

Morgan  
McKinley

# London

UK Finance Labour Market Trends | July 2025



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## Foreword

The UK financial services sector is undergoing a dynamic shift in hiring trends in 2025. Shaped by accelerating technological advancements, regulatory changes and the ongoing post-Brexit realignment, the nature of finance hiring is shifting significantly. Demand for talent remains strong, but the nature of roles and candidate expectations are markedly different from even a year ago.

This latest report from Vacancysoft highlights a market in motion. In London, professional finance vacancies have risen by 10% year-on-year in H1 2025, with June marking a clear turning point. But this is not simply a return to pre-pandemic norms.

Technology-led roles continue to dominate hiring activity particularly in fintech, data analytics, and cybersecurity. As financial institutions continue to invest in digital transformation, we are seeing sharp growth in demand for professionals skilled in data science, AI, blockchain, machine learning and cybersecurity. These roles are increasingly central to trading, compliance, and risk management functions – reflecting the deepening integration of technology into every aspect of financial operations.

Regulation remains a core driver. With ongoing changes in financial regulation especially in response to evolving international standards is fuelling sustained demand for skilled specialists

in hiring, risk and audit functions. Firms are prioritising candidates who can manage risk with agility and support sustainable governance practices.

Flexible working has become more than a benefit – it’s a baseline expectation prompting firms to offer more part-time, freelance, or contract roles to attract top talent. Hybrid and contract-based roles are expanding across the sector as firms adapt to candidate preferences and digital-first workflows. But this also raises the bar for autonomy and adaptability among professionals.

Against this backdrop, talent shortages are intensifying, especially in specialist areas like AI and ESG leading to increased competition and rising salaries. To remain competitive, firms are widening their search beyond London to regional hubs like Manchester, Birmingham, and Edinburgh to fill roles.

In summary, the UK financial market sector’s hiring landscape is being reshaped by digital innovation, regulatory complexity, and evolving workforce expectations. Companies that adapt to these trends are better positioned to As we move through the second half of the year, it is clear that those who align their hiring strategies with these trends will be best positioned to attract and retain the talent required to thrive.



## Overview

Amid ongoing economic recalibration and a shifting political backdrop, finance hiring in London is showing signs of renewed momentum. Professional vacancies across the UK's finance sector are forecast to rise by 11.2% year-on-year in 2025, with total vacancies expected to reach around 58,286. London remains a key hub for this activity, projected to generate approximately 28,142 roles, accounting for 48.3% of the national total.

This resurgence follows a sharp uptick in early 2025. Between January and June, finance vacancies rose by 10.4% compared to the same period last year, underpinned by policy stability and a cautious improvement in business sentiment. Q1 and Q2 2025 both exceeded 7,000 vacancies, with a notable 23.6% quarter-on-quarter surge from Q4 2024 to Q1 2025, suggesting renewed hiring appetite heading into H2.

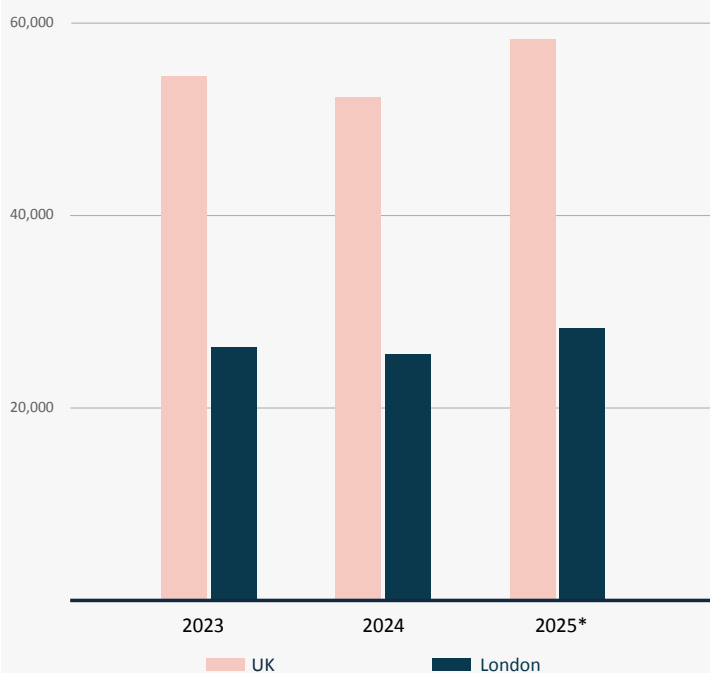
Within sub-sectors, Accounting and Consulting are expected to outperform, with a projected 12.1% increase in vacancies through 2024. The continued complexity around tax, ESG compliance, and sustainability reporting has kept demand high, especially for specialist accountants able to navigate both regulatory change and technological transformation. Banking, while recovering more gradually, is forecast to grow 11.1% over the year, as investor sentiment stabilises and undervalued UK assets attract renewed interest.

June marked a turning point, recording 2,676 published finance vacancies, a 21.4% increase on the previous month. While April remained subdued (just 2,139 roles posted), the recent upward swing hints at a broader recovery in financial services hiring, particularly in London.

Interestingly, the capital's share of finance vacancies is also creeping upward. After years of post-pandemic regionalisation, London's portion of national finance roles has edged up slightly, suggesting a return to in-office hiring norms. Whether this marks a sustained re-centralisation or a temporary response to new regulatory headwinds remains to be seen, but for now, London is firmly reasserting its role at the core of UK finance hiring.

### Annual Totals

Finance, All Professional Vacancies, UK vs London, 2023 - 2025 \*Est



Source: Vacancysoft Analytics

### Monthly Totals

Finance, All Professional Vacancies, London, 2023 - 2025



2025\* - Estimation

Source: Vacancysoft Analytics

## Accounting/Consulting

As with broader finance trends, the Accounting and Consulting sectors in London have shown clear signs of stabilisation through the first half of 2025, albeit with some variation between quarters. The year started strong, with Q1 2025 recording 2,045 professional vacancies, making it the most active quarter in the past two years. This represented an 18.8% quarter-on-quarter increase from Q4 2024 and set the tone for a cautiously optimistic hiring climate. However, activity softened slightly in Q2 2025, which saw 1,883 vacancies, marking a 7.9% decline from the previous quarter, though volumes remain well above the 2023 benchmark.

Looking at the January–June 2025 window, London saw 18.1% more Accounting and Consulting roles published compared to the same period in 2024. June was the standout month, with 772 vacancies posted, showing that the second quarter, while slightly below Q1, retained hiring momentum.

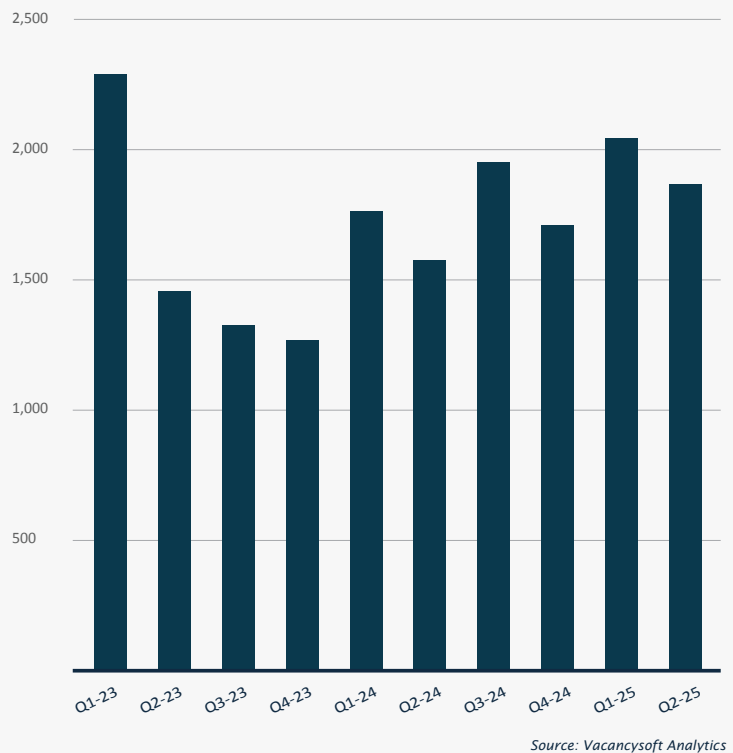
Within the professional breakdown, the most striking trend has been the surge in IT Professional vacancies, which are projected to exceed 2,200 in 2025, accounting for 28.4% of all Accounting and Consulting roles, a 39% year-on-year increase. This reflects the sector's move towards digital transformation.

Meanwhile, Accountant roles are forecast to dip slightly to 1,698 vacancies, a 4.2% decrease year-on-year, with their share of the professional mix falling from 25.3% in 2023 to 21.6% in 2025. In contrast, Executive Management hiring is surging, with vacancies expected to reach 554, a 66.4% annual increase, now making up 7.1% of all professional roles in the sector.

Consulting vacancies are expected to remain flat at approximately 1,440. However, with fiscal policy in flux and tax reform on the horizon, these roles could become more significant in H2. As the sector absorbs changes in government strategy, recruitment is likely to remain elevated, particularly in roles linked to advisory, digital integration, and executive oversight.

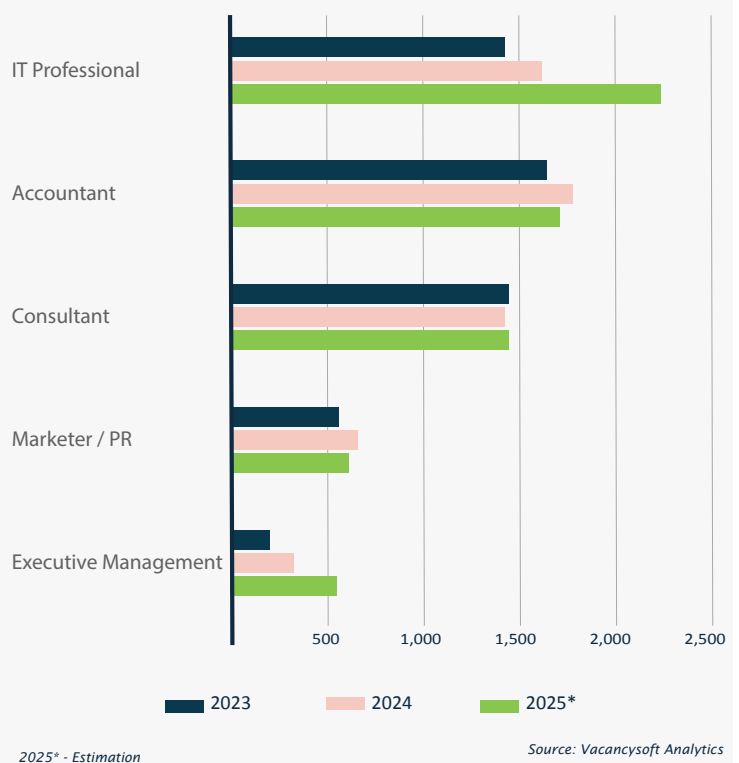
### Quarterly Totals

Accounting / Consulting focus, All Professional Vacancies, London, 2023 - 2025



### Professional Breakdown

Accounting / Consulting focus, All Professional Vacancies, London, 2023 - 2025 \*Est



# Banking

The first half of 2025 has shown modest but steady improvement across London's banking sector, with monthly and quarterly figures pointing to a cautious resurgence in hiring. June 2025 emerged as the most active month, posting a 15.4% month-on-month increase and marking the peak of H1. In contrast, January was the slowest, with just 1,568 published vacancies, reflecting post-holiday inertia and delayed budget cycles. Still, when viewed in aggregate, January to June 2025 recorded 7.7% more jobs than the same period in 2024, evidence of growing sectoral confidence.

The quarterly story further underlines this rebound. Q1 2025 saw a 25.6% quarter-on-quarter uplift from Q4 2024, and also recorded 3.5% more vacancies than Q1 2024. Q2 2025 maintained that momentum, slightly outpacing Q1 with 5,136 roles posted, a 2.6% quarterly increase that suggests hiring confidence remained intact despite political transition and market volatility.

From a professional breakdown perspective, Banking Operations is forecast to lead growth in 2025, with 2,500 vacancies, reflecting a 38.3% year-on-year increase.

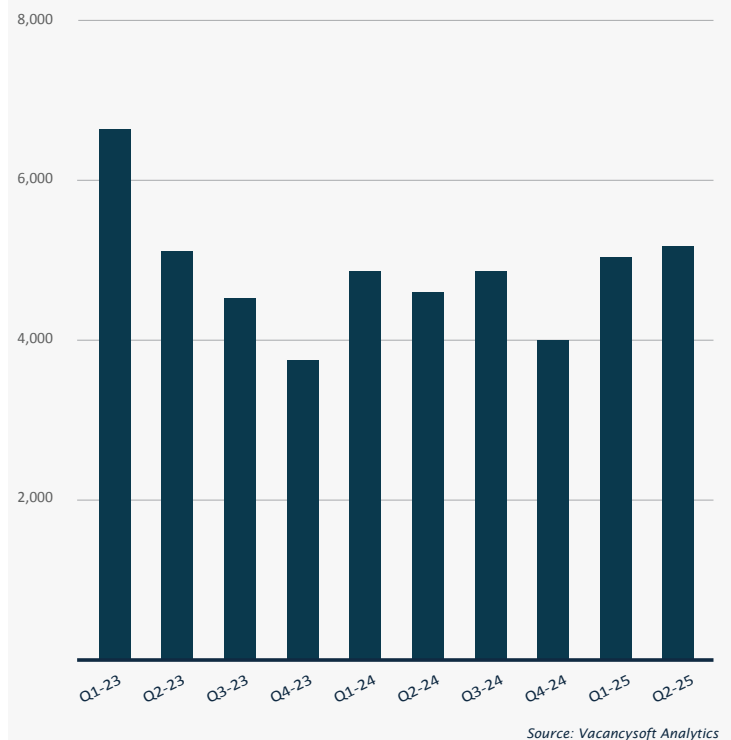
IT Professional roles continue to dominate in scale, projected to reach 6,232 vacancies this year, up 16.0% year-on-year, now accounting for 30.7% of all banking roles. The sector's digital transformation remains a central hiring driver, with cybersecurity, infrastructure, and automation in sharp focus.

Executive Management is also growing, expected to reach 1,022 roles, up 10.6% from 2024. However, Accountant roles are forecast to dip slightly, down to 1,360 vacancies, marking a 4.0% year-on-year drop. Their share of total banking jobs has slipped from 7.8% to 6.7%, potentially reflecting automation and a narrowing focus on core financial reporting functions.

Looking ahead, the momentum seen in June, combined with a relatively strong Q2, positions the banking sector to carry its hiring appetite into the second half of the year, particularly in strategic operations, IT, and leadership functions.

## Quarterly Totals

Banking focus, All Professional Vacancies, London, 2023 - 2025



## Professional Breakdown

Banking focus, All Professional Vacancies, London, 2023 - 2025 \*Est



## Companies to Watch

According to the latest estimates for January to June 2025, JPMorgan Chase & Co. is on track to remain the leading organisation for finance professional vacancies in London, with projections pointing to 1,996 roles by year-end, a 21.9% increase compared to 2024. Much of this growth is being driven by JPMorgan's continued investment in its UK digital retail bank, Chase UK, alongside operational expansion in compliance, risk, and ESG finance. The firm is also investing heavily in early-career hiring and workforce training, signalling a long-term UK commitment.

Following a slower 2024, Barclays is forecast to make a notable recovery, with 1,048 finance vacancies expected in 2025, representing a 55.0% year-on-year rise. While the bank has made cuts to certain front-office investment banking functions, it is now reallocating resources toward corporate banking, finance transformation, and financial crime compliance, all of which are seeing recruitment activity in London. Barclays' shift to middle- and back-office hiring reflects broader sector trends.

MasterCard is expected to see 420 vacancies in 2025, marking a 34.6% uplift. Recent investments in open banking innovation, including a real-time payments sandbox developed in the UK, are creating demand for finance professionals with expertise in payments strategy, data governance, and partner risk. MasterCard's push into blockchain and digital assets has also contributed to growth in crypto-finance roles based in its London hub.

Deutsche Bank is forecast to reach 494 professional vacancies, up 44.4% from 2024. While the bank has scaled back operations elsewhere in Europe, London remains a key site for internal controls, private banking, and regulatory finance. Hiring activity is focused on finance transformation, audit, and wealth operations.

By contrast, HSBC is expected to post a sharp 49.3% decline, with just 300 roles forecast for 2025. The drop reflects large-scale cuts to its London investment banking division and broader efforts to reduce costs by £1.2 billion globally.

### Top 20 Companies

Finance, All Professional Vacancies, London, 2023 - 2025 \*Est

Company	2023	2024	2025*	YoY%
JPMorgan Chase & Co	1581	1638	1996	21.9%
Barclays	1300	676	1048	55.0%
Visa	457	641	788	22.9%
Capgemini	655	364	554	52.2%
Deloitte	297	421	522	24.0%
Goldman Sachs	265	455	500	9.9%
Deutsche Bank	525	342	494	44.4%
EY	496	505	420	-16.8%
MasterCard	391	312	420	34.6%
Aon	301	410	418	2.0%
State Street	192	348	400	14.9%
MUFG	274	271	318	17.3%
Lloyds Banking Group	641	307	310	1.0%
HSBC	903	592	300	-49.3%
Natwest Group	721	372	290	-22.0%
PWC	381	349	258	-26.1%
Schroders	213	318	222	-30.2%
BDO	451	391	220	-43.7%
Close Brothers Group PLC	351	246	218	-11.4%
UBS Group AG	386	263	124	-52.9%

2025\* - Estimation

Source: Vacancysoft Analytics

# About Morgan McKinley

Morgan McKinley is a global talent services expert, offering the full spectrum of solutions to meet employers' and jobseekers' needs. With 19 offices in 10 countries and nearly 1000 employees, it provides 3 distinct solutions for customers. Morgan McKinley Recruitment Solutions encompassing deep expertise across 10 professional disciplines offering temporary, contract and permanent recruitment; Morgan McKinley Executive Search for targeted C-Suite talent searches; and Morgan McKinley Talent Solutions including RPO, MSP, Project Recruitment and more.

Morgan McKinley is part of Org, a more human led of professional services company that harnesses the power of talent to bring better business outcomes for clients across the world through advisory, managed services and talent services.

[www.morganmckinley.com/uk](http://www.morganmckinley.com/uk)

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# About Vacancysoft

Vacancysoft is the UK's leading provider of labour market data and analytics. We provide high-grade lead generation, client intelligence and market analysis solutions for Britain's top recruitment industry firms and others.

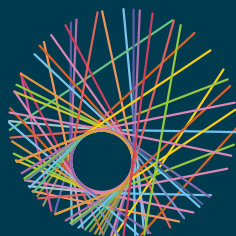
Vacancysoft's products helps firms to optimise their businesses. Established in 2006, we have thousands of clients worldwide, ranging from FTSE-listed businesses to industry specialists.

The data contained within this report is gathered solely and specifically from the career centres of company websites, not job

boards.

Before publication, job postings are de-duplicated and verified as unique. Every vacancy is assigned up to 20 data points through Vacancysoft's proprietary algorithm, which is double-checked for validity by a data quality control team.

The data showcased here is available within the Vacancy Analytics platform, where users can create and customise their own reports. To find out more please contact a member of the team or email [support@vacancysoft.com](mailto:support@vacancysoft.com).



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