

US in-house accounting and finance salary guide

2024

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Introduction

As we reflect on the dynamic accounting and finance job markets in the United States throughout 2023, it is evident that the year was characterized by a blend of cautious optimism and strategic recalibration.

Lingering economic uncertainties stemming from the Great Resignation and the post-Covid hiring boom meant that organizations navigated through a maze of challenges and opportunities when it came to their recruitment.

Throughout the year, key economic indicators painted a picture of resilience; January 2023 saw unemployment drop to 3.4%, matching the lowest levels since the spring of 1969. This favorable unemployment landscape prompted a cautious approach to hiring at the onset of the year.

Beneath this lay deeper shifts in the hiring landscape. Employers, mindful of the importance of retaining top talent, increasingly resorted to buy-backs and counteroffers to dissuade employees from seeking opportunities elsewhere. This phenomenon resulted in an environment where candidates found themselves in a position of power, with the ability to choose from multiple offers and negotiate favorable terms.

Remote work emerged as a defining factor in candidate preferences. Work-from-home flexibility, now considered as crucial as, if not more important than, compensation, shaped the recruitment strategies of employers and the decisions of job seekers alike. The demand for hybrid work models surged, even as the allure of fully remote positions diminished compared to previous years.

Yet, remote work also brought its own set of challenges. Increased competition for remote positions, potential pay cuts and concerns over job security as companies shifted back to in-office or hybrid models underscored the complexities of this evolving paradigm.

Looking ahead, the outlook for accounting and finance recruitment in 2024 is promising, with a gradual uptick in hiring momentum anticipated throughout the year. While the challenges and uncertainties of 2023 remain fresh in memory, there is a palpable sense of optimism regarding the potential for growth and advancement in the year to come.

From balancing cost considerations and talent retention to the evolving preferences of both employers and candidates, there are many challenges and opportunities in 2024.

We hope that this guide helps you to navigate this environment. Should you wish to discuss it in detail, or for a confidential conversation about recruitment or your career, please do get in touch today.



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Salary benchmarking | Northeast

Accounting

Experience	Salary range (USD)
Accounts Payable Clerk	57,500-64,120
Accounts Payable Associate	60,120-70,000
Accounts Payable Manager	87,250-107,540
Accounts Receivable Clerk	57,500-64,120
Accounts Receivable Associate	60,120-70,000
Accounts Receivable Manager	88,000-108,250
Credit and Collections Associate	60,000-71,450
Credit and Collections Manager	81,450-96,280
Entry-level Accountant	59,120-65,400
Staff Accountant	68,000-79,120
Senior Accountant	86,000-102,350
Accounting Manager	113,240-142,550
Cost Accountant	94,000-110,000
Cost Accounting Manager	102,250-126,450
SEC Reporting Manager	121,250-142,500
Assistant Controller	120,000-150,450
Controller	137,000-166,480
Public Accounting Associate	71,250-90,000
Public Accounting Senior Associate	91,250-115,000
Public Accounting Manager	122,450-157,000
Public Accounting Senior Manager	165,000-233,450

Finance

Experience	Salary range (USD)
Entry-level Analyst	57,000-66,000
Financial Analyst	74,550-87,000
Senior Financial Analyst	93,450-107,000
Business Systems Analyst	86,000-110,250
Finance Manager	116,000-141,450
Director of Finance	167,000-220,480

Southeast

Accounting

Experience	Salary range (USD)
Accounts Payable Clerk	42,750-48,000
Accounts Payable Associate	45,000-52,500
Accounts Payable Manager	75,250-95,250
Accounts Receivable Clerk	42,750-48,000
Accounts Receivable Associate	45,000-52,500
Accounts Receivable Manager	70,500-81,000
Credit and Collections Associate	45,000-53,250
Credit and Collections Manager	60,750-72,000
Entry level Accountant	55,125-65,250
Staff Accountant	60,250-71,000
Senior Accountant	70,000-91,350
Accounting Manager	90,750-110,500
Cost Accountant	75,500-94,500
Cost Accounting Manager	76,500-94,500
SEC Reporting Manager	109,750-120,500
Assistant Controller	110,000-122,500
Controller	115,750-154,500
Public Accounting Associate	53,250-67,500
Public Accounting Senior Associate	68,250-86,250
Public Accounting Manager	91,500-117,750
Public Accounting Senior Manager	123,750-174,750

Finance

Experience	Salary range (USD)
Entry-level Analyst	55,325-65,120
Financial Analyst	61,000-70,780
Senior Financial Analyst	71,000-91,250
Business Systems Analyst	64,500-82,500
Finance Manager	110,000-121,750
Director of Finance	161,500-182,000

Southwest

Accounting

Experience	Salary range (USD)
Accounts Payable Clerk	55,500-63,120
Accounts Payable Associate	58,120-68,000
Accounts Payable Manager	85,250-105,540
Accounts Receivable Clerk	55,500-62,120
Accounts Receivable Associate	58,120-68,000
Accounts Receivable Manager	86,000-106,250
Credit and Collections Associate	58,000-69,450
Credit and Collections Manager	79,450-94,280
Entry-level Accountant	57,120-63,400
Staff Accountant	66,000-77,120
Senior Accountant	84,000-100,350
Accounting Manager	111,240-140,550
Cost Accountant	92,000-108,000
Cost Accounting Manager	100,250-124,450
SEC Reporting Manager	119,250-140,500
Assistant Controller	118,000-148,450
Controller	135,000-164,480
Public Accounting Associate	69,250-88,000
Public Accounting Senior Associate	89,250-113,000
Public Accounting Manager	120,450-155,000
Public Accounting Senior Manager	163,000-231,450

Finance

Experience	Salary range (USD)
Entry-level Analyst	55,000-64,000
Financial Analyst	72,550-85,000
Senior Financial Analyst	91,450-105,000
Business Systems Analyst	84,000-108,250
Finance Manager	114,000-139,450
Director of Finance	165,000-213,480

Midwest

Accounting

Experience	Salary range (USD)
Accounts Payable Clerk	40,250-44,880
Accounts Payable Associate	42,080-49,000
Accounts Payable Manager	61,075-75,280
Accounts Receivable Clerk	40,250-44,880
Accounts Receivable Associate	42,080-49,000
Accounts Receivable Manager	61,600-75,775
Credit and Collections Associate	42,000-50,020
Credit and Collections Manager	57,020-67,400
Entry-level Accountant	41,380-45,780
Staff Accountant	47,600-55,380
Senior Accountant	60,200-71,645
Accounting Manager	79,270-99,785
Cost Accountant	65,800-77,000
Cost Accounting Manager	71,575-88,515
SEC Reporting Manager	84,875-99,750
Assistant Controller	84,000-105,000
Controller	95,900-116,540
Public Accounting Associate	49,900-63,000
Public Accounting Senior Associate	63,880-80,500
Public Accounting Manager	85,715-109,900
Public Accounting Senior Manager	115,500-163,415

Finance

Experience	Salary range (USD)
Entry-level Analyst	40,000-46,200
Financial Analyst	52,185-60,900
Senior Financial Analyst	65,415-74,900
Business Systems Analyst	60,200-77,175
Finance Manager	81,200-99,015
Director of Finance	113,400-150,840

West Coast

Accounting

Experience	Salary range (USD)
Accounts Payable Clerk	56,350-62,840
Accounts Payable Associate	58,900-68,600
Accounts Payable Manager	85,505-105,390
Accounts Receivable Clerk	56,350-62,840
Accounts Receivable Associate	58,900-68,600
Accounts Receivable Manager	86,240-106,100
Credit and Collections Associate	58,800-70,020
Credit and Collections Manager	79,820-94,350
Entry-level Accountant	57,940-64,090
Staff Accountant	66,640-77,540
Senior Accountant	84,280-100,300
Accounting Manager	110,975-139,700
Cost Accountant	92,120-107,800
Cost Accounting Manager	100,205-123,920
SEC Reporting Manager	118,825-139,650
Assistant Controller	117,600-147,440
Controller	134,260-163,150
Public Accounting Associate	69,825-88,200
Public Accounting Senior Associate	89,425-112,700
Public Accounting Manager	120,000-153,860
Public Accounting Senior Manager	161,700-228,780

Finance

Experience	Salary range (USD)
Entry-level Analyst	55,860-64,680
Financial Analyst	73,060-85,260
Senior Financial Analyst	91,580-104,860
Business Systems Analyst	84,280-108,045
Finance Manager	113,680-138,620
Director of Finance	158,760-211,170

About Brewer Morris

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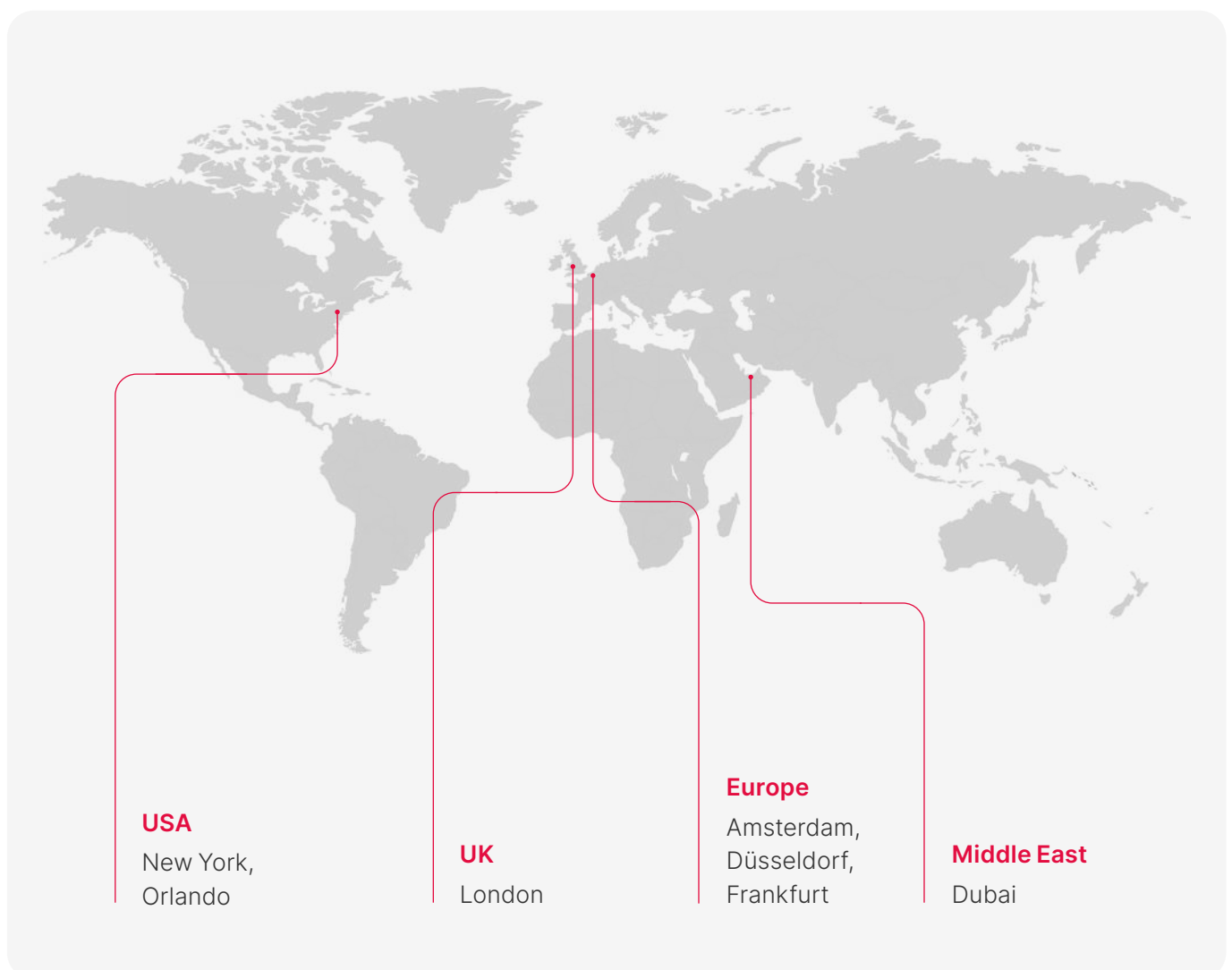
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