

professional recruitment specialist



salary survey 2011

martinwardanderson
a Randstad company

introduction



Welcome to the 2011 edition of the Martin Ward Anderson Netherlands Accountancy & Finance Salary Survey. As one of the market leaders in professional services, Martin Ward Anderson has compiled a comprehensive salary survey report giving insight into the current state of the employment market. Salary benchmarking is an essential tool for hiring managers seeking to attract and retain high quality employees.

The information within this survey has been retrieved from our extensive database of clients and candidates and from an analysis of our actual job flow and placements in 2010. The market overview has been derived from the expert knowledge of our specialist recruitment consultants.

This salary survey is a reflection of the permanent and interim rates of pay within Accounting & Finance roles in the Netherlands.

Sieto Engelmoer Director Netherlands
Martin Ward Anderson

market overview netherlands

finance & accounting

The Netherlands is recovering from one of the worst recessions in recent history. The economic recession came to an end in the third quarter of last year and the majority of Dutch employers appear to be increasingly less pessimistic. As a result, the financial employment market in the Netherlands has started to show some improvement. We have seen an influx of quality candidates actively seeking new opportunities which is in contrast to 2009 and the beginning of 2010 when the uncertainty of the market prevented candidates from moving roles.

Those candidates who during the recession were reluctant to move roles, have become far more attractive to prospective employers. During the recession they have broadened their skills as a result of taking on the work of more senior ex-colleagues.

However, these candidates have become more demanding when looking for a new job. We're also seeing candidates place more emphasis on organizational culture and job content when looking for a new role.

Throughout 2009 there was immense pressure on employers to restructure or downsize to improve efficiencies. This has resulted in leaner teams with mounting workloads. In 2010 recruitment is increasing again to rebuild teams that were downsized before the crash.

Employers are more demanding than ever before when looking for the right candidates. They are looking for individuals with the right qualifications and skills. More specifically, employers are looking for specialist candidates who have experience in rebuilding teams and a long term strategic view.

Hiring specialist interim managers has also proven to be valuable in restructuring teams and setting out processes.

Whilst demand for labour in financial services has started to show a relative improvement, it is still at levels well below those before the crisis erupted. Stronger than expected global growth and improved business and consumer confidence indicators have yet to be reflected in hard data for the labour market. Although the EU is on the path to economic recovery, it appears too early for improvements in economic activity to have had any major impact in the employment world.

Recent research shows that the largest, listed Amsterdam Exchange Index (AEX) companies in the Netherlands have accumulated €210 billion in cash between them during

the recession. As we enter into economic recovery the pressure from share holders to invest this cash into acquisitions and other investments is going to be immense. Of course the expectation is that this extra investment in the Dutch economy will create an uplift in hiring.

outlook 2011 netherlands

finance & accounting salary survey

Overall, the outlook for 2011 looks promising for both employers and candidates. The market is stabilizing which results in a higher mobility. We are advising our clients to plan their recruitment strategies carefully in 2011 and look even further forward into 2012. As companies are trying to attract more specialist candidates the need to partner with a professional recruitment consultancy remains paramount. Those companies that are adopting a long term strategic view to talent management acknowledge that relationships and depth of market knowledge remain the key differentiator when recruiting business critical staff.

Martin Ward Anderson looks forward to the next 12 months, as we continue to capitalize on the core strengths of our business. A pedigree of expertise in the finance and accountancy sector

coupled with a leading brand is down to our track record of attracting and building long term relationships with the very best finance professionals across the board.

Salary Survey 2011	Permanent / Per Annum '000*		Interim / Per Hour*
	2-7 years experience	7+ years experience	
Vice President Finance/ Chief Financial Officer	NA	120+	150-250
Group Controller/ Finance Director	75-125	125-150+	120-160
Mergers & Acquisitions Manager/Director	70-100	100-150	120-160
Tax Manager / Director	70-100	100-140	110-150
Treasury - Cash Manager / Director	65-85	85-150	100-140
Shared Service Manager	65-75	75-115	90-140
Finance Manager	60-90	90-115	90-130
Financial Planning & Analysis Manager	60-80	80-100	90-130
Division Controller	60-80	80-100	90-130
Auditor	50-80	80-120+	90-130
Compliance Manager	65-80	80-100	90-130
Head of Administration	50-75	75-95	85-120
Risk Analyst / Manager	50-75	75-95	100-150
Business Controller	50-75	75-95	100-140
Financial Controller	50-75	75-95	90-130
Credit Controller / Manager	50-60	60-75	60-90
Assistant Controller	38-55	NA	60-90
Accounts Payable/ Accounts Receivable / General Ledger Team Leader	50-60	60+	70-95
Business Analyst	45-65	60-80	70-95
Management Accountant	38-55	NA	65-90
Financial Analyst	38-55	60+	55-90
Financial / System / Project Accountant	38-55	55+	55-90

* All amounts in Euros €



If you require further information about this report,
please contact one of our experienced financial recruiters.

Visit www.martinwardanderson.nl

In the Netherlands Martin Ward Anderson B.V. acts as an
employment agency for permanent recruitment and an
employment business for temporary recruitment.

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