Summer 2026 Salary Survey

Financal Services

MARKET ANALYSIS

The 2026 employment market across financial planning, wealth management and support functions continues to be defined by stability.

Following several years of significant salary growth, the market has settled into a more balanced position. Recruitment activity remains healthy, firms continue to hire, and candidate confidence is positive, but the rapid salary inflation seen in previous years has largely eased.

Salaries have remained steady across most areas of financial planning, paraplanning and administration, creating a more predictable environment for both employers and candidates. One notable exception has been Compliance and Training & Competence (T&C), where ongoing skills shortages and increasing regulatory demands have continued to drive salary growth.

Encouragingly, vacancies remain available across most regions of the UK, redundancy levels are low, and firms continue to invest in talent. While widespread salary increases have slowed, specialist technical professionals and highly qualified candidates continue to command premium remuneration packages.

Overall, the market remains resilient, offering a healthy balance of opportunity, stability and sustainable growth as we move through the second half of 2026.

SUMMARY

While salary growth has moderated compared to previous years, the 2026 market continues to demonstrate the strength and resilience of the financial services sector. Salaries have remained stable across most functions, redundancy levels have stayed low, and recruitment activity remains consistent.

The most notable trend continues to be the demand for highly qualified and technically strong professionals, particularly within senior paraplanning, compliance, T&C and financial planning roles. These candidates remain in short supply and continue to command premium salaries.

SPECIALIST ROLES

One of the most notable trends this year has been the continued demand for specialist professionals, particularly within:

- Compliance and T&C functions
- Advanced financial planning roles
- Senior advisory and wealth management positions

While overall salary growth has stabilised, the shortage of experienced professionals in these niche areas continues to support premium remuneration packages, reflecting the ongoing challenge firms face in attracting and retaining top talent.

FINANCIAL PLANNERS

The financial planning market has remained remarkably consistent throughout 2026, with salaries holding firm across most adviser levels and recruitment activity continuing at a healthy pace.

The real competition, however, is taking place at the top end of the market. Chartered financial planners with strong relationship-management skills, a proven advice track record and the ability to retain and develop client relationships continue to be highly sought after.

Experienced advisers are being viewed as long-term strategic hires rather than simply revenue generators. This has created strong demand for a relatively small pool of high-calibre candidates, resulting in premium salary packages and enhanced benefits for the most sought-after professionals.

PARAPLANNERS

The paraplanning market has remained steady throughout 2026, with salaries across junior and mid-level positions showing little movement compared to previous years.

Demand for experienced paraplanners remains healthy, particularly among firms looking to strengthen their technical capabilities and support growing adviser teams. While recruitment activity has been consistent, it has not reached the levels seen during the peak hiring periods of recent years.

At the senior end of the market, however, experienced and highly technical paraplanners continue to be highly valued. Those with strong pensions, investment and complex planning knowledge, alongside professional qualifications, remain among the most sought-after individuals in the sector.

SALES SUPPORT

Administration and sales support salaries have been among the most stable across the financial planning sector during 2026, with pay levels remaining largely unchanged from the previous year.

Importantly, this stability should not be mistaken for a lack of demand. Vacancy levels have remained consistently healthy, and firms continue to actively recruit experienced support professionals to underpin their growth plans and maintain service standards.

While headline salary growth has been limited, the market remains active, resilient and competitive, providing strong opportunities for quality candidates seeking their next move.

London

Financial Planning

Job Title	Managing Director	Financial Planning Director/Adviser	Sales Manager	Senior Financial Planner	Financial Planner	Junior Financial Planner
Salary	£140,000 - £200,000	£90,000 - £130,000	£80,000 - £120,000	£75,000 - £100,000	£60,000 - £80,000	£45,000 - £60,000

Financial Planning Operations

Job Title	Operations Manager	Paraplanner Manager	Senior Paraplanner	Paraplanner	Sales Support
Salary	£60,000 - £80,000	£60,000 - £80,000	£55,000 - £70,000	£45,000 - £55,000	£35,000 - £45,000

Compliance

Job Title	Compliance Manager	L&D Manager	T&C Manager	Compliance Monitoring Manager	Quality Assurance Manager
Salary	£70,000 - £100,000	£75,000 - £90,000	£70,000 - £85,000	£55,000 - £70,000	£50,000 - £70,000

London

Asset Management

Job Title	Head of Investments	Senior Investment Manager	Investment Manager	Business Development Manager	Relationship Manager	Investment Analyst
Salary	£120,000 - £150,000	£70,000 - £90,000	£50,000 - £70,000	£75,000 - £120,000	£60,000 - £80,000	£50,000 - £70,000

Asset Management Operations

Job Title	Operations Manager	Senior Platform Associate	Assistant Relationship Manager	Platform Service Associate	Investment Administrator
Salary	£50,000 - £80,000	£40,000 - £50,000	£40,000 - £50,000	£35,000 - £42,000	£35,000 - £45,000

Midlands & The North

Financial Planning

Job Title	Managing Director	Financial Planning Director/Adviser	Regional Sales Manager	Senior Financial Planner	Financial Planner	Junior Financial Planner
Salary	£140,000 - £200,000	£90,000 - £140,000	£70,000 - £120,000	£70,000 - £100,000	£45,000 - £80,000	£35,000 - £50,000

Financial Planning Operations

Job Title	Operations Manager	Paraplanner Manager	Senior Paraplanner	Paraplanner	Sales Support
Salary	£50,000 - £70,000	£50,000 - £70,000	£47,000 - £60,000	£35,000 - £48,000	£25,000 - £35,000

Compliance

Job Title	Compliance Manager	Academy Supervisor & Coach	T&C Manager	Compliance Monitoring Manager	Quality Assurance Manager
Salary	£50,000 - £70,000	£50,000 - £65,000	£50,000 - £65,000	£45,000 - £55,000	£45,000 - £60,000

Midlands & The North

Asset Management

Job Title	Head of Investments	Senior Investment Manager	Investment Manager	Business Development Manager	Relationship Manager	Investment Analyst
Salary	£100,000 - £140,000	£70,000 - £90,000	£50,000 - £70,000	£75,000 - £90,000	£60,000 - £80,000	£40,000 - £60,000

Asset Management Operations

Job Title	Operations Manager	Senior Platform Associate	Assistant Relationship Manager	Platform Service Associate	Investment Administrator
Salary	£50,000 - £80,000	£35,000 - £45,000	£30,000 - £40,000	£25,000 - £35,000	£25,000 - £35,000

South West & South Wales

Financial Planning

Job Title	Managing Director	Financial Planning Director/Adviser	Regional Sales Manager	Senior Financial Planner	Financial Planner	Junior Financial Planner
Salary	£120,000 - £150,000	£80,000 - £110,000	£80,000 - £120,000	£70,000 - £100,000	£50,000 - £75,000	£40,000 - £45,000

Financial Planning Operations

Job Title	Operations Manager	Paraplanner Manager	Senior Paraplanner	Paraplanner	Sales Support
Salary	£60,000 - £80,000	£50,000 - £65,000	£45,000 - £55,000	£40,000 - £48,000	£25,000 - £35,000

Compliance

Job Title	Compliance Manager	Academy Supervisor & Coach	T&C Manager	Compliance Monitoring Manager	Quality Assurance Manager
Salary	£50,000 - £70,000	£50,000 - £70,000	£45,000 - £60,000	£55,000 - £65,000	£45,000 - £65,000

South West & South Wales

Asset Management

Job Title	Head of Investments	Senior Investment Manager	Investment Manager	Business Development Manager	Relationship Manager	Investment Analyst
Salary	£100,000 - £140,000	£70,000 - £90,000	£45,000 - £70,000	£75,000 - £100,000	£45,000 - £60,000	£40,000 - £60,000

Asset Management Operations

Job Title	Operations Manager	Senior Platform Associate	Assistant Relationship Manager	Platform Service Associate	Investment Administrator
Salary	£50,000 - £70,000	£30,000 - £40,000	£30,000 - £40,000	£25,000 - £35,000	£25,000 - 35,000

diversity & inclusion.

At mbf, diversity and inclusion are central to our values. We believe a workplace culture where everyone feels valued and respected is essential for success. By embracing diversity in all its forms—cultural, racial, gender, age, or ability—we help create an environment where innovation thrives and everyone has the opportunity to contribute and succeed.

Our logo—a ring—symbolises unity, collaboration, and strength, reflecting our dedication to inclusion. It reminds us that diverse perspectives and teamwork lead to greater achievements. This unity is the foundation of our success, benefiting our team, clients, and candidates alike.

We are committed to embedding diversity and inclusion in everything we do, from hiring practices to candidate support and client collaboration. By challenging biases and ensuring fairness, we build diverse teams and inclusive workplaces where all voices are valued.

For mbf, diversity and inclusion go beyond policies—they define who we are. As advocates for positive change, we empower individuals, strengthen businesses, and contribute to a more equitable society.







Financial Services Recruitment

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