

US in-house tax salary guide

2023-2024



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Introduction

Welcome to the 2023-24 edition of the Brewer Morris US in-house salary benchmarking report.

In the wake of the Great Resignation and the post-Covid hiring boom, there was an eerie feeling of doom turning the page to 2023. The start of the year had more people asking how bad the recession might be, rather than if we would see one in the first place. Everyone seemed to be preparing for impact. Despite this, week after week, month after month, key metrics such as new jobs and unemployment rates remained favorable and outpaced expectations.

The start of the year (Q1) was incredibly cautious from a hiring perspective. Internal recruitment teams were focused on reducing hiring costs in case the market tightened and teams needed to reduce headcount. This led to a significant demand for third party consultants, which we saw reflected in a busy public accounting hiring market (for the entire year).

Slowly, over the course of the year, as recession fears were quelled, businesses had more of an appetite to hire. Now with their foot on the gas from Q2-Q4,

there was a refresh in demand, but something felt... different. Remember the fast and furious, post-Covid, Great Resignation world of 2022? That era had seemingly ended. The new world of recruitment saw more difficulty in not only identifying top talent but, most importantly, securing it. Many teams had anywhere from 1-5 turndowns before filling openings.

With unemployment rates continuing to drop (down to 3.4% in January 2023, matching the lowest unemployment since the spring of 1969) and candidates settling into their new dream roles after the Great Resignation – many candidates had less of a drive to make a change. And to their credit – why would they? If you were in a comfortable position with a potential recession coming, it does not necessarily scream “now is the time to leave!”.



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Candidates were in the driver's seat in 2023, having their pick of multiple different offers and, most importantly, buy-backs from their current employers. In times of constrictive spending and businesses understanding it can be 200% more expensive to find new talent than it is to retain their current talent, buy-backs increased which resulted in many of the turndowns we saw.

Teams seemed to be averse to dropping standards for their talent, but less willing to be flexible in the areas required to secure it. Nowadays work from home flexibility is as, if not more important, than compensation. Many companies stayed the course of a hybrid work from home model, while others attempted to return fully to the office.

Candidates locked arms and decided to hold firm on a preference for a hybrid work from home model. Interestingly enough, the huge wave of interest for fully remote jobs has subsided. There are still many out there looking for 100% remote work, but it is significantly less than before.

There are many positives to working remote and for some it is the way to go, but candidates did start to see the dark side of this path. To start, remote work is extremely competitive. Many applicants were overqualified and willing to take pay cuts to secure these roles. We also saw volatility in job security, as companies who tried out remote working started to return more to a hybrid or fully in-office model.

We are expecting to see a stronger hiring market in 2024. Similar to 2023, the year will progressively pick up steam. Although the rhythm of the year might be similar, the outlook is significantly more positive, and the question seems to be less of how we will fare and rather how far we will go.

Thank you for joining me for the 2023-24 US in-house tax salary guide. We hope you find it insightful. Should you wish to discuss this report in detail, we would be keen to meet and explore how it might be relevant to you personally or your business.



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Northeast

Experience	Salary range (USD)	Bonuses
Tax Accountant/Analyst	65,000-100,000	0-10%
Senior Tax Accountant/Analyst	80,000-125,000	7-20%
Tax Supervisor	100,000-130,000	10-20%
Tax Manager	120,000-150,000	10-30%
Senior Tax Manager	145,000-200,000	15-30%
Tax Director	180,000-250,000	20-40% (some include some form of equity - RSUs etc.)
Senior Tax Director	250,000-400,000	25-50% (equity options as well)
Head of Tax	350,000-600,000	30-50% (with equity)

Southeast

Experience	Salary range (USD)	Bonuses
Tax Accountant/Analyst	65,000-100,000	0-10%
Senior Tax Accountant/Analyst	80,000-115,000	7-20%
Tax Supervisor	100,000-130,000	10-20%
Tax Manager	120,000-150,000	10-30%
Senior Tax Manager	145,000-200,000	15-30%
Tax Director	180,000-250,000	20-40% (some include some form of equity - RSUs etc.)
Senior Tax Director	250,000-400,000	25-50% (equity options as well)
Head of Tax	350,000-600,000	30-50% (with equity)

Southwest

Experience	Salary range (USD)	Bonuses
Tax Accountant/Analyst	65,000-95,000	0-5%
Senior Tax Accountant/Analyst	80,000-115,000	5-15%
Tax Supervisor	115,000-130,000	10-20%
Tax Manager	120,000-150,000	10-25%
Senior Tax Manager	150,000-175,000	20-30%
Tax Director	180,000-250,000	20-40% (typically includes additional equity)
Senior Tax Director	250,000-350,000	25-50% (typically includes additional equity)
Head of Tax	250,000-600,000	30-50% (typically includes additional equity)

Midwest

Experience	Salary range (USD)	Bonuses
Tax Accountant/Analyst	65,000-95,000	0-10%
Senior Tax Accountant/Analyst	80,000-125,000	7-20%
Tax Supervisor	100,000-130,000	10-20%
Tax Manager	125,000-150,000	10-30%
Senior Tax Manager	150,000-200,000	15-30%
Tax Director	180,000-250,000	20-40% (some include some form of equity - RSUs etc.)
Senior Tax Director	250,000-400,000	25-50% (equity options as well)
Head of Tax	350,000-600,000	30-50% (with equity)

West Coast

Experience	Salary range (USD)	Bonuses
Tax Accountant/Analyst	65,000-100,000	0-10%
Senior Tax Accountant/Analyst	80,000-125,000	7-20%
Tax Supervisor	100,000-130,000	10-20%
Tax Manager	120,000-150,000	10-30%
Senior Tax Manager	145,000-200,000	15-30%
Tax Director	180,000-250,000	20-40% (some include some form of equity - RSUs etc.)
Senior Tax Director	250,000-400,000	25-50% (equity options as well)
Head of Tax	350,000-600,000	30-50% (with equity)



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, HR and IT.



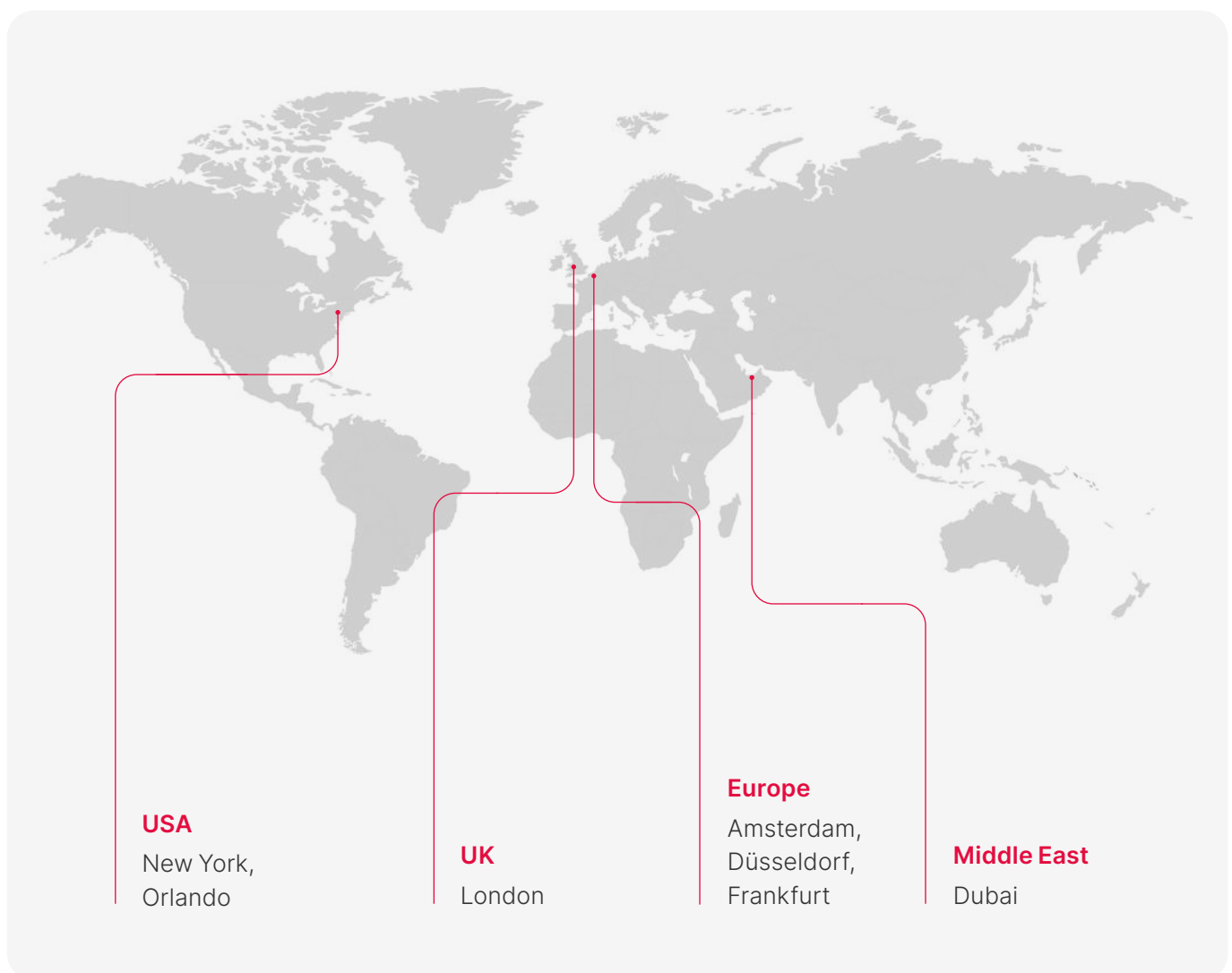
A global market leader

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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