



Accounting and Finance Sector

2019 Salary Guide

We are pleased to release the 2019 Accountancy Options Salary Guide as a quick and simple way to access top level salary information across a range of the more common job categories, business sizes and experience level. At a glance you get an initial indication of your worth in the market or what your budget is to recruit at any level.

However, we encourage and welcome your call for a more accurate assessment based on all of your specific and unique variables.

Accountancy Options have a team of senior recruiters, with a wealth of industry knowledge, who will listen to your unique circumstances and provide genuine advice based on current market conditions. With extensive experience recruiting for companies of all types and across all levels of the accounting & finance market they can provide advice based on all the variables that need to be taken into consideration.

We welcome your enquiry anytime for a discreet, confidential and current assessment of your role.

Please contact the following consultants for advice on the Senior Accounting & Finance jobs market:

Andrea Ogden Associate Director (03 9226 9625)

Amanda Alter Associate Director (03 9226 9650)

Azza Ghattas Managing Director (03 9226 9611)

If your enquiry relates to salaries in the Accounting Support jobs market please contact:

Ryan Dowling Senior Recruitment Consultant (03 9226 9655)

Andrea Daly Senior Recruitment Consultant (03 9226 9680)

Mariam Zekeria-Mir Senior Recruitment Consultant (03 9226 9688)

Natasha Jordan Senior Recruitment Consultant (03 9226 9680)

Executive and Middle Management

| Business Size | < \$50M turnover pa | | > \$50M turnover pa | |
|---------------------------------------|---------------------|-----------|---------------------|------------|
| | Min | Max | Min | Max |
| CFO / Finance Director | \$160,000 | \$250,000 | \$200,000 | \$350,000 |
| Financial Controller | \$130,000 | \$200,000 | \$150,000 | \$270,000 |
| Finance Manager | \$110,000 | \$130,000 | \$130,000 | \$160,000 |
| Commercial Manager | \$110,000 | \$150,000 | \$150,000 | \$230,000 |
| Financial Planning & Analysis Manager | - | - | \$130,000 | \$200,000 |
| Tax Manager / Head | - | - | \$130,000 | \$200,000+ |
| Internal Audit Manager / Head | - | - | \$130,000 | \$200,000+ |

Accounting and Finance Qualified Professionals

| Business Size | < \$50M turnover pa | | > \$50M turnover pa | |
|--------------------------|---------------------|----------------------|----------------------|-----------------------|
| | 3 – 5 years | Senior | 3 – 5 years | Senior |
| Accountants | | | | |
| Statutory Accountants | - | - | \$80,000 - \$110,000 | \$110,000 - \$150,000 |
| Financial Accountants | \$75,000 - \$85,000 | \$85,000 - \$120,000 | \$75,000 - \$95,000 | \$100,000 - \$130,000 |
| Management Accountants | \$75,000 - \$85,000 | \$85,000 - \$100,000 | \$75,000 - \$95,000 | \$110,000 - \$130,000 |
| Cost Accountants | \$70,000 - \$80,000 | \$80,000 - \$100,000 | \$75,000 - \$95,000 | \$110,000 - \$130,000 |
| Treasury Accountants | - | - | \$75,000 - \$95,000 | \$100,000 - \$140,000 |
| Systems Accountants | - | - | \$75,000 - \$95,000 | \$100,000 - \$150,000 |
| Company Accountants | \$70,000 - \$80,000 | \$85,000 - \$100,000 | - | - |
| Analysts | | | | |
| Business Analysts | \$75,000 - \$85,000 | \$90,000 - \$120,000 | \$75,000 - \$95,000 | \$100,000 - \$140,000 |
| Commercial Analysts | - | - | \$90,000 - \$110,000 | \$120,000 - \$160,000 |
| Financial Analysts | \$75,000 - \$85,000 | \$90,000 - \$120,000 | \$75,000 - \$95,000 | \$100,000 - \$140,000 |
| Specialist | | | | |
| Tax Accountants | - | - | \$75,000 - \$90,000 | \$90,000 - \$130,000 |
| Internal Auditors | - | - | \$75,000 - \$95,000 | \$95,000 - \$150,000 |
| IT Auditor | - | - | \$75,000 - \$95,000 | \$95,000 - \$150,000 |
| Finance Business Partner | - | - | \$90,000 - \$110,000 | \$120,000 - \$140,000 |

* N.B: Estimated Salaries shown reflect annual base salary including superannuation.

Profession

| Business Size | < \$50M turnover pa | | > \$50M turnover pa | |
|----------------------------------|---------------------|-----------|---------------------|------------|
| | Min | Max | Min | Max |
| Business Services Manager | \$100,000 | \$115,000 | \$110,000 | \$130,000 |
| Business Services Senior Manager | \$120,000 | \$160,000 | \$130,000 | \$200,000+ |
| Tax Consultant | \$60,000 | \$85,000 | \$65,000 | \$90,000 |
| Tax Manager | \$95,000 | \$110,000 | \$100,000 | \$130,000 |
| Tax Senior Manager | \$100,000 | \$120,000 | \$130,000 | \$200,000+ |
| Auditor | \$70,000 | \$85,000 | \$75,000 | \$95,000 |
| Audit Manager | \$100,000 | \$115,000 | \$110,000 | \$130,000 |
| Audit Senior Manager | \$120,000 | \$160,000 | \$130,000 | \$200,000+ |
| Recovery Manager | \$95,000 | \$120,000 | \$95,000 | \$130,000 |
| Recovery Senior Manager | \$120,000 | \$160,000 | \$130,000 | \$200,000+ |

Accounting Support

| Business Size | < \$50M turnover pa | | > \$50M turnover pa | |
|-----------------------------------|---------------------|----------|---------------------|------------|
| | Min | Max | Min | Max |
| Part Qualified Accountants | | | | |
| Assistant Accountant | \$60,000 | \$70,000 | \$60,000 | \$75,000 |
| Graduates | \$45,000 | \$55,000 | \$50,000 | \$60,000 |
| Accounts Generalists | | | | |
| Bookkeeper | \$60,000 | \$75,000 | - | - |
| Accounts Officer | \$50,000 | \$60,000 | - | - |
| Accounts Payable | | | | |
| Officer | \$50,000 | \$60,000 | \$55,000 | \$75,000 |
| Team Leader | - | - | \$70,000 | \$90,000 |
| Manager | \$60,000 | \$75,000 | \$90,000 | \$120,000+ |
| AR incl Billings/Claims | | | | |
| Officer | \$50,000 | \$65,000 | \$50,000 | \$75,000 |
| Team Leader | - | - | \$70,000 | \$90,000 |
| Manager | \$60,000 | \$75,000 | \$90,000 | \$120,000+ |
| Credit | | | | |
| Officer | \$55,000 | \$65,000 | \$60,000 | \$75,000 |
| Team Leader | - | - | \$75,000 | \$90,000 |
| Manager | \$60,000 | \$75,000 | \$90,000 | \$120,000+ |
| Payroll | | | | |
| Officer | \$55,000 | \$70,000 | \$70,000 | \$85,000 |
| Team Leader | - | - | \$80,000 | \$105,000 |
| Manager | \$75,000 | \$90,000 | \$100,000 | \$120,000+ |

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