

2022

Salary Guide

Looking for salary data for the top finance & accounting roles? We've collected the data to reveal the **highest, lowest, and average salaries** from the past year.

What are high-growth companies paying for **finance & accounting** talent?

And what are employee salary expectations heading into **2023**?



Employee compensation can have a big impact on talent acquisition, retention and ultimately overall company performance. While company culture, perks and benefits, and work-life balance play a huge role in attracting and retaining talent, fair compensation is a big piece of that puzzle.

This guide is designed to help you understand external competitive benchmarks and create equitable compensation scales internally.

HOW TO USE THIS GUIDE:

EMPLOYERS

Learn how employees are being compensated across various finance and accounting roles to help **establish a fair compensation scale**

Hot tip:

Consider your overall compensation package. Supplementing competitive salaries with comprehensive benefits, flexible work schedules, education reimbursements, etc. can go a long way in attracting and retaining top talent.

EMPLOYEES

Learn the average compensation tiers of scaling companies and see what candidates with different experience levels are looking for. We stacked them against the average salaries for 2022 to show what's happening in the current market. What are your salary expectations heading into 2023? Check out the numbers and see how you compare!

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Finance & Accounting

Here's a list of some of our top-placed finance and accounting roles and the **highest, lowest, and average salaries from the past year**. Employee compensation and incentive plan analysis is an ongoing process, and this guide may be used as a benchmark for developing your company's finance and accounting compensation scales.

JOB TITLE	Low	High	Average
Accountant	\$70,000	\$90,000	\$75,500
Senior Accountant	\$72,500	\$105,000	\$84,040
Financial Analyst	\$70,000	\$90,000	\$76,715
Treasury Analyst	\$65,000	\$90,000	\$77,500
Senior Financial Analyst	\$80,000	\$120,000	\$93,525
Accounting Manager/Assistant Controller	\$120,000	\$135,000	\$127,500
Manager, Treasury	\$135,000	\$136,000	\$135,500
Manager of Financial Planning & Analysis	\$97,000	\$130,000	\$114,000
Manager of Reporting	\$100,000	\$135,000	\$111,670
Controller	\$100,000	\$227,500	\$133,750
Director of Finance	\$123,000	\$195,000	\$161,428
Director of Financial Reporting/Corporate Controller	\$135,000	\$234,000	\$180,000
Vice President, Finance	\$170,000	\$262,500	\$194,640
Chief Financial Officer	\$190,000	\$364,000	\$255,050

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. The majority of roles are based out of Toronto and the GTA.

ARE YOU HIRING?
We can help.

Salary Guide

What Are Employees Looking For?

We asked interviewing candidates what salaries they're currently receiving and what compensation they're targeting. See how they compare with this year's average and our **salary predictions heading into 2023**.

JOB TITLE	2022 Average	Current Salary	Target Salary
Accountant 2-3 years experience	\$80,000	\$60-70,000	\$65-76,000
Senior Accountant 3-5 years experience	\$83,250	\$70-80,000	\$80-90,000
Financial Analyst 1-3 years experience	\$75,000	\$50-60,000	\$60-80,000
Senior Financial Analyst 3-5 years experience	\$95,875	\$70-80,000	\$80-95,000
Accounting Manager/Assistant Controller 5-8 years experience	\$105,000	\$90-120,000	\$100-130,000+
Manager of Financial Planning & Analysis 5+ years experience	\$130,000	\$90-100,000	\$95-130,000
Manager of Reporting 5-8 years experience	\$113,571	\$110-120,000	\$120-140,000
Controller 6-8 years experience	\$139,286	\$110-120,000	\$130,000+
Director of Finance 10+ years experience	\$186,250	\$140-160,000	\$150-200,000

* Some candidates will have been given retention bonuses that require repayment should they resign from their current place of work before a predetermined date. Offering accommodations in the form of a sign-on bonus can help candidates offset repayments and increase the likelihood of accepting your offer.

PREDICTIONS

What will compensation scales look like heading into 2023?

Based on market trends and 2022's salary data, we anticipate that salaries will increase between 2-5% in 2023. However, many companies are reexamining growth trajectories, so compensation scales will remain stagnant in less strategic roles. It is also predicted that, with steady company growth across varying industries, the rapid pace of hiring for finance and accounting roles will continue into the new year, despite layoffs in other functions.

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