

# US in-house accounting and finance salary guide

2023

## Contents

Introduction	3
Salary benchmarking	4
About Brewer Morris	6
A global market leader	7
Get in touch	8

## Introduction

Welcome to the Brewer Morris US in-house accounting and finance salary guide. This is the first time we have produced this report in the US and hope that this provides useful insight into regional market and salary trends as well as our expectations for the year.

While this may be the first edition of our US in-house accounting and finance salary guide, our team in the US is built on years of experience and expertise across the in-house tax, accounting and finance talent market.

Brewer Morris was formed in 1987 in the UK as one of the first recruitment consultancies to focus exclusively on tax, treasury and senior finance executive recruitment. As part of The SR Group, we have expanded our reach globally, and have become the largest in-house tax, accounting and finance recruitment team in the US.

Although it has been an eventful start to 2023 with significant layoffs, predominantly in the tech sector, and some disruption to the financial sector with news of Silicon Valley Bank - the US stock market closed in positive territory for the first quarter.

In the last 18 months we have seen candidates continue to have the upper hand across the recruitment market – placing increased pressure on hiring packages to put together competitive packages in order to attract and retain top financial and accounting talent.

We also saw companies become more agile and open to utilizing new talent acquisition technology. And as a result, making the hiring and onboarding process more efficient for both talent and clients.



## US in-house accounting and finance salary guide

Top talent has become such a hot commodity that the time people are on the market open to new opportunities has shortened dramatically with candidates receiving three to four offers on average at one time – including more often than not, an internal counter-offer. This is also in part due to the new technology firms are utilize to reduce time spent hiring to avoid losing top talent to competitors.

Industries where we saw growth and increased hiring for the most part, include:

- Renewable energy and financial services firms backing renewable energy projects
- E-commerce
- Financial services including cardless banking, subscription-based finance apps, digital assets and cryptocurrency
- Professional services
- Manufacturing
- Transportation and hospitality - rebounding from the pandemic induced recession

We have seen a few industries experience a slowdown in hiring, and while certain sub-sectors of these industries may have thrived, the core businesses have seen some hits. These industries include:

- Technology – most notably big tech and communications-based tech firms, excluding AI based firms
- Traditional energy
- Real estate (general corporate commercial and retail)
- Construction

We hope that you enjoy this report. Should you want to discuss anything related to in-house tax, accounting and finance search, or talent advisory and salary benchmarking, please do reach out.



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## Salary benchmarking

### Accounting

Experience	Salary range (USD)
Accounting clerk	42,000-60,000
Staff accountant	60,000-90,000
Senior accountant	80,000-126,000
Accountant - Big Four experience	72,000-95,000
Accounting supervisor	80,000-120,000
Accounting manager	85,000-140,000
Accounting manager - Big Four experience	105,000-176,000
Accounting director	120,000-250,000
Assistant controller	130,000-195,000
Controller	120,000-330,000

### Finance

Experience	Salary range (USD)
Financial analyst	60,000-95,000
Senior financial analyst	82,000-110,000
Financial reporting manager	120,000-180,000
Finance manager	130,000-225,000
Financial reporting director	210,000-300,000
Finance director	180,000-250,000
Chief financial officer	150,000-450,000

### Cost accounting

Experience	Salary range (USD)
Cost accountant	60,000-90,000
Senior accountant	90,000-145,000
Cost accountant manager	115,000-180,000

## US in-house accounting and finance salary guide

### Accounts payable/recievable

Experience	Salary range (USD)
Accounts payable clerk	40,000-65,000
Accounts recievable clerk	40,000-65,000
Accounts payable specialist	45,000-70,000
Accounts recievable specialist	45,000-70,000
Senior accounts payable specialist	55,000-75,000
Senior accounts recievable specialist	55,000-75,000
Accounts payable manager	75,000-145,000
Accounts receivable manager	80,000-150,000

### Billing

Experience	Salary range (USD)
Billing clerk	40,000-45,000
Billing specialist	42,000-50,000
Senior billing specialist	45,000-60,000
Billing manager	75,000-120,000
Bookkeeper	45,000-65,000

### Audit

Experience	Salary range (USD)
Internal auditor	65,000-95,000
Senior internal auditor	90,000-120,000
Internal audit manager	100,000-150,000
Internal audit director	130,000-220,000
VP internal audit	145,000-250,000

## About Brewer Morris

We're a trusted tax, treasury and senior finance search and recruitment consultancy.

Through integrity, flexibility, specialist expertise and always delivering results, we've built lasting relationships with professionals and businesses.

We work with professionals at every level, connecting them with small and medium sized enterprises and multinational businesses in every industry.

We are part of The SR Group, a fast-growing and hugely successful collection of specialist search and recruitment consultancies covering everything from tax, treasury and senior finance, as well as legal, risk and compliance to marketing, sales and HR.



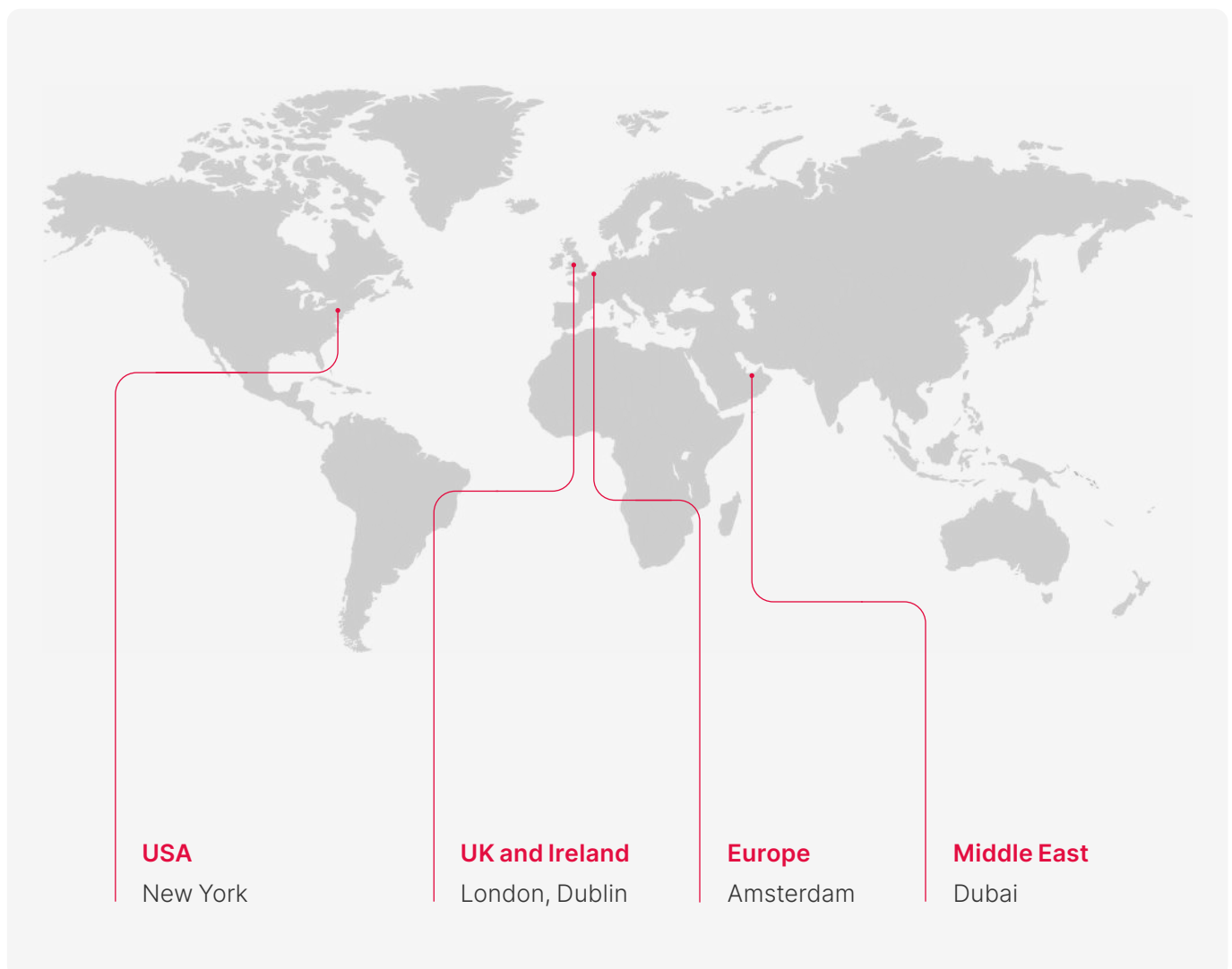
## A global market leader

We're a leading global recruiter of tax, treasury and senior finance professionals.

Through our expert teams across Europe, the Middle East and North America, we recruit all over the world – digging deeper and looking further in your search for talent.

Our global reach has also helped us to build a network of more than 25,000 tax, treasury and senior finance specialists across all continents.

So, whether you're expanding internationally or simply looking for the right specialist where you're based, we'll leave no stone unturned to ensure you get the results you desire.





## Get in touch

Ready to speak to one of our expert consultants? Whether you're in urgent need of hiring support or want to discuss longer term plans, we'd love to hear from you.

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