

Salary Benchmarking Report 2017

*A comprehensive study of remuneration levels
within the Management Consulting sector*

Sponsored by

mindbench
for outstanding high achievers

- CONTENTS**
- INTRODUCTORY REMARKS
- OUR SPONSOR
- SURVEY DEMOGRAPHICS

- **Introductory remarks**
- **The Demographics of the Survey's Respondents and Top-Consultant.com's Consulting Readership**
- **Commentary provided by Mindbench**
- **Overview of Consulting Salaries and Trends**
- **Salary levels by Seniority and Type of Consulting**
 - ✓ Junior Consultants
 - ✓ Senior Consultants
 - ✓ Managers
 - ✓ Senior Managers/ Principals
 - ✓ Partners
- **About our sponsors**
- **Contact us**



CONTENTS



INTRODUCTORY REMARKS



OUR SPONSOR



SURVEY DEMOGRAPHICS

This is the sixth edition of this biannual report on trends for consulting salaries in the UK. It is built on data gathered from thousands of respondents. Thanks to all those who contributed.

The report includes basic salary, bonus levels and benefits individually reported by level of seniority across the management consultancy profession, with break-out data for different areas of consulting. Continuing the format of previous reports, this year's findings are compared closely with results from previous surveys to better illustrate the changes to reward, that practicing consultants have faced through the recession and in the growth years since then.

This UK consulting employment market has clearly cooled in comparison with when we last surveyed it in 2015. The trend of low salary inflation, that started after the financial crash, has continued.

We ourselves have seen this reflected in the salaries being advertised on Top-Consultant over the last year.

There is still a big jump from Principal to Partner and Manager salaries are growing the most strongly, closing the gap to Principal. Strategy remains the highest paid speciality. Firms are continuing to increase usage of offshore teams to staff junior grades which is undoubtedly putting pressure on salaries for these roles and reducing the demand for UK based staff.

I hope you find this an interesting and useful resource.

Jo Chantry – General Manager
Top-Consultant.com

CONTENTS

INTRODUCTORY REMARKS

OUR SPONSOR

SURVEY DEMOGRAPHICS

Mindbench

the leading specialist recruitment firm for management consultancy

www.mindbench.com





CONTENTS



INTRODUCTORY REMARKS



OUR SPONSOR



SURVEY DEMOGRAPHICS

The Demographics of the Survey's Respondents and Top-Consultant.com's Consulting Readership

Our responses for this survey were collected during October and early November of 2017, adding to the thousands of data points we've previously collected that allow us to show compelling trend data for the sector.

Respondents' Profile

Conducting this survey has allowed us to collect demographic data about our readership that may be of great interest to recruiters seeking to attract consulting staff through Top-Consultant.com. Of note is the fact that over 80% of the respondents are currently employed as Management Consultants.

Whilst most responding consultants were from the full-service global brands such as Accenture, Deloitte, EY and PwC, niche and top-tier firms such as McKinsey, Strategy&, PA Consulting and KPMG were also represented.

As job titles through the consulting profession vary depending on the employer, for clarity we use the following definitions throughout the report:

- Junior Consultant** – 1-3 years' consulting experience
- Senior Consultant** – 3-5 years' consulting experience
- Manager** – 5-9 years' consulting experience
- Principal** – 9-12 years' consulting experience
- Partner** – no definition required!



CONTENTS



INTRODUCTORY REMARKS



OUR SPONSOR

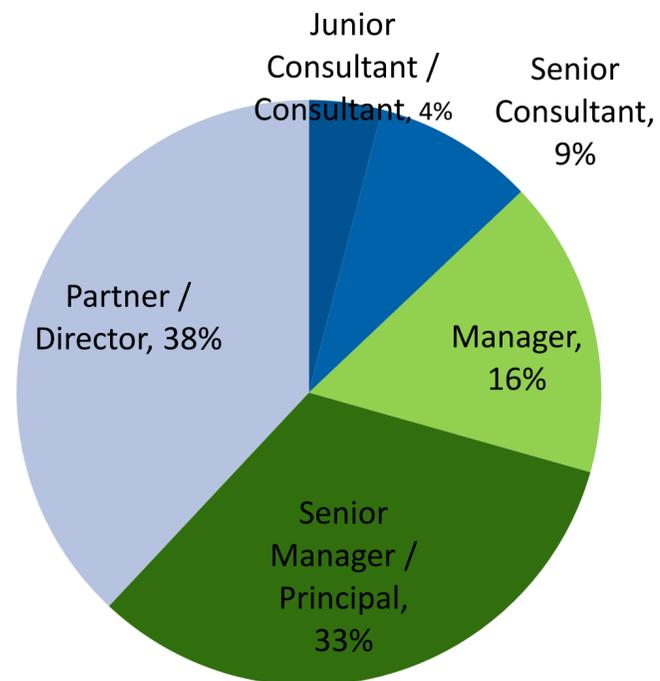


SURVEY DEMOGRAPHICS

The Demographics of the Survey's Respondents and Top-Consultant.com's Consulting Readership

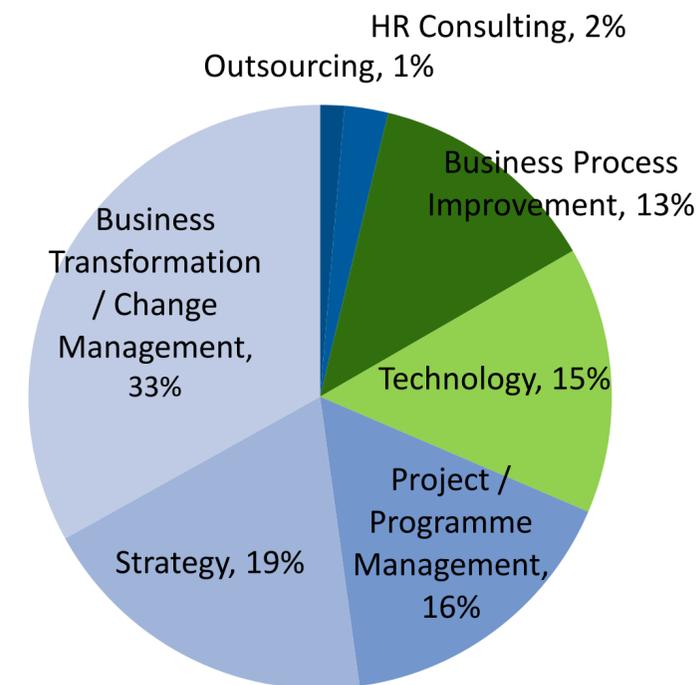
Seniority

We had participants from all five grades this year. The trend to employing reduced levels of Junior Consultants continues as firms source analysis from offshore teams.



Consulting Type

We asked respondents to identify the primary type of consulting work that they undertook, giving interesting insights into the types of consultants recruiters can reach through Top-Consultant.com.





CONTENTS



INTRODUCTORY REMARKS



OUR SPONSOR

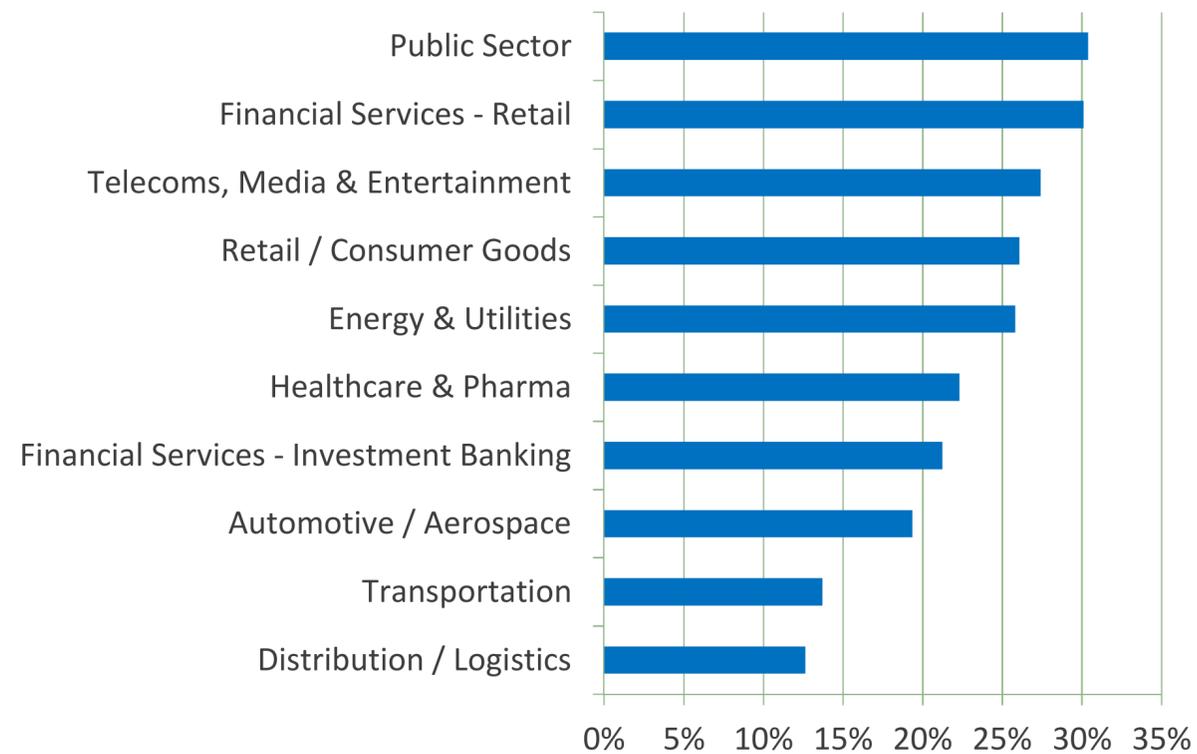


SURVEY DEMOGRAPHICS

The Demographics of the Survey's Respondents and Top-Consultant.com's Consulting Readership

Sector

Similarly, respondents were asked to record the industry sectors that they specialise in. Multiple choices were allowed hence the total exceeds 100.



Why not advertise for consulting candidates on Top-Consultant.com?

Our low-priced advertising packages allow you to see for yourself the types of results that recruiters are experiencing by placing their job listings on Top-Consultant.com

Click [here](#) to find out more

Commentary by Mindbench

Over the last two years growth in the UK consulting market has continued, albeit at a less frenetic pace - due in part to the impact of Brexit. There have been moderate increases in consulting salaries and a greater demand for candidates with specialist skills such as Big Data Analytics and Digital.

Growth has occurred in all business sectors as well as the public sector. Digital disruption and efficiency savings are key themes driving the need for consultants generally and the skill sets associated with digital, data analytics and Lean are in particular demand. The improving European economy has spurred further demand for consultants, particularly in Germany and Switzerland. Further afield acute talent shortages in Australia and Asia are leading to firms there looking to identify and recruit UK based consultants who are interested in relocating.

The "Big 4" and larger firms have been scaling through acquisition as well organic growth, and recent and newly established consultancies serving specific niches are showing bullish optimism and hiring for long term growth.

There have also been greater hiring levels of consultants directly into industry and into private equity. The impact of digital disruption has been profound in retail and financial services. Large existing businesses are using consultants to adapt and reshape their offer and supply chain to the new realities. Digital start-ups are working with consultants on scale up and expansion plans. More industrial companies, which focus on products as their core offering, have also been developing their own consulting service firms in order, to diversify their offer to clients and extend their reach. In addition government departments, charities and third sector organisations are becoming more knowledgeable of the skills that consultants can offer, and consequently are more likely to hire candidates with a consulting profile on a permanent basis.

It's a great time to be a management consultant. The range of career options for consultants in the UK and internationally has expanded over recent years and with it the competition for the best management consultants.

Richard Stewart,
Managing Director
[Mindbench](#)



COMMENTARY



OVERVIEW

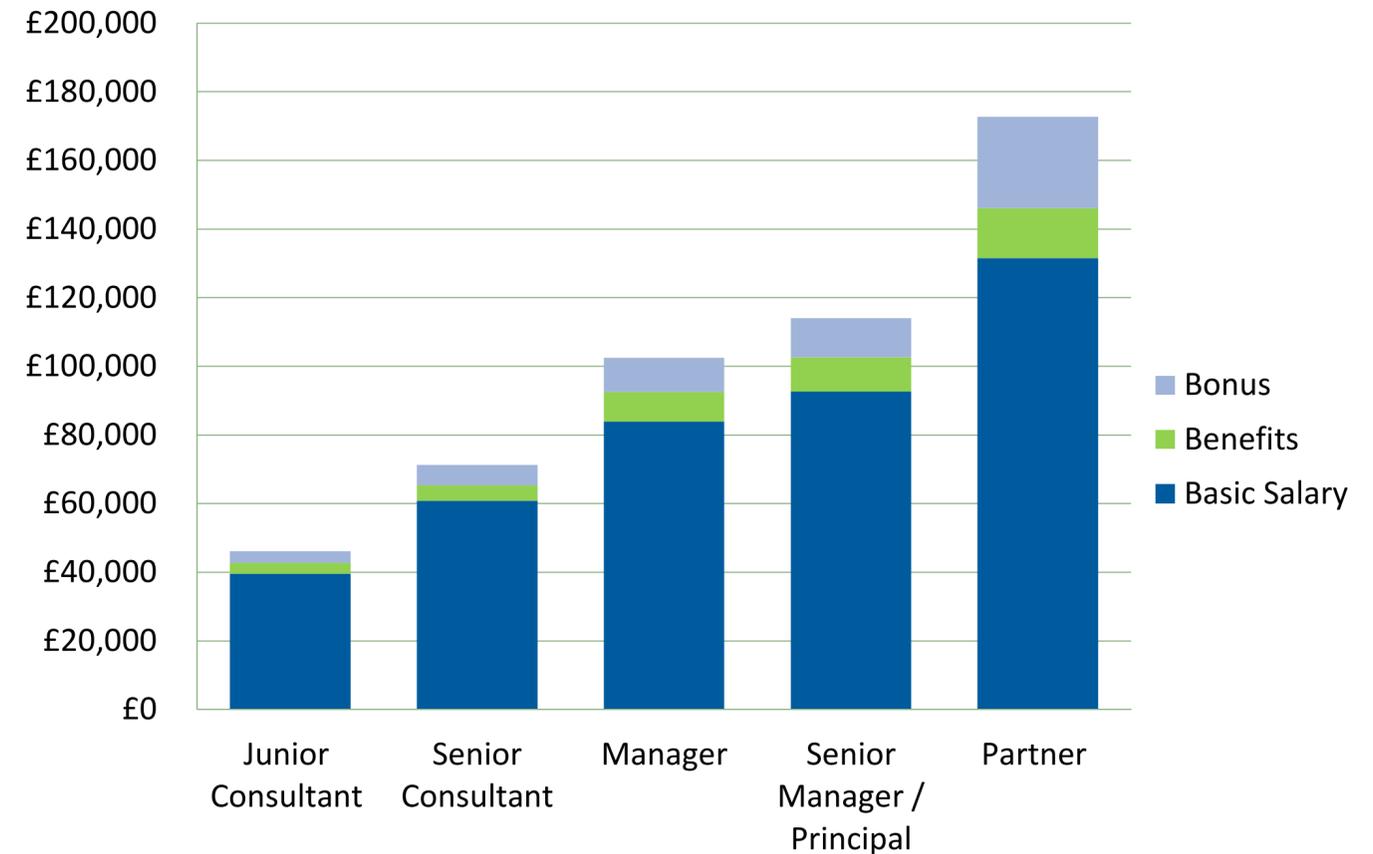


OTHER METRICS AND TRENDS

Overview of Consulting Salaries and Trends

Below we present the aggregate data for the UK consulting industry in 2017, illustrating the average packages by grade. Entry-level consultants earn just under £46k and can rise to an average of £173k for those who have worked their way up to Partner*.

TOTAL REMUNERATION BY LEVEL

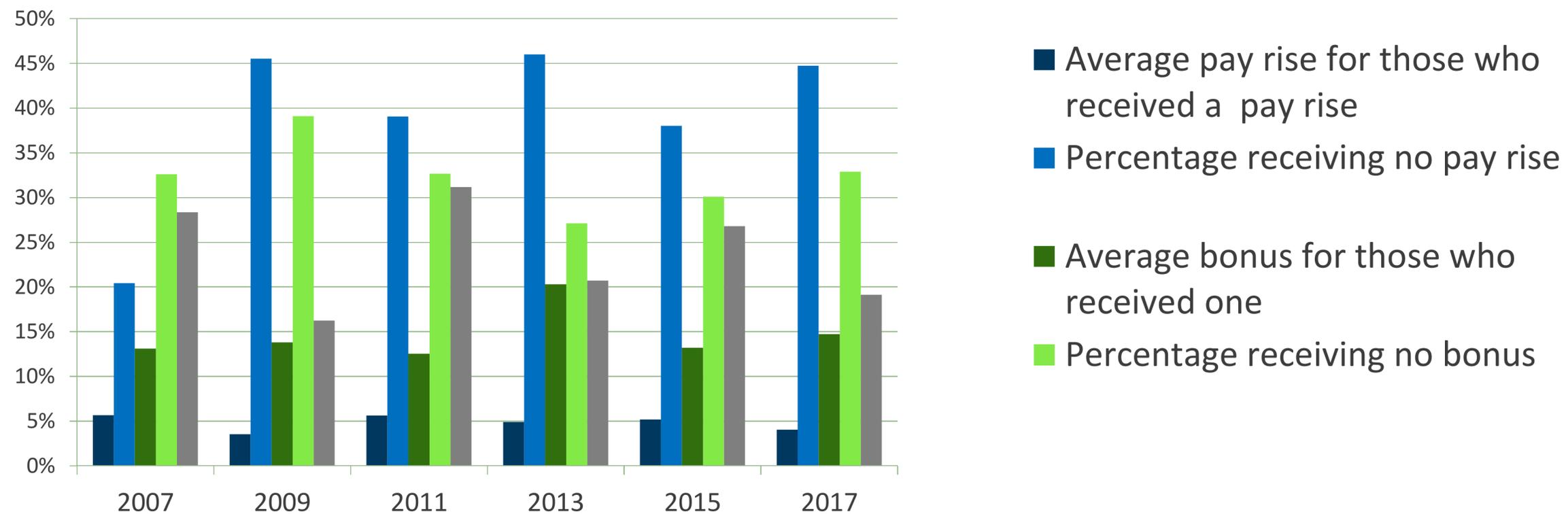


(*NB. The data of more senior partners whose remuneration is ~£800k is not collected in this survey.)

Overview of Consulting Salaries and Trends

The following core survey data from the 2007, 2009, 2011, 2013, 2015 and 2017 reports details the changes to the size and frequency of pay rise, bonus and promotion awards recorded over the last 10 years.

Pay And Bonuses Key Metrics 2007 to 2017



Salary levels by Seniority and Type of Consulting

Sponsored by



REMUNERATION



OUR SPONSOR - MINDBENCH



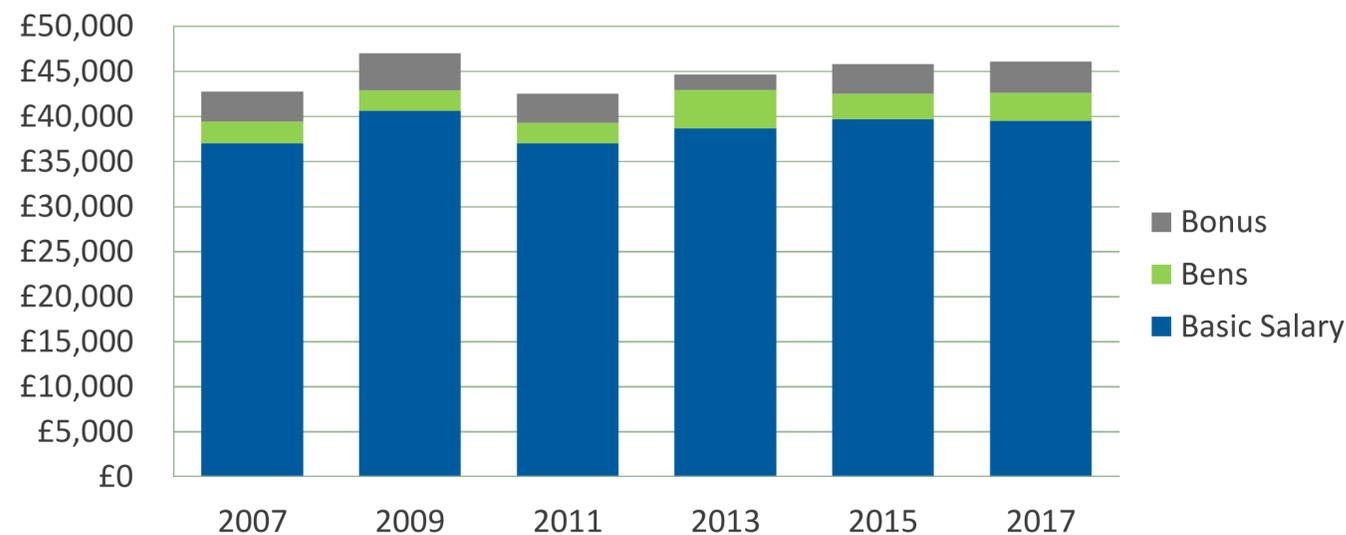
TALK TO TOP-CONSULTANT

Junior Consultants

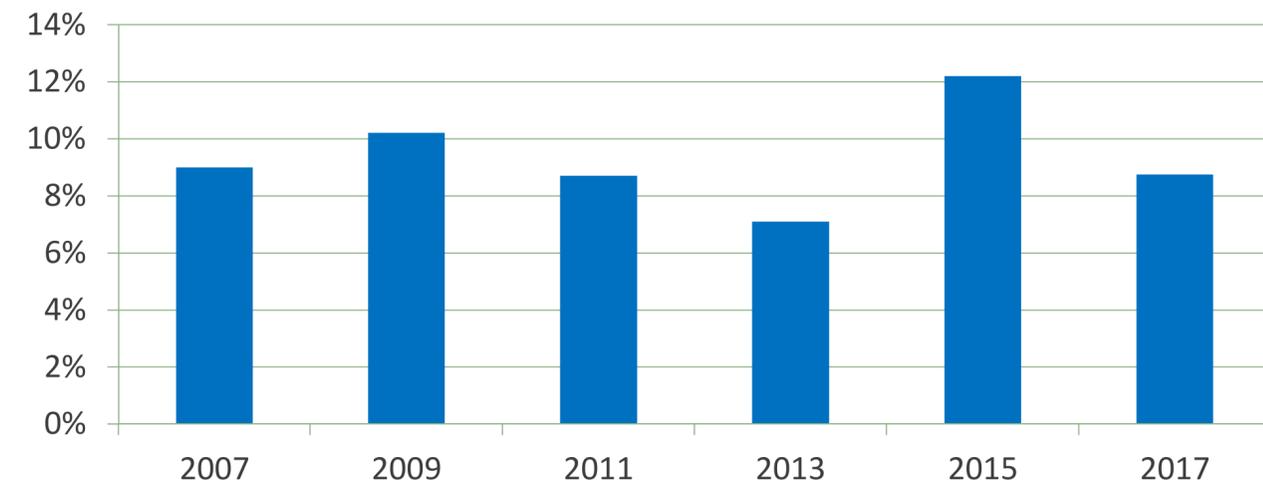
While total packages for Junior Consultants have not quite recovered to the high-point of 2009, Junior Consultants' average total reward have grown for the fourth survey running and now stand at just under £46k. That said, the rate of growth, at just 8% since 2007, is very disappointing given that the Consumer Price Index has risen by 26% in that ten year period. Over half of respondents received no pay rise at all this year.

The average percentage bonus recorded by Junior Consultants is 8.75% a fall on 2015's record 12.2%.

Junior Consultants' Remuneration



Average Percentage Bonus For Those Who Received One



Average pay rise for those who received a pay rise	5.1%
Percentage receiving no pay rise	53.3%
Average bonus for those who received one	8.8%
Percentage receiving no bonus	46.7%
Percentage who received a pay rise as part of a promotion in the last year	53.3%



REMUNERATION



OUR SPONSOR - MINDBENCH

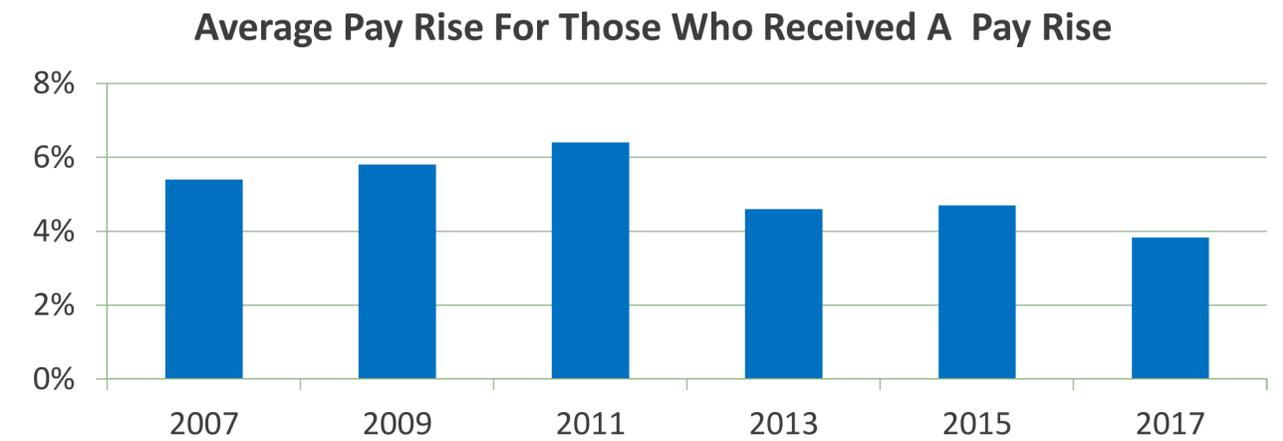
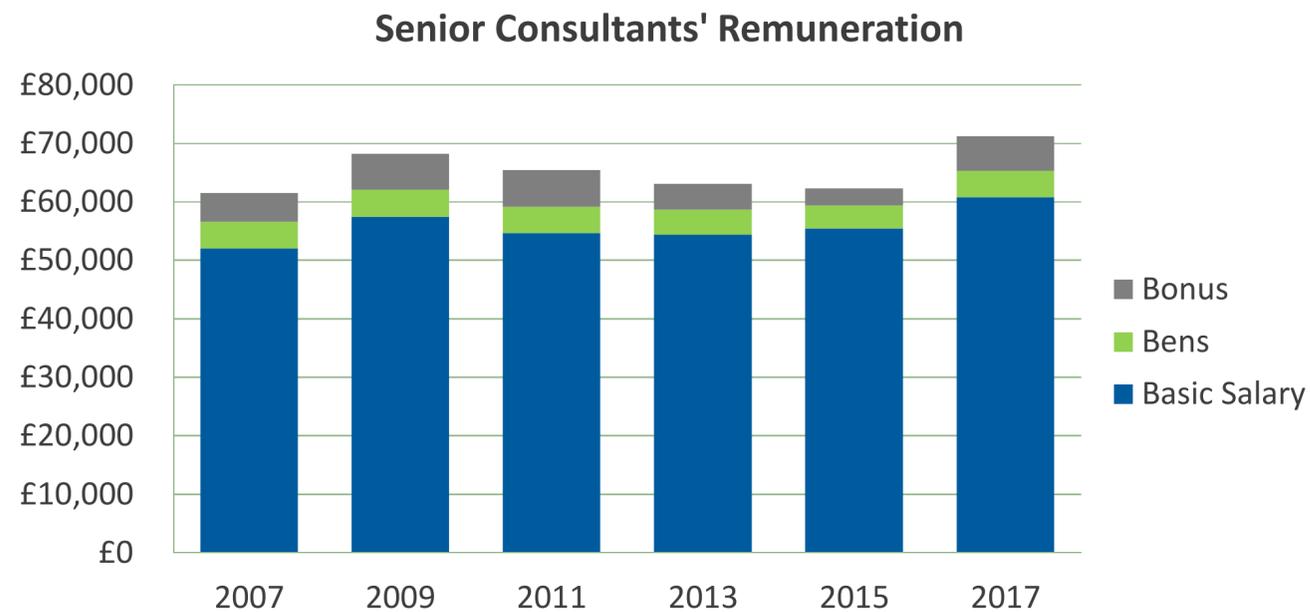


TALK TO TOP-CONSULTANT

Senior Consultants

Senior Consultants' prospects have improved in this survey and they can now expect to be paid £71k p.a. reversing several years of decline. Although the growth from 2007 is 16% it is still much lower than the CPI in this period which has risen by 26% and explains why many Senior Consultants complain that they struggle to afford to live in UK cities.

Average pay rises for those Senior Consultants that received one have fallen to 3.8% of basic salary.



Average pay rise for those who received a pay rise	3.8%
Percentage receiving no pay rise	30.3%
Average bonus for those who received one	9.8%
Percentage receiving no bonus	39.4%
Percentage who received a pay rise as part of a promotion in the last year	24.2%



REMUNERATION



OUR SPONSOR - MINDBENCH



TALK TO TOP-CONSULTANT

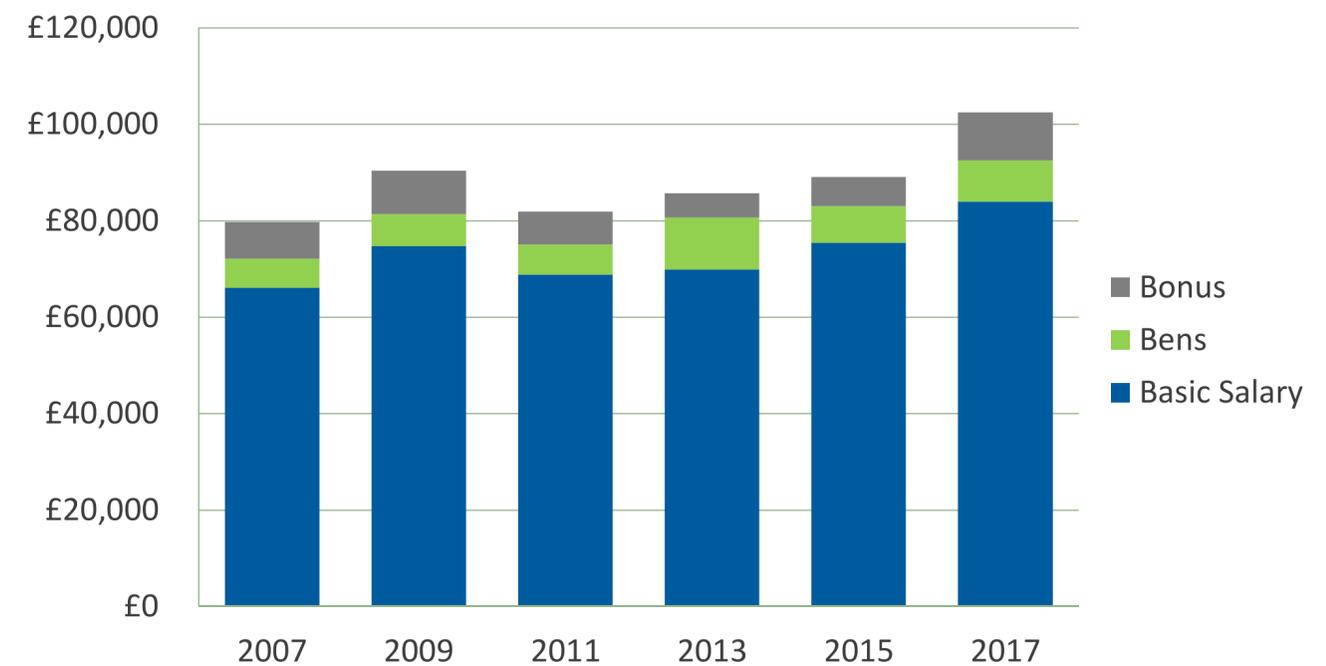
Managers

The total pay of Managers has increased the most since we started these salary surveys – up 29% since 2007. Managers can now expect to earn £102k in 2017 and their pay has increased by more than the CPI since 2007.

The higher level of demand to recruit Managers has been a clear trend in other surveys we have conducted. Recruiters regularly say that experienced consultants, i.e. Managers, are the most desirable candidates as they don't need substantial training and can interact with clients from day one.

In addition, Managers are much less replaceable by offshore analytics teams – a factor which has driven down Junior and Senior Consultant salaries. The client facing requirement of the job requires Managers to be located in Europe and able to travel to the client locations.

Managers' Remuneration



Average pay rise for those who received a pay rise	3.2%
Percentage receiving no pay rise	32.8%
Average bonus for those who received one	11.9%
Percentage receiving no bonus	23.0%
Percentage who received a pay rise as part of a promotion in the last year	19.7%



REMUNERATION



OUR SPONSOR - MINDBENCH



TALK TO TOP-CONSULTANT

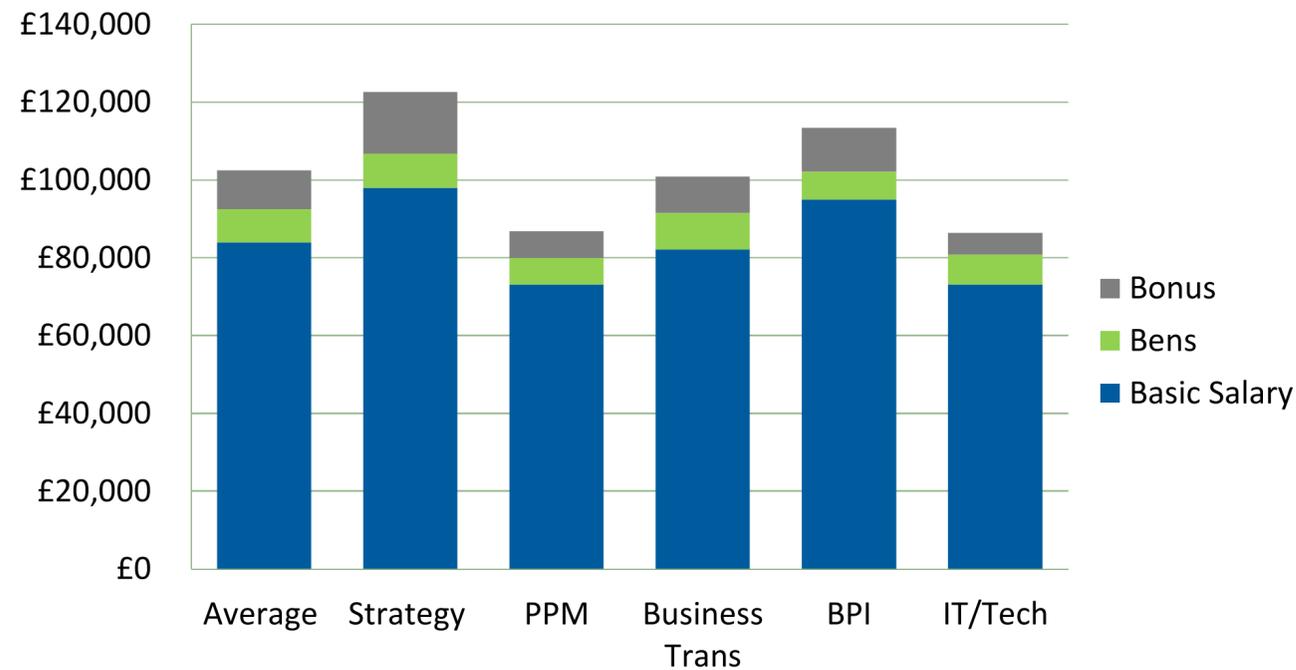
Remuneration by Function

Managers

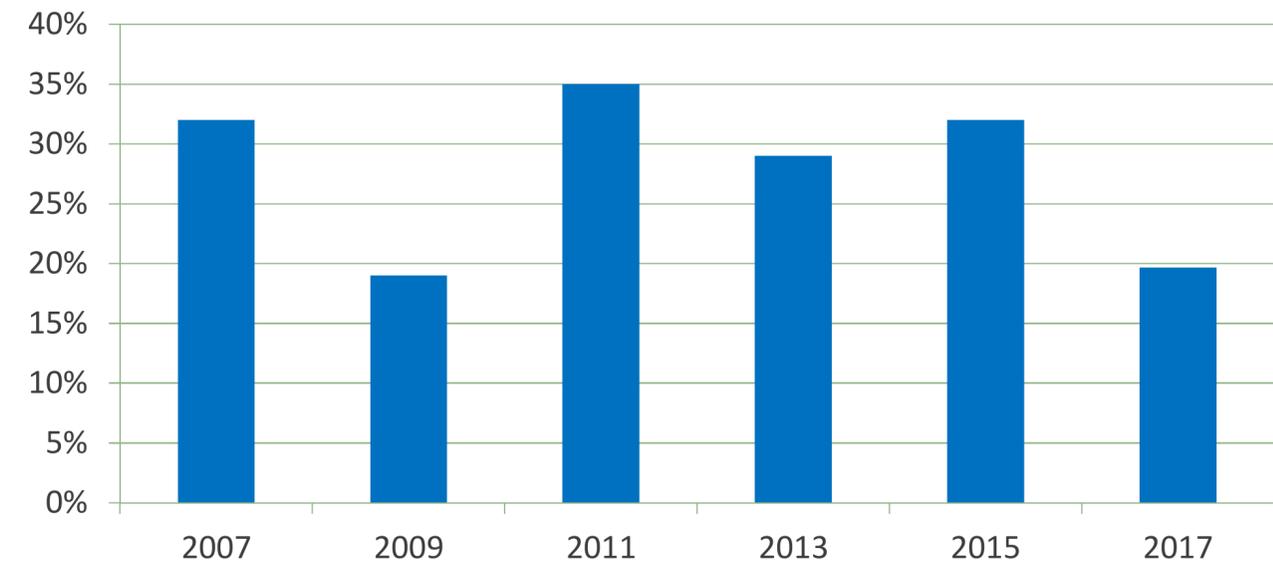
The differences between the average total rewards received by Managers with different functional specialisms vary significantly. Strategy specialists lead the pack and earn on average over £122k, whereas Managers who specialise in Project Management or IT earn on average £86k.

Only 20% of respondents received a pay rise as part of a promotion in the last 12 months.

Managers' Remuneration By Function



Percentage Who Received A Pay Rise As Part Of A Promotion In The Last Year





REMUNERATION



OUR SPONSOR - MINDBENCH



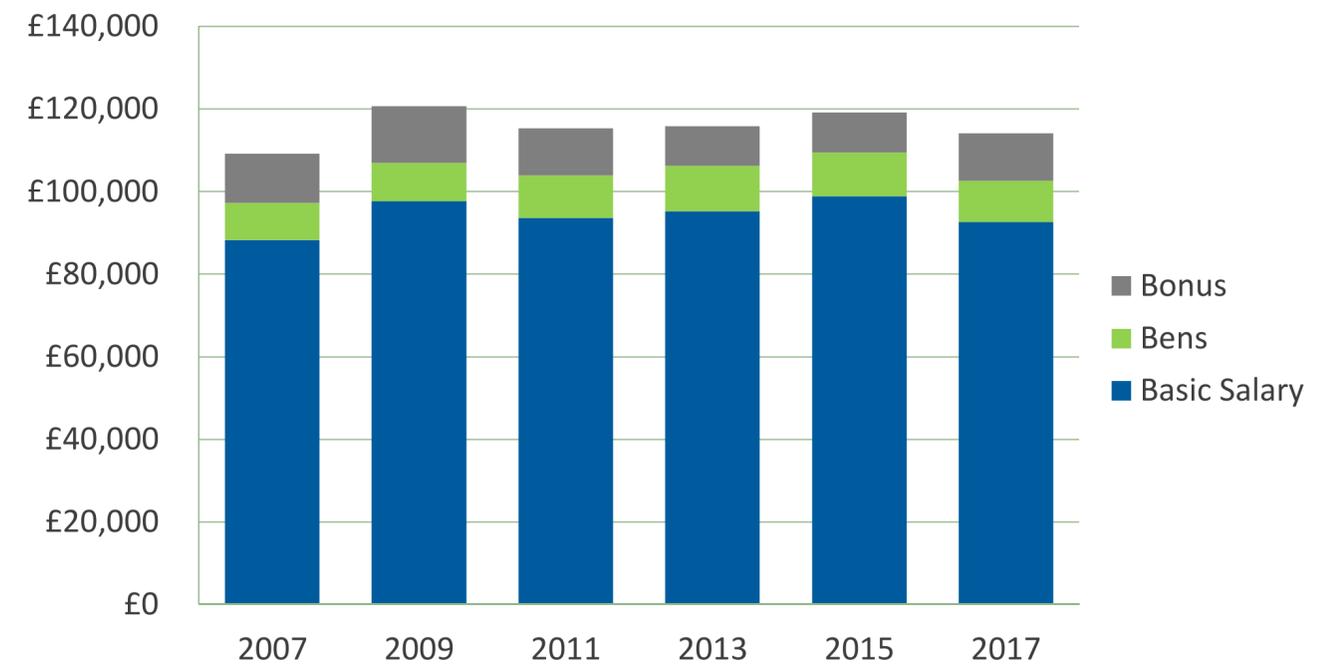
TALK TO TOP-CONSULTANT

Senior Managers / Principals

While still not back to 2009 levels, the total reward that Senior Managers / Principals can expect to receive now stands at a little over £114k in 2017. This has fallen marginally since 2015 and is virtually unchanged over the ten years since we started the survey, representing a significant fall in real terms. The penalty for not making partner in consulting has never been so large.

Senior Managers / Principals are the second grade most likely to receive a bonus after Managers.

Senior Managers / Principals' Remuneration



Average pay rise for those who received a pay rise	3.6%
Percentage receiving no pay rise	45.5%
Average bonus for those who received one	12.4%
Percentage receiving no bonus	28.1%
Percentage who received a pay rise as part of a promotion in the last year	18.2%



REMUNERATION



OUR SPONSOR - MINDBENCH



TALK TO TOP-CONSULTANT

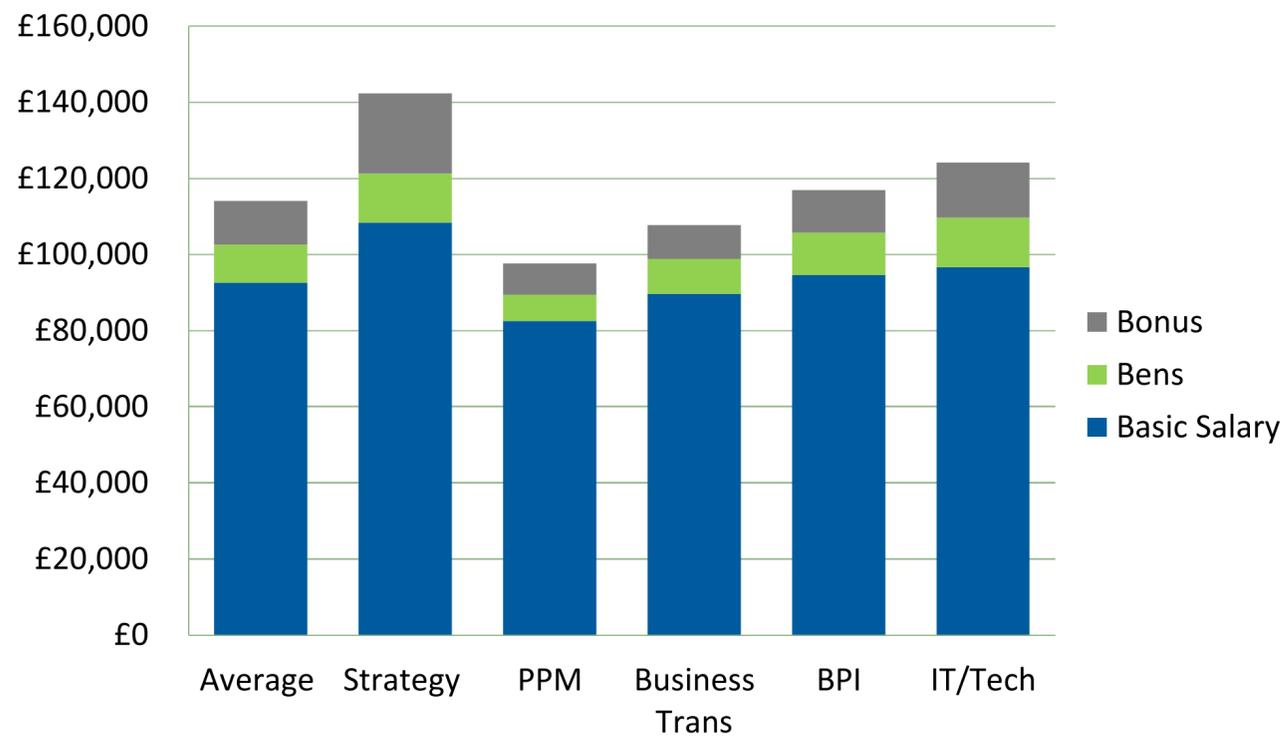
Remuneration by Function

Senior Managers / Principals

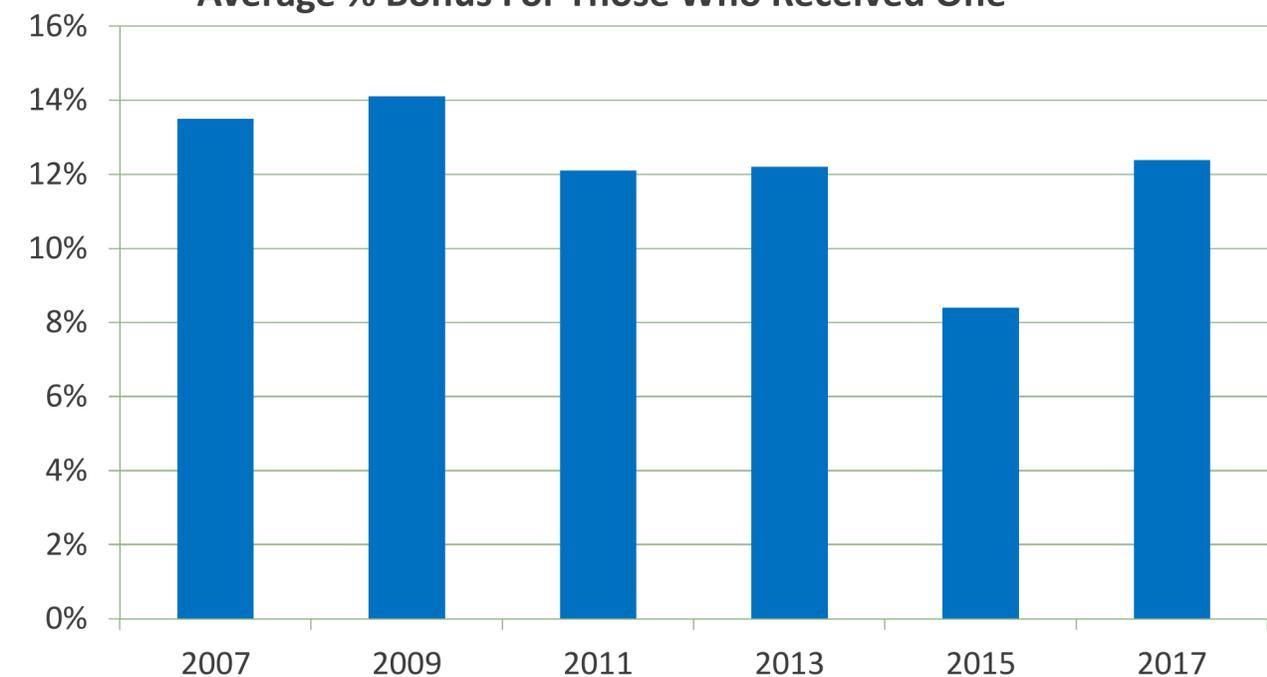
Principals focused on strategy consulting earn the most on average.

As a Senior Managers / Principal, if you are paid a bonus, you can expect 12.4% of your basic salary on average. This figure is down from the 2009 high point figure of 14.1% but up from 2015's surprisingly low figure of 8.4%.

Principals' Remuneration By Function



Average % Bonus For Those Who Received One





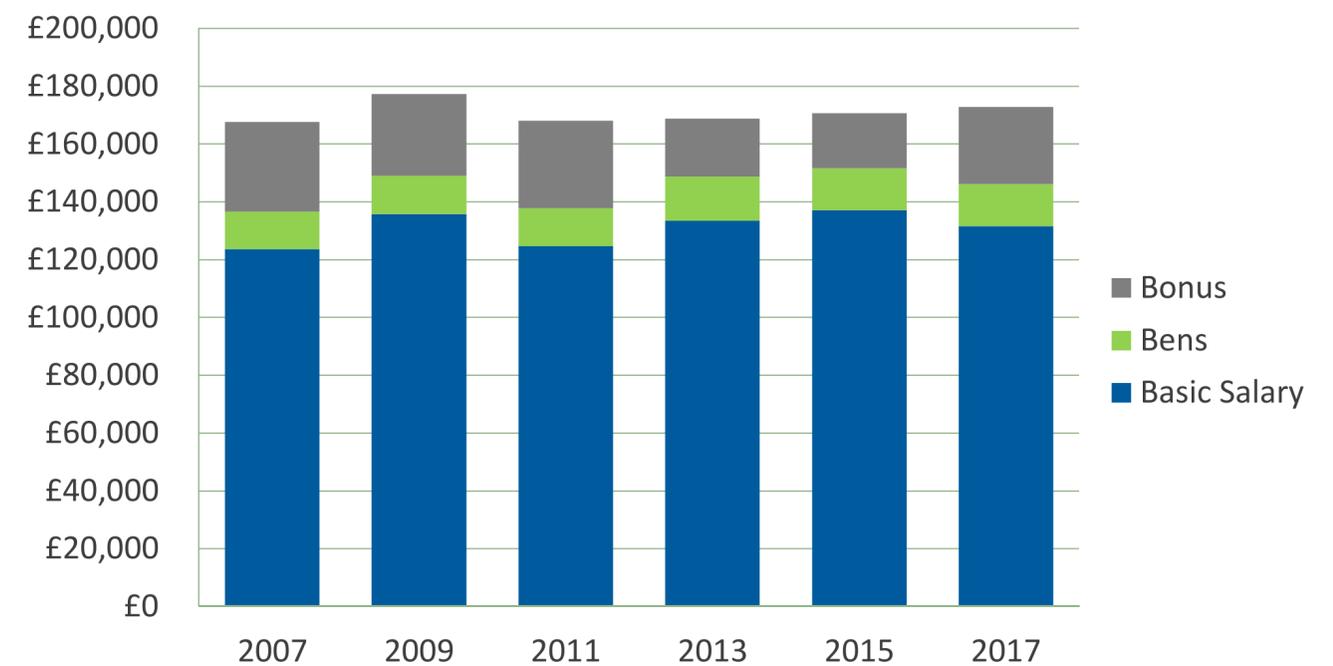
Partners*

£173k is the average total reward enjoyed by respondents at Partner level in 2017. This salary that has been effectively constant in nominal terms over the last ten years, representing a significant fall in real terms. In particular, partner pay has not kept up with executive pay at clients. The average FTSE chief executives now earn 386 times more than a worker on the national living wage. Joining the client in an executive role is now much more attractive to consulting partners than it was in 2007.

Unsurprisingly, Partners who received a bonus over the last 12 months enjoyed the highest percentage of their basic salaries of all the seniority grades.

*N.B. Please note that while there are of course partners earning more than £200k - £300k, as well as a small number of Senior Partners earning £800k+, these consultants don't typically take part in surveys.

Partners' Remuneration



Average pay rise for those who received a pay rise	5.0%
Percentage receiving no pay rise	51.8%
Average bonus for those who received one	20.3%
Percentage receiving no bonus	38.3%
Percentage who received a pay rise as part of a promotion in the last year	14.9%



REMUNERATION



OUR SPONSOR - MINDBENCH



TALK TO TOP-CONSULTANT

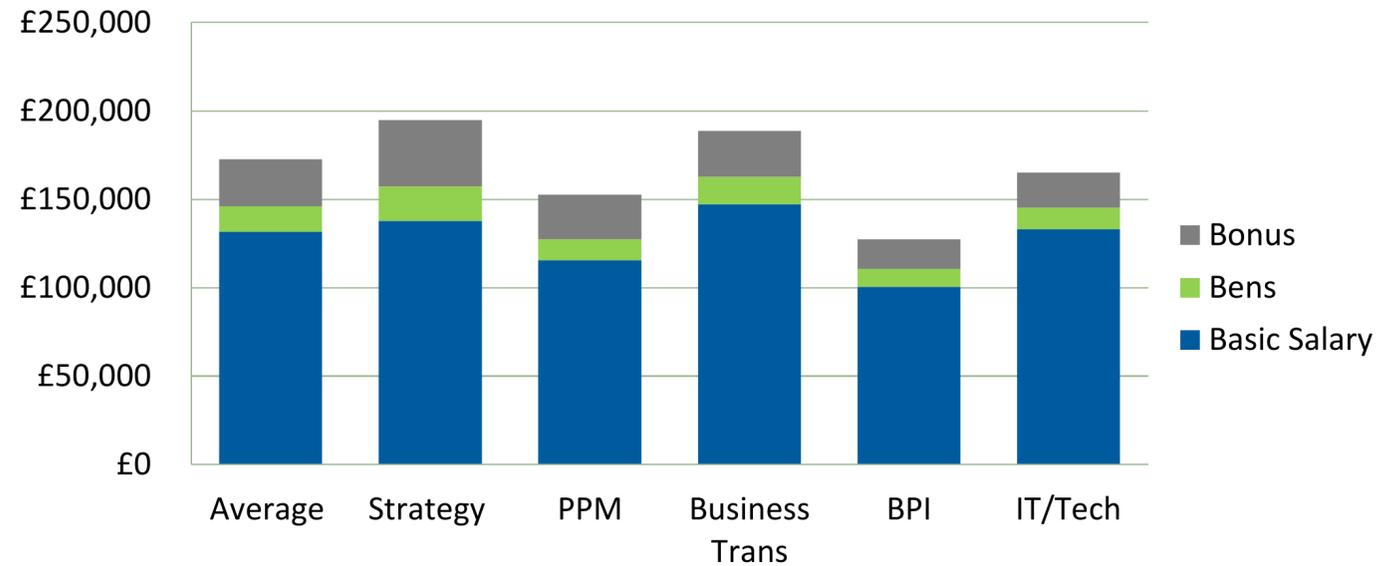
Remuneration by Function

Partners

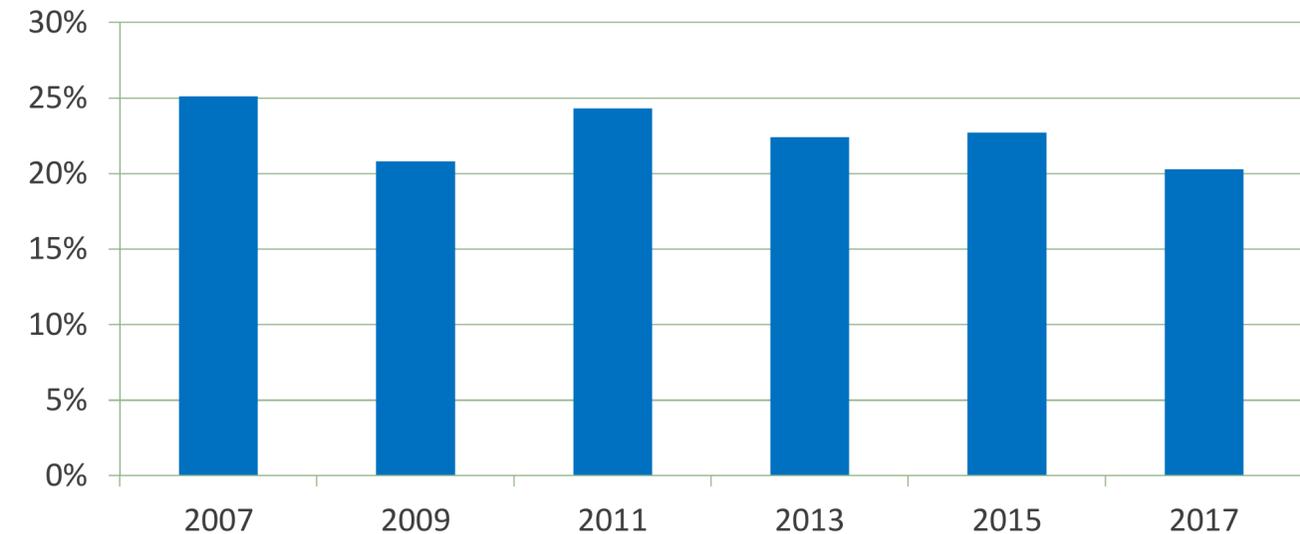
Partners who specialise in Strategy earn the largest reward, closely followed those who specialise in Business Transformation / Change Management.

20.3% of basic salary is what Partners can expect to earn in 2017 as a bonus, if they are fortunate enough to receive one.

Partners'* Remuneration By Function



Average Bonus For Those Who Received One



*N.B. Please note that while there are of course partners earning more than £200k - £300k, as well as a small number of Senior Partners earning £800k+, these consultants don't typically take part in surveys.

○ REMUNERATION

○ **OUR SPONSOR - MINDBENCH**

○ TALK TO TOP-CONSULTANT

Whether you are a Manager considering your options, a graduate who is new to the industry, or a Partner considering how to grow your team, Mindbench could help you realise your objectives.

- Mindbench is the leading specialist recruitment firm for the management consultancy sector
- We partner over the long term with our consulting clients which include the top strategy consulting firms, the "Big 4", and boutique specialist firms
- We support FTSE 100, private equity, start-ups, government departments and charities and companies in hiring consulting talent on a permanent or project basis
- We cover all consulting functions and sectors, from Consultant to Partner grades
- Mindbench works internationally and we support recruitment initiatives through the UK, Europe, Middle East, Americas and Asia

If you are a candidate interested in discussing your options please upload your CV at www.mindbench.com



If you are a client and potentially interested in hiring for your team please contact our Managing Director,

Richard Stewart
on richard@mindbench.co.uk

We are proud to be associated with this salary benchmarking report and hope that its findings are useful for you..

REMUNERATION

OUR SPONSOR - MINDBENCH

TALK TO TOP-CONSULTANT

Contact the team at Top-Consultant.com

Find out how your firm could attract consulting hires by:

- Advertising on our websites
- Advertising in our consultancy-focused publications
- Accessing our CV databases
- Running bespoke careers events
- Posting your news to our readers
- Have us generate leads for your services.

Call to speak to one of our team

For more information on Top-Consultant's services or if you have any questions about the data in this report please contact

Jo Chantry

on **0207 667 6880**

or email at jo@top-consultant.com.

Request a brochure

Alternatively, please feel free to request a PDF brochure detailing our services. You may do this online by visiting [this weblink](#).

Email us

Feel free to email our Customer Services team with any questions you may have using this address customer.services@top-consultant.com.

