

Accountancy
and finance
report
United States

2024-25

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Introduction

Accountancy and finance hiring in North America, broadly speaking has returned to pre-pandemic levels.

The finance recruitment market in the past three years has gone through a turbulent time. If we say 2023 was a year of poor forecasting, 2024 has been a year of recalibration. This equilibrium is a welcome change.

Emerging locations for finance and accountancy professionals

Despite the lingering economic uncertainty, which is a side effect from the global year of elections and macro-economic trends, recruitment has been strong and steady. Specifically, the cities of Boston, MA and Austin, TX have experienced growth over the past twelve months. Boston is emerging as a powerhouse, mainly because it is a known incubator for companies spinning out from local universities and good transportation links to other US cities. Conversely Austin benefits from Texas' business-friendly climate, with no corporate or personal income tax, a highly skilled and diverse workforce, robust infrastructure, and sensible regulatory environment.

Defence and financial services are ones to watch for 2025

In terms of industries which are growing, we are seeing a massive increase in the number of finance professionals being hired into defence and space manufacturing. This finding is supported by LinkedIn, which notes that there has been a 93% increase in this talent pool within the industry. Moreover, financial services appear to have experienced a strong rebound across all verticals which is a positive marker for what is to come in 2025.

Candidate expectations

We have also seen a levelling out in candidate expectations. Post-pandemic, the ability to work from home was a deciding factor for many professionals looking to change roles. And in some cases, more important than compensation packages.

To put it simply, people simply didn't want to return to the office five days a week. In cases where businesses mandated five days a week in the office, they were met with resistance. However, over the course of the past eighteen months, there has been a definite shift with people being more open-minded about working in the office. Ultimately, as long as people are able to work flexibly as life happens, they are happy. But as we said last year, the expectations around flexible and remote working are highly complex and an ever-evolving paradigm.

What to look out for in 2025

Looking ahead, the outlook for accountancy hiring is positive. 2024 has steadily gained momentum, and we expect this to continue throughout 2025. Whilst some of the broad economic challenges remain unresolved, there is still a deep sense of optimism in the market. From balancing cost considerations, candidate working preferences and opportunities for growth, 2025 is the year of opportunity.

We hope that this guide helps you navigate this environment and benchmark salaries. 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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Key insights and statistics

All roles

791,628
professionals

- 59% Female
- 41% Male

- 81,513** changed jobs in the last 12 months
- 28,162** jobs posted
- 173** engaged with our LinkedIn account
- 2 years** median tenure for all roles

Top locations

- 70,740** New York City metropolitan area
- 46,959** Los Angeles metropolitan area
- 31,313** Greater Chicago area
- 30,231** San Francisco Bay area

Hidden gem locations

- 32,984** Washington DC - Baltimore area
- 13,651** Detroit metropolitan area
- 12,918** Greater Seattle area

Top skills

- Certified Public Accounting
- Account Reconciliation
- Ledger Management
- Accounting Standards
- General Ledgers

Top titles

- Controller
- Financial analyst
- Accounting manager
- Senior accountant
- Staff accountant

Fastest growing titles

- VP of Accounting
- Staff Financial Analyst
- Senior Director of Internal Audit

Fastest growing titles

- Payroll Software
- Year-End Accounting
- Process Improvements Projects

Salaries | Northeast

Accounts payable / accounts receivable

Title	Salary range
Accounts Payable Clerk	58,000-73,000
Senior Accounts Payable Clerk	77,000-90,000
Accounts Payable Manager	95,000-130,000
Accounts Receivable Clerk	59,000-75,000
Senior Accounts Receivable Clerk	70,000-85,000
Accounts Receivable Manager	95,000-135,000

Internal audit

Title	Salary range
Staff Internal Auditor	75,000-90,000
Senior Internal Auditor	90,000-130,000
Internal Audit Manager	125,000-160,000
Internal Audit Director	150,000-180,000
VP of Internal Audit	200,000-250,000

Finance

Title	Salary range
Financial Analyst	80,000-110,000
Senior Financial Analyst	110,000-130,000
FP&A Manager	140,000-160,000
Director of FP&A	190,000-230,000
CFO	250,000 - 350,000
Financial Systems Analyst	70,000-90,000
Senior Financial Systems Analyst	85,000-120,000
Financial Systems Manager	115,000-150,000

Accounting

Title	Salary range
Staff Accountant	up to 80,000
Senior Accountant	110,000-120,000
Accounting Manager	125,000-175,000
Assistant Controller	135,000-160,000
Controller	180,000-250,000
Director of Accounting	180 000
VP of Accounting	200,000-250,000
CAO	275,000-700,000
Cost Accountant	90,000-110,000
Cost Accounting Manager	125,000-160,000
Technical/SEC Reporting Accountant	115,000-150,000
Technical/SEC Reporting Manager	145,000-200,000



Salaries | Southeast

Accounts payable / accounts receivable

Title	Salary range
Accounts Payable Clerk	50,000-60,000
Senior Accounts Payable Clerk	60,000-80,000
Accounts Payable Manager	75,000-100,000
Accounts Receivable Clerk	50,000-60,000
Senior Accounts Receivable Clerk	60,000-80,000
Accounts Receivable Manager	80,000-100,000

Finance

Title	Salary range
Financial Analyst	60,000-80,000
Senior Financial Analyst	80,000-105,000
FP&A Manager	110,000-140,000
Director of FP&A	160,000-190,000
VP of FP&A	200,000-280,000
CFO	300,000-350,000
Financial Systems Analyst	70,000-90,000
Senior Financial Systems Analyst	100,000-110,000
Financial Systems Manager	120,000-140,000
Investment Analyst/Accountant	75,000-90,000
Senior Investment Analyst/ Accountant	85,000-105,000
Fund or Asset Manager	120,000-140,000

Accounting

Title	Salary range
Staff Accountant	50,000-75,000
Senior Accountant	85,000-100,000
Accounting Manager	100,000-125,000
Assistant Controller	115,000-140,000
Controller	130,000-160,000
Director of Accounting	165,000-190,000
VP of Accounting	200,000-250,000
CAO	275,000-325,000
Cost Accountant	70,000-100,000
Cost Accounting Manager	110,000-130,000
Technical/SEC Reporting Accountant	80,000-105,000
Technical/SEC Reporting Manager	120,000-140,000

Internal audit

Title	Salary range
Staff Internal Auditor	65,000-80,000
Senior Internal Auditor	85,000-100,000
Internal Audit Manager	110,000-140,000
Internal Audit Director	150,000-170,000
VP of Internal Audit	180,000-225,000



Salaries | Midwest

Accounts payable / accounts receivable

Title	Salary range
Accounts Payable Clerk	50,000-65,000
Senior Accounts Payable Clerk	60,000-80,000
Accounts Payable Manager	85,000-120,000
Accounts Receivable Clerk	50,000-70,000
Senior Accounts Receivable Clerk	65,000-75,000
Accounts Receivable Manager	85,000-120,000

Finance

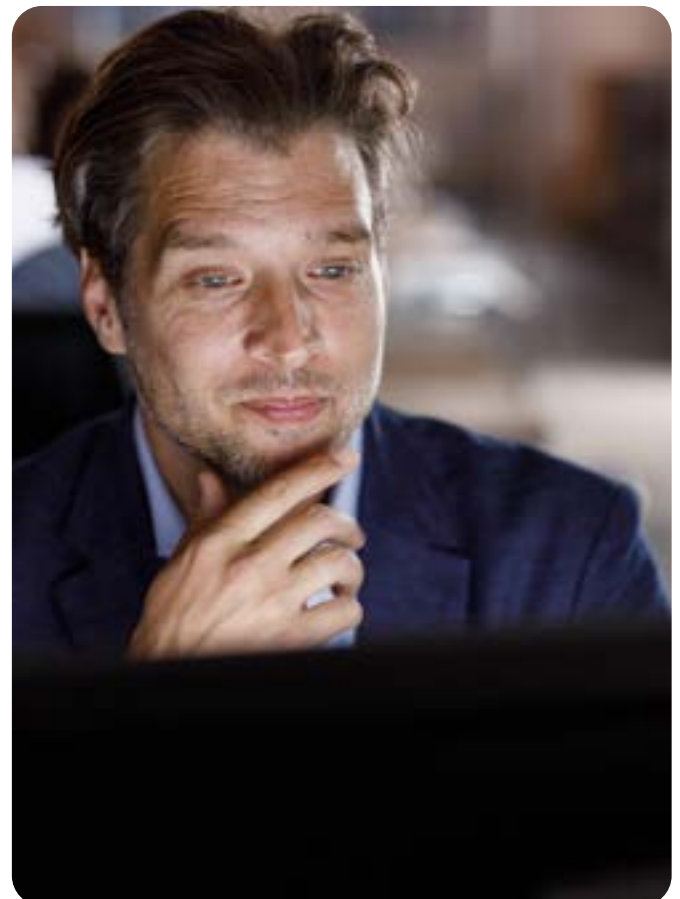
Title	Salary range
Financial Analyst	75,000-85,000
Senior Financial Analyst	85,000-105,000
FP&A Manager	120,000-160,000
Director of FP&A	150,000-200,000
VP of FP&A	225,000-300,000
CFO	300,000-400,000
Financial Systems Analyst	80,000-110,000
Senior Financial Systems Analyst	110,000-130,000
Financial Systems Manager	150,000-170,000
Investment Analyst/Accountant	80,000-95,000
Senior Investment Analyst/ Accountant	90,000-110,000
M&A Associate	100,000-115,000
Fund or Asset Manager	120,000-150,000

Internal audit

Title	Salary range
Staff Internal Auditor	80,000-100,000
Senior Internal Auditor	105,000-130,000
Internal Audit Manager	135,000-180,000
Internal Audit Director	170,000-250,000
VP of Internal Audit	275,000-325,000

Accounting

Title	Salary range
Staff Accountant	75,000-105,000
Senior Accountant	95,000-130,000
Accounting Manager	110,000-150,000
Assistant Controller	120,000-160,000
Controller	225,000-260,000
Director of Accounting	150,000-220,000
VP of Accounting	200,000-300,000
CAO	250,000-400,000
Cost Accountant	80,000-100,000
Cost Accounting Manager	115,000-150,000
Technical/SEC Reporting Accountant	105,000-130,000
Technical/SEC Reporting Manager	140,000-190,000



Salaries | Southwest

Accounts payable / accounts receivable

Title	Salary range
Accounts Payable Clerk	50,000-65,000
Senior Accounts Payable Clerk	60,000-80,000
Accounts Payable Manager	75,000-105,000
Accounts Receivable Clerk	50,000-65,000
Senior Accounts Receivable Clerk	60,000-80,000
Accounts Receivable Manager	75,000-110,000

Finance

Title	Salary range
Financial Analyst	70,000-100,000
Senior Financial Analyst	90,000-120,000
FP&A Manager	110,000-150,000
Director of FP&A	140,000-220,000
VP of FP&A	240,000-300,000
CFO	325,000-400,000
Financial Systems Analyst	70,000-100,000
Senior Financial Systems Analyst	100,000-130,000
Financial Systems Manager	140,000-180,000
Investment Analyst/Accountant	80,000-95,000
Senior Investment Analyst/ Accountant	90,000-110,000
M&A Associate	100,000-115,000
Fund or Asset Manager	120,000-150,000

Accounting

Title	Salary range
Staff Accountant	65,000-95,000
Senior Accountant	85,000-120,000
Accounting Manager	100,000-125,000
Assistant Controller	100,000-150,000
Controller	160,000-200,000
Director of Accounting	140,000-190,000
VP of Accounting	180,000-250,000
CAO	275,000-350,000
Cost Accountant	70,000-115,000
Cost Accounting Manager	100,000-140,000
Technical/SEC Reporting Accountant	80,000-105,000
Technical/SEC Reporting Manager	130,000-170,000

Internal audit

Title	Salary range
Staff Internal Auditor	74,000-105,000
Senior Internal Auditor	95,000-130,000
Internal Audit Manager	120,000-170,000
Internal Audit Director	150,000-250,000
VP of Internal Audit	275,000-325,000

Salaries | West coast

Accounts payable / accounts receivable

Title	Salary range
Accounts Payable Clerk	50,000-60,000
Senior Accounts Payable Clerk	60,000-80,000
Accounts Payable Manager	80,000-110,000
Accounts Receivable Clerk	50,000-65,000
Senior Accounts Receivable Clerk	60,000-75,000
Accounts Receivable Manager	80,000-110,000

Accounting

Title	Salary range
Staff Accountant	65,000-95,000
Senior Accountant	85,000-120,000
Accounting Manager	100,000-140,000
Assistant Controller	100,000-160,000
Controller	170,000-230,000
Director of Accounting	140,000-200,000
VP of Accounting	180,000-280,000
CAO	215,000-360,000
Cost Accountant	75,000-120,000
Cost Accounting Manager	100,000-140,000
Technical/SEC Reporting Accountant	95,000-125,000
Technical/SEC Reporting Manager	130,000-175,000

Finance

Title	Salary range
Financial Analyst	70,000-100,000
Senior Financial Analyst	95,000-130,000
FP&A Manager	110,000-155,000
Director of FP&A	140,000-200,000
VP of FP&A	180,000-280,000
CFO	220,000-365,000
Financial Systems Analyst	70,000-105,000
Senior Financial Systems Analyst	105,000-150,000
Financial Systems Manager	140,000-190,000

Internal audit

Title	Salary range
Staff Internal Auditor	74,000-110,000
Senior Internal Auditor	95,000-130,000
Internal Audit Manager	120,000-175,000
Internal Audit Director	160,000-230,000
VP of Internal Audit	250,000-32,000



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About Brewer Morris

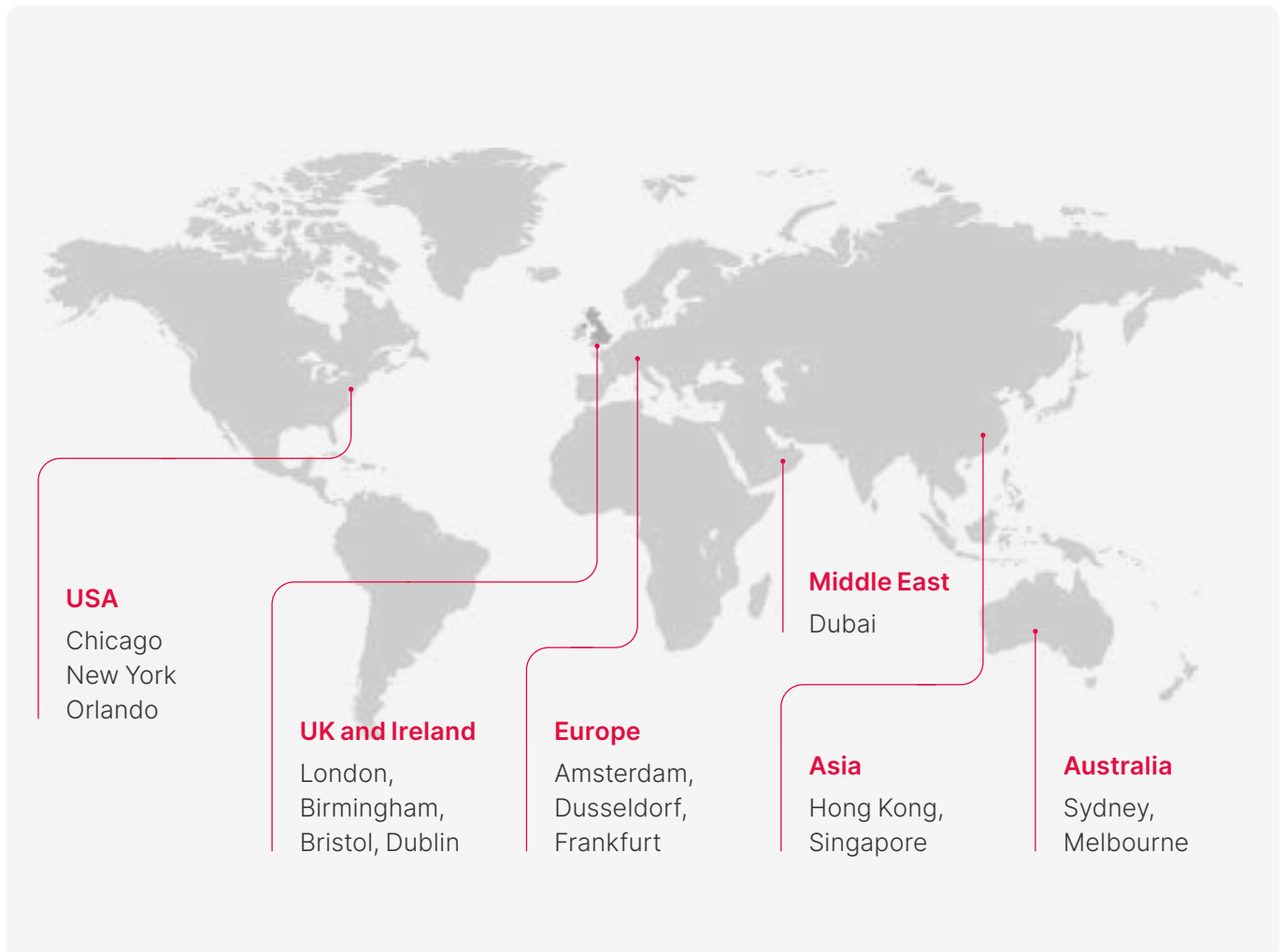
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We work with professionals at every level, connecting them with small and medium sized enterprises and multinational businesses in every industry.

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Each of these brands support clients on mandates at all levels of seniority, from entry-level through to Heads of, Director and C-Suite positions on both a permanent and interim basis.

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