

2026

Finance Jobs Report & Salary Guide



Finance & Accounting

Executive Search and Recruitment Agency



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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Insights on Finance & Accounting Roles

Most In-Demand Skills Overall

Financial Reporting & Consolidation

Tax & Regulatory Compliance

ERP Systems Experience

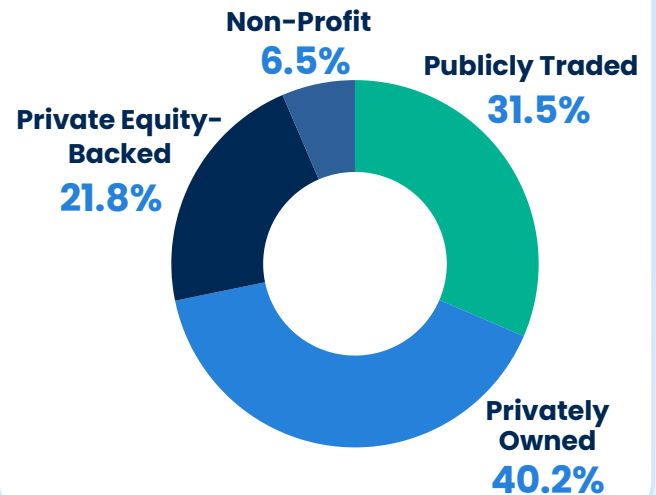
Financial Planning & Analysis

Payroll Transformation

Data Analytics & BI Tools

Private Equity Experience

Hiring by Company Type



Most In-Demand System Skills



Hiring by Industry



Most Popular Roles of 2025

MOST PLACED FULL-TIME JOBS

Finance / Accounting Manager

Senior Financial Analyst

AP Specialist

MOST PLACED CONTRACT ROLES

Interim VP Finance

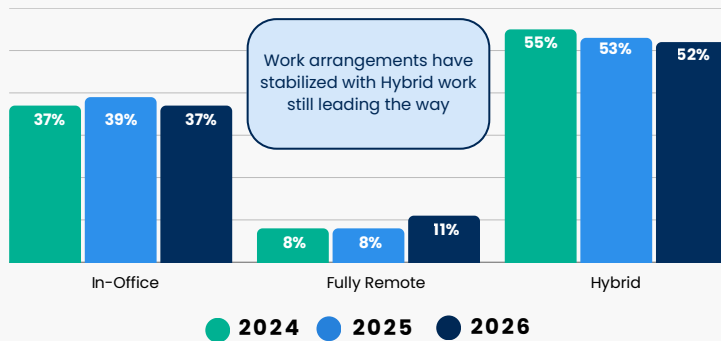
Senior FP&A Consultant

Interim Controller

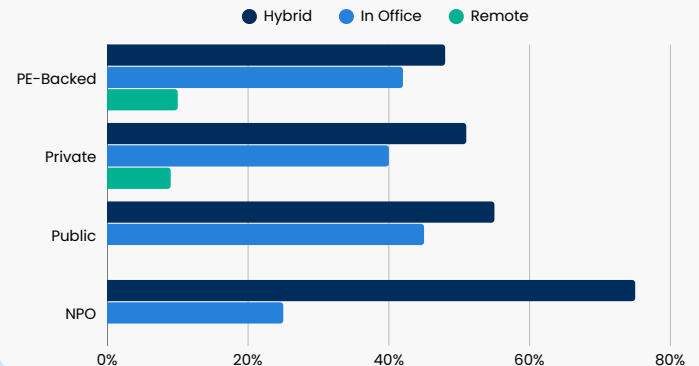
Roundup of Recruitment Trends

How Teams Work Today

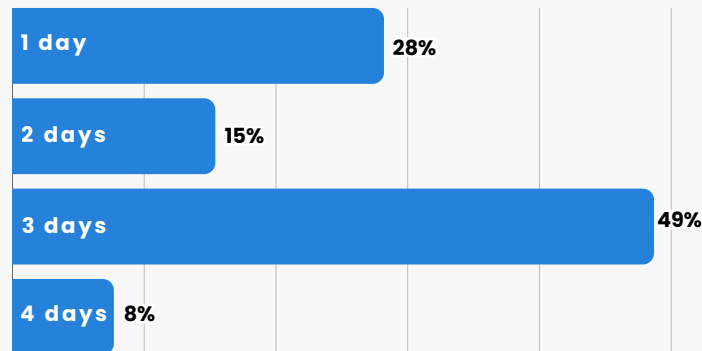
Work Policy Trends 2026



Working Arrangements by Company Ownership



Hybrid - Working Days



Emerging Skills

AI Proficiency

As AI becomes embedded across finance and accounting workflows, clients are increasingly prioritizing candidates with hands-on experience using AI tools. The ability to leverage AI to drive efficiency and inform decision-making is quickly becoming a core expectation in today's market.

Automation

The demand for operational efficiency is pushing clients to seek professionals who can identify and implement automation opportunities across finance and accounting functions. From streamlining reconciliations to optimizing month-end close processes, the ability to reduce manual work is becoming a key differentiator for candidates.

Financial Reporting

Strong financial reporting expertise is now a foundational expectation across all levels of finance and accounting, from junior accountants to CFOs. Spanning controllership, FP&A, treasury and tax, clients are looking for candidates who can deliver accurate and insightful reporting across a broad range of roles.

Finance & Accounting Salary Guide

This salary guide is provided for informational and benchmarking purposes only. The data is representative of mid-market companies in Canada. 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	\$260,000	\$380,000	\$300,000	20-40%
Senior Vice President, Finance	\$220,000	\$300,000	\$245,000	10-25%
Senior Vice President, Tax	\$260,000	\$300,000	\$265,000	20-30%
Vice President, Finance	\$180,000	\$280,000	\$235,000	10-25%
Vice President, Financial Planning & Analysis	\$165,000	\$245,000	\$210,000	10-25%
Vice President, Financial Reporting	\$160,000	\$235,000	\$200,000	10-25%

DIRECTOR-LEVEL

JOB TITLE	Low	High	Avg	Bonus
Director of Finance	\$145,000	\$210,000	\$185,000	15-25%
Director of FP&A	\$140,000	\$195,000	\$165,000	15-25%
Director, Financial Reporting	\$140,000	\$190,000	\$160,000	15-25%
Associate Director of Financial Reporting	\$140,000	\$160,000	\$150,000	10-20%

CONTROLLERSHIP

JOB TITLE	Low	High	Avg	Bonus
Controller	\$125,000	\$180,000	\$155,000	10-20%
Assistant Controller	\$95,000	\$140,000	\$120,000	5-10%



Finance & Accounting Salary Guide

FINANCIAL REPORTING

JOB TITLE	Low	High	Avg	Bonus
Senior Manager, Financial Reporting	\$120,000	\$155,000	\$135,000	10-15%
Manager, Financial Reporting	\$115,000	\$145,000	\$132,000	10-15%
Senior Financial Analyst, Reporting	\$90,000	\$110,000	\$98,500	5-10%

FINANCIAL PLANNING & ANALYSIS

JOB TITLE	Low	High	Avg	Bonus
Manager, Financial Planning & Analysis	\$120,000	\$155,000	\$140,000	15-20%
Senior Financial Analyst, FP&A	\$90,000	\$120,000	\$105,000	10-15%
Financial Analyst, FP&A	\$70,000	\$90,000	\$80,000	5-10%

ACCOUNTING

JOB TITLE	Low	High	Avg	Bonus
Senior Manager of Accounting	\$120,000	\$148,000	\$132,000	10-15%
Finance/Accounting Manager	\$100,000	\$140,000	\$120,000	10-15%
Manager of Project Accounting	\$120,000	\$150,000	\$135,000	10-15%
Senior Accountant, Revenue	\$100,000	\$120,000	\$110,000	5-10%
Senior Accountant	\$90,000	\$110,000	\$100,000	5-10%
General Accountant	\$70,000	\$90,000	\$80,000	5-10%
Financial Analyst (Accounting)	\$60,000	\$85,000	\$70,000	5-10%
Intermediate Accountant	\$70,000	\$90,000	\$80,000	5-10%
Junior Accountant	\$50,000	\$65,000	\$60,000	5-10%
Senior Project Accountant	\$95,000	\$115,000	\$102,000	10-15%
Project Accountant	\$55,000	\$84,000	\$67,000	0-5%

Finance & Accounting Salary Guide

AR / AP / PAYROLL

JOB TITLE	Low	High	Avg	Bonus
Manager, Finance Shared Services	\$100,000	\$140,000	\$120,000	10-15%
Payroll Manager	\$100,000	\$145,000	\$125,000	5-10%
Lead Payroll Specialist	\$65,000	\$96,000	\$78,000	5-10%
Payroll Specialist	\$52,000	\$80,000	\$63,000	0-5%
Payroll Analyst	\$45,000	\$68,000	\$55,000	0-5%
Payroll Administrator	\$60,000	\$80,000	\$70,000	0-5%
Benefits Administrator	\$43,000	\$65,000	\$53,000	0-5%
AR / Billings Manager	\$100,000	\$120,000	\$110,000	5-10%
AR Clerk / Analyst	\$50,000	\$70,000	\$60,000	0-5%
AP Manager	\$70,000	\$110,000	\$90,000	5-10%
AP Clerk / Analyst	\$45,000	\$70,000	\$60,000	0-5%

TREASURY

JOB TITLE	Low	High	Avg	Bonus
Treasurer	\$170,000	\$210,000	\$190,000	10-15%
Assistant Treasurer	\$130,000	\$180,000	\$155,000	10-15%
Senior Treasury Analyst	\$105,000	\$125,000	\$115,000	5-10%
Treasury Analyst	\$58,000	\$88,000	\$70,000	0-5%



Finance & Accounting Salary Guide

AUDIT

JOB TITLE	Low	High	Avg	Bonus
Senior Internal Auditor	\$90,000	\$120,000	\$105,000	10-15%
Internal Auditor	\$75,000	\$90,000	\$82,000	10-15%
IT Auditor	\$95,000	\$115,000	\$105,000	10-15%

ADDITIONAL

JOB TITLE	Low	High	Avg	Bonus
Manager of Tax	\$110,000	\$145,000	\$130,000	10-15%
Manager of Corporate Development	\$100,000	\$148,000	\$125,000	10-15%
Manager of Financial Systems	\$110,000	\$130,000	\$120,000	10-15%



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

Project & Interim

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