

THE BOLTON GROUP

ATLANTA SALARY GUIDE

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WHAT TO WATCH FOR IN ATLANTA THIS YEAR

Despite talks of a looming recession, labor is still in the driver's seat in the finance and accounting market. Employers should expect to pay more to attract and **retain** talent, especially with the much higher cost of living as a result of historic inflation. Big Four firms have responded to labor shortages by increasing pay for existing employees and potential candidates. **KPMG** stated most entry-level workers across audit, tax and advisory services in 2023 will earn salaries that are **5% to 15% higher** than those who joined in 2022, the firm said. Companies outside of the Big Four sector will need to follow suit in order to acquire top skilled Finance and Accounting professionals with a public accounting background.

In the Atlanta market, we can expect to see **job seekers** from the tech, as firms have slashed over 100,000 jobs across the U.S. since the start of the year, a wave of layoffs that impacted Atlanta firms including Salesloft, FullStory and Secureworks. However, what is happening in the tech sector belies the performance of the wider economy. **U.S. payrolls** increased by **517,000** in February, well above the 187,000 market estimate. To fill talent gaps, wages continue well above their prepandemic rate of 2-3%, and rose to **4.4%** over the past year. Other hiring trends that may build a broader candidate pool include hybrid or remote work, improved benefits, pay transparency, and employee wellness programs.



EMPLOYMENT TRENDS THAT WILL CLIMB IN 2023

hybrid work



58% of employed respondents say they work at least part of the time remotely

87% of employees offered flex work spend an average of three days per week remote.

upskilling



The tight job market in 2022 created challenges for employers looking to attract the finest talent — and pressured both employees and employers to close any skill gaps.

benefits



60% of job seekers found benefits to be an important element when looking for a role. Benefits including access to fertility treatments, wellness programs and pet insurance may currently be untraditional, but will become more apparent.

salary transparency



By 2023, a fifth of all U.S. workers will be covered under pay transparency laws, a trend that experts predict will continue to grow.

title**range**

Chief Financial Officer	\$300K - \$550K
VP of Finance	\$225K - \$350K
Treasurer	\$225K - \$300K
Assistant Treasurer	\$180K - \$250K
Director of FP&A	\$175K - \$230K
Manager of FP&A	\$130K - \$160K
FP&A Analyst	\$75K - \$90K
Director of Financial Reporting	\$160K - \$190K
Manager of Financial Reporting	\$120K - \$150K
Finance Director	\$180K - \$225K
Finance Manager	\$115K - \$150K
Senior Financial Analyst	\$85K - \$110K
Financial Analyst	\$65K - \$90K
Chief Accounting Officer	\$250K - \$400K
Controller	\$200K - \$350K
Assistant Controller	\$150K - \$260K
Director of Accounting	\$125K - \$190K
Accounting Manager	\$110K - \$135K
Senior Accountant	\$85K - \$110K
Staff Accountant	\$55K - \$75K
Billing Specialist / Coordinator	\$40K - \$60K
Accounts Payable Manager	\$90K - \$110K
Accounts Payable Specialist	\$45K - \$65K
Accounts Receivable Manager	\$90K - \$110K
Accounts Receivable Specialist	\$45K - \$60K

Payroll Manager / Supervisor	\$90K - \$110K
Payroll Analyst	\$65K - \$85K
Payroll Administrator	\$55K - \$75K
Property Accountant	\$60K - \$95K
Cost Accounting Manager	\$110K - \$135K
Senior Cost Accountant	\$85K - \$110K
Cost Accountant	\$65K - \$80K
Chief Audit Executive	\$200K - \$380K
Director of Audit	\$150K - \$230K
Audit Manager	\$120K - \$150K
Audit Senior	\$90K - \$115K
Staff Auditor	\$70K - \$90K
IT Audit Manager	\$115K - \$150K
Senior IT Audit	\$90K - \$115K
Tax Director	\$120K - \$200K
Tax Senior Manager	\$115K - \$160K
Tax Manager	\$110K - \$140K
Tax Senior	\$85K - \$110K
Tax Accountant	\$60K - \$90K
Chief Human Resources Officer	\$220 - \$370K
Human Resources Director	\$145K - \$180K
Human Resources Manager	\$95K - \$140K
Human Resources Specialist	\$55K - \$75K
Procurement Manager	\$110K - \$145K
Logistics Manager	\$90K - \$115K
Logistics Coordinator	\$50K - \$65K

TITLE**ERI****SALARY.COM**

Chief Financial Officer	\$294,008	\$414,100
VP of Finance	\$293,651	\$229,005
Treasurer	\$257,083	\$221,047
Assistant Treasurer	\$159,732	\$172,854
Director of FP&A	\$172,300	\$176,312
Manager of FP&A	\$136,571	\$141,583
FP&A Analyst	\$75,157	\$76,475
Director of Financial Reporting	\$170,308	\$158,261
Manager of Financial Reporting	\$147,077	\$128,570
Finance Director	\$181,544	\$185,192
Finance Manager	\$122,155	\$123,812
Senior Financial Analyst	\$90,442	\$93,150
Financial Analyst	\$74,493	\$62,003
Chief Accounting Officer	\$276,538	\$238,500
Controller	\$240,827	\$236,538
Assistant Controller	\$149,711	\$153,650
Director of Accounting	\$127,558	\$178,935
Accounting Manager	\$127,204	\$115,745
Senior Accountant	\$88,625	\$84,090
Staff Accountant	\$66,097	\$64,695
Billing Specialist / Coordinator	\$43,159	\$43,658
Accounts Payable Manager	\$93,731	\$95,154
Accounts Payable Specialist	\$47,770	\$52,180
Accounts Receivable Manager	\$104,286	\$92,300
Accounts Receivable Specialist	\$46,875	\$44,990
Payroll Manager / Supervisor	\$117,219	\$110,976
Payroll Analyst	\$57,185	\$67,523
Payroll Administrator	\$56,090	\$66,935
Property Accountant	\$62,987	\$58,790
Cost Accounting Manager	\$129,436	\$125,279
Senior Cost Accountant	\$89,200	\$90,600
Cost Accountant	\$70,849	\$64,904
Chief Audit Executive	\$174,273	\$267,100
Director of Audit	\$162,684	\$169,264
Audit Manager	\$138,587	\$130,945
Audit Senior	\$107,100	\$91,590
Staff Auditor	\$85,988	\$61,566
IT Audit Manager	\$142,957	\$137,173
Senior IT Audit	\$103,306	\$107,100
Tax Director	\$127,271	\$183,719
Tax Senior Manager	\$146,831	\$130,065
Tax Manager	\$135,763	\$124,589
Tax Senior	\$86,703	\$91,001
Tax Accountant	\$71,248	\$60,342
Chief Human Resources Officer	\$227,669	\$254,600
Human Resources Director	\$149,217	\$171,357
Human Resources Manager	\$132,617	\$112,388
Human Resources Specialist	\$55,988	\$61,101
Procurement Manager	\$142,545	\$121,200
Logistics Manager	\$97,118	\$113,315
Logistics Coordinator	\$61,754	\$53,990

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