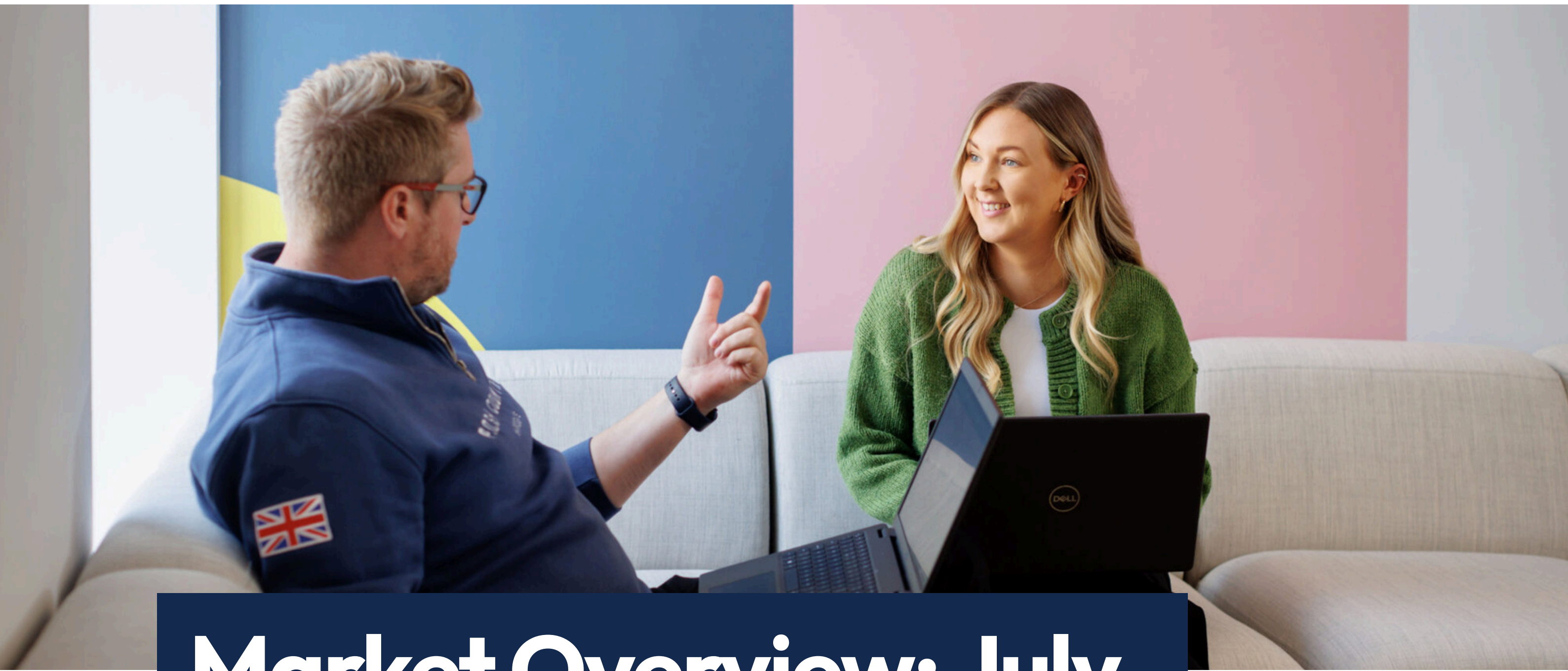
EDEN ROSE

July 2026

UK Wealth Newsletter



Market Overview: July

The arrival of summer has brought the seasonal slowdown that many firms expect, but it certainly hasn't brought hiring activity to a halt. Across advice, paraplanning and administration, businesses continue to recruit, although recruitment processes are naturally taking a little longer as annual leave begins to impact interview scheduling and decision-making.

While vacancies remain active, we're seeing candidates continue to engage with the market and, in many cases, explore multiple opportunities at once. The businesses securing the strongest talent are those using the quieter summer months to prepare rather than pause.

Reviewing salary benchmarks, strengthening succession plans and engaging with future talent now will leave firms in a far stronger position ahead of what is traditionally one of the busiest hiring periods of the year.

At Eden Rose, we're continuing to have conversations with professionals who may not be actively searching today but are beginning to think about their next move later in the year. By September, many of these conversations become live opportunities. Firms that invest time now will often find themselves ahead of competitors when hiring activity accelerates again after the summer.

Alex Russon - Divisional Director

Monthly Insight

Summer Recruitment Doesn't Stop, It Simply Rewards the Prepared

Every year, July and August bring a natural shift in the recruitment market. Annual leave fills the diary, decision-makers become harder to pin down and interview processes inevitably begin to stretch. While this seasonal slowdown is expected, it shouldn't be mistaken for a slowdown in ambition. Wealth firms continue to grow, candidates continue to explore opportunities and the businesses that maintain momentum are often the ones that enter autumn with the strongest teams.

One of the biggest misconceptions is that candidates will simply wait until September. In reality, the strongest professionals continue to have conversations throughout the summer. Many use this time to reflect on their career, update their CV and quietly explore the market before making a move later in the year. If one recruitment process pauses for several weeks, there's every chance another firm will move more decisively and secure that individual first.

As **Alex Russon, Divisional Director at Eden Rose UK**, explains:

> Summer doesn't reduce hiring demand, it simply **changes the pace of decision-making**. The firms that continue to engage with candidates, communicate regularly and plan ahead are the ones that secure the best talent before the market becomes significantly more competitive in September.

Maintaining momentum doesn't mean rushing decisions. It means setting clear expectations, keeping candidates informed and ensuring interview processes continue to move even when key stakeholders are away. A short update can often be enough to keep a candidate engaged and prevent them from accepting another opportunity elsewhere.

This is where working with a specialist recruitment partner becomes particularly valuable. While internal teams are balancing holidays and competing priorities, consultants continue to manage conversations, coordinate diaries, provide market insight and maintain candidate engagement on behalf of their clients. That continuity helps businesses avoid losing momentum during the quieter months and ensures they're ready to move quickly when the right person becomes available.

With many professionals already thinking about where they want to be by the end of the year, July and August provide a valuable opportunity to get ahead. The firms that prepare now, by reviewing hiring plans, benchmarking salaries and engaging with future talent, will often find themselves in the strongest position when the market accelerates again after the summer.

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Six Months On from our Wealth Salary Report: Has the Market Changed?

Six months on from publishing our UK Wealth Management Recruitment & Salary Guide, have the salaries changed?

We have collated and updated a smaller salary guide for our top roles that we recruit for across our regions.

South West Salaries

Job Title	Low	Average	High
Financial Adviser	£55,000	£65,000	£85,000
IFA Administrator	£28,000	£35,000	£40,000
Junior Paraplanner	£30,000	£35,000	£45,000
Paraplanner	£35,000	£45,000	£65,000

Midlands Salaries

Job Title	Low	Average	High
Financial Adviser	£45,000	£60,000	£80,000
IFA Administrator	£28,000	£30,000	£35,000
Junior Paraplanner	£30,000	£34,000	£38,000
Paraplanner	£38,000	£42,000	£50,000

North Salaries

Job Title	Low	Average	High
Financial Adviser	£55,000	£60,000	£65,000
IFA Administrator	£25,000	£30,000	£33,000
Junior Paraplanner	£25,000	£38,000	£40,000
Paraplanner	£35,000	£40,000	£45,000

London Salaries

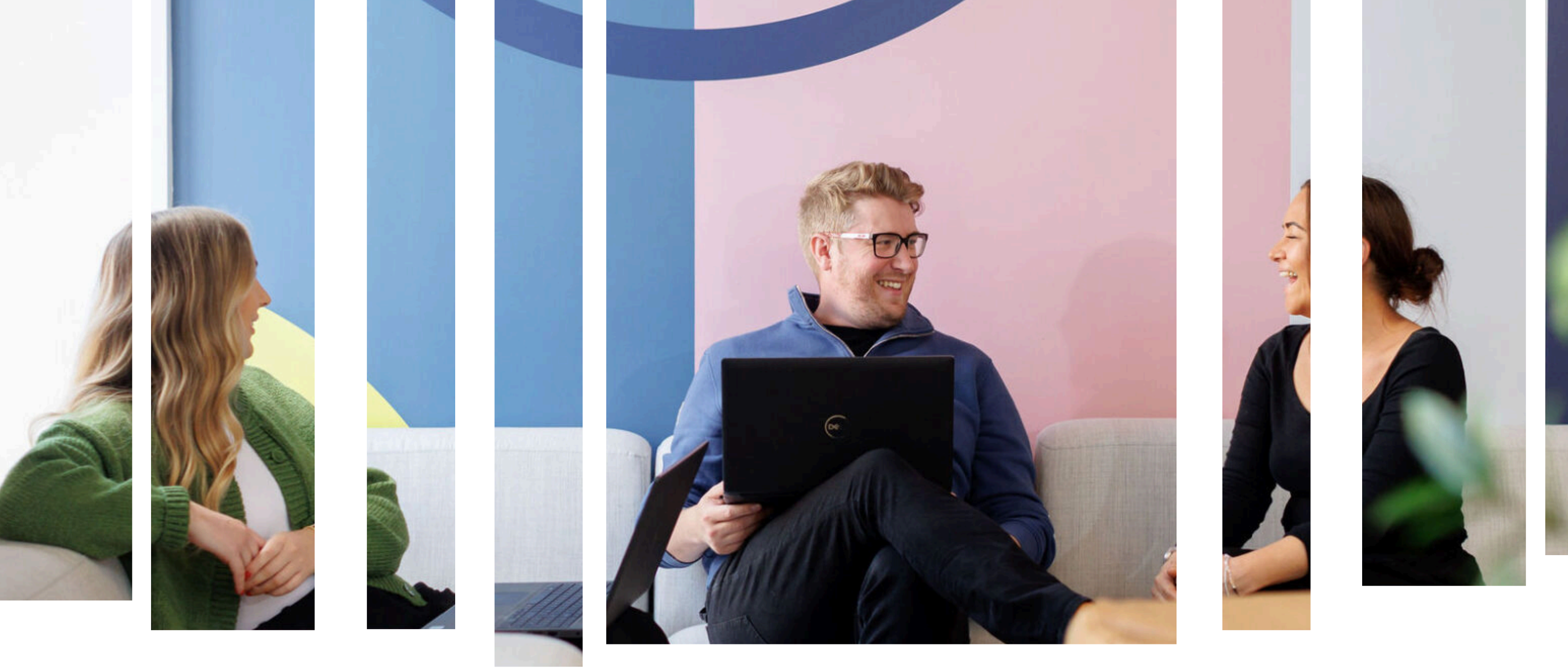
Job Title	Low	Average	High
Financial Adviser	£50,000	£70,000	£90,000
IFA Administrator	£33,000	£35,000	£38,000
Junior Paraplanner	£35,000	£38,000	£42,000
Paraplanner	£45,000	£50,000	£55,000
Senior Paraplanner	£55,000	£60,000	£65,000
Senior IFA Administator	£38,000	£40,000	£45,000

South East Salaries

Job Title	Low	Average	High
Financial Adviser	£40,000	£65,000	£90,000
IFA Administrator	£27,000	£35,000	£42,000
Junior Paraplanner	£30,000	£35,500	£41,000
Paraplanner	£35,000	£45,000	£50,000
Senior Paraplanner	£40,000	£50,000	£60,000
Senior IFA Administator	£34,000	£42,000	£48,000

Salary changes from early 2026

- The lower salary for IFA Administrators in the Midlands has **increased** from £26,000 to £28,000
- The higher salary for Paraplanners in the Midlands has **increased** from £46,000 to £50,000
- The average salary for IFA Administrators in the South East has **decreased** from £38,000 to £35,000
- The high salary for IFA Administrators in the South East has **decreased** from £45,000 to £42,000



Eden Rose Data

Our Monthly Highlights

July was another positive month for the team, reflecting the continued momentum we're seeing across the market.

Our 2026 new business billings are already

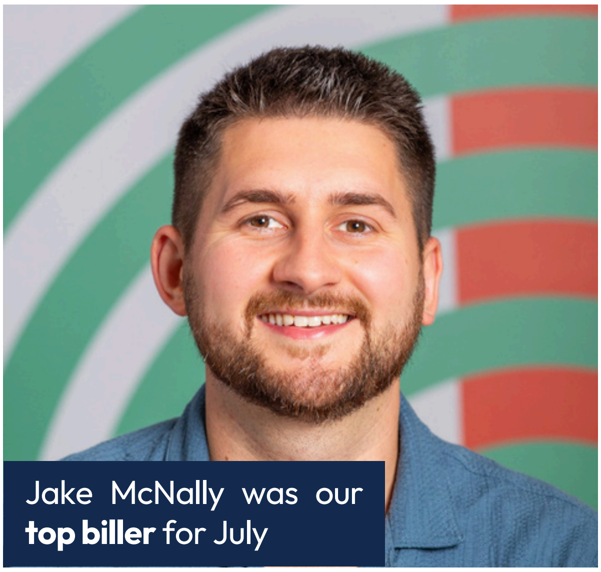
27%

higher than the total billed throughout 2025

341%

increase in billings in July compared to the same period last year

Alice Woodruff billed **115% over her target** in new business this month



Jake McNally was our **top biller** for July

Ameliah Yarwood was the 2nd top biller this month, and billed **197% over her target**

Consultant Corner

Our Opinions on the Market

Lewis Chambers:
Qualifications are taking priority.
July has been another strong month for Paraplanner recruitment, but one trend that's really stood out this year is the growing emphasis on Diploma-qualified candidates over experience alone. AI also continues to dominate conversations as firms explore how it will shape the future of advice. Looking ahead, the businesses that stay proactive rather than reactive will be best placed to secure the talent they need.

Jake McNally:
Invest in people as well as AI.
July has been another positive month, and despite growing conversations around AI, demand for experienced Paraplanners hasn't slowed as many expected. Instead, I'm seeing more firms investing in junior Financial Advisers to strengthen their future talent pipeline. I'm also watching how acquisitions by larger, private equity-backed firms continue to influence hiring across the wealth market.

Alice Woodruff:
Summer means less competition in the market.
Clients are moving much faster when they find the right candidate, while candidates are placing greater emphasis on benefits, flexibility and career progression from the outset. Summer can actually be a great time to hire, with less competition in the market. Firms that keep recruitment moving and clearly communicate their employee proposition will be in the strongest position heading into autumn.

Cole Telford:
Active.
That's the word I'd use to describe the market this month. Demand for experienced Paraplanners remains high, while hiring processes are moving much faster than they were six months ago. Candidates are often involved in multiple opportunities, so firms that move quickly and continue investing in career progression and flexibility will have a real advantage in the second half of the year.

Lucy Warman:
Steady, but changing.
Mergers and acquisitions continue to shape the wealth market, with more candidates telling me they're considering a move because of uncertainty following organisational change. My advice to employers is to stay proactive by regularly checking in with existing employees. Understanding future plans early allows businesses to build talent pipelines instead of reacting when key people leave.

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Eden Rose UK

Eden Rose is a boutique legal, wealth and technology services talent agency, committed to putting people at the heart of everything we do. From our Bristol and London offices, our specialist teams support organisations and professionals across the UK, combining deep sector expertise with a truly international outlook.

Focused, relationship-led and globally connected, we help our clients and candidates build the future with confidence.

Want to know more?

Get in touch with us via the contact details below, and one of our team will be in touch to discuss how we can assist you with your goals.

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