



ACCOUNTABILITY RESOURCES

COMPENSATION GUIDE

2020

ABOUT ACCOUNTABILITY RESOURCES

Accountability Resources is a locally owned, Austin, Texas boutique specialty firm focused on the placement of Accounting and Finance professionals. Accountability Resources offers permanent placement, contract/contract to hire, and executive consulting with over 15 years of experience in the Austin, Texas market. Accountability Resources is consistently named as a Top Contingency Search Firm in addition to being one of the "Best Places to Work" in Central Texas. Accountability Resources is a FAST 50 Award Winner, an ongoing sponsor of the "Best CEO Awards", and the exclusive Austin AAFA Affiliate Partner (www.aafa.com). Accountability Resources is a Texas HUB Certified Company.

"Participating with Accountability Resources provides outstanding candidates allowing me to hire and build strong teams. They recruit the right candidates saving me time and simplifying the challenging hiring process. And, when it came time to advance my own career, they found me the right opportunity to take my career to the next level. I value their partnership and trust they will exceed both candidate's and employer's expectations!"

Amy F.
Controller, Financial Client

WHAT CLIENTS SAY ABOUT ACCOUNTABILITY RESOURCES

"As a CFO with over 20 years of experience working in finance and accounting, I have worked with several recruiters. Accountability Resources is one of the best firms I have partnered with to find top candidates. They have successfully recruited our CIO and Controller in addition to many support positions in those areas. I highly recommend using them for all your full time and contract staffing needs."

Ken M.
CFO, Financial Services Client



THE COMPENSATION GUIDE

Our experienced Recruiting Team has dedicated time and effort into producing a compensation guide specific to the growing Austin, TX market based on our own market research and "real time" knowledge. This guide will showcase salary data exclusively for Accounting and Finance positions.

As an employer, it is crucial to stay on-top of competitive salary insights to attract top talent, especially as the Austin, TX market continues to expand tremendously.

We are confident that this guide will enable you to possess the knowledge and tools you will need to attract the best talent, while also identifying salary trends. This will provide valuable information and data for you when creating your hiring budget for 2020.



Accounting Salaries

Based on Company Revenues and Austin Market Historical Data

Position Title	\$0-50M	\$51-250M	\$251M-\$500M	\$500M+
Accounting Clerk	\$37,000 - \$39,000	\$40,000 - \$41,000	\$44,000 - \$45,000	\$47,000 - \$49,000
Accounts Payable Clerk	\$41,600 - \$46,000	\$47,000 - \$49,000	\$50,000 - \$51,000	\$51,000 - \$53,000
Accounts Receivable Clerk	\$42,000 - \$47,000	\$48,000 - \$50,000	\$51,000 - \$53,000	\$54,000 - \$56,000
Accounts Payable Specialist	\$47,000 - \$48,000	\$49,000 - \$51,000	\$52,000 - \$55,000	\$50,000 - \$57,000
Accounts Receivable Specialist	\$49,000 - \$50,000	\$51,000 - \$53,000	\$53,000 - \$55,000	\$56,000 - \$58,000
Bookkeeper	\$50,000 - \$55,000	\$55,000 - \$60,000	\$60,000 - \$65,000	\$68,000 - \$70,000
Payroll Clerk	\$45,000 - \$48,000	\$48,000 - \$51,000	\$52,000 - \$54,000	\$55,000 - \$57,000
Payroll Accountant	\$55,000 - \$60,000	\$60,000 - \$65,000	\$65,000 - \$68,000	\$68,000 - \$75,000

Accounting Salaries

Based on Company Revenues and Austin Market Historical Data

Position Title	\$0-50M	\$51-250M	\$251M-\$500M	\$500M+
Payroll Manager	\$90,000- \$95,000	\$100,000 - \$110,000	\$110,000 - \$120,000	\$120,000 - \$180,000
Senior Accounts Payable Specialist	\$49,000- \$52,000	\$52,000- \$55,000	\$55,000- \$58,000	\$58,000- \$60,000
Senior Accounts Receivable Specialist	\$50,000- \$54,000	\$55,000- \$58,000	\$60,000- \$63,000	\$63,000- \$65,000
Junior Staff Accountant	\$50,000- \$55,000	\$55,000- \$60,000	\$60,000- \$63,000	\$65,000- \$68,000
Staff Accountant	\$55,000- \$65,000	\$60,000- \$65,000	\$65,000- \$70,000	\$70,000- \$75,000
Senior Accountant	\$65,000- \$75,000	\$70,000- \$80,000	\$75,000- \$90,000	\$75,000- \$90,000
Accounting Manager	\$85,000- \$90,000	\$90,000- \$110,000	\$100,000 - \$125,000	\$110,000 - \$140,000

Accounting Salaries

Based on Company Revenues and Austin Market Historical Data

Position Title	\$0-50M	\$51-250M	\$251M-\$500M	\$500M+
Assistant Controller	\$85,000 - \$110,000	\$110,000 - \$125,000	\$125,000 - \$140,000	\$140,000 - \$160,000
Controller	\$100,000 - \$120,000	\$120,000 - \$150,000	\$150,000 - \$190,000	\$190,000 - \$250,000
Revenue Accountant (AR)	\$65,000 - \$75,000	\$70,000 - \$80,000	\$75,000 - \$90,000	\$75,000 - \$90,000
Revenue Accountant (ASC 606)	\$75,000 - \$85,000	\$75,000 - \$85,000	\$85,000 - \$100,000	\$90,000 - \$110,000
Cost Accountant	\$65,000 - \$70,000	\$70,000 - \$80,000	\$75,000 - \$90,000	\$80,000 - \$100,000
Cost Accounting Manager	\$90,000 - \$100,000	\$100,000 - \$115,000	\$110,000 - \$130,000	\$125,000 - \$140,000
Revenue Manager	\$110,000 - \$130,000	\$125,000 - \$150,000	\$125,000 - \$150,000	\$150,000 - \$200,000

Financial Salaries

Based on Company Revenues and Austin Market Historical Data

Position Title	\$0-50M	\$51-250M	\$251M-\$500M	\$500M+
Financial Reporting Manager / Director	N/A	\$150,000 - \$180,000	\$180,000 - \$200,000	\$200,000+
CFO	\$150,000 - \$175,000	\$175,000 - \$225,000	\$200,000 - \$275,000	\$300,000+
Financial Analyst	\$65,000 - \$75,000	\$75,000 - \$85,000	\$75,000 - \$95,000	\$80,000 - \$100,000
Manager of FP&A	\$80,000 - \$100,000	\$90,000 - \$110,000	\$100,000 - \$125,000	\$125,000 - \$175,000
Director of FP&A	N/A	\$120,000 - \$140,000	\$150,000 - \$180,000	\$200,000+
Director of Finance	\$120,000 - \$140,000	\$130,000 - \$150,000	\$150,000 - \$200,000	\$200,000+
VP of Finance	\$140,000 - \$160,000	\$160,000 - \$180,000	\$185,000 - \$225,000	\$300,000+

Tax Salaries (Industry)

Based on Company Revenues and Austin Market Historical Data

Position Title	\$0-50M	\$51-250M	\$251M-\$500M	\$500M+
Tax Staff	\$55,000- \$65,000	\$55,000- \$65,000	\$65,000- \$70,000	\$70,000- \$75,000
Tax Senior	\$65,000- \$70,000	\$70,000- \$80,000	\$75,000- \$90,000	\$75,000- \$90,000
Tax Manager/Supervisor	\$110,000 - \$125,000	\$110,000 - \$125,000	\$120,000 - \$140,000	\$150,000 - \$180,000
Director of Tax	N/A	N/A	\$150,000 - \$180,000	\$200,000+

Audit Salaries

Based on Company Revenues and Austin Market Historical Data

Position Title	\$0-50M	\$51-250M	\$251M-\$500M	\$500M+
Internal Audit Manager	N/A	N/A	\$120,000 - \$140,000	\$120,000 - \$150,000
Director of Internal Audit	N/A	N/A	\$150,000 - \$225,000	\$150,000 - \$225,000

CONTACT INFORMATION

Accountability Resources

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