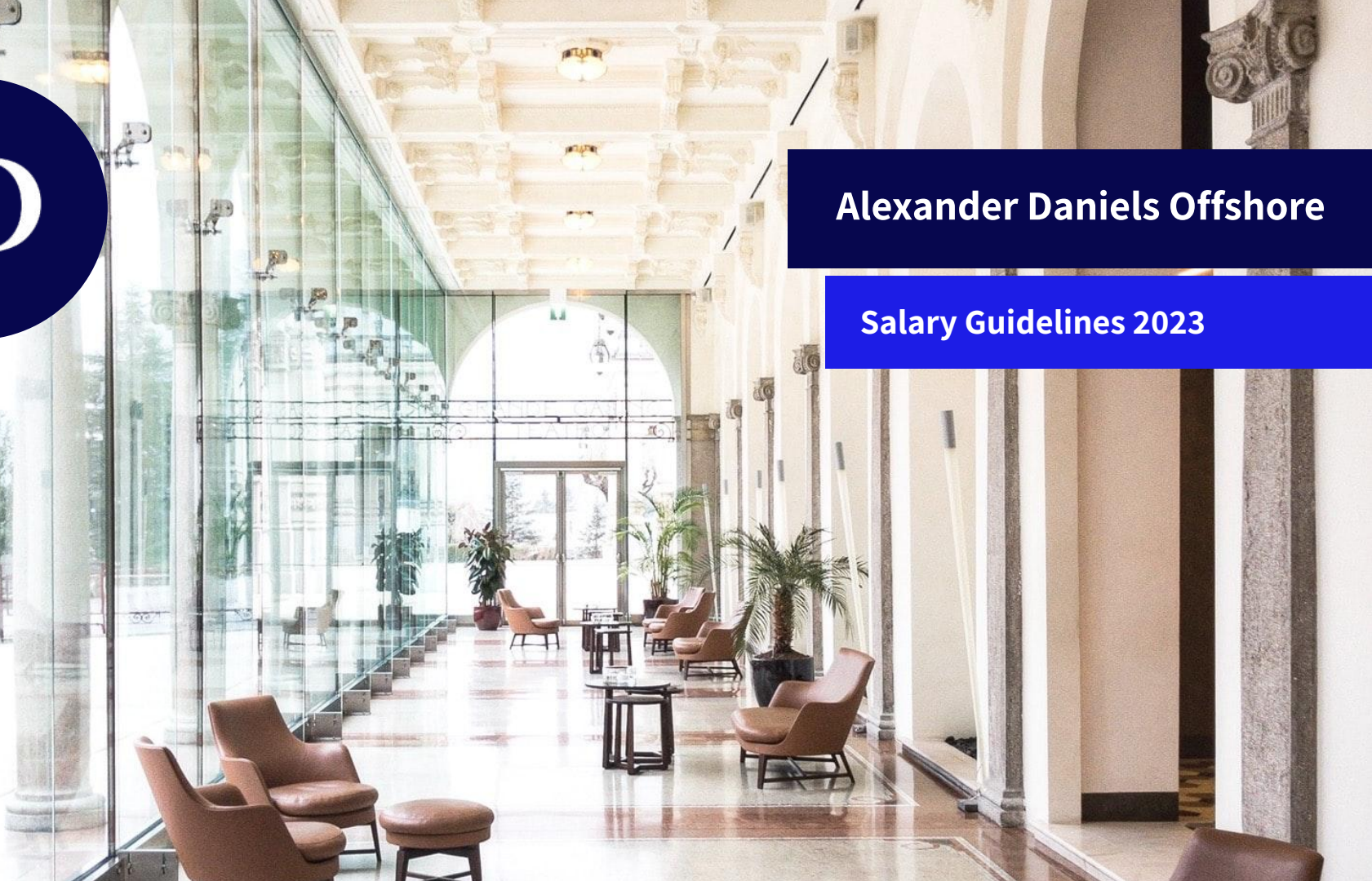
AD

A dark blue horizontal banner with the company name in white, bold, sans-serif font.

Alexander Daniels Offshore

A blue horizontal banner with the title in white, bold, sans-serif font.

Salary Guidelines 2023



Alexander Daniels Offshore is a division of the Alexander Daniels Group – a professional recruitment consultancy group that specialises in providing bespoke, proactive recruitment solutions for candidates across the Channel Islands.

With offices in both Guernsey and Jersey, Alexander Daniels Offshore offers a range of quality services for employers across the Channel Islands. We recruit at all levels with a broad range of expertise across the finance sector and commercial sector.

We've created this document to help you learn more about salary guidelines across professional industries, whether you're a candidate or a client.

This document, including the role, salary and experience levels within, is intended for general information purposes only, and should not be used in substitution of consultation with professional advisors.



Accountancy

Role	Permanent Salary
Trainee Accountant	£25,000+
Bookkeeping	£30,000 - £40,000
Accounts Administrator / Assistant	£25,000 - £35,000
Client Accountant	£45,000 - £50,000
Fund Accountant	£45,000 - £50,000
Senior Fund Accountant	£45,000 - £60,000
Finance Reporting Manager	£45,000 - £60,000
Accountant (Newly Qualified)	£40,000 - £45,000
Senior Accountant / Management Accountant	£50,000 - £70,000
Assistant Finance Manager	£50,000 - £55,000
Finance Manager / Head of Finance	£65,000 - £90,000
Financial Controller / Finance Director	£75,000 - £120,000
Chief Financial Officer	£120,000 - £150,000

Role	Permanent Salary
Receptionist	£25,000 - £35,000
PA / Secretary	£30,000 - £45,000
Executive PA	£45,000 - £60,000
HR Administrator	£25,000 - £30,000
Senior HR Administrator	£30,000 - £45,000
HR Officer	£30,000 - £40,000
HR Business Partner / Manager	£50,000 +
Office Manager	£35,000 - £45,000
Head of Human Resources	£65,000 - £90,000



Office Admin / HR



Trust / Corporate Services

Role	Permanent Salary
Trust Administrator (Non-Qualified)	£25,000 - £30,000
Senior Trust Administrator (Qualified)	£30,000 - £45,000
Trust Officer	£40,000 - £45,000
Senior Trust Officer	£40,000 - £50,000
Assistant Manager	£45,000 - £55,000
Trust Manager (Qualified)	£50,000 - £70,000
Senior Manager	£55,000 - £70,000
Client Director	£75,000 - £90,000
Director	£90,000 - £120,000
Head of Trust	£120,000 - £150,000

Role	Permanent Salary
Co-Sec / Corporate Services Administrator	£25,000 - £35,000
Co-Sec / Corporate Services Senior Administrator	£35,000 - £45,000
Co-Sec / Corporate Services Officer	£40,000 - £50,000
Co-Sec / Corporate Services Assistant Manager	£45,000 - £55,000
Co-Sec / Corporate Services Manager	£60,000 - £70,000
Company Secretary	£60,000 - £90,000
Director Co-Sec / Corporate Services	£90,000 - £120,000



Company Secretarial / Corporate

Fund

Role

Permanent Salary

Fund Administrator

£25,000 - £35,000

Senior Fund Administrator

£35,000 - £45,000

Assistant Manager

£45,000 - £60,000

Fund Manager

£50,000 - £70,000

Fund Senior Manager

£75,000 +

Client Director

£75,000 - £90,000

Director

£90,000 - £120,000

Head of Funds

£100,000 - £150,000

Role	Permanent Salary
Compliance Administrator	£25,000 - £35,000
Senior Compliance Administrator	£35,000 - £45,000
Compliance Officer	£40,000 - £50,000
New Business Officer	£35,000 - £45,000
Compliance Assistant Manager	£45,000 - £60,000
Compliance Manager	£60,000 - £75,000
MLRO / MLCO / CO	£80,000 - £120,000
Head of Compliance / Director	£80,000 - £120,000



Compliance



IT

Role

Permanent Salary

1st Line Support

£25,000 - £30,000

2nd Line Support

£30,000 - £40,000

3rd Line Support

£40,000 - £50,000

Engineer / Senior Engineer

£30,000 - £60,000

Software Developer

£35,000 - £65,000

Business Analyst / Project
Manager

£45,000 - £70,000

I.T Manager

£60,000 - £75,000

Head of IT

£80,000 - £100,000

Role	Permanent Salary
Marketing Administrator	£25,000 - £30,000
Account Executive	£25,000 - £30,000
Senior Account Executive / Senior Business Executive	£30,000 - £45,000
External Communications Officer	£40,000 - £50,000
Digital Marketing Executive	£45,000 - £60,000
Marketing Manager	£45,000 - £65,000
Business Development Executive	£35,000 - £50,000
Business Development Director	£60,000 - £90,000



Marketing



Operations

Role	Permanent Salary
Operations Administration	£25,000 - £30,000
Senior Administration	£35,000 - £45,000
Assistant Manager	£45,000 - £55,000
Operations Manager	£50,000 - £75,000
Head of Operations	£75,000 - £100,000
Chief Operating Officer	£120,000 - £130,000
Group Chief Operating Officer	£120,000 - £150,000
Chief Executive Officer	£120,000 - £150,000