



Byron Thomas
Executive Search



Byron Thomas Recruitment
Accounting & Finance Salary Guide 2025





Australia - Employment Market Snapshot

Welcome to the Byron Thomas Recruitment Salary Guide 2025.

This salary guide is to provide employers and candidates with insights into current employment conditions, business confidence levels and recruitment trends.

Our commentary is based on both quantitative and qualitative research, analysing our market information and data, covering the Accounting and Finance sectors within Commerce and Industry, together with key local and international market commentators that include; the Australian Bureau of statistics, ANZ jobs report and Byron Thomas Director, Peter Morgan.

Employment:

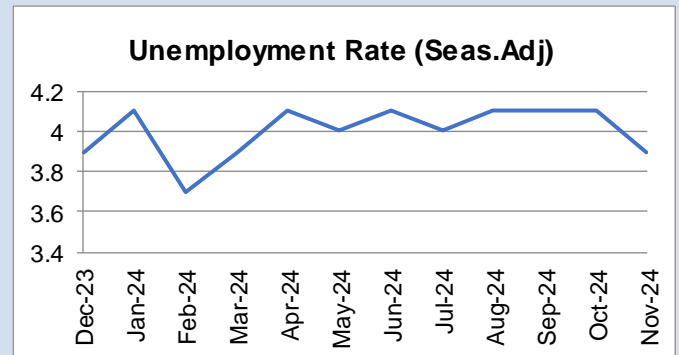
Key statistics

In trend terms, in December 2024:

- + Unemployment rate remained at 3.9% seasonally adjusted and 4.1% trend.
- + Participation rate remained at 67%.
- + Employment increased to 14,535,500.
- + Employment to population ratio remained at 64.4%.
- + Underemployment rate decreased to 6.1%.
- + Monthly hours worked decreased to 1,965 million.
- + Wage Growth is at 3.5%
- + Employment Growth is at 2.7%
- + Average weekly earnings - \$1,480.90

Wages:

The seasonally adjusted unemployment rate fell by 0.2 percentage points to 3.9 per cent in November, according to data released today by the Australian Bureau of Statistics (ABS).



Australian Unemployment Rate 2024

David Taylor, ABS head of labour statistics said: “With employment rising by 36,000 people and the number of unemployed decreasing by 27,000 people, the unemployment rate fell to 3.9 per cent.

Private sector - employment market summary:

PETER MORGAN – DIRECTOR – BYRON THOMAS

Leading economists have said the combination of a slowing private sector and strong employment gains meant the bulk of the jobs created last month were likely in government-funded industries such as public service, healthcare and education.

Since the start of 2023, about 84 per cent of the job growth has been in the non-market sector, Jarden (Investment and advisory group) estimates.

The rapid growth means non-market jobs made up almost 30 per cent of all employment in September, according to ABS data released last week.

We have certainly seen this with the majority of our clients gradually easing back on new growth hiring, evidenced in fewer newly created positions in the private sector.

Note: These figures have been calculated from our database of over 110,000 Accounting and Finance candidates. These figures can only be approximate guides as there are varied circumstances relating to all positions. Small to medium sized companies are classified as 0-200mil in turnover and large companies as \$200mil+. Salaries that are indicated here are on base salary without any additional bonuses, vehicles, stock options or incentives included.



Accounting & Finance Salary Guide 2025

Accounting and Finance Salary Guide 2025				
Job Title	Small - Medium		Large	
	Min	Max	Min	Max
Accounts Payable Officer				
1-3 years experience	\$60,000	\$65,000	\$65,000	\$70,000
3-5 years experience	\$65,000	\$70,000	\$70,000	\$75,000
5+ years experience	\$70,000	\$80,000	\$75,000	\$80,000
Accounts Payable Supervisor				
1-3 years experience	\$75,000	\$80,000	\$80,000	\$85,000
3-5 years experience	\$80,000	\$85,000	\$85,000	\$90,000
5+ years experience	\$90,000	\$95,000	\$90,000	\$120,000
National Accounts Payable Manager				
1-5 years experience	\$95,000	\$100,000	\$100,000	\$110,000
5-10 years experience	\$100,000	\$110,000	\$110,000	\$120,000
10+ years experience	\$110,000	\$130,000	\$120,000	\$180,000
Accounts Receivable Officer				
1-3 years experience	\$60,000	\$65,000	\$65,000	\$70,000
3-5 years experience	\$65,000	\$70,000	\$70,000	\$75,000
5+ years experience	\$70,000	\$80,000	\$75,000	\$80,000
Accounts Receivable Supervisor				
1-3 years experience	\$75,000	\$80,000	\$80,000	\$85,000
3-5 years experience	\$80,000	\$85,000	\$85,000	\$90,000
5+ years experience	\$85,000	\$90,000	\$90,000	\$120,000

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Job Title	Small - Medium		Large	
	Min	Max	Min	Max
National Accounts Receivable Manager				
1-5 years experience	\$85,000	\$90,000	\$110,000	\$120,000
5-10 years experience	\$90,000	\$100,000	\$120,000	\$160,000
10+ years experience	\$100,000	\$150,000	\$160,000	\$250,000
Payroll Officer				
1-3 years experience	\$65,000	\$70,000	\$80,000	\$90,000
3-5 years experience	\$70,000	\$75,000	\$90,000	\$100,000
5+ years experience	\$75,000	\$90,000	\$100,000	\$120,000
Payroll Supervisor				
1-3 years experience	\$80,000	\$85,000	\$110,000	\$130,000
3-5 years experience	\$85,000	\$90,000	\$130,000	\$135,000
5+ years experience	\$90,000	\$100,000	\$135,000	\$140,000
National Payroll Manager				
1-3 years experience	\$80,000	\$90,000	\$140,000	\$150,000
3-5 years experience	\$90,000	\$95,000	\$150,000	\$170,000
5+ years experience	\$95,000	\$100,000	\$170,000	\$220,000
Shared Services Manager				
1-3 years experience	\$100,000	\$120,000	\$120,000	\$150,000
3-5 years experience	\$120,000	\$140,000	\$150,000	\$190,000
5+ years experience	\$140,000	\$150,000	\$190,000	\$300,000

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Accounting & Finance Salary Guide 2025

Accounting and Finance Salary Guide 2025				
Job Title	Small - Medium		Large	
	Min	Max	Min	Max
Collections Officer				
1-3 years experience	\$60,000	\$65,000	\$60,000	\$65,000
3-5 years experience	\$65,000	\$70,000	\$65,000	\$75,000
5+ years experience	\$70,000	\$80,000	\$75,000	\$85,000
Collections Supervisor				
1-3 years experience	\$75,000	\$80,000	\$80,000	\$85,000
3-5 years experience	\$80,000	\$85,000	\$85,000	\$90,000
5+ years experience	\$85,000	\$90,000	\$90,000	\$100,000
Collections Manager				
1-5 years experience	\$90,000	\$100,000	\$100,000	\$110,000
5-10 years experience	\$100,000	\$110,000	\$110,000	\$130,000
10+ years experience	\$110,000	\$150,000	\$130,000	\$200,000
Graduate Accountant				
1 year experience	\$55,000	\$60,000	\$60,000	\$65,000
1-2 years experience	\$60,000	\$65,000	\$65,000	\$70,000
3+ years experience	\$65,000	\$70,000	\$70,000	\$75,000
Assistant Accountant				
1-3 years experience	\$65,000	\$70,000	\$70,000	\$75,000
3-5 years experience	\$70,000	\$75,000	\$75,000	\$80,000
5+ years experience	\$75,000	\$80,000	\$80,000	\$85,000

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Accounting & Finance Salary Guide 2025

Accounting and Finance Salary Guide 2025				
Job Title	Small - Medium		Large	
	Min	Max	Min	Max
Financial Accountant				
1-3 years experience	\$75,000	\$85,000	\$80,000	\$100,000
3-5 years experience	\$85,000	\$90,000	\$100,000	\$110,000
5+ years experience	\$90,000	\$120,000	\$110,000	\$140,000
Management Accountant				
1-3 years experience	\$75,000	\$80,000	\$80,000	\$100,000
3-5 years experience	\$85,000	\$90,000	\$100,000	\$110,000
5+ years experience	\$90,000	\$120,000	\$110,000	\$150,000
Financial Analyst				
1-3 years experience	\$75,000	\$80,000	\$80,000	\$100,000
3-5 years experience	\$85,000	\$90,000	\$100,000	\$110,000
5+ years experience	\$90,000	\$110,000	\$110,000	\$140,000
Business/Commercial Analyst				
1-3 years experience	\$80,000	\$85,000	\$80,000	\$100,000
3-5 years experience	\$85,000	\$90,000	\$100,000	\$110,000
5+ years experience	\$90,000	\$120,000	\$110,000	\$150,000
Cost Accountant				
1-3 years experience	\$75,000	\$85,000	\$80,000	\$100,000
3-5 years experience	\$85,000	\$100,000	\$100,000	\$120,000
5+ years experience	\$100,000	\$120,000	\$120,000	\$140,000

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Job Title	Small - Medium		Large	
	Min	Max	Min	Max
Group Management/Financial Accountant				
1-3 years experience	\$80,000	\$90,000	\$120,000	\$150,000
3-5 years experience	\$90,000	\$100,000	\$150,000	\$160,000
5+ years experience	\$100,000	\$140,000	\$160,000	\$170,000
Treasury Manager				
1-5 years experience	\$80,000	\$90,000	\$80,000	\$100,000
5-10 years experience	\$90,000	\$100,000	\$100,000	\$150,000
10+ years experience	\$100,000	\$150,000	\$150,000	\$200,000
Systems Accountant				
1-3 years experience	\$70,000	\$80,000	\$90,000	\$100,000
3-5 years experience	\$80,000	\$90,000	\$100,000	\$120,000
5+ years experience	\$90,000	\$100,000	\$120,000	\$150,000
Tax Manager				
1-5 years experience	\$90,000	\$100,000	\$130,000	\$140,000
5-10 years experience	\$100,000	\$110,000	\$140,000	\$150,000
10+ years experience	\$110,000	\$120,000	\$150,000	\$250,000
Commercial Manager				
1-5 years experience	\$90,000	\$100,000	\$140,000	\$160,000
5-10 years experience	\$100,000	\$150,000	\$160,000	\$250,000
10+ years experience	\$150,000	\$200,000	\$250,000	\$450,000

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Accounting and Finance Salary Guide 2025				
Job Title	Small - Medium		Large	
	Min	Max	Min	Max
FP&A Manager				
1-5 years experience	\$100,000	\$120,000	\$130,000	\$150,000
5-10 years experience	\$120,000	\$140,000	\$150,000	\$175,000
10+ years experience	\$140,000	\$160,000	\$175,000	\$250,000
BP&A Manager				
1-5 years experience	\$100,000	\$120,000	\$130,000	\$150,000
5-10 years experience	\$120,000	\$140,000	\$150,000	\$175,000
10+ years experience	\$140,000	\$160,000	\$175,000	\$250,000
Finance Manager				
1-5 years experience	\$90,000	\$100,000	\$130,000	\$150,000
5-10 years experience	\$100,000	\$110,000	\$150,000	\$160,000
10+ years experience	\$100,000	\$150,000	\$160,000	\$200,000
Financial Controller				
1-5 years experience	\$120,000	\$150,000	\$170,000	\$185,000
5-10 years experience	\$150,000	\$170,000	\$185,000	\$200,000
10+ years experience	\$170,000	\$250,000	\$200,000	\$350,000
CFO/Finance Director				
1-5 years experience	\$140,000	\$160,000	\$185,000	\$250,000
5-10 years experience	\$160,000	\$200,000	\$250,000	\$350,000
10+ years experience	\$200,000	\$300,000	\$350,000	\$1,800,000

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Business Services Salary Guide 2025				
Job Title	Small - Medium		Large	
	Min	Max	Min	Max
Graduate (Advisory/Audit/Accountant)				
1 year experience	\$60,000	\$65,000	\$65,000	\$70,000
1-2 years experience	\$65,000	\$70,000	\$70,000	\$75,000
3+ years experience	\$70,000	\$75,000	\$75,000	\$80,000
Intermediate (Advisory/Audit/Accountant)				
1-5 years experience	\$75,000	\$80,000	\$80,000	\$85,000
5-10 years experience	\$80,000	\$85,000	\$85,000	\$90,000
10+ years experience	\$85,000	\$90,000	\$90,000	\$100,000
Senior (Advisory/Audit/Accountant)				
1-5 years experience	\$75,000	\$80,000	\$90,000	\$110,000
5-10 years experience	\$85,000	\$90,000	\$110,000	\$120,000
10+ years experience	\$90,000	\$100,000	\$120,000	\$130,000
Manager (Advisory/Audit/Accountant)				
1-5 years experience	\$90,000	\$100,000	\$130,000	\$140,000
5-10 years experience	\$100,000	\$110,000	\$140,000	\$150,000
10+ years experience	\$110,000	\$120,000	\$150,000	\$160,000
Director/Principal				
1-5 years experience	\$120,000	\$130,000	\$160,000	\$170,000
5-10 years experience	\$130,000	\$140,000	\$170,000	\$180,000
10+ years experience	\$140,000	\$250,000	\$180,000	\$400,000

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