

# 2025 SALARY GUIDE

Unlock the power of data-driven hiring insights. Transparent compensation from trustworthy sources and industry trends to guide your hiring success all year long.



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THE BOLTON GROUP

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# LOOKING AHEAD: NAVIGATING THE NEW 2025 HIRING LANDSCAPE



As we step into 2025, the finance and accounting sectors are undergoing a transformative shift, fueled by rapid technological advancements, evolving workforce demographics, and an ever-changing regulatory landscape. This guide delves into the key trends reshaping the industry, offering actionable insights to help organizations attract and retain top talent, harness emerging technologies, and thrive in a more dynamic workplace environment. The competition for highly skilled finance and accounting professionals is more intense than ever, with 63% of organizations reporting difficulty finding candidates with the right expertise. To stay competitive, businesses must adopt innovative strategies for talent acquisition and retention. 45% of HR professionals are now prioritizing the integration of cultural values to attract critical talent. Companies that successfully align their organizational culture with the expectations of their workforce are seeing improved retention rates and greater employee satisfaction. As demand grows for positions in

strategic advisory, ESG reporting, and compliance, organizations are seeking professionals who not only excel in technical skills but also demonstrate strong strategic thinking and ethical governance. These roles are becoming critical as companies work to meet evolving regulatory standards and demonstrate their commitment to corporate responsibility. The U.S. job market in 2025 is showing strong signs of recovery, with substantial growth across various sectors, including finance and accounting. Wage growth is also on the rise, reflecting the fierce competition for skilled professionals. Yet, challenges like labor shortages and a widening skills gap continue to create obstacles. To overcome these challenges, businesses must invest in workforce development and implement retention strategies that go beyond financial incentives. This year is set to be one of rapid change and innovation. Embracing cutting-edge technologies, understanding the dynamics of a multi-generational workforce, and adapting to new regulatory standards will be essential for organizations aiming to stay ahead. By staying informed and flexible, businesses can effectively navigate these workplace trends, ensuring sustained growth and success in an ever-changing environment.

# WORKPLACE TRENDS

## SET TO REACH NEW HEIGHTS

**RTO MANDATES &  
HYBRID WORK**



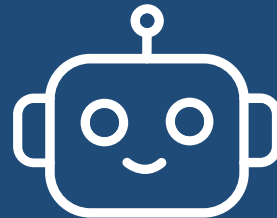
**EMPLOYEE  
WELLNESS**



**GREATER  
RETENTION**



**AI + CHATGPT  
INTEGRATION**




**GENERATIONAL  
INCLUSION**



**UPSKILLING &  
RESKILLING**







# EXPLORING MORE: UNPACKING THE 2025 TRENDS

## **Hybrid Work Models & Return to Office Mandates**

The hybrid work model, combining in-office and remote work, has become the norm for many organizations. A survey by Zoom found that 60% of companies in North America currently operate a hybrid model, with 75% planning to adopt this approach in the next two years. Some companies are requiring employees to return to the office full-time. For example, a survey by KPMG found that 82% of CEOs expect traditional office-based roles to be fully reinstated within the next three years.

## **The “Great Stay”**

The percentage of workers voluntarily quitting their jobs to find new ones has fallen by a third from its peak in 2021 and 2022 to nearly its lowest level in a decade. In stark contrast to The Great Resignation that marked the pandemic era, employees are beginning to stay put. This places an emphasis on attracting passive candidates who may feel “stuck” but remain interested in other career options.

## **Integration of Artificial Intelligence (AI)**

AI is increasingly embedded within organizations to enhance productivity and efficiency. According to a report by Spacestor, around 75% of knowledge workers use AI to save time and boost creativity, while 79% of leaders view AI adoption as crucial for competitiveness.

## **Emphasis on Employee Well-being and Mental Health**

Employers are placing greater focus on supporting employee well-being and mental health. A report by Skedda indicates that less than a third of employees thrive at work, highlighting the need for improved well-being initiatives.

## **Focus on Upskilling and Reskilling**

To adapt to technological advancements, organizations are investing in upskilling and reskilling programs. The World Economic Forum reports that 1 billion people worldwide need reskilling by 2030, emphasizing the urgency for workforce development.

## **Bridging the Generational Gap**

The workplace is experiencing significant shifts influenced by both Gen Z, making up 1 in 10 managers in 2025, and the aging Baby Boomer generation approaching retirement. This diversity brings a rich blend of perspectives but also presents challenges in aligning differing work styles and expectations, which necessitates the need for strategies to foster intergenerational collaboration.

# NATIONAL COMPENSATION DATA | 2025

TITLE	25TH PERC.	MEDIAN	75TH PERC.
Chief Financial Officer (CFO)	\$194,250	\$268,250	\$321,750
Vice President of Finance	\$165,000	\$207,000	\$250,500
Treasurer	\$139,750	\$212,750	\$245,000
Assistant Treasurer	\$78,250	\$105,750	\$123,250
Director of Financial Reporting	\$132,500	\$155,759	\$180,000
Manager of Financial Reporting	\$91,000	\$103,462	\$135,246
Finance Director	\$126,500	\$170,792	\$240,000
Finance Manager	\$111,312	\$127,671	\$135,853
Senior Financial Analyst	\$88,941	\$96,759	\$109,637
Financial Analyst	\$72,183	\$85,407	\$97,540
Chief Accounting Officer	\$164,540	\$198,300	\$280,371
Controller	\$151,000	\$184,250	\$213,250
Assistant Controller	\$92,500	\$122,000	\$142,000
Director of Accounting	\$125,000	\$184,250	\$210,000
Accounting Manager	\$87,000	\$113,500	\$120,000
Senior Accountant	\$75,000	\$90,000	\$110,000
Staff Accountant	\$65,000	\$75,000	\$85,000
Billing Specialist / Coordinator	\$45,000	\$55,000	\$65,000
Accounts Payable Manager	\$70,000	\$85,000	\$90,000
Accounts Payable Specialist	\$45,000	\$55,000	\$65,000
Accounts Receivable Manager	\$70,000	\$85,000	\$90,000
Accounts Receivable Specialist	\$45,000	\$55,000	\$65,000
Payroll Manager / Supervisor	\$75,000	\$90,000	\$110,000
Payroll Administrator	\$50,000	\$65,000	\$75,000
Payroll Analyst	\$50,000	\$60,000	\$70,000
Property Accountant	\$68,250	\$78,250	\$94,000



# NATIONAL COMPENSATION DATA | 2025

TITLE	25TH PERC.	MEDIAN	75TH PERC.
Cost Accounting Manager	\$69,000	\$85,750	\$94,500
Senior Cost Accountant	\$48,000	\$60,000	\$75,000
Cost Accountant	\$45,000	\$55,000	\$65,000
Chief Audit Executive	\$151,000	\$184,250	\$213,250
Director of Audit	\$125,000	\$164,250	\$180,750
Audit Manager	\$69,000	\$85,750	\$94,500
Audit Senior	\$48,000	\$60,000	\$75,000
Staff Auditor	\$45,000	\$55,000	\$65,000
IT Audit Manager	\$69,000	\$85,750	\$94,500
Senior IT Audit	\$48,000	\$60,000	\$75,000
Tax Director	\$151,000	\$184,250	\$213,250
Tax Manager	\$69,000	\$85,750	\$94,500
Tax Senior	\$48,000	\$60,000	\$75,000
Tax Accountant	\$45,000	\$55,000	\$65,000
Chief Human Resources Officer	\$194,250	\$268,250	\$321,750
Human Resources Director	\$165,000	\$207,000	\$250,500
Human Resources Manager	\$57,250	\$66,250	\$70,250
Human Resources Specialist	\$45,000	\$55,000	\$65,000
Procurement Manager	\$81,750	\$112,250	\$125,250
Logistics Manager	\$81,750	\$112,250	\$125,250
Logistics Coordinator	\$45,000	\$55,000	\$65,000

Thank you for your partnership in helping us fill this position. This is the first time I've worked with a recruiter from this side of the fence – so to speak – and the experience working with Bolton was nothing short of fantastic. We truly appreciate your rapid responses and keeping us informed every step of the way.

**BROOKE, ACCOUNTING MANAGER | CLIENT**

# ATLANTA SALARY DATA 2025

TITLE	AVERAGE	RANGE
Chief Financial Officer (CFO)	\$312,142	\$250,000 - \$500,000
Vice President of Finance	\$246,383	\$170,000 - \$280,000
Treasurer	\$248,387	\$160,000 - \$300,000
Assistant Treasurer	\$202,803	\$150,000 - \$280,000
Finance Director	\$200,309	\$140,000 - \$270,000
Finance Manager	\$135,592	\$110,000 - \$180,000
Senior Financial Analyst	\$110,761	\$90,000 - \$130,000
Financial Analyst	\$82,250	\$75,000 - \$100,000
Chief Accounting Officer	\$284,300	\$110,000 - \$340,000
Director of Accounting	\$193,723	\$130,000 - \$220,000
Controller	\$138,250	\$105,000 - \$210,000
Assistant Controller	\$125,624	\$95,000 - \$140,000
Accounting Manager	\$115,251	\$90,000 - \$135,000
Senior Accountant	\$90,290	\$80,000 - \$110,000
Staff Accountant	\$73,431	\$65,000 - \$85,000
Billing Coordinator	\$66,745	\$55,000 - \$80,000
Accounts Payable Manager	\$87,632	\$70,000 - \$100,000
Accounts Payable Specialist	\$56,100	\$55,000 - \$75,000
Accounts Receivable Manager	\$94,371	\$75,000 - \$110,000
Accounts Receivable Specialist	\$63,368	\$55,000 - \$75,000
Payroll Manager	\$96,564	\$75,000 - \$115,000
Payroll Analyst	\$64,668	\$55,000 - \$85,000
Payroll Administrator	\$62,176	\$50,000 - \$75,000
Senior Property Accountant	\$94,930	\$85,000 - \$115,000
Property Accountant	\$76,386	\$70,000 - \$85,000



# ATLANTA SALARY DATA 2025

TITLE	AVERAGE	RANGE
Cost Accounting Manager	\$112,267	\$95,000 - \$130,000
Senior Cost Accountant	\$83,662	\$80,000 - \$110,000
Cost Accountant	\$76,374	\$70,000 - \$90,000
Chief Audit Executive	\$215,521	\$150,000 - \$350,000
Director of Audit	\$176,355	\$120,000 - \$190,000
Audit Manager	\$123,337	\$110,000 - \$165,000
Audit Senior	\$97,901	\$80,000 - \$120,000
Staff Auditor	\$78,139	\$70,000 - \$95,000
IT Audit Manager	\$117,041	\$115,000 - \$170,000
Senior IT Auditor	\$98,670	\$90,000 - \$120,000
Vice President of Tax	\$296,690	\$170,000 - \$315,000
Tax Director	\$172,420	\$150,000 - \$220,000
Tax Manager	\$126,216	\$95,000 - \$160,000
Tax Senior	\$97,701	\$85,000 - \$115,000
Tax Accountant	\$79,521	\$65,000 - \$95,000
Chief Human Resources Officer	\$244,785	\$180,000 - \$290,000
Human Resources Director	\$137,112	\$120,000 - \$180,000
Human Resources Manager	\$112,143	\$85,000 - \$145,000
Human Resources Specialist	\$72,092	\$50,000 - \$85,000
Procurement Manager	\$110,287	\$75,000 - \$130,000
Logistics Manager	\$84,746	\$70,000 - \$105,000
Logistics Coordinator	\$57,415	\$50,000 - \$70,000

Thank you again for all your hard work getting me this opportunity. You and your team will definitely be my number one recommendation for anyone I know needing a recruiter in the future. **WILL, AUDIT SENIOR | CANDIDATE**



# CHICAGO SALARY DATA 2025

TITLE	AVERAGE	RANGE
Chief Financial Officer (CFO)	\$480,321	\$250,000 - \$550,00
Vice President of Finance	\$291,542	\$190,000 - \$320,000
Treasurer	\$266,147	\$160,000 - \$300,000
Assistant Treasurer	\$217,304	\$150,000 - \$290,000
Finance Director	\$214,631	\$170,000 - \$290,000
Finance Manager	\$145,287	\$130,000 - \$180,000
Senior Financial Analyst	\$126,830	\$90,000 - \$130,000
Financial Analyst	\$83,424	\$75,000 - \$100,000
Chief Accounting Officer	\$305,400	\$170,000 - \$340,000
Director of Accounting	\$207,574	\$140,000 - \$230,000
Controller	\$195,243	\$130,000 - \$215,000
Assistant Controller	\$178,290	\$110,000 - \$140,000
Accounting Manager	\$132,195	\$95,000 - \$150,000
Senior Accountant	\$96,690	\$80,000 - \$110,000
Staff Accountant	\$78,681	\$65,000 - \$85,000
Billing Coordinator	\$71,517	\$55,000 - \$80,000
Accounts Payable Manager	\$112,709	\$90,000 - \$130,000
Accounts Payable Specialist	\$61,879	\$55,000 - \$75,000
Accounts Receivable Manager	\$109,053	\$90,000 - \$130,000
Accounts Receivable Specialist	\$60,985	\$55,000 - \$75,000
Payroll Manager	\$127,043	\$95,000 - \$140,000
Payroll Analyst	\$77,456	\$55,000 - \$85,000
Payroll Administrator	\$68,113	\$50,000 - \$85,000
Senior Property Accountant	\$94,424	\$85,000 - \$130,000
Property Accountant	\$72,102	\$70,000 - \$95,000



# CHICAGO SALARY DATA 2025

TITLE	AVERAGE	RANGE
Cost Accounting Manager	\$138,121	\$95,000 - \$150,000
Senior Cost Accountant	\$103,800	\$80,000 - \$120,000
Cost Accountant	\$72,883	\$70,000 - \$95,000
Chief Audit Executive	\$307,197	\$190,000 - \$350,000
Director of Audit	\$210,735	\$150,000 - \$230,000
Audit Manager	\$149,265	\$120,000 - \$170,000
Audit Senior	\$104,901	\$85,000 - \$120,000
Staff Auditor	\$78,554	\$70,000 - \$95,000
IT Audit Manager	\$158,829	\$130,000 - \$180,000
Senior IT Auditor	\$116,182	\$90,000 - \$130,000
Vice President of Tax	\$282,831	\$170,000 - \$325,000
Tax Director	\$197,745	\$160,000 - \$240,000
Tax Manager	\$153,543	\$110,000 - \$165,000
Tax Senior	\$102,106	\$90,000 - \$115,000
Tax Accountant	\$81,272	\$65,000 - \$95,000
Chief Human Resources Officer	\$369,051	\$180,000 - \$385,000
Human Resources Director	\$196,175	\$140,000 - \$200,000
Human Resources Manager	\$128,880	\$90,000 - \$150,000
Human Resources Specialist	\$73,605	\$55,000 - \$85,000
Procurement Manager	\$137,117	\$85,000 - \$145,000
Logistics Manager	\$127,290	\$90,000 - \$130,000
Logistics Coordinator	\$61,520	\$50,000 - \$75,000



# ORLANDO SALARY DATA 2025

TITLE	AVERAGE	RANGE
Chief Financial Officer (CFO)	\$434,533	\$225,000 - \$500,000
Vice President of Finance	\$267,690	\$165,000 - \$290,000
Treasurer	\$240,776	\$150,000 - \$300,000
Assistant Treasurer	\$196,086	\$140,000 - \$280,000
Finance Director	\$194,171	\$150,000 - \$270,000
Finance Manager	\$131,437	\$120,000 - \$180,000
Senior Financial Analyst	\$105,321	\$90,000 - \$120,000
Financial Analyst	\$82,253	\$70,000 - \$100,000
Chief Accounting Officer	\$276,600	\$150,000 - \$340,000
Director of Accounting	\$187,313	\$130,000 - \$220,000
Controller	\$138,875	\$125,000 - \$210,000
Assistant Controller	\$104,683	\$95,000 - \$140,000
Accounting Manager	\$91,399	\$85,000 - \$130,000
Senior Accountant	\$82,054	\$75,000 - \$110,000
Staff Accountant	\$71,180	\$60,000 - \$85,000
Billing Coordinator	\$64,700	\$55,000 - \$75,000
Accounts Payable Manager	\$78,121	\$70,000 - \$100,000
Accounts Payable Specialist	\$58,750	\$55,000 - \$75,000
Accounts Receivable Manager	\$94,657	\$70,000 - \$100,000
Accounts Receivable Specialist	\$64,524	\$55,000 - \$75,000
Payroll Manager	\$82,328	\$75,000 - \$115,000
Payroll Analyst	\$73,838	\$65,000 - \$85,000
Payroll Administrator	\$61,461	\$55,000 - \$75,000
Senior Property Accountant	\$82,500	\$80,000 - \$120,000
Property Accountant	\$69,804	\$65,000 - \$85,000



# ORLANDO SALARY DATA 2025

TITLE	AVERAGE	RANGE
Cost Accounting Manager	\$124,954	\$95,000 - \$130,000
Senior Cost Accountant	\$93,700	\$80,000 - \$115,000
Cost Accountant	\$75,730	\$70,000 - \$90,000
Chief Audit Executive	\$241,510	\$150,000 - \$370,000
Director of Audit	\$190,945	\$140,000 - \$220,000
Audit Manager	\$140,474	\$110,000 - \$170,000
Audit Senior	\$95,001	\$80,000 - \$130,000
Staff Auditor	\$79,142	\$70,000 - \$95,000
IT Audit Manager	\$135,040	\$115,000 - \$170,000
Senior IT Auditor	\$99,965	\$85,000 - \$120,000
Vice President of Tax	\$291,090	\$170,000 - \$325,000
Tax Director	\$179,197	\$150,000 - \$220,000
Tax Manager	\$137,283	\$115,000 - \$160,000
Tax Senior	\$95,148	\$85,000 - \$125,000
Tax Accountant	\$77,065	\$65,000 - \$95,000
Chief Human Resources Officer	\$265,089	\$180,000 - \$290,000
Human Resources Director	\$177,474	\$120,000 - \$180,000
Human Resources Manager	\$98,940	\$85,000 - \$165,000
Human Resources Specialist	\$74,522	\$50,000 - \$90,000
Procurement Manager	\$92,642	\$75,000 - \$130,000
Logistics Manager	\$91,376	\$75,000 - \$120,000
Logistics Coordinator	\$58,204	\$50,000 - \$80,000



# CHARLESTON SALARY DATA 2025

TITLE	AVERAGE	RANGE
Chief Financial Officer (CFO)	\$244,747	\$220,000 - \$480,000
Vice President of Finance	\$275,948	\$170,000 - \$380,000
Treasurer	\$240,411	\$180,000 - \$330,000
Assistant Treasurer	\$207,153	\$150,000 - \$250,000
Finance Director	\$193,908	\$140,000 - \$260,000
Finance Manager	\$131,576	\$110,000 - \$180,000
Senior Financial Analyst	\$101,724	\$90,000 - \$130,000
Financial Analyst	\$79,038	\$75,000 - \$95,000
Chief Accounting Officer	\$213,571	\$110,000 - \$340,000
Director of Accounting	\$187,511	\$130,000 - \$220,000
Controller	\$127,341	\$105,000 - \$190,000
Assistant Controller	\$114,703	\$95,000 - \$140,000
Accounting Manager	\$105,737	\$90,000 - \$135,000
Senior Accountant	\$87,590	\$80,000 - \$110,000
Staff Accountant	\$69,857	\$60,000 - \$85,000
Billing Coordinator	\$64,768	\$55,000 - \$75,000
Accounts Payable Manager	\$101,816	\$70,000 - \$100,000
Accounts Payable Specialist	\$55,798	\$51,000 - \$65,000
Accounts Receivable Manager	\$106,675	\$79,000 - \$130,00
Accounts Receivable Specialist	\$53,200	\$45,000 - \$60,000
Payroll Manager	\$114,770	\$85,000 - \$120,000
Payroll Analyst	\$73,838	\$60,000 - \$85,000
Payroll Administrator	\$69,553	\$50,000 - \$75,000
Senior Property Accountant	\$87,590	\$85,000 - \$115,000
Property Accountant	\$73,937	\$70,000 - \$85,000



# CHARLESTON SALARY DATA 2025

TITLE	AVERAGE	RANGE
Cost Accounting Manager	\$108,296	\$95,000 - \$130,000
Senior Cost Accountant	\$88,464	\$80,000 - \$100,000
Cost Accountant	\$78,600	\$70,000 - \$90,000
Chief Audit Executive	\$202,524	\$150,000 - \$350,000
Director of Audit	\$171,413	\$120,000 - \$190,000
Audit Manager	\$134,850	\$110,000 - \$165,000
Audit Senior	\$94,401	\$80,000 - \$120,000
Staff Auditor	\$81,070	\$70,000 - \$95,000
IT Audit Manager	\$134,850	\$115,000 - \$170,000
Senior IT Auditor	\$103,223	\$90,000 - \$120,000
Vice President of Tax	\$289,590	\$170,000 - \$320,000
Tax Director	\$163,680	\$140,000 - \$195,000
Tax Manager	\$123,587	\$95,000 - \$150,000
Tax Senior	\$95,853	\$85,000 - \$115,000
Tax Accountant	\$69,816	\$55,000 - \$75,000
Chief Human Resources Officer	\$247,570	\$180,000 - \$290,000
Human Resources Director	\$177,661	\$120,000 - \$185,000
Human Resources Manager	\$116,717	\$85,000 - \$145,000
Human Resources Specialist	\$74,600	\$50,000 - \$80,000
Procurement Manager	\$95,600	\$80,000 - \$130,000
Logistics Manager	\$91,887	\$70,000 - \$105,000
Logistics Coordinator	\$52,286	\$45,000 - \$71,000



# DALLAS SALARY DATA 2025

TITLE	AVERAGE	RANGE
Chief Financial Officer (CFO)	\$451,932	\$250,000 - \$530,000
Vice President of Finance	\$261,534	\$170,000 - \$290,000
Treasurer	\$250,417	\$160,000 - \$280,000
Assistant Treasurer	\$203,938	\$150,000 - \$250,000
Finance Director	\$201,946	\$140,000 - \$270,000
Finance Manager	\$136,700	\$110,000 - \$180,000
Senior Financial Analyst	\$112,516	\$90,000 - \$130,000
Financial Analyst	\$78,081	\$70,000 - \$95,000
Chief Accounting Officer	\$287,300	\$120,000 - \$320,000
Director of Accounting	\$195,306	\$115,000 - \$250,000
Controller	\$144,467	\$110,000 - \$210,000
Assistant Controller	\$114,414	\$100,000 - \$140,000
Accounting Manager	\$101,812	\$90,000 - \$135,000
Senior Accountant	\$90,990	\$80,000 - \$120,000
Staff Accountant	\$74,031	\$65,000 - \$85,000
Billing Coordinator	\$68,177	\$55,000 - \$80,000
Accounts Payable Manager	\$87,118	\$70,000 - \$100,000
Accounts Payable Specialist	\$56,300	\$55,000 - \$75,000
Accounts Receivable Manager	\$102,608	\$75,000 - \$110,000
Accounts Receivable Specialist	\$55,300	\$55,000 - \$75,000
Payroll Manager	\$118,565	\$90,000 - \$130,000
Payroll Analyst	\$72,699	\$55,000 - \$85,000
Payroll Administrator	\$64,087	\$50,000 - \$75,000
Senior Property Accountant	\$118,883	\$85,000 - \$120,000
Property Accountant	\$76,992	\$70,000 - \$85,000



# DALLAS SALARY DATA 2025

TITLE	AVERAGE	RANGE
Cost Accounting Manager	\$130,284	\$95,000 - \$150,000
Senior Cost Accountant	\$97,400	\$80,000 - \$110,000
Cost Accountant	\$77,704	\$70,000 - \$90,000
Chief Audit Executive	\$286,698	\$150,000 - \$350,000
Director of Audit	\$198,800	\$120,000 - \$220,000
Audit Manager	\$140,443	\$110,000 - \$165,000
Audit Senior	\$98,701	\$80,000 - \$120,000
Staff Auditor	\$80,906	\$70,000 - \$95,000
IT Audit Manager	\$149,830	\$115,000 - \$170,000
Senior IT Auditor	\$98,701	\$90,000 - \$120,000
Vice President of Tax	\$234,238	\$170,000 - \$315,000
Tax Director	\$211,219	\$150,000 - \$220,000
Tax Manager	\$143,149	\$95,000 - \$160,000
Tax Senior	\$98,501	\$85,000 - \$115,000
Tax Accountant	\$77,535	\$65,000 - \$95,000
Chief Human Resources Officer	\$279,110	\$180,000 - \$300,000
Human Resources Director	\$184,580	\$120,000 - \$190,000
Human Resources Manager	\$121,268	\$85,000 - \$145,000
Human Resources Specialist	\$77,506	\$50,000 - \$85,000
Procurement Manager	\$123,455	\$75,000 - \$130,000
Logistics Manager	\$119,767	\$70,000 - \$125,000
Logistics Coordinator	\$55,139	\$50,000 - \$70,000



# CHARLOTTE SALARY DATA 2025

TITLE	AVERAGE	RANGE
Chief Financial Officer (CFO)	\$444,148	\$250,000 - \$500,000
Vice President of Finance	\$261,807	\$170,000 - \$280,000
Treasurer	\$243,567	\$160,000 - \$300,000
Assistant Treasurer	\$198,867	\$150,000 - \$280,000
Finance Director	\$185,000	\$175,000 - \$225,000
Finance Manager	\$134,346	\$110,000 - \$175,000
Senior Financial Analyst	\$105,111	\$85,000 - \$115,000
Financial Analyst	\$79,454	\$75,000 - \$85,000
Chief Accounting Officer	\$278,800	\$130,000 - \$320,000
Director of Accounting	\$189,963	\$110,000 - \$220,000
Controller	\$131,778	\$100,000 - \$190,000
Assistant Controller	\$103,416	\$95,000 - \$135,000
Accounting Manager	\$101,252	\$90,000 - \$120,000
Senior Accountant	\$89,390	\$80,000 - \$110,000
Staff Accountant	\$72,756	\$65,000 - \$85,000
Billing Coordinator	\$50,838	\$45,000 - \$70,000
Accounts Payable Manager	\$87,494	\$75,000 - \$110,000
Accounts Payable Specialist	\$59,959	\$50,000 - \$75,000
Accounts Receivable Manager	\$100,590	\$75,000 - \$115,000
Accounts Receivable Specialist	\$54,200	\$50,000 - \$75,000
Payroll Manager	\$97,906	\$75,000 - \$115,000
Payroll Analyst	\$71,906	\$55,000 - \$85,000
Payroll Administrator	\$62,983	\$50,000 - \$75,000
Senior Property Accountant	\$91,341	\$85,000 - \$110,000
Property Accountant	\$74,598	\$70,000 - \$85,000



# CHARLOTTE SALARY DATA 2025

TITLE	AVERAGE	RANGE
Cost Accounting Manager	\$115,000	\$95,000 - \$120,000
Senior Cost Accountant	\$95,800	\$80,000 - \$110,000
Cost Accountant	\$73,595	\$70,000 - \$85,000
Chief Audit Executive	\$284,806	\$150,000 - \$350,000
Director of Audit	\$162,521	\$120,000 - \$190,000
Audit Manager	\$138,024	\$110,000 - \$165,000
Audit Senior	\$96,351	\$80,000 - \$110,000
Staff Auditor	\$68,113	\$65,000 - \$90,000
IT Audit Manager	\$114,094	\$110,000 - \$160,000
Senior IT Auditor	\$98,121	\$90,000 - \$120,000
Vice President of Tax	\$297,590	\$170,000 - \$315,000
Tax Director	\$164,180	\$150,000 - \$210,000
Tax Manager	\$140,683	\$95,000 - \$150,000
Tax Senior	\$97,253	\$80,000 - \$115,000
Tax Accountant	\$78,065	\$65,000 - \$95,000
Chief Human Resources Officer	\$266,606	\$180,000 - \$300,000
Human Resources Director	\$147,917	\$120,000 - \$170,000
Human Resources Manager	\$119,174	\$90,000 - \$140,000
Human Resources Specialist	\$76,171	\$55,000 - \$85,000
Procurement Manager	\$106,762	\$80,000 - \$120,000
Logistics Manager	\$101,725	\$75,000 - \$110,000
Logistics Coordinator	\$64,408	\$50,000 - \$75,000



# DENVER SALARY DATA 2025

TITLE	AVERAGE	RANGE
Chief Financial Officer (CFO)	\$467,290	\$250,000 - \$550,000
Vice President of Finance	\$241,913	\$190,000 - \$320,000
Treasurer	\$258,282	\$150,000 - \$175,000
Finance Director	\$236,669	\$170,000 - \$290,000
Finance Manager	\$141,364	\$130,000 - \$170,000
Senior Financial Analyst	\$103,655	\$90,000 - \$115,000
Financial Analyst	\$78,902	\$75,000 - \$90,000
Chief Accounting Officer	\$205,175	\$160,000 - \$250,000
Director of Accounting	\$176,010	\$140,000 - \$190,000
Controller	\$122,941	\$110,000 - \$180,000
Assistant Controller	\$112,467	\$100,000 - \$140,000
Accounting Manager	\$102,607	\$90,000 - \$125,000
Senior Accountant	\$88,766	\$80,000 - \$110,000
Staff Accountant	\$76,695	\$65,000 - \$85,000
Billing Coordinator	\$69,588	\$60,000 - \$80,000
Accounts Payable Manager	\$96,230	\$90,000 - \$115,000
Accounts Payable Specialist	\$55,561	\$50,000 - \$75,000
Accounts Receivable Manager	\$105,831	\$90,000 - \$115,000
Accounts Receivable Specialist	\$66,100	\$50,000 - \$75,000
Payroll Manager	\$88,229	\$80,000 - \$115,000
Payroll Analyst	\$73,187	\$55,000 - \$85,000
Payroll Administrator	\$63,169	\$50,000 - \$85,000
Senior Property Accountant	\$92,633	\$85,000 - \$125,000
Property Accountant	\$75,264	\$70,000 - \$95,000



# DENVER SALARY DATA 2025

TITLE	AVERAGE	RANGE
Cost Accounting Manager	\$116,410	\$90,000 - \$140,000
Senior Cost Accountant	\$96,367	\$80,000 - \$120,000
Cost Accountant	\$78,285	\$70,000 - \$95,000
Chief Audit Executive	\$294,100	\$190,000 - \$350,000
Director of Audit	\$205,050	\$150,000 - \$230,000
Audit Manager	\$120,253	\$110,000 - \$170,000
Audit Senior	\$94,059	\$85,000 - \$110,000
Staff Auditor	\$80,725	\$70,000 - \$90,000
IT Audit Manager	\$139,964	\$115,000 - \$165,000
Senior IT Auditor	\$93,636	\$80,000 - \$120,000
Vice President of Tax	\$212,586	\$170,000 - \$300,000
Tax Director	\$164,073	\$145,000 - \$220,000
Tax Manager	\$147,645	\$110,000 - \$165,000
Tax Senior	\$87,500	\$80,000 - \$115,000
Tax Accountant	\$81,098	\$65,000 - \$95,000
Chief Human Resources Officer	\$192,391	\$170,000 - \$250,000
Human Resources Director	\$145,404	\$120,000 - \$200,000
Human Resources Manager	\$93,122	\$80,000 - \$150,000
Human Resources Specialist	\$76,082	\$55,000 - \$85,000
Procurement Manager	\$113,750	\$85,000 - \$120,000
Logistics Manager	\$78,511	\$70,000 - \$100,000
Logistics Coordinator	\$65,537	\$50,000 - \$75,000

My experience with The Bolton Group was absolutely outstanding. I've worked with several other professional search firms and recruiters over the past year or two while passively looking for new opportunities, and my experience with The Bolton Group was top on the list. Excellent communication and professionalism along the way, and in the end - a really great fit was found.

**BRAD H, DIRECTOR OF FINANCE | CANDIDATE**



# CLEVELAND SALARY DATA 2025

TITLE	AVERAGE	RANGE
Chief Financial Officer (CFO)	\$205,222	\$180,000 - \$420,000
Vice President of Finance	\$259,548	\$170,000 - \$280,000
Treasurer	\$261,522	\$160,000 - \$250,000
Assistant Treasurer	\$168,333	\$150,000 - \$220,000
Finance Director	\$163,714	\$120,000 - \$210,000
Finance Manager	\$112,682	\$105,000 - \$170,000
Senior Financial Analyst	\$102,000	\$85,000 - \$115,000
Financial Analyst	\$74,868	\$60,000 - \$90,000
Chief Accounting Officer	\$205,222	\$110,000 - \$310,000
Director of Accounting	\$138,181	\$100,000 - \$180,000
Controller	\$108,152	\$95,000 - \$140,000
Assistant Controller	\$104,026	\$85,000 - \$110,000
Accounting Manager	\$92,773	\$85,000 - \$120,000
Senior Accountant	\$77,590	\$70,000 - \$90,000
Staff Accountant	\$63,295	\$55,000 - \$75,000
Billing Coordinator	\$49,960	\$45,000 - \$70,000
Accounts Payable Manager	\$78,746	\$70,000 - \$95,000
Accounts Payable Specialist	\$56,200	\$50,000 - \$75,000
Accounts Receivable Manager	\$70,932	\$70,000 - \$95,000
Accounts Receivable Specialist	\$54,900	\$50,000 - \$75,000
Payroll Manager	\$89,396	\$80,000 - \$110,000
Payroll Analyst	\$70,167	\$60,000 - \$80,000
Payroll Administrator	\$60,897	\$50,000 - \$75,000
Senior Property Accountant	\$86,158	\$80,000 - \$110,000
Property Accountant	\$69,854	\$65,000 - \$85,000



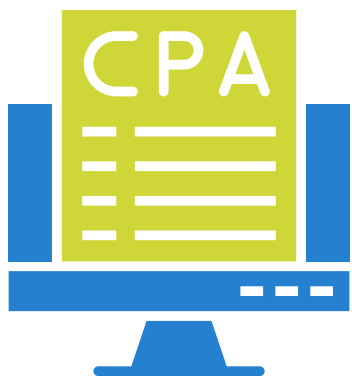
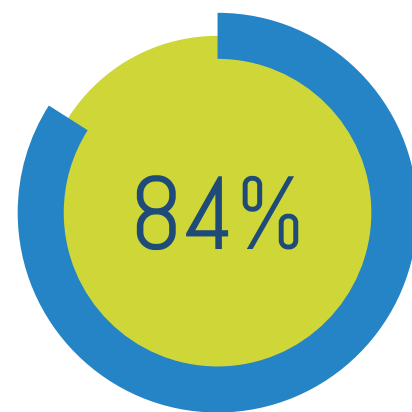
# CLEVELAND SALARY DATA 2025

TITLE	AVERAGE	RANGE
Cost Accounting Manager	\$104,125	\$95,000 - \$110,000
Senior Cost Accountant	\$88,505	\$80,000 - \$100,000
Cost Accountant	\$74,429	\$70,000 - \$90,000
Chief Audit Executive	\$202,577	\$160,000 - \$250,000
Director of Audit	\$160,453	\$120,000 - \$180,000
Audit Manager	\$129,941	\$110,000 - \$165,000
Audit Senior	\$94,401	\$80,000 - \$100,000
Staff Auditor	\$80,193	\$70,000 - \$95,000
IT Audit Manager	\$106,566	\$100,000 - \$150,000
Senior IT Auditor	\$100,737	\$80,000 - \$110,000
Vice President of Tax	\$202,840	\$160,000 - \$280,000
Tax Director	\$149,240	\$130,000 - \$175,000
Tax Manager	\$122,989	\$95,000 - \$140,000
Tax Senior	\$88,282	\$85,000 - \$115,000
Tax Accountant	\$64,569	\$60,000 - \$85,000
Chief Human Resources Officer	\$278,714	\$180,000 - \$290,000
Human Resources Director	\$153,143	\$120,000 - \$175,000
Human Resources Manager	\$87,433	\$80,000 - \$110,000
Human Resources Specialist	\$71,456	\$50,000 - \$80,000
Procurement Manager	\$128,400	\$75,000 - \$130,000
Logistics Manager	\$93,388	\$70,000 - \$105,000
Logistics Coordinator	\$56,990	\$50,000 - \$70,000



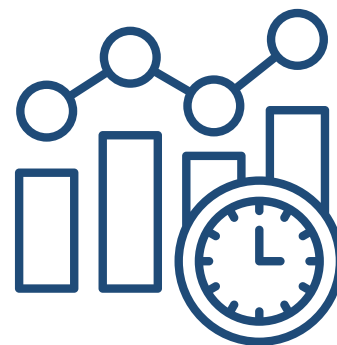
# 2025 OUTLOOK IN FINANCE & ACCOUNTING

A staggering 84% of accounting firms reported an increasing demand for client accounting services in the past year. As expectations soar, F&A leaders will lean on digital solutions to achieve more with fewer resources. By leveraging artificial intelligence-driven analytics and automation, CFOs will align financial strategies with business challenges.



While traditional accounting skills remain important, they're no longer sufficient on their own. Today's accountants need to be proficient in data analytics, understand emerging technologies like AI, cloud computing, blockchain, and advanced QuickBooks. This will require significant changes in accounting education and professional development. For one, there have been updates to professional certification exams, such as the CPA exam, which now include sections on business analysis and reporting (BAR).

Gone are the days of waiting until the end of the month or quarter to review financial reports. With the rise of cloud-based accounting and financial software, businesses can now integrate banking, payroll, and accounts payable data into a single digital dashboard for real-time insights. This level of financial visibility was once only available to large corporations, but now, even small businesses can access the same advantages. If your business still relies on manual reporting, consider switching to a cloud-based financial system like NetSuite, FreshBooks, or Zoho Books.





If the Finance and Accounting title you need isn't listed in our guide, or if you require more detailed insights to support your compensation decisions, please contact one of our recruiters. We'd be glad to provide a customized report for your team.

# KEEP MOVING FORWARD



**OVER 40  
RECRUITERS  
NATIONWIDE**

Bolton Group differentiates themselves from other recruiters with their deeper understanding of our business and position needs along with their pre-screening of candidates. I've never felt like a candidate they presented wasn't worth the time to interview. They did an excellent job in finding the candidate and helping us onboard.

**GARE | CORPORATE CONTROLLER**

