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Global Opportunities in Consulting

Salary Benchmarking Report 2009



*A comprehensive study of remuneration levels within the
IT & Management Consulting sectors*

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Introductory remarks

It will come as no surprise to readers of this report that it has been a challenging year for firms doing business in the UK consulting market. In the face of the global recession and consequent downward pressure on utilisation and charge out rates, firms have reacted by limiting salary increases and bonus pots and payments.

Within this report you will find basic salary, benefits and bonus levels all reported by type of consulting and seniority level. The aggregate headline findings clearly illustrate the difficulties the sector has been experiencing this past year.

- Pay rises averaged just 3.6% of basic salary, for those that received a raise, with 46% of respondents receiving no raise at all. This is down from 6% and 26% respectively as reported in 2007.
- Bonuses averaged 13.4% of basic salary, again only for those that received any bonus at all. Though this is close to the 2007 figure of 13.5%, at that time 67% of respondents received a bonus, that figure has now fallen to just 61%.
- The likelihood of not receiving any bonus at all has increased significantly over the last two years for those at more senior levels.
- The likelihood of receiving no pay-rise has increased comparatively equally across all seniority levels.

Now in its third edition, this biannual report is comprised of data collected from 696 management consultant respondents through May, June and July of 2009. Though predominantly from full-service global brands such as Accenture, Capgemini, Deloitte and PA Consulting Group, respondents also included representatives from both niche and top-tier strategy firms such as Booz & Company, The Boston Consulting Group and A.T. Kearney. Thanks to all those that contributed.

I must also extend our thanks to the expert management consultancy recruiters that have agreed to add their insight and commentary to this report. Hopefully their contributions, combined with the data, create what will prove a valuable resource. Do feel free to forward this report to friends and colleagues you feel would also be interested in the findings.



Bryan Hickson
Managing Director
Top-Consultant.com

Initial observations

We asked **Chris Sale**, Managing Director of **Prism Executive Recruitment**, to set the scene for this report:

It is impossible to disentangle comment on remuneration from broader observations on the market. Despite the evidence that the Four Horsemen of the Apocalypse are abroad in the wider economy, what might surprise many is that the Management Consultancy sector appears more robust than 2001-2003 (when the rest of the economy didn't appear to realise there actually was a downturn!) and certainly not as bad as the early 90s. Certainly the MCA's definitive *UK Consulting Industry* report, sponsored by Prism Executive Recruitment, paints a picture of a sector that is weathering the storm albeit with hatches battened down. It also makes clear the steady decline in growth from 27% in 2005 to 5% in 2008, which will help avoid the very bumpy landing of 2001/02. We conducted an informal survey of our clients recently that revealed the startling news that over 80% were still hiring and that 67% said "candidates are hard to find."

Which leaves firms with a dilemma which is hardly new: they need staff still because there IS selective demand in some areas from their clients but guess what? They don't want to pay more than they can possibly get away with and are very risk averse, demanding "square pegs" for "square holes."

Top-Consultant.com's excellent survey confirms this picture with the unsurprising news that salary rises are practically nonexistent, with fewer bonuses compared with 2007 (although not, apparently, lower bonuses!) and fewer promotions. Interestingly, the more senior consultants (Principal, Partner) appear to have suffered the most but our experience is that these levels are the most active: the apparent anomaly is simply that while existing employees are getting no rises, firms still need to hire the more "seasoned" consultants, with CxO level gravitas, to both win and deliver the business-critical consulting projects that clients are still signing off.

There is inevitably the gap in the market between those consultants whose skills are not in demand and perhaps have been made redundant and therefore willing to accept a lower salary and those who ARE sought after. The latter therefore who are being well looked after by their own firm, are probably enjoying interesting work and may seek a salary premium to move, especially as moving is seen as high risk. In some cases they get this increase and in others they don't, which leads to considerable frustration on all sides. It also makes susceptible individuals more vulnerable to "buy back," i.e. counter offers from their current employers, which often ends in tears (and not just the recruitment consultant!).

What remains a wider problem is that consulting salaries have actually made little progress since 2001 and in some cases have declined in actual terms. The ability of the industry to attract talent from outside is inevitably declining, which risks undermining firms' ability to command premium fee rates and therefore to pay high salaries and the prospect of a slow downward spiral in both.



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Overview of UK consulting salaries and trends

Please note that throughout this report we state total remuneration (Basic + Benefits [Bens] + Bonus) incorporating the average bonus of those that received a bonus. Those that received a bonus should therefore compare their remuneration with these figures; those that did not receive a bonus should compare their remuneration with the figures in the column marked "Basic + Bens".

Job titles through the consulting profession vary depending on the employer so for clarity, throughout this report, we use the following definitions:

Junior Consultant - defined as having 1-3 years' consulting experience

Senior Consultant - defined as having 3-5 years' consulting experience

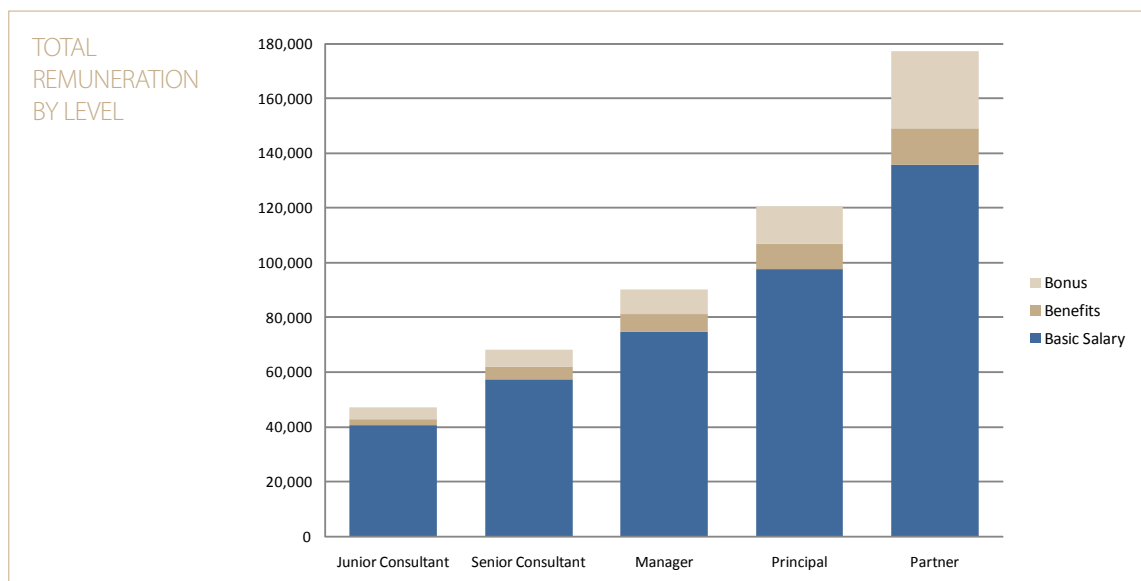
Manager - defined as having 5-9 years' consulting experience

Principal - defined as having 9-12 years' consulting experience

Partner - no definition required!

Responses for the survey were gathered during May, June and July of 2009. A full demographic breakdown of respondents is given on page 26 of this report.

Below we present the aggregate data for the UK consulting industry, illustrating the average packages for those at the entry-level are around £47k after a couple of years of employment and can rise to an average of £177k for those who have worked their way up to Partner.



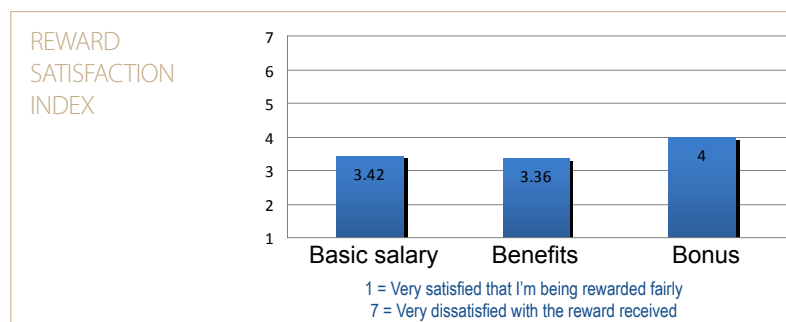
Below we present a breakdown of the aggregated data for the UK consulting industry. On subsequent pages, the same breakdowns are presented for various types of consultants (strategy consultants, change management consultants etc.).

Aggregated reward data

Level within Firm	Basic salary	Basic + Bens	Basic + Bens + Bonus	Average pay rise for those who received a pay rise	Percentage receiving no pay rise
Junior Consultant	£40,622	£42,877	£47,026	7.0%	40.4%
Senior Consultant	£57,403	£62,037	£68,161	5.8%	43.1%
Manager	£74,642	£81,378	£90,344	3.6%	47.1%
Principal	£97,563	£106,895	£120,615	2.0%	41.9%
Partner	£135,684	£148,923	£177,190	1.5%	53.8%

Level within Firm	Average bonus for those who received a bonus	Percentage receiving no bonus	Percentage who received a payrise as part of a promotion in last year
Junior Consultant	10.2%	40.7%	25.4%
Senior Consultant	10.7%	40.3%	16.0%
Manager	12.0%	30.2%	18.8%
Principal	14.1%	32.6%	14.7%
Partner	20.8%	57.5%	11.2%

For the first time this year, we have asked respondents to comment on the satisfaction they feel with regards to the three main components of their reward: basic, benefits and bonus. In future reports we will be able to compare how these change over time but it is certainly true that dissatisfaction with reward will always be a significant driver of consultants deciding to look elsewhere.



Headline trends in the UK market

- Pay rises have been minimal over the last year, averaging just 3.6% for the 54% of consultants who received a rise
- Fewer bonuses have been paid than in 2007, and to fewer consultants
- The trend for attracting and retaining staff by offering increased levels of benefits continues this year

Before turning to our assessment of the figures within specific consulting areas, we present some key messages emerging from the market. Thanks to our contributors - all being seasoned experts in the field.

On salary increases at different levels, reasons for moving and hot spots

Salary increases have been more significant at the more senior levels than junior grades because there is greater need for sales/business development capability during the recession and more demand from clients for experienced teams to work on their projects.

Basic salary has become a more important reason for consultants to move because prospects at a consultant's own firm for salary increases have reduced dramatically, and with higher levels of uncertainty bonuses are less significant as potential inducements.

There are a few bright spots though. High calibre consultants with experience of supply chain, procurement or lean, have been able to secure above inflation raises or have typically had multiple offers when looking for new roles.

Richard Stewart
Managing Director
Mindbench

On the market, market recovery and Financial Services consulting recruitment

Over the last 18 months the pendulum has swung back firmly in favour of the client with regard to salary negotiation. Faced with downward pressure on daily charge out rates and rising numbers of their consultants on the bench, firms are responding by keeping a firm lid on salaries and slashing staff bonuses. However, we don't expect this trend to continue into 2010, in fact Selecture are experiencing a general uptick in activity, particularly in Financial services, which is starting to put upward pressure on salaries.

David Lancefield

Director

Selecture

On smaller firms finding themselves able to attract top talent

In the current climate, with a glut of high-level candidates searching for their next role having lost their jobs through a wave of redundancies, consultancies can to an extent take their pick of the talent. Salary offerings are moderated accordingly as those without a job are happy to secure something new as soon as possible, and are willing to receive the same level of remuneration that they did in their previous posts, or are even prepared to take a drop in earnings just so that they have their feet back on the consulting ladder. Many smaller firms, who could not historically compete with the levels of remuneration offered by their larger rivals when looking to attract the best talent, are now able to sweep up these top tier consultants without having to offer upper quartile basic salaries. We do, however, see this as a temporary trait, as there are already signs that the market is improving.

Simon Trott

Senior Consultant

Michael Warwick Nicholls

On Public Sector and Change Management consulting

The Shilston Partnership specialises only in the Management Consulting Industry. We have noticed a subtle difference in what candidates can command when moving jobs at present, but overall since August of 2008 there has been little change. Out of all of the candidates that we have placed the vast majority (approx 80%) received salary increases.

Any weakening in an economic climate affects the psychology of clients and candidates. Unless a candidate is unhappy in their current role they are simply not going to "risk" moving. "Last in, first out" is the perception that comes to mind. There is a psychological correlation between those in strong roles in upbeat market sectors (e.g. Public Sector) and the clients who need these individuals. If a client is fortunate to find a candidate in an NHS Consulting firm looking to move they need to make the candidate feel valued to have any hope of attracting them. Only a salary increase will achieve that.

Forget about this "economic depression." The world continues to spin round. There are pockets of growth that we are dealing with that match any period of strong activity in the last decade in the UK Management Consulting industry.

Simon Shilston

Director

The Shilston Partnership

On contractors and the surfeit of available Strategy Consultants

The smaller boutique consultancies have increased their budget for interim/contractors and reduced their need to hire full time consultants. We have also noted that they are also offering bonuses (% of revenue generated) to those contractors that can bring new clients to their business.

We have noticed a surplus of strategy consultants in the market and this has led to them accepting roles at a lower salary in line with Big 4 organisations.

Rakesh Pabbi

Director

Consulting Point

On in-demand skillsets

Throughout the recession particular skill sets have remained in demand, for example Operational Transformation, Restructuring and Treasury Consulting to name a few. Mid to senior level candidates within these areas of expertise are highly sought after with hiring firms continuing to compete to attract the best talent.

Consultants with Central Government experience are also very sought after as the large Advisory firms try to ensure they have adequate resources to cater for the increased demand in large Public Sector transformation projects. It will be interesting to see if the challenging political landscape will affect this demand particularly if there is a change in government.

Senior Consultants with a strong fee following have become absolutely crucial to ensuring our clients maintain growth through the recession. These professionals are being very well looked after to prevent any attrition and lucrative counter-offers should be expected.

James Parker
Director
INVESTIGO

On salaries in Strategy consulting

That salaries in Strategy consulting have become less competitive than other areas of consulting should come as no surprise. The economic climate has hit strategy consulting particularly hard: if you're a business in trouble, you want consultants to help you get through the next few months, not advise on where you should be in the next five years. Outside the very top, top tier firms, there's been little or no work in strategy. And therefore no need to pay top dollar to strategy consultants.

Don Leslie
Director
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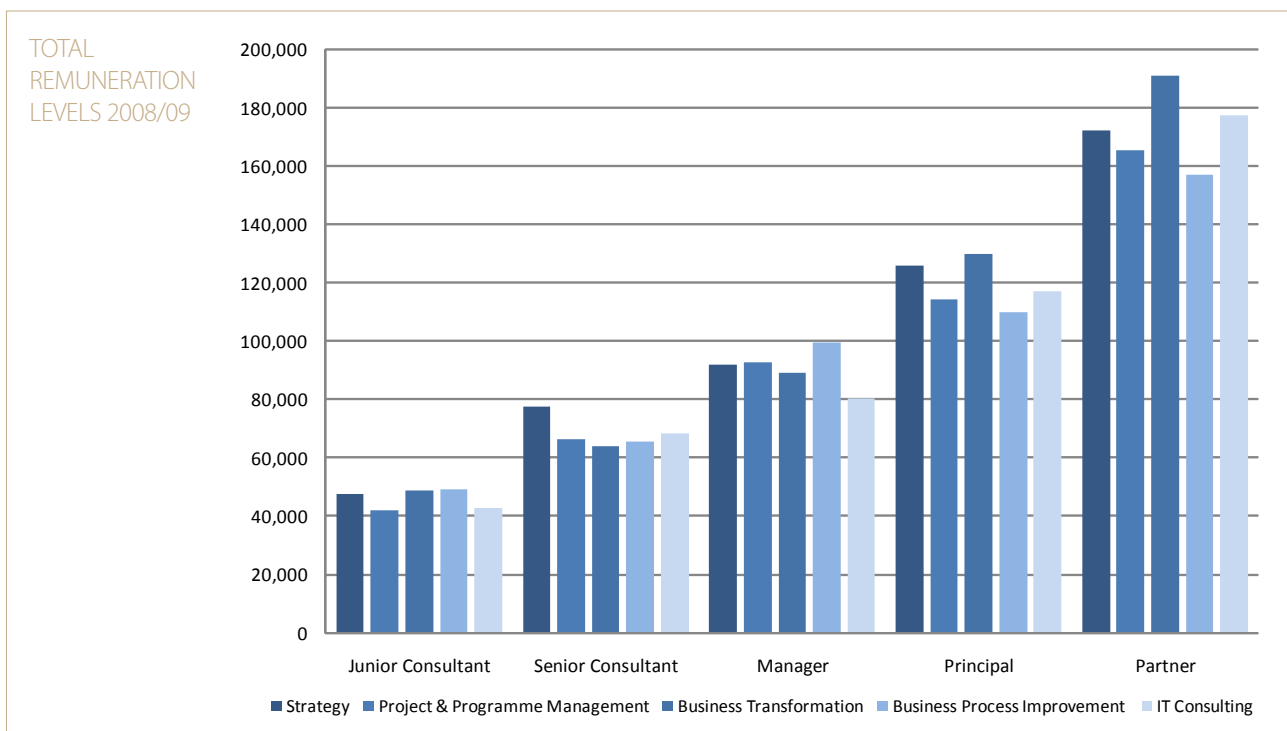
www.Top-Consultant.com/ArtofSelling.aspx

Salary levels by type of consulting



This report presents average data for the UK consulting industry, plus specific findings for five major areas of consulting: strategy, business transformation / change management, business process improvement, programme / project management and IT consulting.

The pages that follow detail the significant changes in reward enjoyed by those specialising in different areas of consulting. Whereas those in strategy consulting have in years past led the field across all seniority levels in terms of basic reward, and indeed total remuneration, the landscape is now changing. Business transformation and change management consultants, for example, have been seeing their reward increase relative to other specialists – a continuing trend first commented on in the 2007 report.

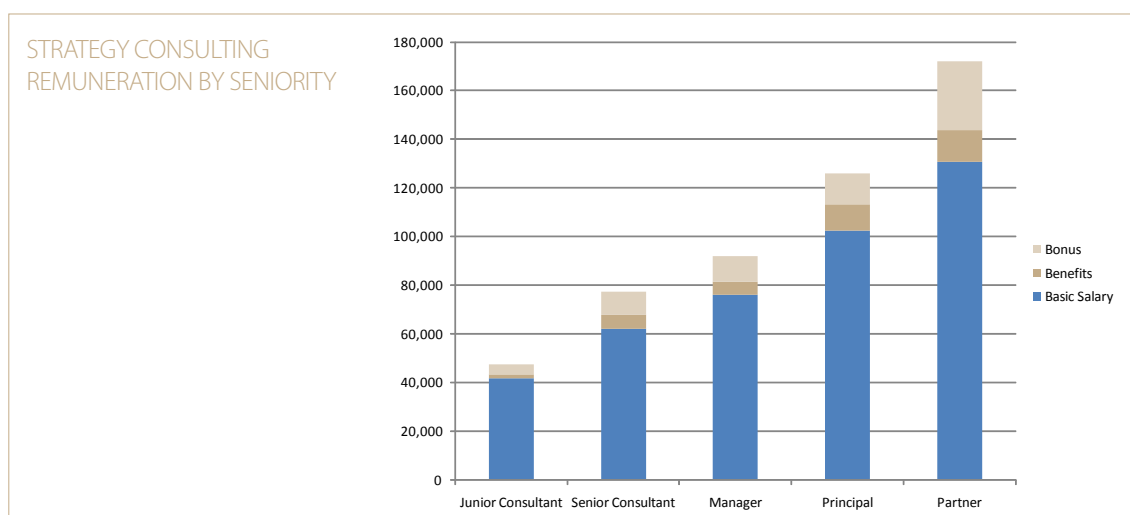


Strategy consulting

These Strategy consulting figures are based on responses from 144 strategy consultants including responses from consultants currently employed by A.T. Kearney, Accenture, Booz & Company, Boston Consulting Group, Oliver Wyman and Roland Berger Strategy Consultants.

Level within Firm	Basic salary	Basic + Bens	Basic + Bens + Bonus	Average pay rise for those who received a pay rise	Percentage receiving no pay rise
Junior Consultant	£41,888	£43,234	£47,423	10.1%	54.5%
Senior Consultant	£62,179	£67,879	£77,488	6.9%	36.7%
Manager	£76,148	£81,499	£91,864	5.3%	43.8%
Principal	£102,365	£113,171	£125,855	1.0%	51.5%
Partner	£130,750	£143,689	£172,018	- 5.1%	63.2%

Level within Firm	Average bonus for those who received a bonus	Percentage receiving no bonus	Percentage who received a payrise as part of a promotion in last year
Junior Consultant	10.0%	35.7%	14.3%
Senior Consultant	15.5%	33.3%	15.2%
Manager	13.6%	27.0%	37.8%
Principal	12.4%	36.1%	8.3%
Partner	21.7%	62.5%	8.3%



Business Transformation / Change Management consulting

These Business Transformation / Change Management figures are based on responses from 191 consultants including responses from consultants currently employed by Accenture, Atos Consulting, BearingPoint, BT Global Consulting, Capgemini, Ernst & Young, IBM, KPMG and PA Consulting.

Level within Firm	Basic salary	Basic + Bens	Basic + Bens + Bonus	Average pay rise for those who received a pay rise	Percentage receiving no pay rise
Junior Consultant	£41,250	£42,938	£48,867	- 0.4%	45.5%
Senior Consultant	£55,956	£60,587	£64,084	7.8%	50.0%
Manager	£75,253	£81,858	£89,140	3.1%	46.2%
Principal	£104,101	£113,679	£129,705	5.0%	35.6%
Partner	£145,944	£161,485	£191,130	3.0%	51.0%

Level within Firm	Average bonus for those who received a bonus	Percentage receiving no bonus	Percentage who received a payrise as part of a promotion in last year
Junior Consultant	14.4%	63.6%	27.3%
Senior Consultant	6.3%	44.8%	20.7%
Manager	9.7%	34.0%	20.8%
Principal	15.4%	24.0%	10.0%
Partner	20.3%	55.6%	11.1%

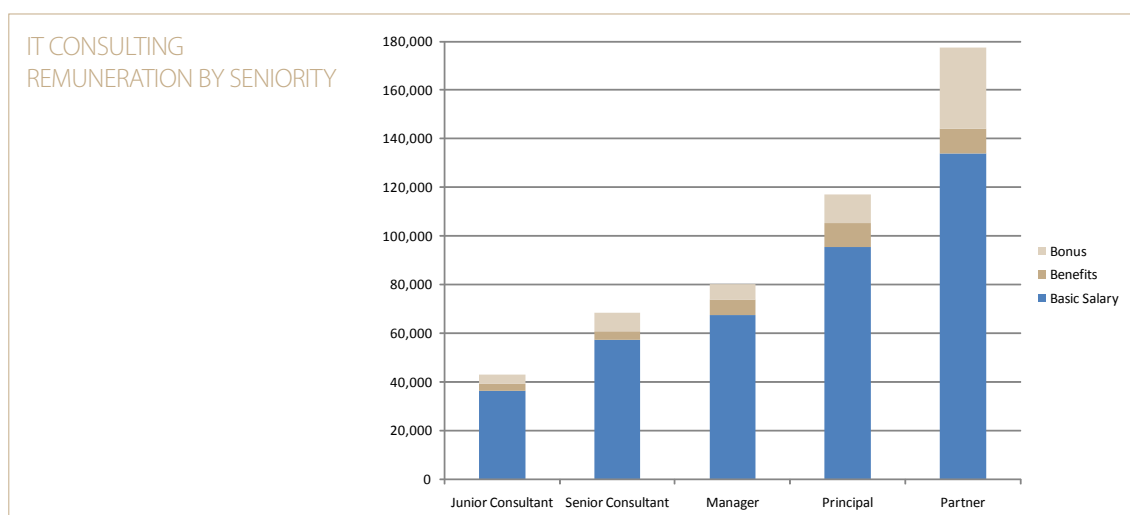


IT consulting

These IT consulting figures are based on responses from 89 IT consultants including responses from consultants currently employed by Accenture, Atos Origin, Bearing-Point, Capgemini, CSC, Deloitte, Detica, EDS, Fujitsu, IBM, Oracle and PA Consulting.

Level within Firm	Basic salary	Basic + Bens	Basic + Bens + Bonus	Average pay rise for those who received a pay rise	Percentage receiving no pay rise
Junior Consultant	£36,413	£39,234	£42,876	8.8%	33.3%
Senior Consultant	£57,327	£60,766	£68,290	7.4%	42.9%
Manager	£67,343	£73,883	£80,158	5.1%	63.6%
Principal	£95,467	£105,381	£117,063	0.2%	47.6%
Partner	£134,000	£144,050	£177,550	0.2%	50.0%

Level within Firm	Average bonus for those who received a bonus	Percentage receiving no bonus	Percentage who received a payrise as part of a promotion in last year
Junior Consultant	10.0%	30.0%	40.0%
Senior Consultant	13.1%	60.0%	30.0%
Manager	9.3%	15.4%	15.4%
Principal	12.2%	26.9%	7.7%
Partner	25.0%	57.1%	14.3%

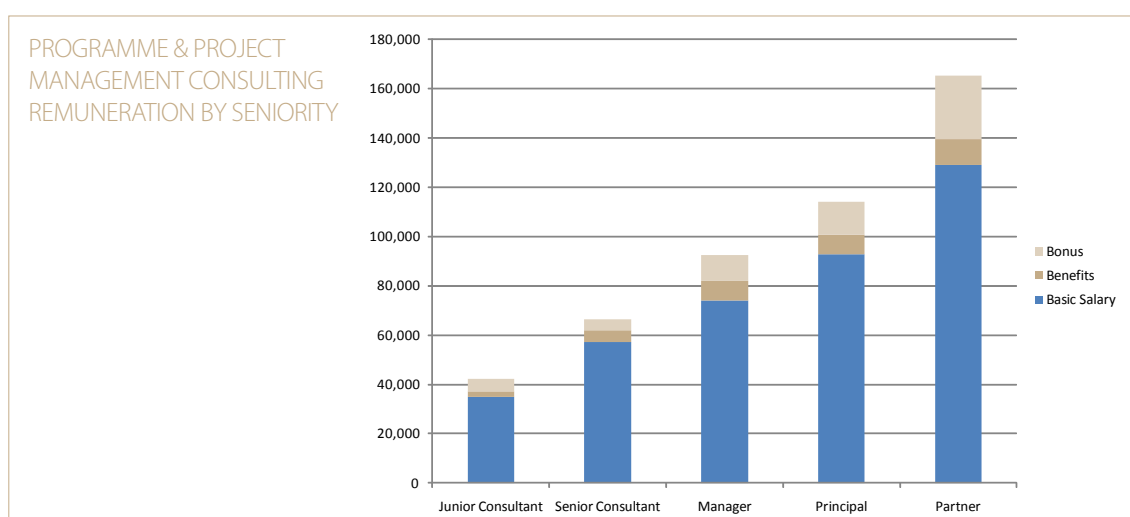


Programme & Project Management

These Programme & Project Management figures are based on responses from 163 consultants including responses from consultants currently employed by Accenture, Atos Consulting, Avail Consulting, Chaucer Consulting, Deloitte, Detica, Ernst & Young, PA Consulting, Pcubed and PricewaterhouseCoopers.

Level within Firm	Basic salary	Basic + Bens	Basic + Bens + Bonus	Average pay rise for those who received a pay rise	Percentage receiving no pay rise
Junior Consultant	£34,968	£37,193	£42,088	7.6%	22.2%
Senior Consultant	£57,298	£61,819	£66,526	6.1%	51.6%
Manager	£74,085	£81,994	£92,517	4.7%	43.8%
Principal	£92,800	£100,592	£114,149	0.9%	39.6%
Partner	£128,888	£139,521	£165,298	- 0.8%	57.7%

Level within Firm	Average bonus for those who received a bonus	Percentage receiving no bonus	Percentage who received a payrise as part of a promotion in last year
Junior Consultant	14.0%	54.5%	36.4%
Senior Consultant	8.2%	34.4%	9.4%
Manager	14.2%	40.5%	8.1%
Principal	14.6%	39.6%	18.9%
Partner	20.0%	63.3%	6.7%

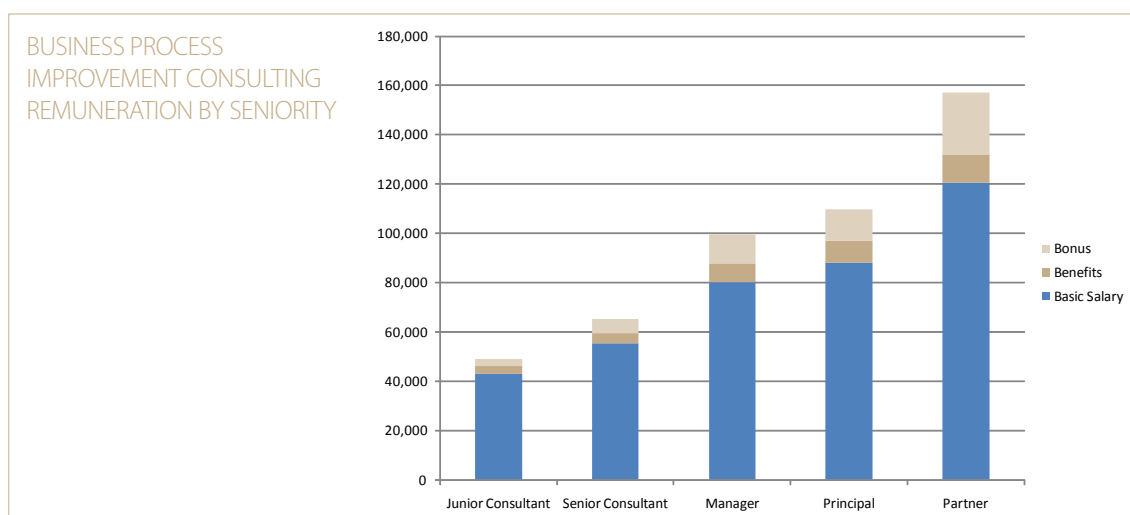


Business Process Improvement consulting

These Business Process Improvement figures are based on responses from 109 consultants including responses from consultants currently employed by Accenture, Capgemini, Deloitte, IBM, KPMG, PA Consulting and PricewaterhouseCoopers.

Level within Firm	Basic salary	Basic + Bens	Basic + Bens + Bonus	Average pay rise for those who received a pay rise	Percentage receiving no pay rise
Junior Consultant	£43,125	£46,111	£49,129	9.1%	41.7%
Senior Consultant	£55,349	£59,593	£65,419	3.4%	33.3%
Manager	£80,355	£87,842	£99,519	1.1%	45.0%
Principal	£88,048	£97,029	£109,686	- 1.0%	56.5%
Partner	£120,455	£131,866	£157,161	4.1%	44.4%

Level within Firm	Average bonus for those who received a bonus	Percentage receiving no bonus	Percentage who received a payrise as part of a promotion in last year
Junior Consultant	7.0%	23.1%	15.4%
Senior Consultant	10.5%	36.7%	3.3%
Manager	14.5%	27.3%	4.5%
Principal	14.4%	36.0%	30.8%
Partner	21.0%	47.4%	21.1%



Salary levels by seniority

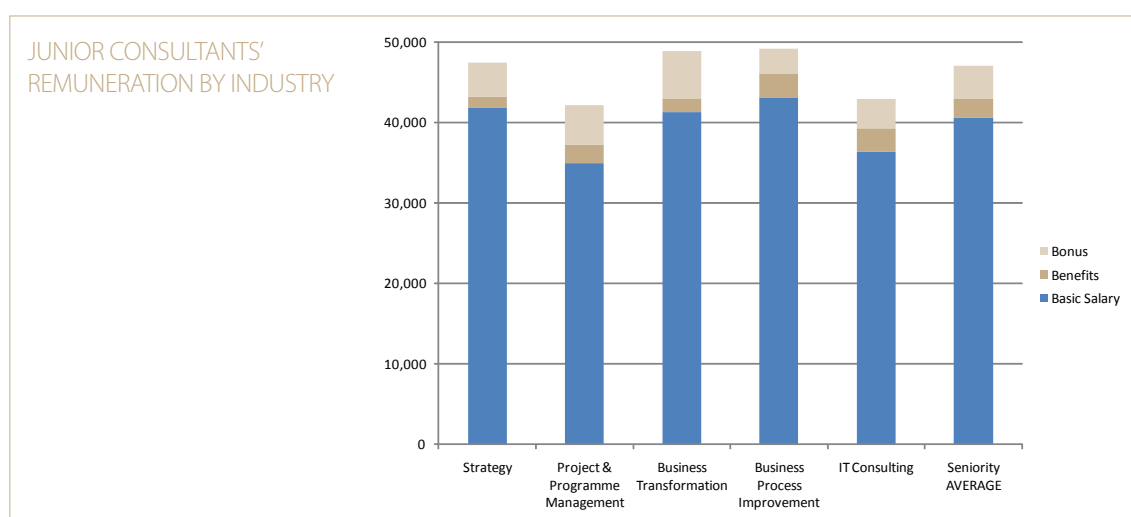


Junior Consultants

Just one in four Junior Consultants received a promotion in the last year, down from one in three in 2007. Bonuses averaged 10% for those who received them and average pay rise increased to 7% from 3.2% in 2007 - although the proportion receiving no pay rise rose significantly from 28% to 40%.

Sector	Basic salary	Basic + Bens	Basic + Bens + Bonus	Average pay rise for those who received a pay rise	Percentage receiving no pay rise
Strategy Consulting	£41,888	£43,234	£47,423	10.1%	54.5%
Programme & Project Management	£34,968	£37,191	£42,088	7.6%	22.2%
Business Transformation	£41,250	£44,938	£48,867	- 0.4%	45.5%
Business Process Improvement	£43,125	£46,111	£49,129	9.1%	41.7%
IT consulting	£36,413	£39,234	£42,876	8.8%	33.3%
Seniority level average	£40,622	£42,877	£47,026	7.0%	40.4%

Sector	Average bonus for those who received a bonus	Percentage receiving no bonus	Percentage who received a payrise as part of a promotion in last year
Strategy Consulting	10.0%	35.7%	14.3%
Programme & Project Management	14.0%	54.5%	36.4%
Business Transformation	14.4%	63.6%	27.3%
Business Process Improvement	7.0%	23.1%	15.4%
IT consulting	10.0%	30.0%	40.0%
Seniority level average	10.2%	40.7%	25.4%

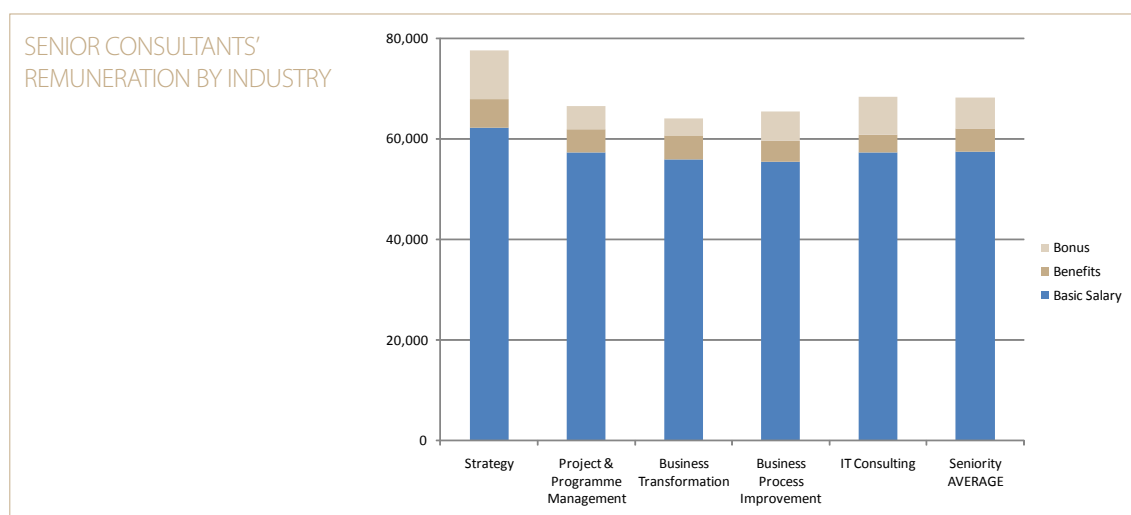


Senior Consultants

Just one in six Senior Consultants received a promotion in the last year, down from one in three in 2007. Those that received a pay rise, enjoyed on average a 5.8% increase, slightly up from 5.4% as reported last time. Bonuses averaged 11% for those who received them.

Sector	Basic salary	Basic + Bens	Basic + Bens + Bonus	Average pay rise for those who received a pay rise	Percentage receiving no pay rise
Strategy Consulting	£62,179	£67,879	£77,488	6.9%	36.7%
Programme & Project Management	£57,298	£61,819	£66,526	6.1%	51.6%
Business Transformation	£55,956	£60,587	£64,084	7.8%	50.0%
Business Process Improvement	£55,349	£59,593	£65,419	3.4%	33.3%
IT consulting	£57,327	£60,766	£68,290	7.4%	42.9%
Seniority level average	£57,403	£62,037	£68,161	5.8%	43.1%

Sector	Average bonus for those who received a bonus	Percentage receiving no bonus	Percentage who received a payrise as part of a promotion in last year
Strategy Consulting	15.5%	33.3%	15.2%
Programme & Project Management	8.2%	34.4%	12.5%
Business Transformation	6.3%	44.8%	20.7%
Business Process Improvement	10.5%	36.7%	6.7%
IT consulting	13.1%	60.0%	30.0%
Seniority level average	10.7%	40.3%	16.0%

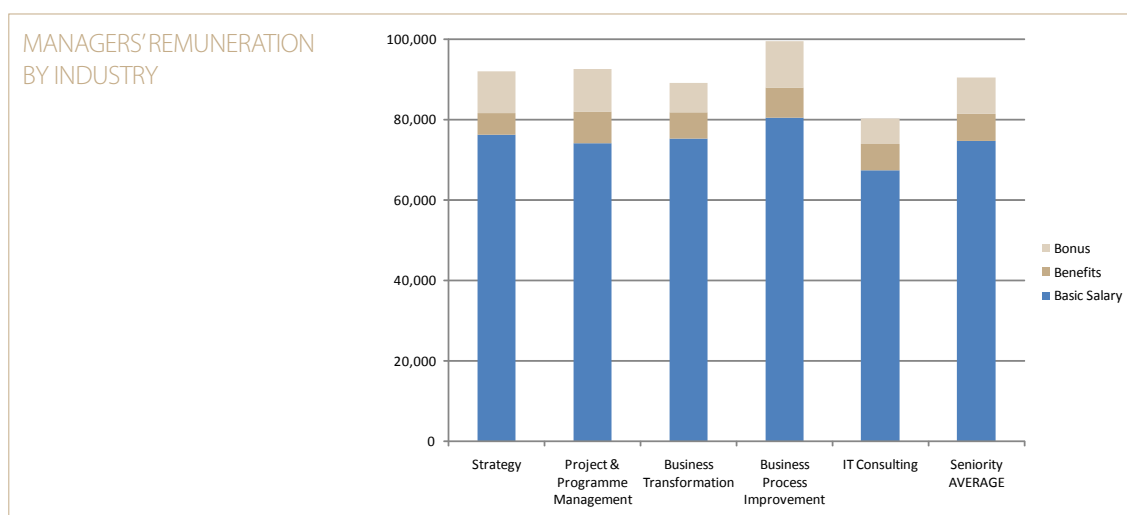


Managers

Approximately half the Managers polled received a pay rise (three in four received a rise in 2007) but this averaged just 3.6% this year. Average bonuses at 12% remain relatively steady since the last study.

Sector	Basic salary	Basic + Bens	Basic + Bens + Bonus	Average pay rise for those who received a pay rise	Percentage receiving no pay rise
Strategy Consulting	£76,148	£81,499	£91,864	5.3%	43.8%
Programme & Project Management	£74,085	£81,994	£92,517	4.7%	43.8%
Business Transformation	£75,253	£81,858	£89,140	3.1%	46.2%
Business Process Improvement	£80,355	£87,842	£99,519	1.1%	45.0%
IT consulting	£67,343	£73,883	£80,158	5.1%	63.6%
Seniority level average	£74,642	£81,378	£90,344	3.6%	47.1%

Sector	Average bonus for those who received a bonus	Percentage receiving no bonus	Percentage who received a payrise as part of a promotion in last year
Strategy Consulting	13.6%	27.0%	37.8%
Programme & Project Management	14.2%	40.5%	8.1%
Business Transformation	9.7%	34.0%	20.8%
Business Process Improvement	14.5%	27.3%	4.5%
IT consulting	9.3%	15.4%	15.4%
Seniority level average	12.0%	30.2%	18.8%

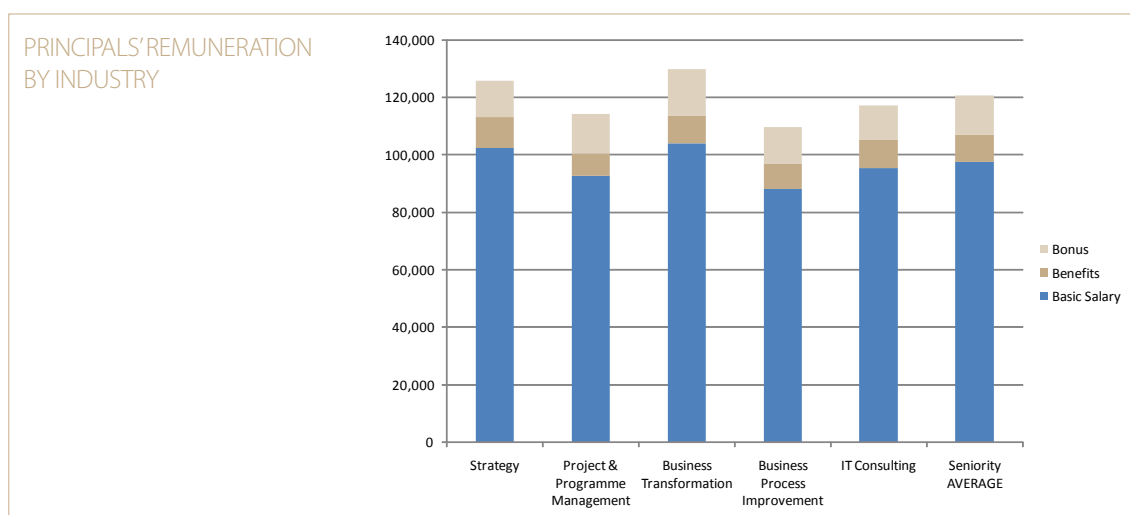


Principals

While three in four Principal Consultants received an average payrise of 6.7% in 2007, last year less than half received a payrise, which had fallen to an average of just 2%. Similarly, the percentage of those that were promoted fell from 23.6% to 14.7% in the same period. Bonuses, as a percentage of basic salary, were relatively unchanged at 14.1%, but fewer Principal Consultants were paid any bonus.

Sector	Basic salary	Basic + Bens	Basic + Bens + Bonus	Average pay rise for those who received a pay rise	Percentage receiving no pay rise
Strategy Consulting	£102,365	£113,171	£125,855	1.0%	51.5%
Programme & Project Management	£92,800	£100,592	£114,149	0.9%	39.6%
Business Transformation	£104,101	£113,679	£129,705	5.0%	35.6%
Business Process Improvement	£88,048	£97,029	£109,686	- 1.0%	56.5%
IT consulting	£95,467	£105,381	£117,063	0.2%	47.6%
Seniority level average	£97,563	£106,895	£120,615	2.0%	41.9%

Sector	Average bonus for those who received a bonus	Percentage receiving no bonus	Percentage who received a payrise as part of a promotion in last year
Strategy Consulting	12.4%	36.1%	8.3%
Programme & Project Management	14.6%	39.6%	18.9%
Business Transformation	15.4%	24.0%	10.0%
Business Process Improvement	14.4%	36.0%	30.8%
IT consulting	12.2%	26.9%	7.7%
Seniority level average	14.1%	32.6%	14.7%

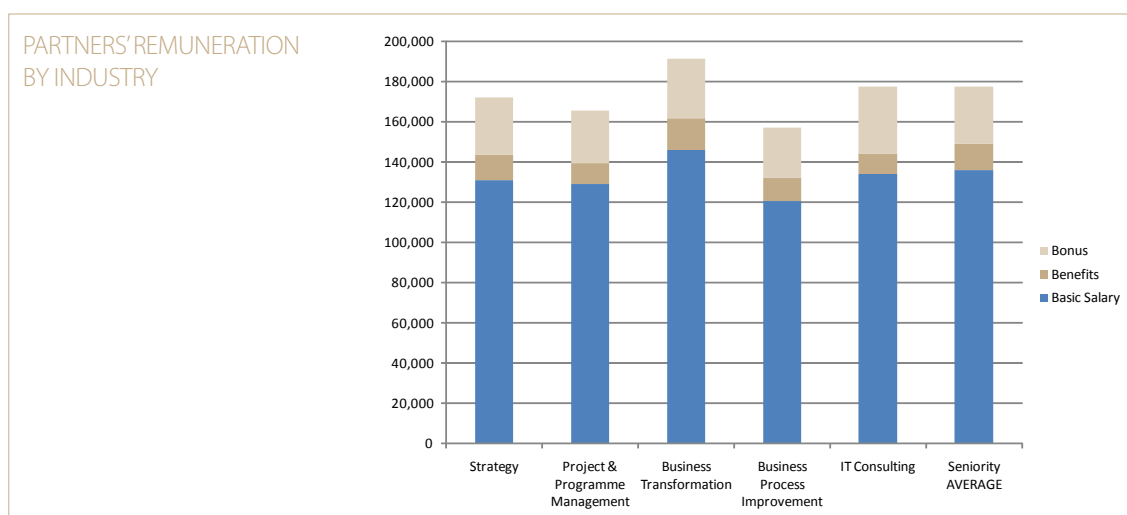


Partners

Just over 11% of Partners were promoted over the last year, down from 17% in 2007. The percentage who received no pay rise increased significantly and bonus payments, for those that received them, fell from 31% of basic salary to 21%. A small minority of Partners received remuneration that was a multiple of the figures below.

Sector	Basic salary	Basic + Bens	Basic + Bens + Bonus	Average pay rise for those who received a pay rise	Percentage receiving no pay rise
Strategy Consulting	£130,750	£143,689	£172,018	- 5.1%	63.2%
Programme & Project Management	£128,888	£139,521	£165,298	- 0.8%	57.7%
Business Transformation	£145,944	£161,485	£191,130	3.0%	51.0%
Business Process Improvement	£120,455	£131,866	£157,161	4.1%	44.4%
IT consulting	£134,000	£144,050	£177,550	0.2%	50.0%
Seniority level average	£135,684	£148,923	£177,190	1.5%	53.8%

Sector	Average bonus for those who received a bonus	Percentage receiving no bonus	Percentage who received a payrise as part of a promotion in last year
Strategy Consulting	21.7%	62.5%	8.3%
Programme & Project Management	20.0%	63.3%	6.7%
Business Transformation	20.3%	55.6%	11.1%
Business Process Improvement	21.0%	47.4%	21.1%
IT consulting	25.0%	57.1%	14.3%
Seniority level average	20.8%	57.5%	11.2%



Appendix 1: Demographics of our consulting readership

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** and **TopITconsultant.com**.

Respondents Profile

Of the 696 readers who responded to our management consultancy salary survey, it is very interesting to note that our greatest reach is into the levels spanning Senior Consultant, Manager and Principal. Recruiters often ask whether job boards remain a resource used primarily by more junior candidates and these figures strongly suggest this is not the case!

The results presented in this report are based on the data submitted by those who are actually currently employed within our industry and excludes salary data for those looking to move into the industry. 32% of respondents this year have an MBA.

We also asked respondents to identify the primary type of consulting work they undertook (to enable segmentation of the salary data). This provides interesting insights into the types of consultants that recruiters are most likely to be able to reach via the Top-Consultant.com and TopITconsultant.com sites.

Level within firm

Junior Consultant	9%
Senior Consultant	21%
Manager	24%
Principal	27%
Partner	19%

Consulting type

Business Transformation / Change Management	25%
Project / Programme Management	22%
Strategy	19%
Business Process Improvement	15%
IT Consulting	12%

Sector *

Public Sector	25%
Telecoms, Media & Entertainment	18%
Energy & Utilities	15%
Financial Services (Retail Financial Services focus)	16%
Retail / Consumer Goods	12%
Healthcare & Pharma	11%
Financial Services (Investment Banking / Capital Markets)	8%
Automotive / Aerospace	8%
Distribution / Logistics	5%
Transportation	3%

* multiple choices were possible and hence the total exceeds 100%

Contact us

To find out how your firm could attract consulting hires by advertising on our websites or accessing our CV databases, please:

Call to speak with one of our team

Call us on +44 (0)207 667 6880 and ask for [Sarah Nutton](#) if you are interested in recruiting Management Consultants or [Graeme Underhill](#) if you are interested in recruiting IT Consultants.

Request a brochure

Feel free to request a PDF brochure detailing our services.

To find out more about **Top-Consultant.com**, please [click here](#).

To find out more about **TopITconsultant.com**, please [click here](#).

Email us

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

Further Resources

Click here to download your PDF copy of the [2009 Recruitment Channel Report](#). This is the 8th edition of the Top-Consultant.com annual recruitment channel survey and it delivers far more insights than ever before. Uncovered is unique data on retention figures and hiring expectations for the next 12 months. Just under 8,000 consultancy candidates have now contributed to these findings.

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