



TalentWeb

ACCOUNTING & FINANCE MARKET SNAPSHOT:

Q1 2025 EXPERT INSIGHTS & SALARY GUIDE

ACCOUNTING & FINANCE MARKET INSIGHTS

Looking Back on 2024

Australia's Accounting and Finance sector remained stable but unspectacular through 2024. With the economy growing only slowly and the cash rate held steady, many finance leaders focused on optimising existing resources rather than expanding headcount.

Hiring demand was concentrated on the top 20% of candidates – those with proven experience in driving operational improvements – leading to a slower pace of movement in the jobs market.

Candidates were cautious about changing roles due to concerns surrounding job security, making it harder for employers to attract talent without offering highly compelling opportunities.

Top 20% of candidates are in highest demand – employers seek proven expertise in operational improvement.

Key Industry Developments



INFLATIONARY PRESSURE

Inflation dropped in 2024, though the lack of growth meant that economic pressures remained. Rising operational costs led many companies to slow their hiring efforts, focusing on essential roles and cost efficiency over workforce expansion.



SHIFT TO TECH

There was a major shift towards digital skills in the last year. Organisational leaders increasingly sought finance professionals with expertise in data analytics (Power BI, SQL), digital transformation and automation, aiming to improve efficiency and decision-making through AI-driven insights.



REGULATORY CHANGES

Major regulatory changes added sustainable finance to the list of skills in demand among Australian finance professionals. New climate reporting standards were announced (beginning this year), leading to a scramble to find top financial talent with a background in ESG, or to upskill existing team members.



The Employer Experience

The market for high-level talent became very competitive last year, with everyone trying to win that upper 20%. Those who successfully secured the best people did so by offering:

- Clear career progression
- Strong remuneration
- Compelling job opportunities



The Candidate Experience

Many Australian finance professionals were hesitant to move roles given the shaky economic situation, leading to a lower volume of job transitions.

The most sought-after candidates were those with a mix of strong technical expertise and strategic influence.

Outlook for 2025: What's Next?

Despite growing global uncertainty, the Australian job market has started 2025 on a strong note, with hiring activity currently outpacing the same period last year. Notably, mid-sized businesses (with revenues under \$1 billion) are leading the charge, driving positive job demand and showing resilience in the face of broader economic challenges.

The RBA's February 2025 rate cut (25 basis points) has provided a boost to business confidence, with expectations of further cuts — potentially 50 basis points over the next six months — encouraging investment and hiring decisions.

That said, global events are casting a shadow. Donald Trump's escalating global trade war has placed significant downward pressure on business confidence and share markets worldwide.

Our Final Thoughts

The Accounting and Finance sector is entering 2025 with cautious optimism. While global economic conditions remain uncertain, the strong start to the year — particularly driven by mid-sized businesses — is encouraging.

The recent interest rate cut has boosted business confidence, and the expectation of further cuts may support continued investment and hiring. Demand for skilled finance professionals remains steady, especially in data-driven and transformational roles, signaling the potential for sustained job growth as the year progresses.

Australia's mid-sized businesses are defying global headwinds, leading the charge in **job creation for 2025**.

While this has not yet impacted local job creation, the volatility in global markets is prompting some businesses to take a cautious “wait-and-see” stance regarding large-scale investments.

Looking ahead, we anticipate a more dynamic second half of the year. Private equity (PE) and venture capital (VC) markets remain well-positioned for growth, and as confidence stabilizes, we expect to see renewed momentum in business investments and hiring — particularly among agile mid-sized companies.

SALARY SNAPSHOT

Executive & Leadership Roles

Role	Salary Range	Bonus/Incentives
Group CFO	\$600K - \$900K	30 - 40%
Deputy CFO	\$350K - \$600K	30 - 40%
Divisional CFO	\$300K - \$450K	25 - 35%
General Manager Finance (GM Finance)	\$250K - \$400K	20 - 30%
Chief Financial Officer (CFO): Mid-Sized Business	\$300K - \$500K	30 - 40%
Head of Finance	\$200K - \$290K	10 - 30%
Group Financial Controller	\$240K - \$350K	10 - 30%

Financial Management Roles

Role	Salary Range	Bonus/Incentives
Financial Controller	\$180K - \$250K	10 - 20%
Senior Finance Manager	\$180K - \$230K	10 - 25%
Finance Manager	\$160K - \$190K	0 - 10%
Compliance & Reporting Manager	\$170K - \$220K	10 - 20%
Internal Auditor	\$140K - \$200K	0 - 20%

FP&A Commercial Finance Roles

Role	Salary Range	Bonus/Incentives
Head of Commercial Finance	\$230K - \$300K	15 - 30%
Head of FP&A	\$200K - \$260K	15 - 30%
Senior Commercial Finance Manager	\$190K - \$240K	10 - 20%
Commercial Finance Manager	\$170K - \$220K	0 - 20%
FP&A Manager	\$165K - \$220K	0 - 15%
Commercial Analyst	\$130K - \$160K	0 - 15%
FP&A Analyst	\$120K - \$150K	0 - 15%

Accounting & Taxation Roles

Role	Salary Range	Bonus/Incentives
Senior Financial Accountant	\$140K - \$170K	0 - 20%
Financial Accountant	\$110K - \$150K	0 - 15%
Management Accountant	\$120K - \$160K	0 - 15%
Tax Compliance Manager	\$150K - \$180K	10 - 20%
Tax Advisory Manager	\$180K - \$250K	10 - 30%
Head of Tax	\$250K - \$600K	20 - 40%

ABOUT TALENTWEB

TalentWeb is a specialist recruitment partner capable of delivering highly skilled, right-fit talent for Accounting and Finance teams across Australia.

Helping you to attract, engage and retain talent is what we do. Our in-house consultants have been operating within this sector for an average of 15 years, ensuring we speak your language, we know what experience, qualifications and key skills mark success, and we've built the strongest candidate network in the market.



SPECIALISED EXPERTISE

Unlike generalist agencies, our boutique specialists have deep industry knowledge and experience, ensuring you find the right talent for your specific needs.



COMPLETE SUPPORT

We're more than just recruiters; we're your partners. From interview training to creating job descriptions, we support you at every step to ensure you attract and hire the best candidates.



GENUINE IMPACT

As a registered B-Corp, we're committed to making a positive difference. When you partner with us, you're prioritising ethics, social responsibility and meaningful impact.



Excellence in Social Purpose
2022



Employer of Choice (Sydney)
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AFR BOSS - #4 Best Places to Work
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Matthew Crossley

Director - Mid to Senior Level, Finance & Accounting

0404 693 509

matthew.crossley@talentweb.com.au

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www.talentweb.com.au