

# 2025

## Finance Jobs Report & Salary Guide



**Finance & Accounting**  
Executive Search and Recruitment Agency

A collage of recruitment-related graphics. It includes several circular profile pictures of diverse individuals, each with a job title below it: 'Interim Controller', 'VP, Finance', 'Senior Accountant', and 'ERP Consultant'. The 'Senior Accountant' profile has three green checkmarks below it. At the bottom right, there is a partial view of a candidate comparison table with columns for 'Requirement', 'Candidate 1', 'Candidate 2', and 'Co...'. The table contains rows for 'Technical Skills', 'Team Leadership', 'Project Management', 'Communication Skills', and 'Business Partner', with various 'Yes', 'No', and 'Some' responses in the cells.



# What's in This Report?

Keep a pulse on the finance & accounting hiring market. Here's Clarity Recruitment's exclusive breakdown of our most placed roles and some insight into current hiring trends.

- ✓ Most Placed Roles & In-Demand Skills
- ✓ Industry Insights - Who Is Hiring
- ✓ In-Person vs. Hybrid vs. Remote Trends
- ✓ Salary Details - High, Low and Median by Role
- ✓ **AND MORE!**



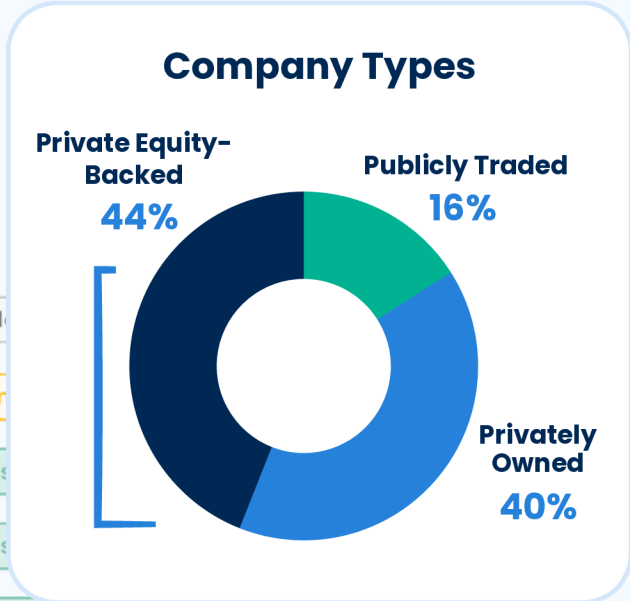
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# Roundup of 2024 Recruitment Trends

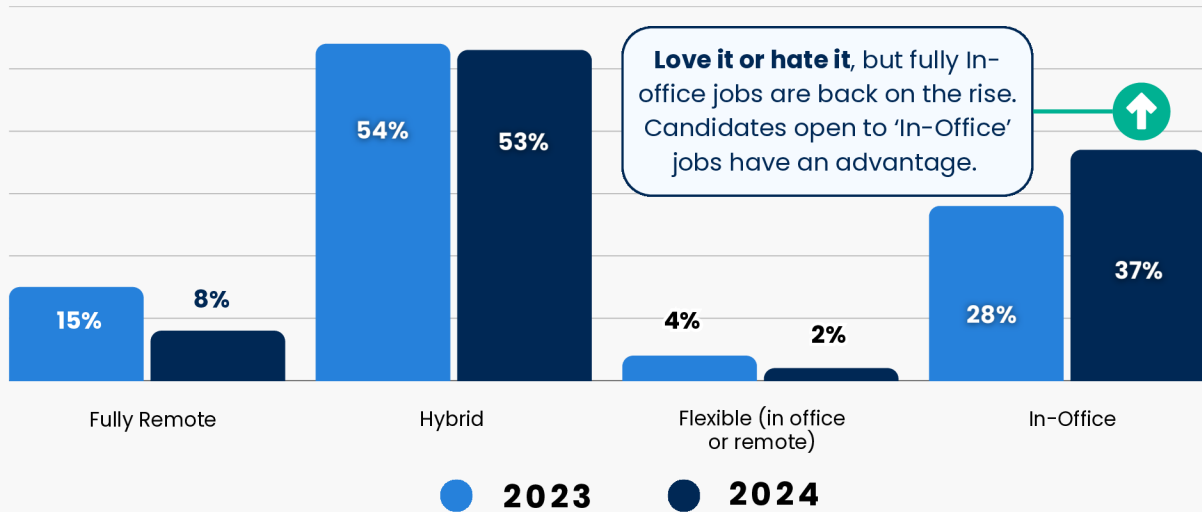
## What Can We Expect in 2025?

In 2024, we saw the most hiring from these industries and types of companies...



Requirement	Candidate 1	Candidate 2	Candidate 3
Technical Skills	Yes	Yes	Some
Team Leadership	Yes	No	Yes
Project Management	Yes	Yes	Yes
Communication Skills	Yes	Yes	Yes

## How Have WFH Trends Changed from 2023 to 2024?



## #1 Industry We Supported

### Manufacturing

Companies in manufacturing accounted for the majority of our client-base in 2024, primarily within **these sectors:**

- Pharmaceutical
- Automotive
- Chemical
- Food & Beverage
- Medical Equipment

## Other Top Industries:

- Metals & Mining
- Software & Technology
- Real Estate
- Leisure, Travel & Tourism

# Insights on Finance & Accounting Talent

## Top Drivers for Job Openings

Growth	<b>39.35%</b>
Resignation	<b>20%</b>
Termination	<b>8.39%</b>
Confidential Replacement	<b>7.10%</b>
Parental Leave	<b>5.81%</b>
Special Project	<b>5.16%</b>
Internal Promotion	<b>5.16%</b>
Restructuring	<b>3.87%</b>
Other	<b>3.87%</b>
Sick Leave	<b>0.65%</b>
Retirement	<b>0.65%</b>

## Most In-Demand Skills Overall

CPA Designation  
 Project Management  
 IFRS / US GAAP  
 Team Leadership  
 Private Equity Experience  
 Business Partnering  
 Financial Modelling  
 Data Analytics / SQL



## Projects Our Consultants Supported

	2023	2024
Resignations	<b>48.9%</b>	<b>38.6%</b>
Workload	<b>33.1%</b>	<b>27.3%</b>
Systems	<b>9.9%</b>	<b>15.9%</b>
Growth	<b>9.9%</b>	<b>9.1%</b>
Transformation	<b>3.4%</b>	<b>9.1%</b>

## Most In-Demand Systems Skills



## Most Popular Roles of 2024

### MOST PLACED FULL-TIME JOBS

Controller

Senior Financial Analyst

Manager, FP&A

### MOST PLACED CONTRACT ROLES

Interim Controller

Finance Consultant

Interim Accountant

**Accelerated Hiring For Finance Teams**

Executive Search • Full-Time Hires • Interim & Contract

**Clarity**

www.findingclarity.ca

# Finance & Accounting Salary Guide

This salary guide is provided for informational and benchmarking purposes only. Actual salaries may vary significantly based on factors such as company size, geographic location, candidate qualifications, experience, education, and market conditions.

## EXECUTIVE-LEVEL (COMPANY SIZE: \$100-500M)

JOB TITLE	Low	High	Avg	Bonus
Chief Financial Officer	\$292,000	\$390,000	\$357,750	30-50%
Senior Vice President, Finance	\$215,000	\$335,000	\$300,000	30-40%
Vice President, Finance	\$188,000	\$292,000	\$230,000	20-30%
Vice President, Financial Planning & Analysis	\$195,000	\$255,000	\$210,000	20-30%
Vice President, Financial Reporting	\$190,000	\$260,000	\$211,000	20-30%

## DIRECTOR-LEVEL

JOB TITLE	Low	High	Avg	Bonus
Director of Finance	\$180,000	\$220,000	\$200,000	15-30%
Director of FP&A	\$160,000	\$200,000	\$170,000	15-30%
Director, Financial Reporting	\$170,000	\$210,000	\$180,000	15-30%
Director of Accounting	\$150,000	\$190,000	\$165,000	15-30%
Associate Director of Financial Reporting	\$140,000	\$160,000	\$150,000	10-20%

## CONTROLLERSHIP

JOB TITLE	Low	High	Avg	Bonus
Group Controller	\$160,000	\$200,000	\$180,000	15-20%
Controller	\$100,000	\$150,000	\$132,500	15-20%
Assistant Controller	\$100,000	\$125,000	\$112,500	10-20%

# Finance & Accounting Salary Guide

## FINANCIAL REPORTING

JOB TITLE	Low	High	Avg	Bonus
Senior Manager, Financial Reporting	\$120,000	\$160,000	\$140,000	20-30%
Manager, Financial Reporting	\$105,000	\$155,000	\$125,000	15-20%
Senior Financial Analyst, Reporting	\$90,000	\$105,000	\$95,000	10-20%

## FINANCIAL PLANNING & ANALYSIS

JOB TITLE	Low	High	Avg	Bonus
Manager, Financial Planning & Analysis	\$120,000	\$140,000	\$122,500	10-20%
Senior Financial Analyst, FP&A	\$85,000	\$110,000	\$92,222	5-10%
Financial Analyst, FP&A	\$75,000	\$100,000	\$87,500	0-5%

## ACCOUNTING

JOB TITLE	Low	High	Avg	Bonus
Manager, Finance Shared Services	\$115,000	\$125,000	\$120,000	15-20%
Accounting/Finance Manager	\$95,000	\$115,000	\$109,000	15-20%
Senior Accountant	\$75,000	\$110,000	\$91,384	10-15%
General Accountant	\$70,000	\$83,000	\$79,444	5-10%
Financial Analyst (Accounting)	\$67,000	\$73,000	\$70,750	5-10%
Intermediate Accountant	\$70,000	\$80,000	\$75,000	0-5%
Junior Accountant	\$60,000	\$64,000	\$62,000	0-5%
Senior Project Accountant	\$90,000	\$105,000	\$95,000	10-15%
Project Accountant	\$70,000	\$85,000	\$80,000	5-10%



# Finance & Accounting Salary Guide

## AR / AP / PAYROLL

JOB TITLE	Low	High	Avg	Bonus
Manager, Payroll & Benefits	\$110,000	\$130,000	\$114,000	10-20%
Lead Payroll Specialist	\$70,000	\$95,000	\$90,000	5-10%
Payroll Specialist	\$70,000	\$90,000	\$80,000	5-10%
Payroll Clerk/Analyst	\$62,000	\$80,000	\$74,000	0-5%
Payroll Administrator	\$55,000	\$70,000	\$62,500	0-5%
Benefits Administrator	\$55,000	\$70,000	\$62,500	0-5%
Accounts Receivable/Billings Manager	\$80,000	\$115,000	\$97,500	5-10%
Accounts Receivable Clerk/Analyst	\$60,000	\$75,000	\$65,000	5-10%
Accounts Payable Manager	\$75,000	\$120,000	\$92,500	5-10%
Accounts Payable Clerk/Analyst	\$60,000	\$75,000	\$65,000	0-5%

## AUDIT

JOB TITLE	Low	High	Avg	Bonus
Senior Internal Auditor	\$95,000	\$100,000	\$97,500	10-15%
Internal Auditor	\$80,000	\$95,000	\$85,000	10-15%
IT Auditor	\$85,000	\$95,000	\$90,000	10-15%

## TREASURY

JOB TITLE	Low	High	Avg	Bonus
Treasury Manager	\$110,000	\$125,000	\$115,000	15-20%
Senior Treasury Analyst	\$90,000	\$95,000	\$92,500	15-20%
Treasury Analyst	\$80,000	\$85,000	\$83,000	5-10%



# About Clarity

Clarity is a recruitment firm that helps companies build teams that know how to scale. We specialize in finance and accounting recruitment using a process and technology designed to improve decision-making and reduce hiring bias.

## Kiosk of Candidates

Our delivery model includes a dedicated and collaborative team of recruiters who proactively source candidates in our core roles. We meet hundreds of candidates each month to be ready when you are!



## Career Consultants

We cultivate a network of career consultants with proven track records of meeting deliverables like yours. 48% of our shortlists include candidates who have successfully completed contracts through Clarity in the past.



## Data-Driven Hiring

We bring innovative proprietary hiring technology - job frames, candidate scorecards and science-backed leadership assessments. All this to improve decision making and accelerate hiring. Ask to see a demo!



## Hire Better with Clarity

Ready to start recruiting top finance and accounting talent? Clarity Recruitment specializes in accelerated hiring across Canada for companies undergoing growth, change and transformation from Accountant to CFO. [Connect with us to learn more: www.findingclarity.ca/contact](http://www.findingclarity.ca/contact)

### Hire Leaders

- ✓ Accelerated Executive Recruitment
- ✓ Company-wide culture assessment of your team & short-list candidates
- ✓ Science-backed assessments

### Build Your Team

- ✓ Bespoke recruitment, contingent payment model
- ✓ Access to our extensive network of finance, accounting & data analytics talent
- ✓ Custom candidate reports and scorecarding

### Interim & Contract

- ✓ Rapid access to pre-vetted consultants
- ✓ Pay-As-You-Go model, no commitment, no risk
- ✓ Shortlists delivered in as little as 48 hrs