

Your guide to consulting salaries in the UK

Helping clients and candidates to understand
where their role sits in the industry

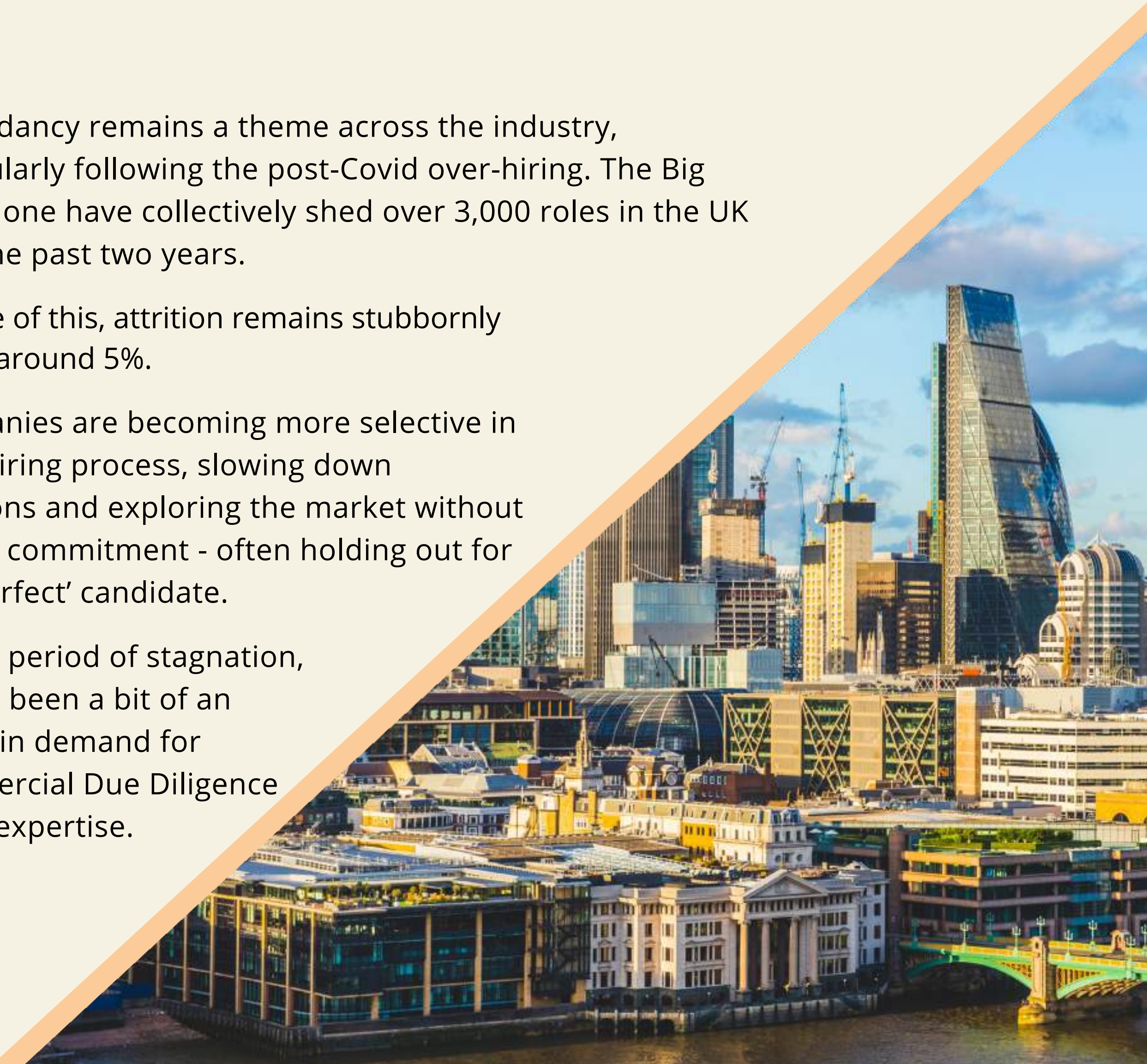
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Industry Trends

- Salaries remain largely flat for another year, with inflation outpacing pay increases – resulting in a continued decline in real-terms earnings.
- Promotion pathways have narrowed, particularly within the Big Four, as firms contend with reduced client demand and increased operational costs.
- Consultants are spending longer at each grade, with promotion timelines lengthening due to limited upward mobility.
- Some candidates are being a bit more flexible with their expectations, perhaps open to lateral moves - and in occasional cases, even accepting lower compensation - to secure the perfect opportunity.
- In the Middle East, there's a growing emphasis on hiring local talent, reducing the volume of opportunities available to Western consultants in the region.
- Demand is shifting toward senior specialists, with firms prioritising experienced practitioners with a niche, over junior hires.

- Redundancy remains a theme across the industry, particularly following the post-Covid over-hiring. The Big Four alone have collectively shed over 3,000 roles in the UK over the past two years.
- In spite of this, attrition remains stubbornly low at around 5%.
- Companies are becoming more selective in their hiring process, slowing down decisions and exploring the market without a clear commitment - often holding out for the 'perfect' candidate.
- After a period of stagnation, there's been a bit of an uptick in demand for Commercial Due Diligence (CDD) expertise.



Management Consulting

UK

Job Title	Average years	Base	Bonus
Analyst	0 - 2	£30,000 - £45,000	0 - 10%
Consultant	2 - 4	£45,000 - £60,000	0 - 15%
Senior Consultant	4 - 6	£55,000 - £80,000	5 - 15%
Manager	6 - 8	£70,000 - £100,000	10 - 25%
Senior Manager / Associate Director	8 - 10	£90,000 - £120,000	10 - 30%
Director	10 - 12	£125,000 - £190,000	15 - 30%
Partner	12+	Bespoke	Bespoke

Please note that we’ve taken a wide variety of data points from consultancies of all sizes, for more specific information please get in touch.

Strategy Consulting

UK

Job Title	Average years	Base	Bonus
Analyst	0 - 2	£35,000 - £60,000	0 - 15%
Consultant	1 - 3	£50,000 - £85,000	5 - 20%
Senior Consultant	2 - 4	£65,000 - £100,000	10 - 25%
Manager	4 - 6	£80,000 - £130,000	15 - 30%
Senior Manager/Associate Director	6 - 8	£110,000 - £150,000	15 - 40%
Director	8 - 12	£150,000 - £200,000	20 - 50%
Partner	9+	Bespoke	Bespoke

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