

HIRING AT A GLANCE



HOT POSITIONS

- Accounting manager
- Business analyst
- Business systems analyst
- Compliance officer
- Financial analyst
- Information technology auditor
- Internal auditor
- Payroll professional
- Senior accountant
- Staff accountant

IN-DEMAND ATTRIBUTES

- Advanced Excel skills
- ERP experience (e.g., SAP, Oracle)
- Expertise in data analytics, advanced modeling techniques and SQL
- Knowledge of business intelligence software (e.g., IBM Cognos)
- Aptitude with Hyperion (for analyst and financial reporting roles)
- Microsoft Visual Basic skills
- Cloud-based software experience
- Knowledge of QuickBooks (for positions with small and midsize firms)
- Risk and compliance expertise
- Strong communication abilities
- Project management skills
- Collaborative personality
- Multilingualism

IN-DEMAND CREDENTIALS

- CPA (certified public accountant)
- MBA (master of business administration)
- CFA (chartered financial analyst)
- CGMA (chartered global management accountant)
- CIA (certified internal auditor)
- CISA (certified information systems auditor)
- CMA (certified management accountant)
- CPP (certified payroll professional)
- PMP (project management professional)

Forty-one percent of CFOs polled in a Robert Half survey said staying current with technology is the greatest pressure facing accounting and finance teams.



Source: Robert Half survey of 2,200 CFOs in the United States

PUBLIC ACCOUNTING

Title/Experience	2015	2016	% Change
Tax Services – Large Firms^{d,e}			
Senior Manager/Director ^a	\$ 119,000 - \$ 198,000	\$ 125,750 - \$ 208,000	5.3%
Manager ^a	\$ 96,000 - \$ 139,000	\$ 101,250 - \$ 146,000	5.2%
Senior	\$ 78,500 - \$ 106,500	\$ 83,000 - \$ 111,250	5.0%
1 to 3 Years	\$ 63,250 - \$ 83,250	\$ 66,750 - \$ 87,000	4.9%
Up to 1 Year	\$ 55,750 - \$ 69,750	\$ 59,000 - \$ 72,500	4.8%
Tax Services – Midsize Firms^{d,e}			
Senior Manager/Director ^a	\$ 107,750 - \$ 167,500	\$ 114,250 - \$ 175,500	5.3%
Manager ^a	\$ 88,750 - \$ 123,250	\$ 93,500 - \$ 129,500	5.2%
Senior	\$ 70,500 - \$ 96,000	\$ 74,000 - \$ 101,000	5.1%
1 to 3 Years	\$ 56,500 - \$ 75,500	\$ 59,500 - \$ 79,000	4.9%
Up to 1 Year	\$ 49,250 - \$ 62,500	\$ 52,250 - \$ 64,750	4.7%
Tax Services – Small Firms^{d,e}			
Senior Manager/Director ^a	\$ 95,500 - \$ 136,500	\$ 101,000 - \$ 143,250	5.3%
Manager ^a	\$ 79,500 - \$ 105,250	\$ 83,750 - \$ 110,750	5.3%
Senior	\$ 63,750 - \$ 81,500	\$ 67,500 - \$ 85,000	5.0%
1 to 3 Years	\$ 51,500 - \$ 67,750	\$ 54,750 - \$ 70,500	5.0%
Up to 1 Year	\$ 46,500 - \$ 56,500	\$ 49,000 - \$ 58,750	4.6%
Audit/Assurance Services – Large Firms^{d,e}			
Senior Manager/Director ^a	\$ 118,500 - \$ 191,750	\$ 125,000 - \$ 201,000	5.1%
Manager ^a	\$ 97,250 - \$ 135,500	\$ 103,000 - \$ 141,500	5.0%
Senior	\$ 78,250 - \$ 101,250	\$ 82,500 - \$ 105,750	4.9%
1 to 3 Years	\$ 63,750 - \$ 82,000	\$ 67,250 - \$ 85,250	4.6%
Up to 1 Year	\$ 56,000 - \$ 68,000	\$ 59,000 - \$ 70,750	4.6%
Audit/Assurance Services – Midsize Firms^{d,e}			
Senior Manager/Director ^a	\$ 106,000 - \$ 164,750	\$ 111,750 - \$ 172,750	5.1%
Manager ^a	\$ 88,250 - \$ 119,000	\$ 93,000 - \$ 124,750	5.1%
Senior	\$ 71,000 - \$ 92,750	\$ 74,500 - \$ 97,500	5.0%
1 to 3 Years	\$ 56,750 - \$ 74,750	\$ 60,000 - \$ 78,000	4.9%
Up to 1 Year	\$ 49,500 - \$ 61,750	\$ 52,000 - \$ 64,500	4.7%

a. Bonuses and incentives reflect an increasingly large part of overall pay at this level and are not included in the salary ranges listed above. Advanced degrees or professional certifications also are assumed at this level.

d. Large firms = \$250+ million in revenue
 Midsize firms = \$25 million to \$250 million in revenue
 Small firms = up to \$25 million in revenue

e. Salary does not reflect overtime or bonuses, which are significant portions of compensation for these positions.

Unless otherwise noted (see footnote "a"), add 5 to 15 percent for graduate degrees or professional certifications.

PUBLIC ACCOUNTING

Title/Experience	2015	2016	% Change
Audit/Assurance Services – Small Firms^{d,e}			
Senior Manager/Director ^a	\$ 94,250 - \$ 134,500	\$ 99,250 - \$ 141,250	5.1%
Manager ^a	\$ 79,500 - \$ 103,500	\$ 83,500 - \$ 108,750	5.1%
Senior	\$ 62,500 - \$ 81,750	\$ 66,000 - \$ 85,500	5.0%
1 to 3 Years	\$ 52,000 - \$ 66,750	\$ 55,250 - \$ 69,250	4.8%
Up to 1 Year	\$ 45,750 - \$ 56,500	\$ 48,250 - \$ 58,750	4.6%
Management Services – Large Firms^{d,e}			
Senior Manager/Director ^a	\$ 118,250 - \$ 195,250	\$ 124,250 - \$ 205,000	5.0%
Manager ^a	\$ 96,000 - \$ 137,000	\$ 101,250 - \$ 143,500	5.0%
Senior	\$ 77,500 - \$ 104,500	\$ 81,500 - \$ 109,500	4.9%
1 to 3 Years	\$ 65,750 - \$ 82,500	\$ 69,250 - \$ 86,250	4.9%
Up to 1 Year	\$ 54,750 - \$ 71,250	\$ 57,750 - \$ 74,000	4.6%
Management Services – Midsize Firms^{d,e}			
Senior Manager/Director ^a	\$ 102,500 - \$ 167,500	\$ 108,500 - \$ 175,500	5.2%
Manager ^a	\$ 88,750 - \$ 119,500	\$ 94,000 - \$ 124,750	5.0%
Senior	\$ 70,000 - \$ 95,250	\$ 73,750 - \$ 99,750	5.0%
1 to 3 Years	\$ 58,500 - \$ 73,750	\$ 61,750 - \$ 77,250	5.1%
Up to 1 Year	\$ 48,750 - \$ 63,250	\$ 52,250 - \$ 65,000	4.7%
Management Services – Small Firms^{d,e}			
Senior Manager/Director ^a	\$ 95,250 - \$ 136,250	\$ 100,000 - \$ 143,500	5.2%
Manager ^a	\$ 79,000 - \$ 104,500	\$ 83,000 - \$ 109,750	5.0%
Senior	\$ 62,500 - \$ 82,750	\$ 65,750 - \$ 86,500	4.8%
1 to 3 Years	\$ 53,000 - \$ 66,250	\$ 55,750 - \$ 69,250	4.8%
Up to 1 Year	\$ 46,750 - \$ 58,000	\$ 49,250 - \$ 60,250	4.5%
Paraprofessional/Bookkeeper – All Firms			
Paraprofessional/Bookkeeper	\$ 40,750 - \$ 61,250	\$ 43,250 - \$ 63,250	4.4%

a. Bonuses and incentives reflect an increasingly large part of overall pay at this level and are not included in the salary ranges listed above. Advanced degrees or professional certifications also are assumed at this level.

d. Large firms = \$250+ million in revenue
 Midsize firms = \$25 million to \$250 million in revenue
 Small firms = up to \$25 million in revenue

e. Salary does not reflect overtime or bonuses, which are significant portions of compensation for these positions.

Unless otherwise noted (see footnote “a”), add 5 to 15 percent for graduate degrees or professional certifications.

LOCAL VARIANCES

ALABAMA

Birmingham	95.0
Huntsville	93.0
Mobile	86.0

ARIZONA

Phoenix	112.0
Tucson	103.5

ARKANSAS

Fayetteville	95.0
Little Rock	95.0

CALIFORNIA

Fresno	90.0
Irvine	128.0
Los Angeles	128.0
Oakland	127.0
Ontario	117.0
Sacramento	102.0
San Diego	123.0
San Francisco	138.0
San Jose	135.0
Santa Barbara	127.0
Santa Rosa	118.1
Stockton	85.0

COLORADO

Boulder	116.3
Colorado Springs	92.3
Denver	104.8
Fort Collins	95.0
Greeley	86.0
Loveland	92.0
Pueblo	80.0

CONNECTICUT

Hartford	116.5
New Haven	112.0
Stamford	131.0

DELAWARE

Wilmington	105.0
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DISTRICT OF COLUMBIA

Washington	133.0
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FLORIDA

Fort Myers	90.0
Jacksonville	95.0
Melbourne	90.5
Miami/ Fort Lauderdale	107.0
Orlando	99.5
St. Petersburg	96.5
Tampa	98.0
West Palm Beach	100.5

GEORGIA

Atlanta	106.5
Macon	84.0
Savannah	84.0

HAWAII

Honolulu	105.0
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IDAHO

Boise	86.1
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ILLINOIS

Chicago	123.0
Naperville	112.0
Rockford	83.0
Springfield	91.0

INDIANA

Fort Wayne	82.0
Indianapolis	96.0

IOWA

Cedar Rapids	94.0
Davenport	95.0
Des Moines	100.0
Sioux City	83.0
Waterloo/Cedar Falls	87.0

KANSAS

Overland Park	99.2
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KENTUCKY

Lexington	91.5
Louisville	92.0

LOUISIANA

Baton Rouge	99.0
New Orleans	99.0

MAINE

Portland	95.0
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MARYLAND

Baltimore	103.0
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MASSACHUSETTS

Boston	133.0
Springfield	104.0

MICHIGAN

Ann Arbor	101.5
Detroit	100.0
Grand Rapids	85.5
Lansing	85.0

MINNESOTA

Bloomington	105.5
Duluth	79.6
Minneapolis	106.0
Rochester	100.5
St. Cloud	82.0
St. Paul	102.0

MISSOURI

Kansas City	99.2
St. Joseph	91.0
St. Louis	100.0

NEBRASKA

Lincoln	86.0
Omaha	96.0

NEVADA

Las Vegas	97.0
Reno	98.0

NEW HAMPSHIRE

Manchester/Nashua	112.0
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NEW JERSEY

Mount Laurel	115.0
Paramus	130.0
Princeton	125.0
Woodbridge	126.5

NEW MEXICO

Albuquerque	91.5
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CUSTOMIZING SALARIES FOR LOCAL MARKETS

NEW YORK

Albany	97.0
Buffalo	95.0
Long Island	120.0
New York	140.0
Rochester	91.7
Syracuse	90.3

NORTH CAROLINA

Charlotte	101.5
Greensboro	100.0
Raleigh	104.0

OHIO

Akron	89.0
Canton	82.0
Cincinnati	97.5
Cleveland	96.0
Columbus	97.5
Dayton	87.0
Toledo	84.5
Youngstown	76.0

OKLAHOMA

Oklahoma City	93.0
Tulsa	93.0

OREGON

Portland	106.5
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PENNSYLVANIA

Harrisburg	95.0
Philadelphia	115.0
Pittsburgh	98.0

RHODE ISLAND

Providence	97.0
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SOUTH CAROLINA

Charleston	93.5
Columbia	93.5
Greenville	92.0

TENNESSEE

Chattanooga	89.0
Cool Springs	99.0
Knoxville	89.0
Memphis	95.0
Nashville	99.5

TEXAS

Austin	107.0
Dallas	108.5
El Paso	72.0
Fort Worth	107.5
Houston	107.5
Midland/Odessa	115.0
San Antonio	100.0

UTAH

Salt Lake City	101.0
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VIRGINIA

Norfolk/ Hampton Roads	96.0
Richmond	98.0
Tysons Corner	132.0

WASHINGTON

Seattle	118.9
Spokane	82.0

WISCONSIN

Appleton	85.0
Green Bay	86.5
Madison	98.5
Milwaukee	101.0
Waukesha	99.0

Region-specific insights on positions in demand and growing industries are available at roberthalf.com/salary-center.



Source: U.S. Department of Labor's Bureau of Labor Statistics and Robert Half. City index figures are reflective of all industries and are not specific to accounting and finance. For more information on average starting salaries in your city, please contact the Robert Half office nearest you.