S+H SEARCH

Finance + Accounting

Salary Guide

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About

S+H SEARCH

Ready to find your next great employee?

We serve a growing list of clients across a diverse spectrum of industries. We are committed to being a strategic partner by learning and understanding your needs and initiatives and delivering swift, quality results.

We take pride in our innovative search techniques rooted in our unique assessments and culture fit above all else. We want the right candidate to make an immediate impact for your business while staying true to company values and driving your mission.

Direct Hire

Contract

Contract to Hire

Hiring **Trends**

Our team of Accounting and Finance Executive Recruiters stay ahead of hiring trends and keep our clients informed of the current employment environment. These trends illustrate the latest changes we anticipate over the next year.

Though the average time to fill a role is 25 days, top candidates enter and exit the market within 10 days.

linkedin.com

60% of job seekers quit in the middle of filling out online job applications because of their length or complexity.

shrm.org

More than 80% of job seekers will give some or heavy consideration to a job that lets them work from home.

hbr.org

82% of US workers are more likely to consider applying to a job if the pay range is listed in the job posting.

forbes.com

Job Descriptions + **Salaries**

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ACCOUNTING

Controller

REPORTS TO: CFO or CEO

BBA, CPA

10+ years of experience

Responsible for leading and directing an organization's accounting functions. These functions include establishing and maintaining the organizations accounting principles, practices, procedures and initiatives. Prepares financial reports and presents findings and recommendations to top management.

REVENUE IN MILLIONS	SALARY	AVERAGE BONUS %
$500MM+	$228,000 ..... $395,000	35%
$100MM-$500MM	$176,000 ..... $291,000	30%
0-$100MM	$129,000 ..... $172,000+	20%

Assistant Controller

REPORTS TO: Controller

BBA, CPA preferred

8+ years of experience

Assists the corporate controller in leading and directing an organization's accounting functions. These functions include establishing and maintaining an organization's accounting principles, practices and procedures. Oversees the preparation and evaluation of budgets and other financial operating reports and presents finding and recommendations to top management.

REVENUE IN MILLIONS	SALARY	AVERAGE BONUS %
$500MM+	$176,000 ..... $215,000	30%
$100MM-$500MM	$141,000 ..... $176,000	25%
0-$100MM	$92,500 ..... $135,000	15%

Accounting Manager

REPORTS TO: Controller or Assistant Controller

BBA, CPA preferred 6+ years of experience

Responsible for directing and managing the general accounting function. Oversees the completion of ledger accounts and financial statements. Evaluates and makes appropriate improvements to internal accounting processes ensuring that practices are in line with the overall goals of the organization.

REVENUE IN MILLIONS	SALARY		AVERAGE BONUS %
$500MM+	$142,000	$170,000+	25%
$100MM-$500MM	$119,500	$138,000	20%
0-$100MM	$96,500	$107,000	15%

Senior Accountant

REPORTS TO: Manager or Controller

BBA 4+ years of experience

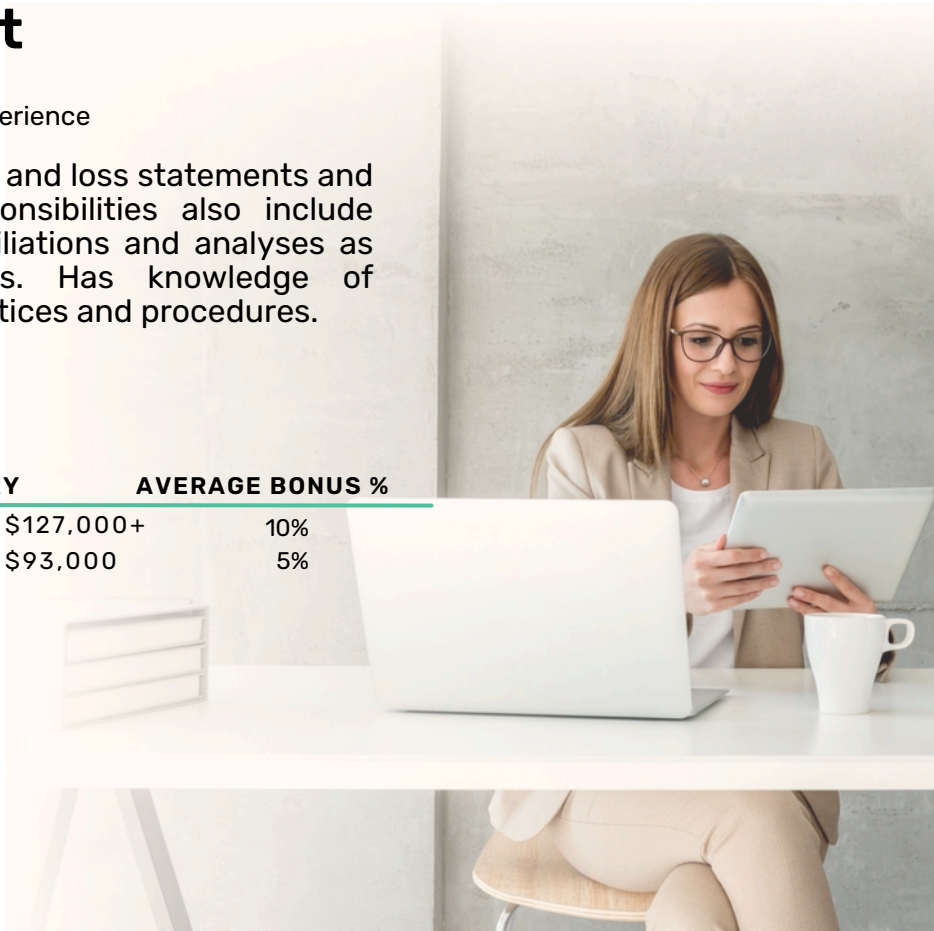
Prepares balance sheets, profit and loss statements and other financial reports. Responsibilities also include analyzing trends, costs, revenues, financial commitments and obligations incurred to predict future revenues and expenses. May lead and direct the work of others. Requires a bachelor's degree and 4-6 years of experience.

Staff Accountant

REPORTS TO: Manager or Controller

BBA 0-3 years of experience

Prepares balance sheets, profit and loss statements and other financial reports. Responsibilities also include general ledger entries, reconciliations and analyses as well as bank reconciliations. Has knowledge of commonly used concepts, practices and procedures.



TITLE	SALARY	AVERAGE BONUS %
Senior	$79,500 ..... $127,000+	10%
Staff	$57,500 ..... $93,000	5%

Accounts Payable Manager

REPORTS TO: Controller or Director of Accounting

BBA 7+ years of experience

Responsible for timely vendor payments and expense vouchers and maintenance of accurate records. Reviews applicable accounting reports and accounts payable register to ensure accuracy.

Accounts Receivable Manager

REPORTS TO: Controller or Director of Accounting

BBA 7+ years of experience

Responsible for collection activities such as sending follow-up inquiries, negotiating with past due accounts, keeping track of cash receipts, and referring accounts to collection agencies.

EXPERIENCE / TITLE	SALARY			AVERAGE BONUS %
Director	$131,000	.....	$225,000	12%
Manager/Supervisor	$77,000	.....	$140,000+	10%
Specialist	$57,000	.....	$70,000	5%

Credit Manager

REPORTS TO: Controller or Director of Accounting

BBA 5+ years of experience

Oversees the firm's issuance of credit, establishing credit-raising criteria, determining credit ceilings and monitoring the collections of past-due accounts. Creates and analyzes monthly, quarterly and annual reports.

EXPERIENCE / TITLE	SALARY			AVERAGE BONUS %
Senior	$83,000	.....	$125,000+	5%
1 - 3 Years	$68,000	.....	$85,000	2%
0 - 1 Years	$57,000	.....	$65,000	0%

Cost Accounting Manager

REPORTS TO: Controller

BBA | 7+ years of experience

Prepares and directs the implementation of cost accounting methods and activities. Oversees the cost control systems, manages and interprets cost audits and prepares cost accounting reports for presentation to top management.

Cost Accountant / Senior

REPORTS TO: Cost Accounting Manager or Controller

BBA | 1-6 years of experience

Determines and implements cost accounting procedures and methods. Responsible for the preparation and analysis of cost reports and costing audits. Examines and reviews unusual cost records and ensures cost data is allocated correctly. May lead and direct the work of others.

Inventory Accountant

REPORTS TO: Cost Accounting Manager

BBA | 0-2 years of experience

Ensures proper methods and procedures to account for inventory of materials and products. Conducts daily analysis to solve inventory problems. Develops and implements inventory control procedures. Coordinates and manages daily physical cycle counts.

EXPERIENCE / TITLE	SALARY	AVERAGE BONUS %
Manager	$102,000 ..... $162,000	20%
Senior	$84,000 ..... $124,000	10%
Staff	$68,000 ..... $90,000	10%

Chief Financial Officer

REPORTS TO: CEO or COO

BBA, CPA preferred

15+ years of experience

Responsible for directing an organization's overall financial policies. Oversees all financial functions including accounting, budget, credit, insurance, tax and treasury. Designs and coordinates a wide variety of accounting and statistical data and reports. Relies on extensive experience and judgement to plan and accomplish goals.

REVENUE IN MILLIONS	SALARY	AVERAGE BONUS %
$500MM+	$437,000 ..... $697,000	55%
$100MM-$500MM	$312,000 ..... $432,000	45%
0-$100MM	$183,000 ..... $265,000	40%

Finance VP / Director

REPORTS TO: CFO or CEO

BBA, MBA preferred 10+ years of experience

Directs an organization's financial policies. Oversees all financial functions including accounting, budget, credit, insurance, tax and treasury. Typically represents the 2nd most senior finance executive. Leads and directs the work of others. A wide degree of creativity and latitude is expected.

TITLE	SALARY			AVERAGE BONUS %
SVP / VP of Finance	$215,000	.....	$295,000	35%
Director	$150,000	.....	$240,000	20%
Manager	$115,000	.....	$165,000	10%

Financial Analyst / Senior

REPORTS TO: Director of Finance

BBA 2-7 years of experience

Develops integrated revenue/expense analyses, projections, reports and presentations. Creates and analyzes monthly, quarterly and annual reports and ensures financial information has been recorded accurately. Identifies trends and developments in competitive environments and presents findings to senior management. Performs financial forecasting and reconciliation of internal accounts.

TITLE	SALARY			AVERAGE BONUS %
Senior	$78,000	.....	$120,000+	15%
Staff	$60,000	.....	$90,000	10%

SEC / Financial Reporting Manager

REPORTS TO: CFO or Director of Accounting or Finance

BBA 7+ years of experience

Responsible for managing the preparation and distribution of financial statements for external use which may include quarterly and annual reports and filings to the SEC. Ensures that all documentation complies with company's regulations and professional standards.

SEC Reporting Analyst

REPORTS TO: CFO or Director of Accounting or Finance

BBA 2+ years of experience

Responsible for the preparation and coordination of Form 10-K and 10-Q filings and providing support for the quarterly earnings release process. Analyze new and proposed accounting standards issued by the SEC and the FASB to determine disclosure implications. Stay abreast of changes in the company and the industry to ensure that their impacts are properly reflected in the company's SEC filings and other deliverables.

TITLE	SALARY			AVERAGE BONUS %
SEC Director	$155,000	.....	$250,000+	30%
SEC Manager	$115,000	.....	$185,000+	25%
SEC Analyst	$85,000	.....	$130,000	10%

Treasurer / Treasury Manager

REPORTS TO: Treasurer or CFO

BBA 3-7+ years of experience

Allocates cash balances, maintains investment records and prepares expense and earnings forecasts. Leads and directs others and is familiar with the field's concepts, practices and procedures.

TITLE	SALARY			AVERAGE BONUS %
VP	$165,000	.....	$280,000	25%
Manager	$105,000	.....	$180,000	20%
Senior	$80,000	.....	$115,000	10%
Staff	$65,000	.....	$95,000	5%

Revenue Accounting Manager

REPORTS TO: Head of Department

BBA, CPA preferred 3-7+ years of experience

Ensures compliance with applicable policies and reviews contracts to ensure that revenue is recorded in compliance with GAAP. Monitors the month-end revenue close. May assist in the preparation of SEC filings or interface with external auditors as needed.

TITLE	SALARY			AVERAGE BONUS %
Director	$115,000	.....	$175,000	20%
Manager	$100,000	.....	$150,000	10%
Senior	$75,000	.....	$95,000	5%

Internal Audit Manager / Director

REPORTS TO: CFO or Audit Committee

BBA 10+ years of experience

Leads and directs the auditing of accounting and financial data of various departments. Designs, develops and implements internal auditing policy and procedures. Ensures accuracy and compliance with government guidelines and laws. Identifies improper accounting or documentation and makes recommendations for improvement.

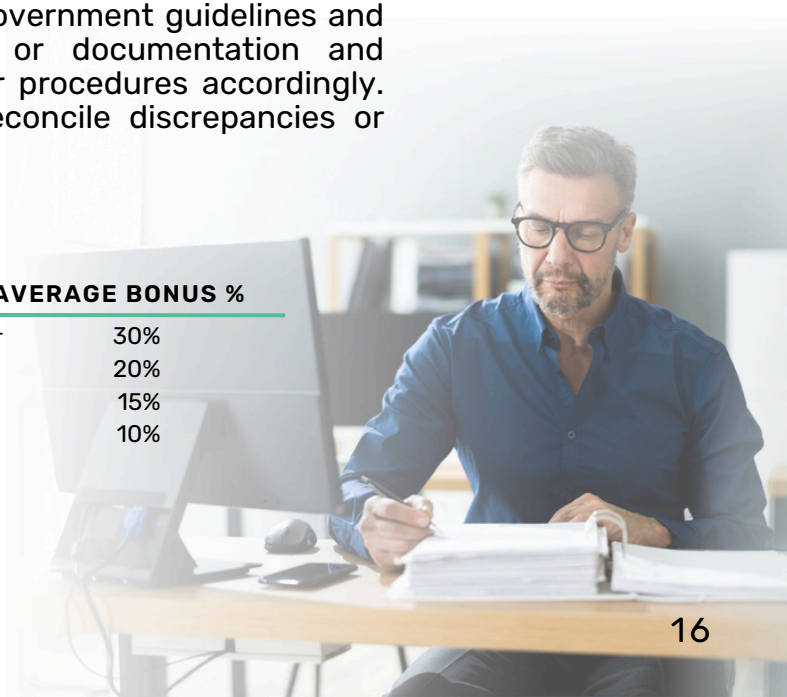
Internal Auditor / Senior

REPORTS TO: Manager or Director

BBA 1-6 years of experience

Audits the accounting and financial data of various departments to ensure accuracy and compliance with government guidelines and laws. Identifies improper accounting or documentation and researches issues to improve policies or procedures accordingly. Works with outside auditors to help reconcile discrepancies or support the external auditing function.

TITLE	SALARY	AVERAGE BONUS %
Director	$160,000 ..... $260,000+	30%
Audit Manager	$130,000 ..... $179,000	20%
Senior Auditor	$100,000 ..... $140,000	15%
Staff Auditor	$75,000 ..... $96,000	10%



Tax Director / Manager

REPORTS TO: CFO

BBA 10+ years of experience

Directs and oversees an organization's tax policies and objectives. Monitors reporting and planning to ensure compliance with applicable tax statutes. Ensures accuracy of tax returns and works to minimize the organization's tax obligations. Leads and directs the work of others.

Tax Accountant / Senior

REPORTS TO: Manager or CFO

BBA 2-6 years of experience

Maintains tax records and prepares tax returns, related schedules and reports. Prepares paperwork for local, state and federal level returns.

TITLE	SALARY			AVERAGE BONUS %
Tax Director	$150,000	.....	$240,000+	25%
Tax Manager	$125,000	.....	$160,000+	10%
Tax Senior	$96,000	.....	$130,000+	5%
Tax Staff	$75,000	.....	$92,000+	2%

VP of Human Resources

REPORTS TO: CEO

BBA required, MBA, SHRM, or HRCI preferred | 10+ years of experience

Set, enforce, and evaluate legally-compliant human resource policies and procedures. Identify and implement talent management strategies. Provide executive leadership and guidance in relation to HR operations. Supports succession and workforce planning for the organization.

Director of Human Resources

REPORTS TO: VP of HR or CEO

BBA required, MBA, SHRM, or HRCI preferred | 7-10 years of experience

Maintains staff records and handles employee benefits. Identifies staffing needs and develops job descriptions. Develop retention programs and manage wellness and performance reviews.

TITLE	SALARY	AVERAGE BONUS %
VP of HR	$160,000 ..... $285,000	20%
Director of HR	$120,000 ..... $185,000	15%

HR Manager / HRBP

REPORTS TO: Director or VP of HR

BBA 3-5 years of experience

Manage complex employee relations issues and conduct thorough and objective investigations. Develops contract terms for new hires and supports new hire onboarding. Conduct and enhance recruiting efforts.

HR Generalist / Specialist

REPORTS TO: Director or Manager

BBA 0-3 Years of Experience

Manage the recruitment process by identifying candidates and scheduling interviews. Conduct orientations and update new employee records. Elevate and investigate employee conflicts and complaints. Administer compensation and benefit plans.

TITLE	SALARY	AVERAGE BONUS %
HR Manager	$96,000 ..... $155,000	15%
HR Generalist	$78,000 ..... $96,000	10%
HR Specialist	$62,000 ..... $90,000+	5%

Chief Technology Officer & Chief Information Officer

REPORTS TO: CEO

BBA, Master's preferred 12+ years of experience

Develops the company's strategy for utilizing technology efficiently, profitably, and securely. Evaluates and implements new systems and infrastructure. This role is also responsible for Information Risk Management, reducing the threat of cyber attacks and poor data security.

VP of Information Technology

REPORTS TO: CEO, CTO, or CIO

BBA, Master's preferred 5-9 years of experience

Designs, develops, and implements organizational information systems. Ensures data environments remain in-tact and implements security and disaster recovery plans and controls to eliminate risk. Oversees IT helpdesk ticketing systems.

TITLE	SALARY	AVERAGE BONUS %
CIO	$250,000 ..... $350,000+	25%
CTO	$216,000 ..... $314,000+	20%
VP of IT	$170,000 ..... $250,000	15%

Director of IT

REPORTS TO: VP of IT, CTO, or CIO

BBA 7-10+ years of experience

Manages the company's technology operations and the implementation of new IT systems and policies. Identify the need for upgrades, configurations, or new systems and communicate to upper management.

IT Manager

REPORTS TO: IT Director

BBA 3-6 years of experience

Ensure security of data, network access, and backup systems. Support with user needs and system functionality to ensure efficiency and compliance with organizational policy.

IT Staff

REPORTS TO: IT Manager or Director

BBA 0-3 years of experience

Set up workstations, install and configure software, and ensure security and privacy of networks. Provide troubleshooting and user guidance when necessary.

EXPERIENCE / TITLE	SALARY	AVERAGE BONUS %
Director of IT	$150,000 ..... $224,000	15%
IT Manager	$120,000 ..... $190,000	10%
IT Staff	$70,000 ..... $90,000+	5%

Helpful **Resources**

S+H Consulting
Our sister organization that serves accounting, finance, and acquisitions project and interim management.
s-hconsulting.com

Smith + Howard
Smith and Howard is a tax, accounting and advisory firm with a national reach and a reputation for doing more than expected.
smith-howard.com

Blog
A blog featuring industry-related content, hiring strategies, job search tips, and company news.
s-hsearch.com/resources

Dallas HR
An association that fosters personal development and provides leadership for human resource concerns.
dallashr.org

Texas State Board of Accountancy
Certifies those that possess the education, skills, and capabilities needed for the profession of public accountancy.
tsbpa.state.tx.us

American Institute of CPAs
The national organization of Certified Public Accountants that sets ethical standards for the accounting profession.
aicpa.org

Texas Workforce Commission
A government agency that provides services related to employment to eligible individuals and businesses.
twc.state.tx.us

Bureau of Labor Statistics
A federal agency that produces a range of economic data that reflects the state of the U.S. economy.
bls.gov/ces

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