

## 2017 Annual Salary Guide



## Accounting and Finance Positions

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## TREND SUMMARY

Starting Salaries are rising, but it's not just about the money. Salaries for accountants and bookkeepers are set to rise by 3.7% in 2017. The reason is simple. More is expected of professionals in the accounting industry than ever before. This is partly based on how technology is affecting with the day-to-day operation in the industry. Once you automate data extraction and categorization, different skills come in to play.

One accounting trend that the industry faces is finding qualified & skilled finance and accountants. We are in a customer centric business, no longer are we able to allow our employees to just crunch numbers. The requirement is being able to build relationships with clients, whether that's face-to-face or on the phone. Automating the manual processes equates to more interaction with customers and clients. You can have advanced conversations required to as they interpret the challenges and provide more thoughtful solutions for your customers.

This means industry newcomers should have a mastery understanding of technology; as well as having the financial intuition and skills to that will benefit your clients. As you look to hire and retain this level of employees; the market suggests you look to increase the salary by 3.7%.

## ABOUT THE DATA IN THE GUIDE

The projected salaries for each position reflect starting salaries only. Bonuses, incentives and other forms of compensation were not measured for this guide.

### Salary Key

Salary data for the positions listed represents an average base compensation at small, mid and large companies as defined by the following criteria:

<u>Company Size</u>	<u>Annual Revenue</u>
Small	Up to \$100M
Mid	\$100M to \$500M
Large	\$500M and above

## CORPORATE ACCOUNTING

	<b>Small</b>	<b>Mid</b>	<b>Large</b>
Chief Financial Officer	\$99,750 - \$133,500	\$133,250 - 176,000	\$179,000 - \$245,000
Controller	\$86,500 - \$115,000	\$119,250 - \$159,750	\$167,500 - \$226,000
Assistant Controller	\$81,750 - \$107,750	\$97,000 - \$124,250	\$128,750 - \$173,750
Tax Director	N/A	\$125,500 - \$189,250	\$173,500 - \$277,000
Tax Manager	N/A	\$95,750 - \$134,500	\$121,750 - 171,500
VP/Director of Finance	\$105,000 - \$135,500	\$150,000 - \$213,500	\$170,500 - \$256,250
Accounting Manager	\$73,250 - \$88,950	\$81,150 - \$97,350	\$88,950 - 125,600
Cost Accounting Manager	N/A	\$84,250 - \$97,350	\$88,950 - 120,400
AP Manager	\$49,025 - \$59,475	\$59,475 - \$67,925	\$71,060 - \$94,050
Payroll Manager	\$52,350 - \$71,200	\$57,550 - \$73,330	\$73,250 - \$91,050
AR Manager	\$48,025 - \$57,485	\$57,485 - \$67,925	\$69,080 - 89,450
Collections Manager	\$52,400 - \$68,120	\$57,650 - \$73,350	\$80,650 - \$99,550
Senior Accountant	\$56,450 - \$67,925	\$62,700 - \$80,450	\$67,925 - \$94,050
Staff Accountant	\$47,025 - \$54,850	\$50,150 - \$60,100	\$54,850 - \$70,550
Junior Accountant	\$40,650 - \$47,025	\$47,025 - \$49,125	\$41,800 - \$52,775
Payroll Clerk	\$36,575 - \$40,250	\$40,750 - \$44,400	\$42,850 - \$54,850
AR Clerk	\$34,450 - \$37,650	\$36,575 - \$42,850	\$40,250 - \$48,050
AP Clerk	\$37,650 - \$41,800	\$37,625 - \$47,025	\$44,925 - \$50,150

## INTERNAL AUDIT

	<b>Small</b>	<b>Mid</b>	<b>Large</b>
Director of Tax	N/A	\$104,500 - \$157,200	\$115,250 - \$172,950
Internal Audit Manager	N/A	\$83,850 - \$110,050	\$96,950 - \$125,750
Internal Auditor	\$57,650 - \$70,225	\$62,850 - \$83,850	\$78,600 - \$94,350

## PURCHASING/PROCUREMENT

	<b>Small</b>	<b>Mid</b>	<b>Large</b>
Purchasing Manager	N/A	\$68,450 - \$88,950	\$88,950 - \$114,950
Procurement Specialist	\$47,025 - \$57,950	\$53,275 - \$73,675	\$61,125 - \$90,925

## PUBLIC ACCOUNTING

	<b>Local Firm</b>	<b>Regional Firm</b>	<b>National Firm</b>
Senior Manager	\$89,425 - \$131,500	\$94,650 - \$157,800	\$97,800 - \$173,550
Manager	\$78,890 - \$94,590	\$84,050 - \$126,150	\$84,050 - \$136,980
Senior Associate	\$66,150 - \$89,250	\$73,500 - \$97,650	\$73,500 - \$110,250
Associate	\$47,125 - \$68,050	\$49,290 - \$78,950	\$52,350 - \$82,700