

SALARY GUIDE 2025

ACCOUNTING & FINANCE





It's your **career**, not a job. It's your **team**, not a hire.

Our purpose is to enable great career decisions

All too often, people fail to reach their career potential because they focus too much on the next title or salary, resulting in moves that narrow their options and reduce their competitiveness to reach the next level.

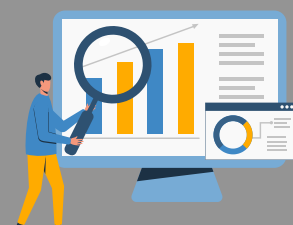
We help you take control of your career journey

Our career podcasts, candidate guides and market updates give you everything you need to make great decisions and maximise your potential.

Our Salary Guides are a powerful tool

The [axr] Salary Guides are recognised as an industry benchmark, used in career conversations, salary reviews and organisational design conversations, by individuals and businesses alike.

Skills in demand in 2025



Data & Analytics

Data-driven skills such as Power BI, SQL, and data visualisation are emerging as top priorities in 2025. Organisations are increasingly seeking professionals who can transform raw data into actionable insights through interactive dashboards and visualisations.



Storytelling & Strategic Influencing

Storytelling enhances strategic influence, enabling professionals to align financial outcomes with organisational goals and inspire confidence among executives, investors, and boards. This skill is crucial for driving key initiatives, securing buy-in, and demonstrating the value behind financial recommendations.



ESG Reporting

With increasing regulatory requirements, investor scrutiny, and stakeholder demand for transparency, organisations are prioritising professionals who understand ESG frameworks and can integrate sustainability metrics into financial reporting.



Continuous Improvement Mindset

Finance professionals who actively seek growth opportunities, demonstrate a proactive approach to optimising processes, enhancing efficiencies, and driving innovation and can apply new knowledge to solve problems, are viewed as key contributors to organisational success.



AICD over MBA

The Australian Institute of Company Directors (AICD) course is emerging as the most sought-after program, surpassing the traditional MBA in popularity, due to its strong focus on governance, leadership, and strategic decision-making.



Finance Transformation

As organisations accelerate their digital transformation efforts to remain competitive, finance professionals with hands-on expertise in driving these changes are becoming indispensable. For example: integrating advanced tools like robotics and AI into the finance functions to drive efficiencies.

Salary Guide - Large/ASX300

Executive / GM / Director Level

ROLE TITLE	TOTAL FIXED REMUNERATION (TFR) \$	SHORT TERM INCENTIVE (STI) %
Group CFO	\$600 - \$900K	30-40%
Deputy CFO	\$350 - \$600K	30-40%
Divisional CFO	\$300 - \$450K	25-35%
GM Finance	\$300 - \$400K	20-30%
Group Financial Controller	\$250 - \$350K	20-30%
Group Treasurer	\$300 - \$400K	25-35%
Deputy Treasurer	\$250 - \$300K	20-30%
GM Tax	\$250 - \$300K	20-30%
Chief Risk Officer	\$240 - \$270K	20-30%
Head of Internal Audit	\$240 - \$270K	20-30%

Assumption – Large private/ASX300 - \$1b - \$5b turnover businesses.

Total Fixed Remuneration (TFR) includes cash and superannuation. It does not include discretionary elements like bonus and shares/options.

The ranges listed above are dependent on company, complexity of role and individual experience/expertise.

Corporate Finance

ROLE TITLE	TOTAL FIXED REMUNERATION (\$)	SHORT TERM INCENTIVE (%)
Head of Finance	\$230 - \$290K	15-30%
Senior Finance Manager	\$180 - \$230K	10-25%
Compliance Reporting Manager	\$170 - \$220K	10-20%
Finance Manager	\$160 - \$190K	0-10%
Internal Auditor	\$140 - \$200K	0-20%
Senior Financial Accountant	\$140 - \$160K	0-10%
Financial Accountant	\$110 - \$150K	-

FP&A and Commercial Finance

ROLE TITLE	TOTAL FIXED REMUNERATION (\$)	SHORT TERM INCENTIVE (%)
Head of Corporate Strategy	\$250 - \$300K	15-30%
Head of Commercial Finance	\$250 - \$300K	15-30%
Head of FP&A	\$230 - \$300K	15-30%
Corporate Strategy Manager	\$200 - \$250K	10-20%
Senior Commercial Finance Manager	\$190 - \$240K	10-20%
Commercial Finance Manager	\$170 - \$220K	0-20%
FP&A Manager	\$170 - \$220K	0-10%
Commercial Analyst	\$130 - \$160K	0-10%
FP&A Analyst	\$130 - \$160K	0-10%
Management Accountant	\$120 - \$160K	0-10%

Salary Guide - Medium Sized Business

Executive / GM / Director Level

ROLE TITLE	TOTAL FIXED REMUNERATION TFR (\$)	SHORT TERM INCENTIVE (STI) %
CFO	\$300 - \$500K	30-40%
GM Finance	\$250 - \$300K	20-30%
Group Financial Controller	\$240 - \$290K	10-20%
Group Treasurer	\$230 - \$280K	10-20%
GM Tax	\$250 - \$300K	20-30%
Head of Internal Audit	\$220 - \$275K	10-20%

Assumption - Medium enterprises \$100m+

Total Fixed Remuneration (TFR) includes cash and superannuation. It does not include discretionary elements like bonus and shares/options.

The ranges listed above are dependent on company, complexity of role and individual experience/expertise.

Corporate Finance

ROLE TITLE	TOTAL FIXED REMUNERATION (\$)	SHORT TERM INCENTIVE (%)
Financial Controller	\$180 - \$250K	10-20%
Head of Finance	\$175 - \$225K	10-20%
Compliance & Controls Manager	\$160 - \$190K	0-10%
Finance Manager	\$160 - \$190K	0-10%
Senior Financial Accountant	\$140 - \$170K	-
Financial Accountant	\$110 - \$150K	-

FP&A and Commercial Finance

ROLE TITLE	TOTAL FIXED REMUNERATION (\$)	SHORT TERM INCENTIVE (%)
Head of Corporate Strategy	\$230 - \$280K	10-25%
Head of Commercial Finance	\$230 - \$280K	10-25%
Head of FP&A	\$200 - \$260K	10-25%
Corporate Strategy Manager	\$175 - \$225K	0-15%
Commercial Manager	\$180 - \$220K	0-15%
FP&A Manager	\$165 - \$200K	0-15%
Commercial Analyst	\$120 - \$150K	-
FP&A Analyst	\$120 - \$150K	-
Management Accountant	\$120 - \$140K	-

Salary Guide - Small Business

Corporate Finance

ROLE TITLE	TOTAL FIXED REMUNERATION (TFI) \$	SHORT TERM INCENTIVE (STI) %
CFO	\$225 - \$330K	30-40%
Head of Finance	\$200 - \$280K	10-20%
Financial Controller	\$170 - \$225K	0-20%
Finance Manager	\$150 - \$180K	0-10%
Senior Financial Accountant	\$135 - \$160K	-
Financial Accountant	\$110 - \$140K	-

FP&A and Commercial Finance

ROLE TITLE	TOTAL FIXED REMUNERATION (TFI) \$	SHORT TERM INCENTIVE (STI) %
Head of Commercial Finance	\$180 - \$230K	0-20%
Head of FP&A	\$180 - \$230K	0-20%
Commercial Manager	\$150 - \$180K	0-10%
FP&A Manager	\$150 - \$180K	0-10%
Commercial Analyst	\$110 - \$150K	0-10%
FP&A Analyst	\$110 - \$150K	-
Management Accountant	\$110 - \$140K	-

Assumption - Small businesses up to \$100m turnover

Total Fixed Remuneration (TFR) includes cash and superannuation. It does not include discretionary elements like bonus and shares/options.

The ranges listed above are dependent on company, complexity of role and individual experience/expertise.

Salary Guide - Professional Services

BUSINESS SERVICES / TAXATION	TOTAL FIXED REMUNERATION TFR (\$)
Graduate	\$55 - \$70K
Intermediate	\$70 - \$85K
Senior Accountant / Supervisor / Assistant Manager	\$80 - \$110K
Manager	\$105 - \$135K
Senior Manager	\$140 - \$175K

CORPORATE FINANCE (TRANSACTION SERVICES, DEALS ADVISORY, M&A)	TOTAL FIXED REMUNERATION TFR (\$)
Graduate	\$65 - \$75K
Intermediate	\$75 - \$95K
Senior Accountant / Supervisor / Assistant Manager	\$90 - \$110K
Manager	\$105 - \$140K
Senior Manager	\$145 - \$175K

AUDIT	TOTAL FIXED REMUNERATION TFR (\$)
Graduate	\$55 - \$70K
Intermediate	\$70 - \$80K
Senior Accountant / Supervisor / Assistant Manager	\$85 - \$105K
Manager	\$115 - \$140K
Senior Manager	\$145 - \$170K

CORPORATE TAXATION	TOTAL FIXED REMUNERATION TFR (\$)
Graduate	\$65 - \$80K
Intermediate	\$70 - \$90K
Senior Accountant / Supervisor / Assistant Manager	\$90 - \$110K
Manager	\$110 - \$140K
Senior Manager	\$140 - \$175K

Total Fixed Remuneration (TFR) includes cash and superannuation. It does not include discretionary elements like bonus and shares/options.

Comparative to Commercial, short term incentives and bonuses are much less common in the professional services space. These typically come into effect from Manager level and above, and mostly in the largest firms.

The ranges listed are also dependent on company, complexity of role and individual experience/expertise.

Salary Guide - Change & Transformation

ROLE TITLE	TFR (\$)	CONTRACT (\$ P.DAY)	ROLE SCOPE	MARKET TREND
Chief Transformation Officer (CTO)	\$350 - \$500K	N/A	The CTO is a Senior executive tasked with overseeing and driving significant organisational change initiatives. This includes formulating and executing comprehensive transformation strategies and aligning them with the company's long-term vision and objectives.	This niche position is often sourced externally to bring in highly capable and influential leaders with a proven track record. The roadmap for Business Transformation is often developed by external specialists, leading the creation of Corporate Strategy & ePMO functions to oversee and execute.
GM Finance Transformation	\$250 - \$350K	N/A	GMs of Finance Transformation (FT) play a crucial role in aligning financial functions with long-term goals, driving innovation in financial technologies, and ensuring compliance with regulatory requirements.	Often either GM or 'Head Of' is adopted at this level. Many companies are seeing the gap in capability from internal talent pools to transition into a Financial Transformation role. Often, GMs of FT with experience in ERP implementations and driving PE are highly sought after.
Head of Finance Transformation	\$200 - \$250K	\$1,100 - \$1,300	This position involves crafting and executing comprehensive financial strategies, optimising processes, and leveraging advanced technologies to streamline financial operations.	Sometimes recruited via internal talent pools, with strong "As Is" knowledge deemed highly valuable in order to help with the execution of Transformation Programs. However, gaps in capabilities are driving external recruitment.
Head of Change / PMO / Corporate Strategy	\$220 - \$280K	\$1,200 - \$1,600	A critical role in setting the direction for change initiatives, defining objectives, and mobilising resources to ensure successful implementation.	Expertise in managing IBP Change Management programs is highly sought after, with preference given to those with similar industry experience.
Change Lead / Portfolio Manager	\$200 - \$240K	\$1,100 - \$1,300	The Change Lead / Portfolio Manager is responsible for championing change initiatives, inspiring and motivating teams, and fostering a culture of adaptability and innovation.	There is robust demand for Change Leads. Organisations in various sectors are actively seeking visionary professionals who can drive and inspire significant transformations.

Salary Guide - Change & Transformation

ROLE TITLE	TFR (\$)	CONTRACT (\$ P.DAY)	ROLE SCOPE	MARKET TREND
Senior Change / Program Manager	\$160 - \$185K	\$900 - \$1,100	The Senior Change Manager is a seasoned professional responsible for leading complex change initiatives within organisations.	Change professionals from Government organisations often display strong resilience and soft skills, whilst those from a Banking background are typically process and outcome driven.
Change / Project Manager	\$130 - \$160K	\$700 - \$900	The role of the Change / Project Manager is to strategise, communicate with stakeholders, and guide teams to ensure successful transitions.	We are seeing a higher volume of Change Analysts & Managers available from a Banking background, given recent restructures that have taken place.
Change / Business / Data Analyst	\$70 - \$110K	\$500 - \$700	This position involves assessing the impact of proposed changes, developing strategies to minimise disruptions, and support successful transitions, contributing to the organisation's growth and adaptability.	Change Analysts with experience in digital transformation, agile methodologies, and communication strategies are in high demand.
Learning & Development Consultant	\$120 - \$180K	\$700 - \$1,100	These consultants play a vital role in working together with Project Managers and Change Experts to develop L&D material to help facilitate an effective Change Program.	Their ability to structure learning content and educate large teams has helped several banks and government organisations implement change well, and large ASX listed and PE backed businesses are adopting similar models to drive change.
Communications Consultant	\$120 - \$180K	\$700 - \$1,100	They work in Change Programs to help update the company website, intranet, create videos, and content to enhance the communication of the change in play.	Communications Consultants are another role incorporated into Change Processes by early adopters in Banking, of which the wider industry has tactically embraced.

Our career podcasts prepare you for your own journey

Our careers podcasts, [From Go to CFO](#), and [Your Future in Sales & Marketing](#) explore the career journeys of senior and emerging leaders, offering valuable insights to guide your own career planning and decision-making.

Join a growing community of **2,800 active listeners** and unlock access to over 100 in-depth interviews, providing unparalleled access to our extensive network.



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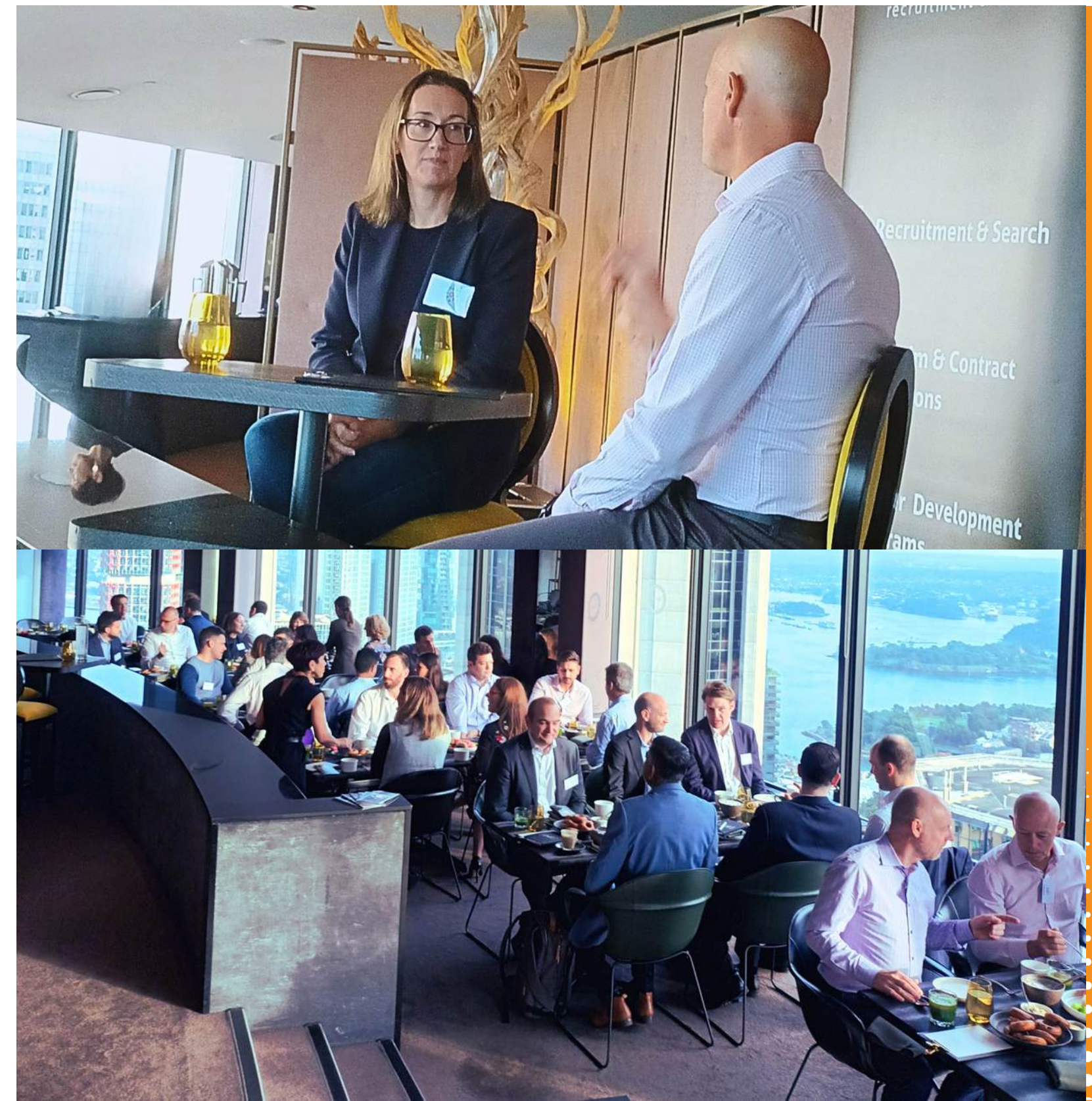


Our CFO Incubator program aims to create the CFOs of the future

The CFO Incubator is a **3-part breakfast series** where a select group of future leaders will learn about the career journeys of leading CFOs from a variety of leading Australian organisations to help them make better career decisions and build momentum towards achieving the goal of becoming a CFO.

We created the program to provide **long-term support** to finance and accounting professionals, and in the spirit of **building the community**, our CFO Incubator Alumni will be encouraged to continue their involvement with the CFOi community and introduce talent aspiring to become a future CFO.

SIGN UP HERE



Our Finance & Accounting Team



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