

ACCOUNTING & FINANCE



VanderHouwen

Recruiting • Relationships • Opportunity

National figures, unadjusted for region.

Position	SMALL (<\$50M)	MID (\$50–\$350M)	LARGE (\$350M+)
EXECUTIVE			
CFO	\$156,000–\$208,000	\$208,000–\$260,000	\$312,000+
Director of Finance	\$114,000–\$156,000	\$156,000–\$208,000	\$260,000+
Controller	\$104,000–\$156,000	\$156,000–\$208,000	\$260,000+
Tax Director	n/a	\$156,000–\$208,000	\$260,000+
MANAGEMENT			
Assistant Controller	\$104,000–\$125,000	\$125,000–\$146,000	\$161,000+
Accounting Manager	\$94,000–\$114,000	\$114,000–\$135,000	\$140,000+
Cost Accounting Manager	\$104,000–\$120,000	\$124,000–\$145,000	\$166,000+
Tax Manager	n/a	\$120,000–\$140,000	\$145,000+
Audit Manager	n/a	\$104,000–\$125,000	\$145,000+
SEC Manager	n/a	\$135,000–\$156,000	\$182,000+
FP&A Manager	\$119,000–\$135,000	\$135,000–\$156,000	\$171,000+
Finance Manager	\$104,000–\$125,000	\$135,000–\$171,000	\$208,000+
Payroll Manager	\$88,000–\$98,000	\$98,000–\$119,000	\$119,000+
Credit and Collections Manager	\$94,000–\$109,000	\$109,000–\$119,000	\$135,000+
AP or AR Manager	\$88,000–\$104,000	\$109,000–\$125,000	\$156,000+

Position	SMALL (<\$50M)	MID (\$50–\$350M)	LARGE (\$350M+)
STAFF			
Sr. Financial Analyst	\$98,000–\$119,000	\$119,000–\$130,000	\$135,000+
Financial Analyst	\$78,000–\$88,000	\$88,000–\$98,000	\$104,000+
Credit Analyst	\$78,000–\$88,000	\$88,000–\$98,000	\$98,000+
Sr. Cost Accountant/Analyst	\$98,000–\$109,000	\$109,000–\$120,000	\$130,000+
Cost Accountant/Analyst	\$78,000–\$88,000	\$88,000–\$98,000	\$98,000+
Sr. Tax Accountant	n/a	\$98,000–\$109,000	\$130,000+
Tax Accountant/Analyst	\$72,000–\$82,000	\$86,000–\$95,000	\$104,000+
Internal Auditor	n/a	\$94,000–\$113,000	\$135,000+
Sr. Accountant	\$88,000–\$98,000	\$98,000–\$109,000	\$119,000+
Staff Accountant	\$67,000–\$78,000	\$78,000–\$88,000	\$88,000+
Jr. Accountant	\$57,000–\$62,000	\$66,000–\$72,000	\$72,000+
SUPPORT			
Full Charge Bookkeeper	\$68,000–\$78,000	\$78,000–\$88,000	n/a
Bookkeeper	\$57,000–\$68,000	\$68,000–\$78,000	n/a
Payroll Specialist	\$57,000–\$67,000	\$67,000–\$78,000	\$78,000+
AR/Credit and Collections Specialist	\$52,000–\$62,000	\$62,000–\$72,000	\$72,000+
AP Specialist	\$52,000–\$57,000	\$57,000–\$67,000	\$67,000+
Billing Specialist	\$46,000–\$57,000	\$57,000–\$67,000	\$67,000+
Accounting Assistant	\$41,000–\$52,000	\$52,000–\$62,000	\$62,000+