



BRYAR GROUP
EXECUTIVE SEARCH • STAFFING • OFFSHORE SOLUTIONS

2026

ACCOUNTING & FINANCE SALARY GUIDE

Compensation Benchmarks,
Hiring Trends, Recruiting Insights



ACCOUNTING



TAX



FINANCE

thebryargroup.com

ACCOUNTING SALARY GUIDE

SALARY BENCHMARKS

CFO

-  Small Company: **\$202k**
-  Midsize Company: **\$280k**
-  Large Company: **\$338k+**

CORPORATE CONTROLLER

-  Small Company: **\$144k**
-  Midsize Company: **\$188k**
-  Large Company: **\$218k+**

ASSISTANT CONTROLLER

-  Small Company: **\$100k**
-  Midsize Company: **\$130k**
-  Large Company: **\$148k+**

DIVISIONAL CONTROLLER

-  Small Company: **\$114k**
-  Midsize Company: **\$168k**
-  Large Company: **\$182k+**

ACCOUNTING DIRECTOR

-  Small Company: **\$133k**
-  Midsize Company: **\$174k**
-  Large Company: **\$187k+**

ACCOUNTING MANAGER

-  Small Company: **\$94k**
-  Midsize Company: **\$120k**
-  Large Company: **\$136k+**

SENIOR ACCOUNTANT

-  Small Company: **\$84k**
-  Midsize Company: **\$99k**
-  Large Company: **\$113k+**

STAFF ACCOUNTANT

-  Small Company: **\$58k**
-  Midsize Company: **\$78k**
-  Large Company: **\$92k+**

MARKET OVERVIEW

Tightening supply of experienced accountants is the main story behind this year's numbers. Companies are having a harder time filling roles from staff accountant through controller, pushing starting pay up across the board, especially at the leadership level, where CFOs and corporate controllers who pair traditional close and reporting work with systems experience are commanding the biggest premiums.

TAX SALARY GUIDE

SALARY BENCHMARKS

TAX DIRECTOR	TAX MANAGER	SENIOR TAX ACCOUNTANT	TAX ACCOUNTANT
 Small Company: \$142k	 Small Company: \$102k	 Small Company: \$88k	 Small Company: \$62k
 Midsize Company: \$176k	 Midsize Company: \$135k	 Midsize Company: \$106k	 Midsize Company: \$76k
 Large Company: \$226k+	 Large Company: \$154k+	 Large Company: \$123k+	 Large Company: \$96k+

MARKET OVERVIEW

Tax continues to see some of the fastest pay growth in finance and accounting, driven by regulatory complexity and steady demand for compliance and advisory work. Tax directors and tax managers are seeing the strongest gains as companies lean on them to navigate changing rules with less internal headcount, and that pressure is trickling down to senior tax accountants and tax accountants as well, since there simply aren't enough experienced tax professionals to go around. Firms that can offer hybrid or remote flexibility are having an easier time closing candidates at these levels.

FINANCE SALARY GUIDE

SALARY BENCHMARKS

FINANCE DIRECTOR	FINANCE MANAGER	SENIOR FINANCIAL ANALYST	FINANCIAL ANALYST
 Small Company: \$145k	 Small Company: \$96k	 Small Company: \$90k	 Small Company: \$64k
 Midsize Company: \$180k	 Midsize Company: \$124k	 Midsize Company: \$107k	 Midsize Company: \$85k
 Large Company: \$213k+	 Large Company: \$146k+	 Large Company: \$120k+	 Large Company: \$98k+

MARKET OVERVIEW

Finance roles are shifting toward data and systems fluency, and pay is following that shift. FP&A and analyst-track roles increasingly separate on ERP experience, financial modeling and analytics skills rather than tenure alone, which is why senior financial analysts are pulling further ahead of entry and staff-level analysts this year. Finance directors and finance managers are also seeing their scope broaden beyond pure oversight into forecasting and cross-functional planning, and compensation at those levels reflects that added responsibility.