

In-house tax
salary guide
United States

2024-25

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Introduction

Welcome to the Brewer Morris U.S. in-house tax salary guide for 2025. The in-house tax recruitment market in North America, like the broader accountancy and finance sector, has largely returned to pre-pandemic levels, with hiring activity gaining steady momentum.

Over the past few years, the tax recruitment landscape has experienced considerable turbulence. If 2023 was a year marked by uncertainty and miscalculations, 2024 has been a year of recalibration, bringing much-needed equilibrium to the market. This return to stability is a welcome shift, offering new opportunities for both employers and candidates.

Shifting candidate expectations

The evolution of candidate expectations in the post-pandemic era has had a significant impact on in-house tax recruitment. Post-pandemic, flexibility—especially the ability to work remotely—was a major deciding factor for many professionals. While compensation remains important, many tax professionals are now prioritizing work-life balance and flexibility. In fact, some candidates will rather accept a slightly lower salary if it means the option to work from home or enjoy flexible hours.

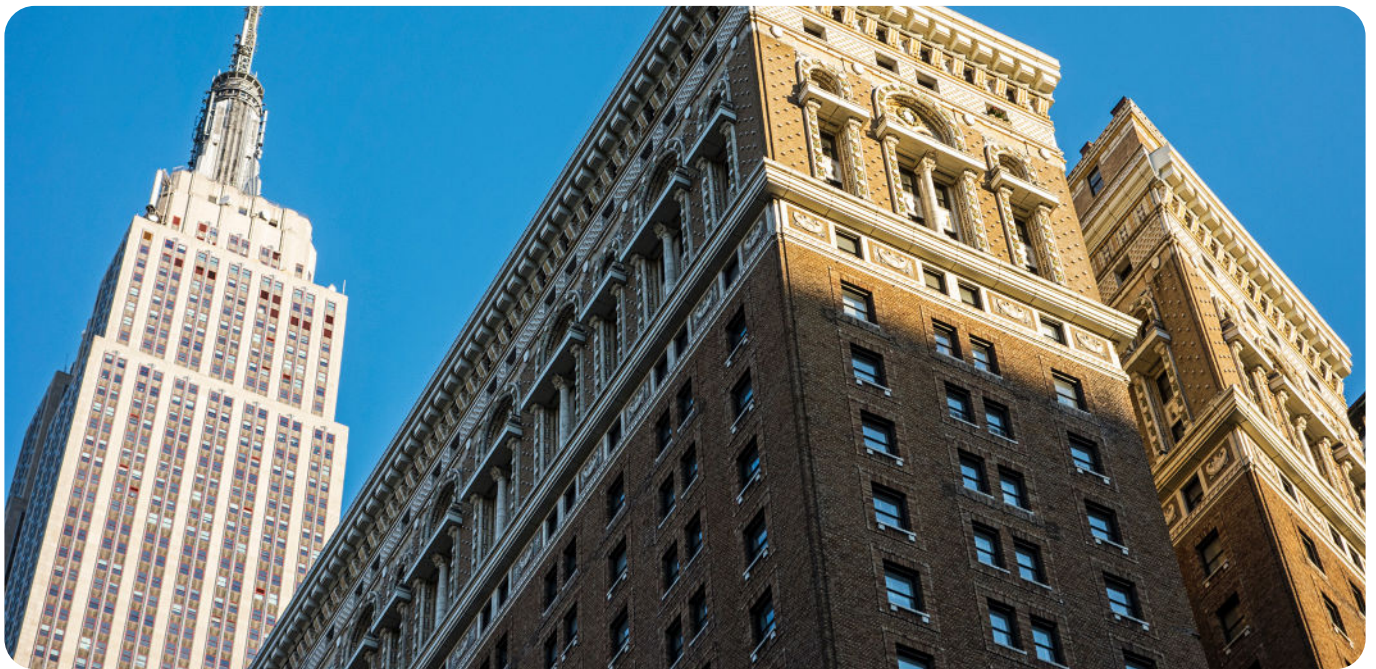
Opportunities which do not offer hybrid working, tend to be on the market for talent on average 25-35% longer than roles with hybrid or remote working options.

However, most companies are still offering hybrid working, with the expectation people attend the office two or three times a week. These organizations have a competitive advantage when hiring.

Furthermore, we have seen more willingness to go back to the office but proximity to the office and compensation become even more important to get right. Based on conversations we are having with people in the market, people want to work no further than forty-five minutes from home. This is a marked shift from before the pandemic, when people were willing to commute for over an hour each way. Fully remote roles are still in demand, but demand has decreased from candidates and clients who both see the benefit of a hybrid model.

Interestingly, we still are not seeing as many candidates open to relocation as we were in 2019. This is potentially due to the housing market, so will continue to be this way until interest rates reduce.





What to expect in 2025 for in-house tax recruitment

Looking ahead, the outlook for in-house tax recruitment is optimistic. 2024 has already shown steady growth, and we anticipate that this trend will continue throughout 2025. While some economic challenges remain, there is a palpable sense of opportunity in the market. Employers will need to balance cost considerations, candidate expectations for flexible working, and opportunities for career growth to attract top talent.

Throughout 2024, professional services firms have had aggressive layoffs, leaving many exceptionally talented tax professionals immediately available. This is a key time for corporate tax teams to open new positions as we are expecting professional services firms to rebound in Q2-Q3 2025.

Ultimately, for tax professionals, 2025 promises to be a year of opportunity, with growth in key sectors and increasing demand for tax expertise across various industries. Whether you're considering a career move or looking to grow your in-house tax team, the coming year offers significant potential for both candidates and employers alike.

We hope this guide helps you navigate the in-house tax recruitment landscape, and should you wish to discuss it in more detail or have a confidential conversation about your recruitment needs or career goals, please feel free to reach out.



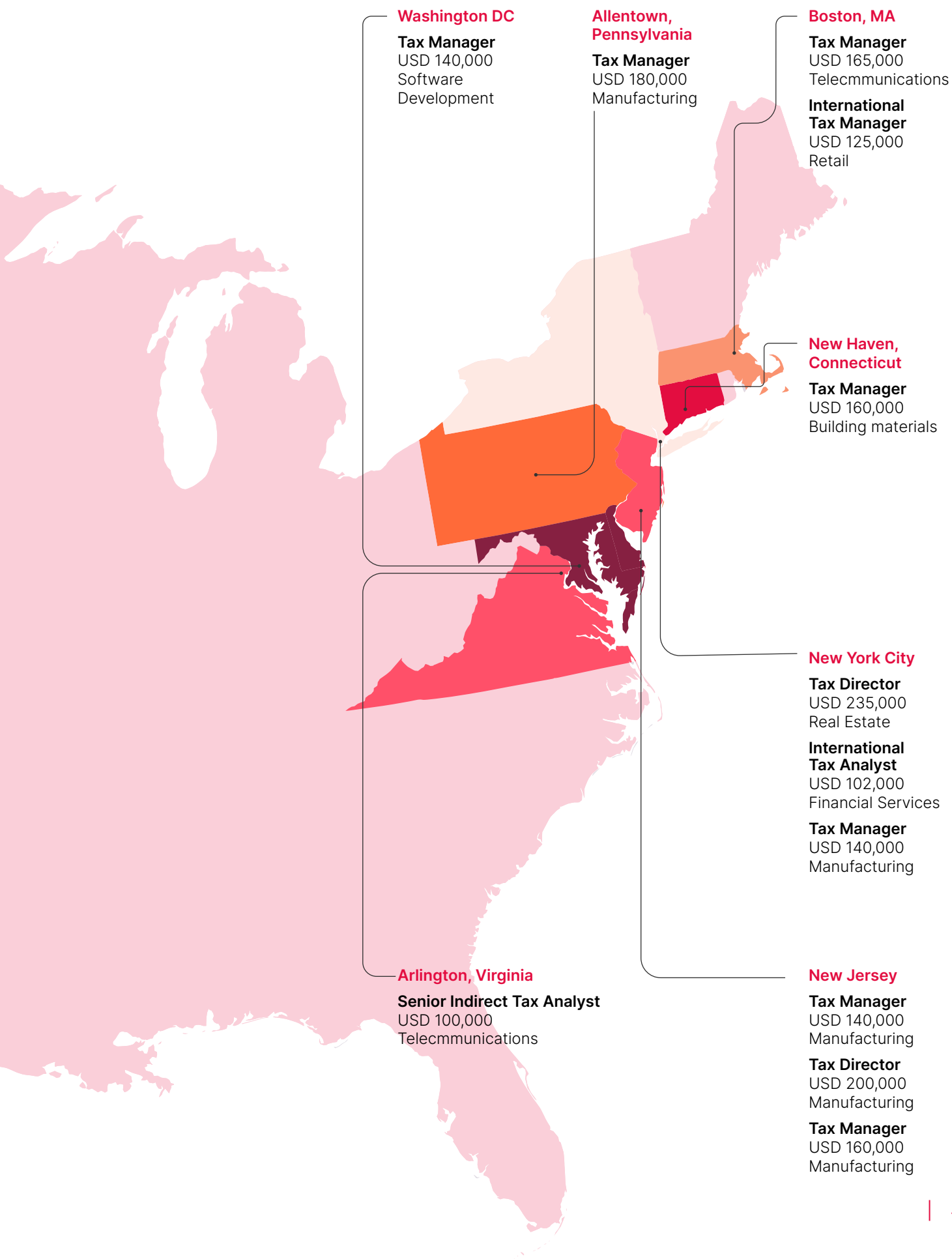
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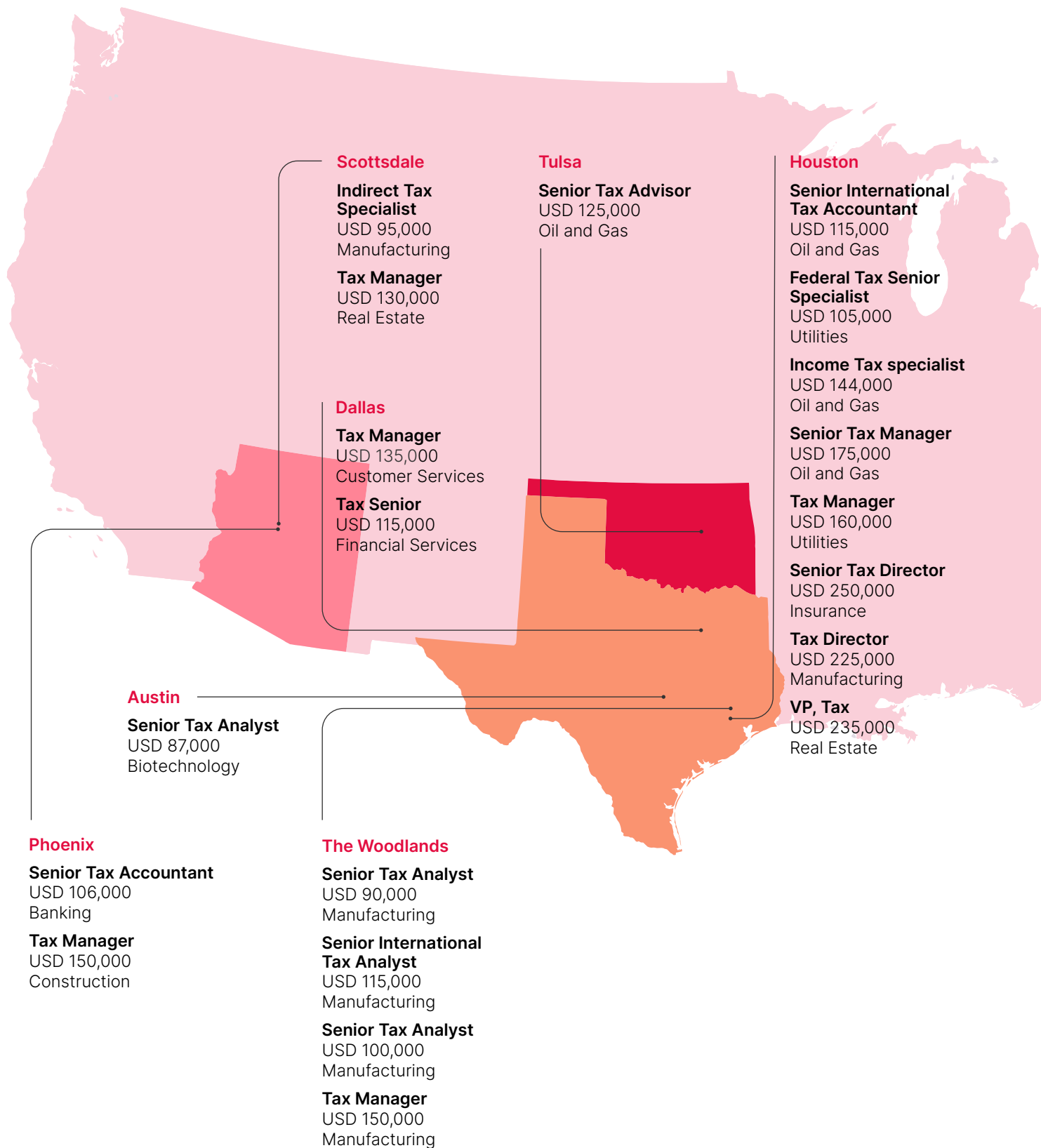
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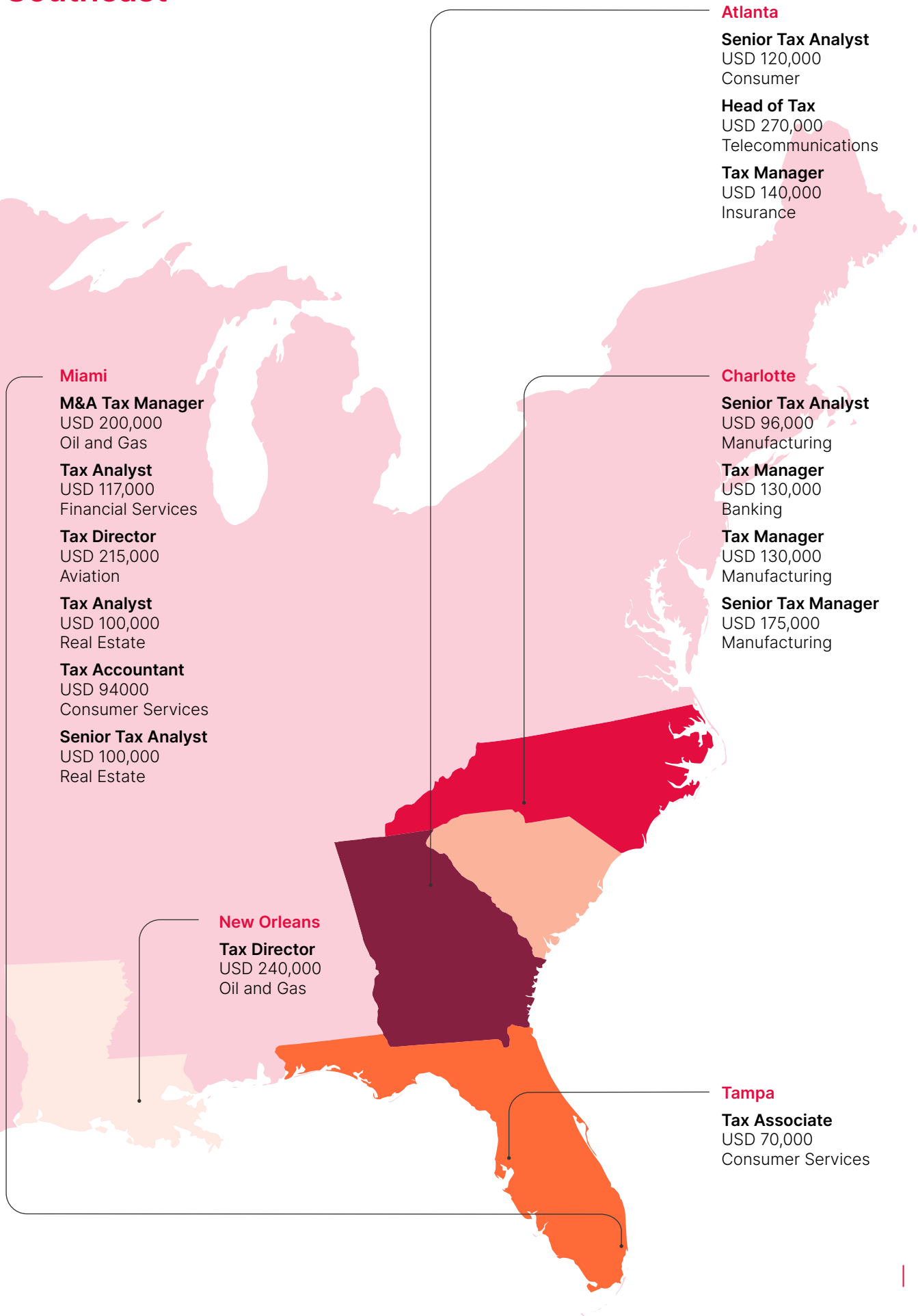
Northeast



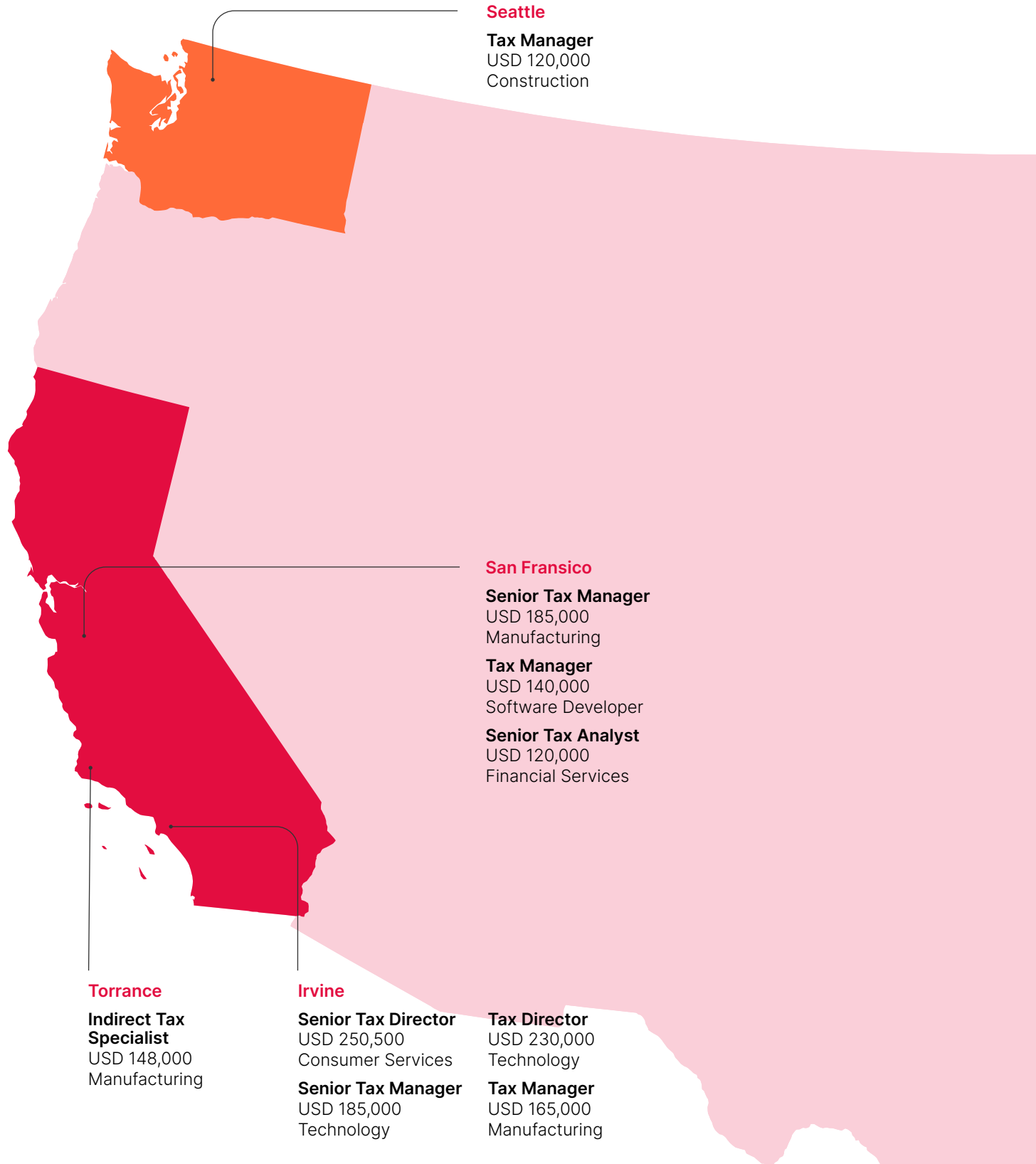
Southwest



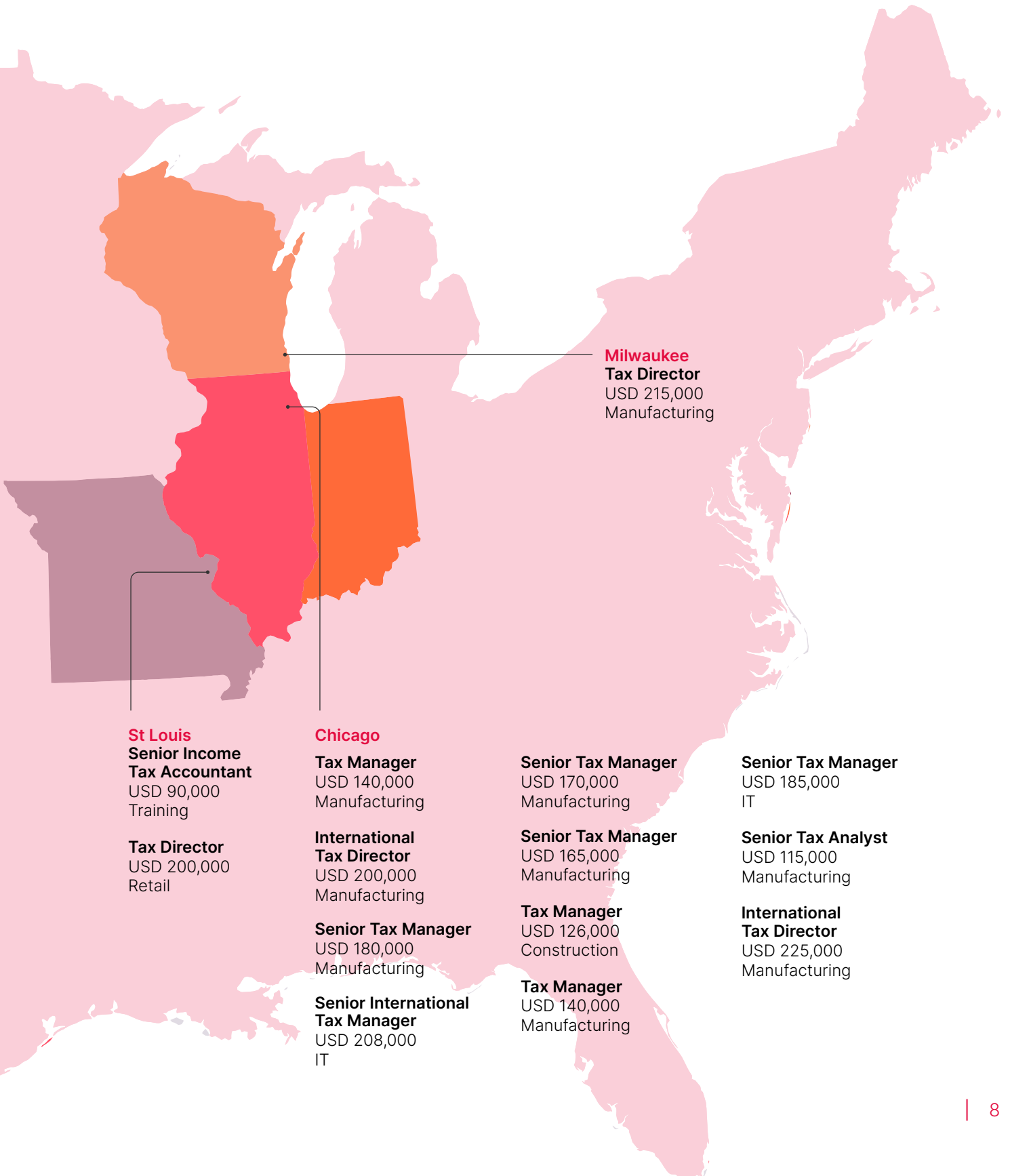
Southeast



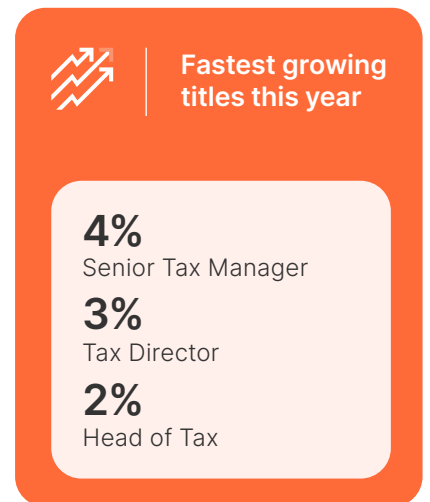
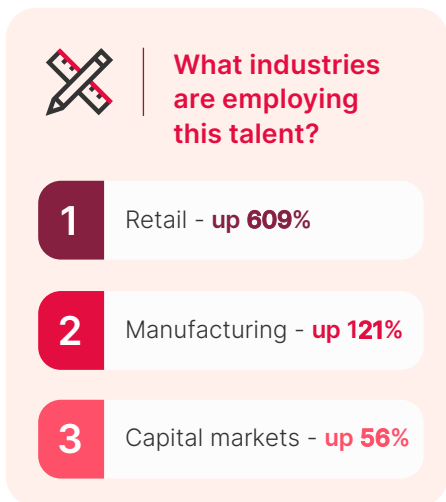
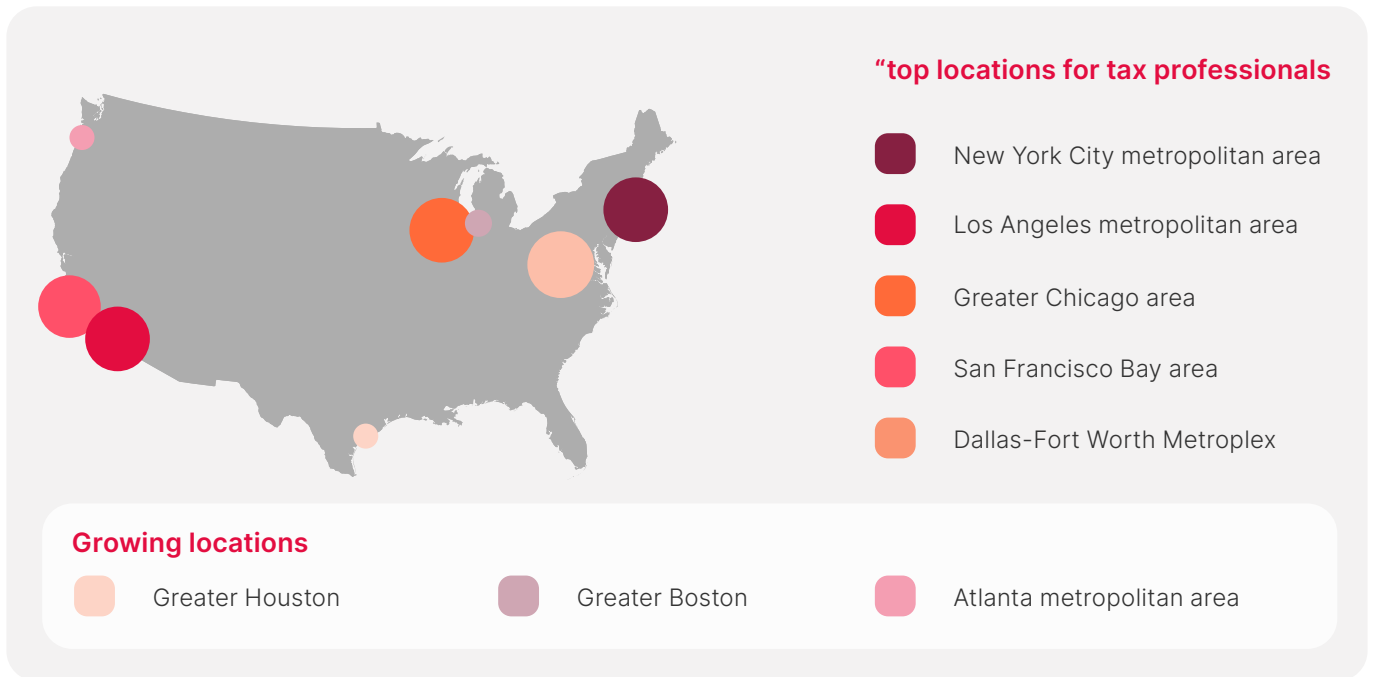
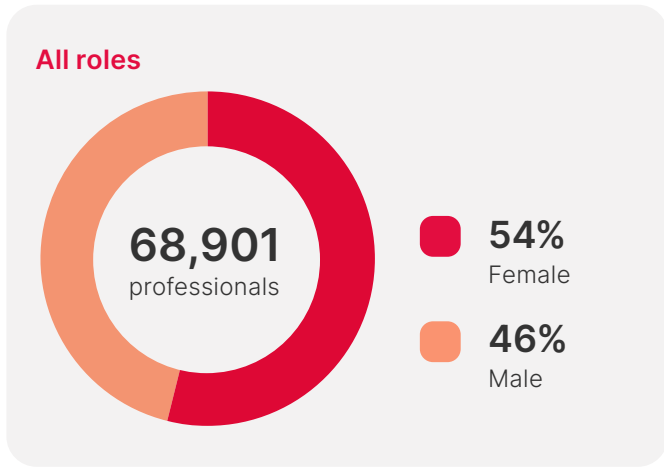
West Coast



Midwest



Key statistics



Salary benchmarking

Midwest Tier 1 cities (Chicago / Detroit / Milwaukee / Minneapolis metro)

Experience	Salary range (USD)
Tax Analyst	75,000-100,000
Senior Tax Analyst	90,000-130,000
Tax Supervisor	110,000-140,000
Tax Manager	140,000-160,000
Senior Tax Manager	150,000-190,000
Tax Director	190,000-250,000
VP of Tax	250,000-350,000
Head of Tax	300,000-600,000

Midwest Tier 2 cities (Idaho / Missouri / Indiana / Kentucky / Nebraska / Iowa)

Experience	Salary range (USD)
Tax Analyst	75,000-100,000
Senior Tax Analyst	85,000-130,000
Tax Supervisor	100,000-140,000
Tax Manager	140,000-160,000
Senior Tax Manager	150,000-190,000
Tax Director	190,000-250,000
VP of Tax	250,000-350,000
Head of Tax	300,000-600,000

Southeast: Tier 1 cities (Atlanta / Miami / Charlotte / Nashville)

Experience	Salary range (USD)
Tax Accountant / Analyst	65,000-95,000
Senior Tax Accountant / Analyst	90,000-115,000
Tax Supervisor	105,000-135,000
Tax Manager	130,000-165,000
Senior Tax Manager	160,000-190,000
Tax Director	180,000-250,000
Senior Tax Director	250,000-400,000
Head of Tax	300,000-600,000

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Southeast: Tier 2 cities (Orlando / Tampa / Jacksonville / Raleigh / Winston-Salem)

Experience	Salary range (USD)
Tax Accountant / Analyst	60,000-90,000
Senior Tax Accountant / Analyst	85,000-110,000
Tax Supervisor	100,000-125,000
Tax Manager	130,000-155,000
Senior Tax Manager	150,000-170,000
Tax Director	180,000-250,000
Senior Tax Director	250,000-400,000
Head of Tax	350,000-600,000

Southwest: Tier 1 cities (Houston / Dallas / Fort Worth / Austin / San Antonio / Phoenix / Oklahoma City)

Experience	Salary range (USD)
Tax Accountant / Analyst	60,000-80,000
Senior Tax Analyst	85,000-115,000
Tax Supervisor	115,000-125,000
Tax Manager	115,000-150,000
Senior Tax Manager	150,000-175,000
Tax Director	180,000-250,000
Senior Tax Director	250,000-350,000
Head of Tax	250,000-500,000

Southwest: Tier 2 cities (Amarillo, Lubbock, Waco, El Paso, Corpus Christi, Tulsa, Norman, Broken Arrow, Albuquerque, Las Cruces, Santa Fe)

Experience	Salary range (USD)
Tax Accountant / Analyst	60,000-80,000
Senior Tax Analyst	85,000-115,000
Tax Supervisor	115,000-125,000
Tax Manager	115,000-150,000
Senior Tax Manager	150,000-175,000
Tax Director	180,000-250,000
Senior Tax Director	250,000-350,000
Head of Tax	250,000-500,000

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**West: Tier 1 cities (San Francisco* / San Jose* / Seattle / Orange County / Los Angeles / San Diego
*add 10%**

Experience	Salary range (USD)
Tax Accountant / Analyst	100,000-120,000
Senior Tax Accountant / Analyst	120,000-140,000
Tax Supervisor	130,000-150,000
Tax Manager	150,000-170,000
Senior Tax Manager	170,000-190,000
Tax Director	210,000-230,000
Senior Tax Director	240,000-360,000
Head of Tax	280,000-350,000

**West: Tier 1 cities (San Francisco* / San Jose* / Seattle / Orange County / Los Angeles / San Diego
*add 10%**

Experience	Salary range (USD)
Tax Accountant / Analyst	80,000-100,000
Senior Tax Accountant / Analyst	100,000-120,000
Tax Supervisor	110,000-130,000
Tax Manager	130,000-150,000
Senior Tax Manager	150,000-170,000
Tax Director	190,000-210,000
Senior Tax Director	220,000-240,000
Head of Tax	260,000-330,000

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Northeast: Tier 1 cities (New York / Boston / Washington DC / Baltimore / Philadelphia)

Experience	Salary range (USD)	Bonus
Tax Accountant / Analyst	75,000-90,000	0-10%
Senior Tax Analyst	90,000-115,000	0-15%
Tax Supervisor	105,000-130,000	10-20%
Tax Manager	125,000-150,000	15-20%
Senior Tax Manager	145,000-180,000	15-25% + 10-15% LTI
Tax Director	175,000-225,000	20-30% + 10-20% LTI
VP / Head of Tax	225,000-325,000	25-40% + 15-20% LTI

Northeast: Tier 2 cities (Hartford / Providence / Wilmington / Buffalo / Albany)

Experience	Salary range (USD)	Bonus
Tax Analyst	70,000-85,000	0-10%
Senior Tax Analyst	85,000-110,000	0-15%
Tax Supervisor	100,000-125,000	10-20%
Tax Manager	120,000-140,000	15-20%
Senior Tax Manager	140,000-175,000	15-25% + 10-15% LTI
Tax Director	170,000-215,000	20-30% + 10-20% LTI
Head of Tax	215,000-310,000	25-40% + 15-20% LTI



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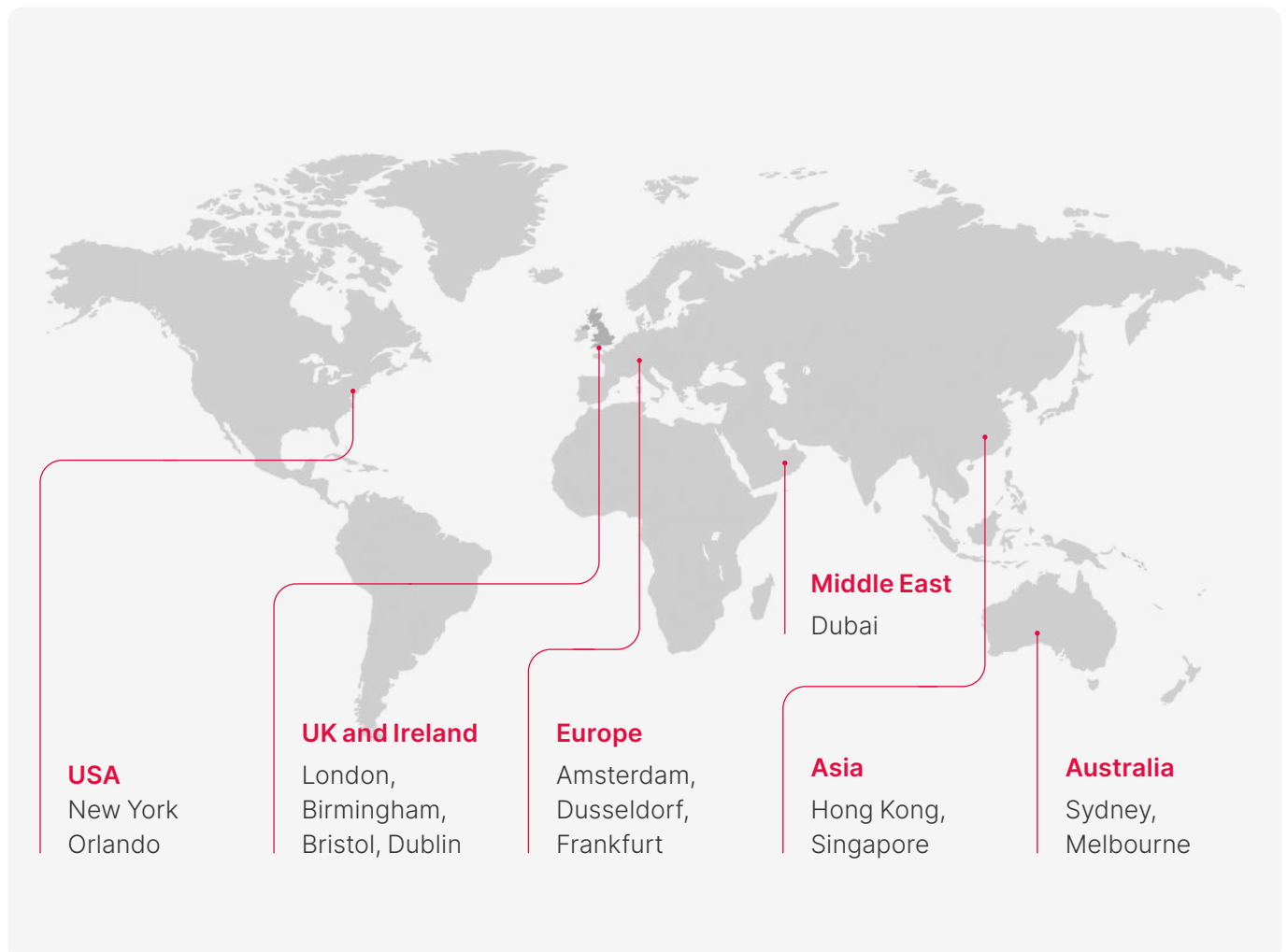
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Through integrity, flexibility, specialist expertise and always delivering results, we've built lasting relationships with professionals and businesses.

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.

With decades of experience and unrivalled knowledge within their specialisms, our people are genuine experts.








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We're part of The SR Group, a global search and recruitment company that includes specialist search and recruitment consultancies Brewer Morris, Carter Murray, Frazer Jones, Keller West and Taylor Root.

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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.

	<p>Brewer Morris is a trusted tax, treasury and senior finance search and recruitment consultancy.</p> <p>Through integrity, flexibility, specialist</p>	<p>expertise and always delivering results, we've built lasting relationships with professionals and businesses.</p> <p>brewermorris.com</p>
	<p>Carter Murray is a global search and recruitment consultancy dedicated to marketing and sales.</p> <p>Through deep expertise within our</p>	<p>markets, we're consistently able to fulfil even the most complex briefs and match the best specialist to every role.</p> <p>cartermurray.com</p>
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