



ACCOUNTING  
AND FINANCE

# SALARY GUIDE

2019

**rh** Robert Half®

# CONTENTS

2

Your Guide to  
Starting Salaries

3

The Hiring Environment

8

Sector Spotlights

10

Hiring in the Healthcare Industry

11

How to Use  
Our Salary Tables

12

Accounting and  
Finance Salaries

25

Adjusting Salaries  
for Your Market

27

A Snapshot of  
Compensation Packages

29

10 Interview Questions to  
Ask Job Candidates

30

A Manager's  
Onboarding Checklist

33

About  
Robert Half

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# YOUR GUIDE TO STARTING SALARIES

Employers are competing in a fierce hiring market today. Skilled accounting and finance talent is in short supply, and top candidates frequently field multiple job offers. For many roles, the talent crisis is expected to deepen.

Recruiting and retaining the best people require staying current on salary and hiring trends. The 2019 Robert Half Salary Guide for Accounting and Finance Professionals can help.

Why a salary guide from Robert Half? Because we know what we're talking about, having reported on starting salaries since 1950. Our staffing specialists place financial professionals with companies every day. We know what candidates look for in job offers, which skills require employers to pay a premium and which types of roles are hardest to staff. The salary ranges in the guide are based on the tens of thousands of placements we've made and actual salaries companies are paying to land top talent.

In short, the 2019 Salary Guide is your all-in-one source for comprehensive and accurate salary and hiring data.

Recruiting in the accounting and finance fields today takes persistence and ingenuity. Unemployment rates for financial professionals often remain below the national average, and there are skills shortages in many industries. Now, more than ever, trying to find the right candidate for an opening can be a job in itself. Here's a rundown on these and other trends likely to shape hiring in accounting and finance in the year ahead.

#### **Top candidates won't wait for a decision**

Our research shows that most job seekers see a long hiring process as a deterrent. The best candidates won't wait around for a firm to make a decision. Companies that move quickly to make a job offer can beat the competition when it comes to landing skilled professionals.

#### **Companies are concerned about keeping their best**

At a time when talented financial professionals are hard to find, companies can't afford to lose a top performer. To ensure this doesn't happen, more firms are continually benchmarking and adjusting salaries, doing more to prepare employees for advancement, and aiming to enhance work-life balance by offering flextime and remote work arrangements.



# THE HIRING ENVIRONMENT



## HOT POSITIONS

- Accounting manager
- Controller
- Financial analyst
- Internal auditor
- Payroll manager
- Senior accountant
- Staff accountant



## IN-DEMAND TECHNOLOGY SKILLS

- Artificial intelligence
- Cloud-based systems (NetSuite, Workday)
- Construction project management software
- Data analytics and database management software (SQL, VBA)
- Enterprise resource planning systems (Microsoft Dynamics GP, Oracle, SAP)
- Excel
- QuickBooks (for small and midsize businesses)
- Real estate software (MRI, Yardi)
- Robotic process automation



## SOUGHT-AFTER SOFT SKILLS

- Adaptability and flexibility
- Commitment to continuous learning
- Cross-functional collaboration
- Leadership qualities
- Strong work ethic
- Verbal and written communication abilities



## TOP CERTIFICATIONS & DEGREES

- CPA (certified public accountant)
- CFA (chartered financial analyst)
- CFP (certified financial planner)
- CGMA (chartered global management accountant)
- CIA (certified internal auditor)
- CISA (certified information systems auditor)
- CMA (certified management accountant)
- CPP (certified payroll professional)
- Bachelor's degree in accounting or finance
- MBA (master of business administration)

For details on in-demand positions, see the [glossary of job descriptions](#).