

US in-house tax salary guide

2023

Contents

Introduction	3
Salary benchmarking	5
About Brewer Morris	6
A global market leader	7
Get in touch	8

Introduction

Welcome to the Brewer Morris US in-house tax 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 2023.

While this may be the first edition of our US in-house tax 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 recruitment team in the US.

As we enter the three-year mark since the beginning of the pandemic, the effects are still being felt on the job market. The Great Resignation synergized with a pseudo-recession to create one of the highest demand hiring markets in the modern era.

2022 was a year unlike any other for recruitment - we regularly were advising clientele that if you identified talent that you were confident would be an excellent fit for your company, there would be at least two other hiring managers who were thinking the same. For the most part, we could confidently say that any given candidate had at least three offers to consider. And 50% of the time, one of those three offers were the candidate's current company offering a competitive counter. It became abundantly clear, that companies were desperate to avoid having to go to market and backfill roles as a result.



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Despite the struggle to find talent and certain companies trying to get back on their feet, we have seen a few industries dominate and feed into the current hiring needs we are serving. High-growth areas include:

- Professional services
- Manufacturing
- Construction
- Financial services (including real estate/REITs)
- Renewable energy

However, not all industries were lucky enough to weather the storm in one piece and are quickly becoming wary of the next hit. Organizations within these areas may find themselves in yet another difficult position if the recession many are predicting hits. You'll notice that a few of the industries listed below mirror the high-growth list above - for example the Great Recession showed unprecedented real estate demand but then ultimately ended with the bubble bursting to the detriment of the same

companies that initially benefited. Keep in mind these lists are general representations of entire industries, and might not account for unique sub-sectors that may actually weather the next 12-18 months seamlessly:

- Manufacturing (retail, semiconductor, publishers, hardware and non-essential products)
- Real estate (general corporate commercial and retail)
- Traditional energy
- Hospitality

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

In-house and financial services tax

Experience	Salary range (USD)
Tax analyst	65,000-85,000
Senior analyst	85,000-110,000
Manager	110,000-140,000
Senior manager	150,000-180,000
Director	180,000-220,000
Senior director	220,000-260,000
Head of	300,000-400,000

Indirect tax

Experience	Salary range (USD)
Tax analyst	65,000-90,000
Senior analyst	90,000-115,000
Manager	110,000-150,000
Senior manager	150,000-190,000
Director	190,000-240,000
Senior director	230,000-270,000

Transfer pricing

Experience	Salary range (USD)
Tax analyst	75,000-95,000
Senior analyst	95,000-120,000
Manager	120,000-150,000
Senior manager	160,000-190,000
Director	190,000-240,000
Senior director	230,000-270,000

International tax

Experience	Salary range (USD)
Tax analyst	70,000-95,000
Senior analyst	95,000-120,000
Manager	120,000-160,000
Senior manager	150,000-200,000
Director	190,000-260,000
Senior director	250,000-300,000

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.



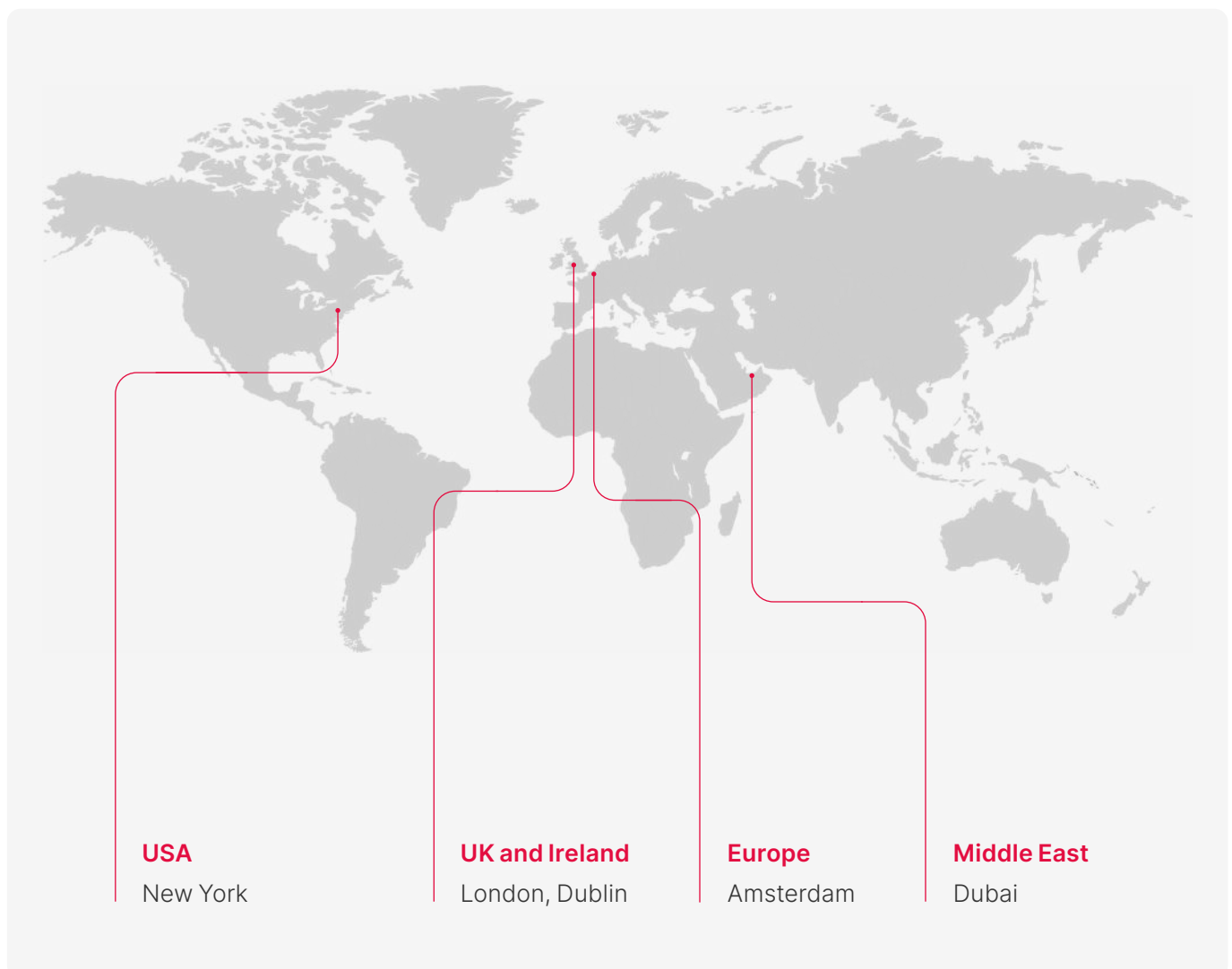
A global market leader

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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