



2023

FINANCE JOBS REPORT & Salary Guide



Want to know what's happening in the hiring market?
Here's the exclusive breakdown of our most placed roles
and some insight into current hiring trends.

Full Service Recruitment for High Growth Companies

Executive Search • Exclusive Contingent • Project & Interim



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About Clarity

Clarity is a full-service recruitment firm that helps Canada's fastest-growing companies build teams that fuel growth. We operate three divisions, including Executive Search, Project & Interim, and an Exclusive Contingent division for complex roles in finance, accounting, and strategic operations.

Executive Search

HIRE LEADERS

Finance, Operations, HR,
Revenue (Director and above)

Finance

People

Systems

Processes

Exclusive Contingent

BUILD YOUR TEAM

Strategic Finance, Accounting
& Operations

Finance

Processes

Project & Interim

FAST TALENT

Finance, Accounting & ERP
Consultants

Finance

Systems

What's in this Report?

Across our three recruitment divisions, we pulled the data from our finance & accounting placements to provide insight into:

- ✓ Most placed roles & in-demand skills
- ✓ Industries insights - who was hiring this year
- ✓ In-person vs. hybrid vs. remote trends
- ✓ Salary details - high, low and median by role



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2023 Finance & Accounting Hiring Trends

16%

We're seeing more hiring in **manufacturing**. 16% of our placements this past year were in **Manufacturing**

15%

15% of hires were made at **SaaS** companies. SaaS growth has slowed, but many companies are still bringing on new accounting talent

9%

Mining & natural resources hiring has remained stable. These placements made up about 9% of our roles.

Other Industries Hiring in Finance

9%	Energy & Utilities
6%	Biotech & Pharma
6%	Consumer Packaged Goods
6%	Professional Services
5%	Real Estate
5%	Non-Profit
4%	Media & Entertainment
19%	Other

MOST PLACED FULL-TIME ROLES

Senior Financial Analyst

Manager, FP&A

Controller

TOP HIRING INDUSTRIES

Mining & Natural Resources

SaaS

Manufacturing

WORKPLACE

Remote 13%

Hybrid 57%

In-person 30%

MOST PLACED CONTRACT ROLES

Financial Consultant

Interim Controller

Corporate Accountant

TOP HIRING INDUSTRIES

Manufacturing

SaaS

Energy & Utilities

WORKPLACE

Remote 42%

Hybrid 33%

In-person 25%

Finance & Accounting Salary Guide 2023

JOB TITLE	Low	High	Average
Treasury Analyst	\$70,000	\$100,000	\$85,000
Financial Analyst	\$65,000	\$95,000	\$83,000
Accountant	\$70,000	\$90,000	\$80,000
Senior Accountant	\$75,000	\$105,000	\$95,000
Senior Internal Auditor	\$95,000	\$105,000	\$98,000
Senior Financial Analyst	\$88,000	\$115,000	\$105,000
Accounting Manager/Assistant Controller	\$105,000	\$135,000	\$124,000
Manager of Reporting	\$115,000	\$125,000	\$118,000
Manager of External Reporting	\$120,000	\$130,000	\$125,000
Manager of Financial Planning & Analysis	\$120,000	\$130,000	\$125,000
Manager, Treasury	\$115,000	\$140,000	\$135,000
Controller	\$130,000	\$150,000	\$140,000
Director of Finance	\$160,000	\$225,000	\$190,000
Sr. Director of Finance	\$180,000	\$230,000	\$210,000
Vice President of Finance	\$175,000	\$300,000	\$235,000
Chief Financial Officer	\$190,000	\$375,000	\$340,000

Notes

The data collected for this salary guide was generated from base compensation for finance and accounting positions at high-growth organizations from varying industries across Canada. Total compensation packages often include sign-on and/or retention bonuses and education reimbursement and/or CPA due coverage. Salaries listed for executive-level roles do not account for short- and long-term incentive plans, stock options or other hiring bonuses.

When to Hire Contract

Growing companies often hire interim or fractional finance consultants to support various projects and to provide specialized expertise and strategic guidance without the long-term commitment of a full-time employee.



Rapid Growth

Experienced finance consultant know how to quickly optimize financial processes, raise capital, and create financial stability.



M&A or IPO

Finance consultants can assist in due diligence, valuation, and integration planning. They're also experts in managing regulatory and reporting requirements.



Special Projects

Implementing a new ERP? Behind in year-end? Running a cost analysis or developing a new forecast? Specialized consultants have extensive expertise for short-term project support.

Why Project & Interim?

- ✓ Pay-As-You Go Model
- ✓ Fast Onboarding
- ✓ Meet consultants in as little as 48 hrs



The Volatility Virtuosos

- ✓ Finance reporting, IFRS & US GAAP
- ✓ Hands-on accounting expertise
- ✓ Change management pros
- ✓ CPA Designated
- ✓ Rates start at \$115/hr



On-Demand Consultants

The Tactical Leaders

- ✓ Fractional CFO expertise
- ✓ IPO readiness and capital raise experience
- ✓ CPA Designated
- ✓ 10+ year experience
- ✓ Rates start at \$180/hr



The Systems Pros

- ✓ Project management experts
- ✓ ERP implementation pros
- ✓ (Netsuite, Sage, Dynamics)
- ✓ CPA/CMA designated
- ✓ Rates start at \$175/hr



Internal Controls Mavens

- ✓ Financial Reporting Specialist
- ✓ Audit pro
- ✓ CPA Designated
- ✓ SOX & Internal Controls Expertise
- ✓ Rates start at \$140/hr

Need the expertise of a seasoned CFO to unlock the next level of growth?

Fractional and interim CFOs are an effective alternative to hiring full-time executives and can help scaling companies access the strategic leadership and team mentorship needed during early growth. Interim executives can also lead strategic initiatives like raising capital or IPO-prep. Take your company to the next level with interim or fractional C-level leadership.