



VanderHouwen

2026 SALARY GUIDE

INFORMATION TECHNOLOGY

ACCOUNTING & FINANCE

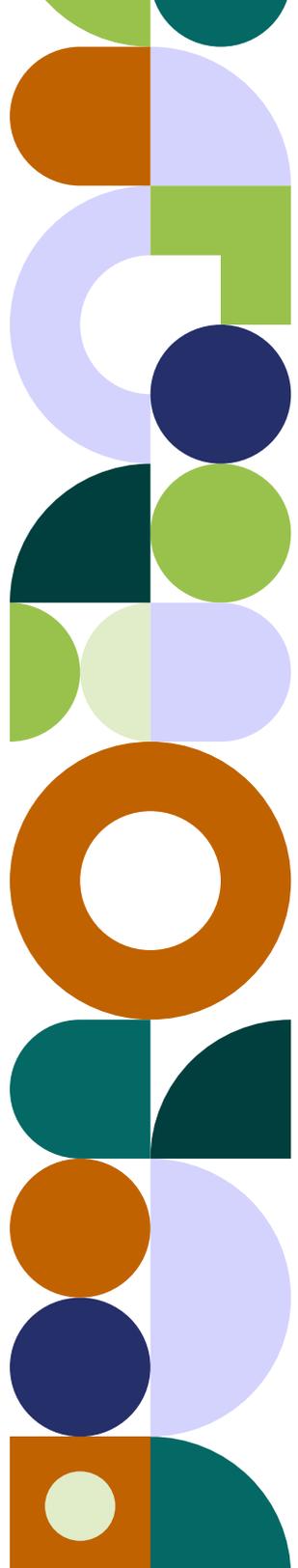
ENGINEERING

HUMAN RESOURCES

MARKETING

BUSINESS OPERATIONS

**Your trusted recruiting
partner since 1987**



EXTEND your Reach **EXPAND** your Options **ENGAGE** with a Hiring Partner Committed to Your Success

VanderHouwen delivers professional recruiting solutions for **INFORMATION TECHNOLOGY, ACCOUNTING & FINANCE, ENGINEERING, HUMAN RESOURCES, MARKETING,** and **BUSINESS OPERATIONS,** including:

- ▶ Executive/Professional Direct Hire Search
- ▶ Contract/Temporary/Contract-to-Hire
- ▶ Project Consulting Services

For over 35 years, VanderHouwen has been helping businesses of all sizes build strong, adaptable teams through customized hiring partnerships. Our team provides nationwide support for consulting and project delivery, contingent needs, and strategic direct hires that keep companies moving forward.



2025
Placements
Made
Nationwide





ACCOUNTING & FINANCE

	SMALL (<\$50M)	MID (\$50-\$350M)	LARGE (\$350M+)
<u>EXECUTIVE</u>			
CFO	\$156,000-\$208,000	\$208,000-\$260,000	\$312,000+
Director of Finance	\$114,000-\$156,000	\$156,000-\$208,000	\$260,000+
Controller	\$104,000-\$156,000	\$156,000-\$208,000	\$260,000+
Tax Director	n/a	\$156,000-\$208,000	\$260,000+
<u>MANAGEMENT</u>			
Assistant Controller	\$104,000-\$125,000	\$125,000-\$146,000	\$161,000+
Accounting Manager	\$94,000-\$114,000	\$114,000-\$135,000	\$140,000+
Cost Accounting Manager	\$104,000-\$120,000	\$124,000-\$145,000	\$166,000+
Tax Manager	n/a	\$120,000-\$140,000	\$145,000+
Audit Manager	n/a	\$104,000-\$125,000	\$145,000+
SEC Manager	n/a	\$135,000-\$156,000	\$182,000+
FP&A Manager	\$119,000-\$135,000	\$135,000-\$156,000	\$171,000+
Finance Manager	\$104,000-\$125,000	\$135,000-\$171,000	\$208,000+
Payroll Manager	\$88,000-\$98,000	\$98,000-\$119,000	\$119,000+
Credit and Collections Manager	\$94,000-\$109,000	\$109,000-\$119,000	\$135,000+
AP or AR Manager	\$88,000-\$104,000	\$109,000-\$125,000	\$156,000+

Looking for something else?

PLEASE ASK
opportunities@vanderhouwen.com





ACCOUNTING & FINANCE

SMALL
(<\$50M)

MID
(\$50-\$350M)

LARGE
(\$350M+)

STAFF

Sr. Financial Analyst	\$98,000-\$119,000	\$119,000-\$130,000	\$135,000+
Financial Analyst	\$78,000-\$88,000	\$88,000-\$98,000	\$104,000+
Credit Analyst	\$78,000-\$88,000	\$88,000-\$98,000	\$98,000+
Sr. Cost Accountant/ Analyst	\$98,000-\$109,000	\$109,000-\$120,000	\$130,000+
Cost Accountant/ Analyst	\$78,000-\$88,000	\$88,000-\$98,000	\$98,000+
Sr. Tax Accountant	n/a	\$98,000-\$109,000	\$130,000+
Tax Accountant/ Analyst	\$72,000-\$82,000	\$86,000-\$95,000	\$104,000+
Internal Auditor	n/a	\$94,000-\$113,000	\$135,000+
Sr. Accountant	\$88,000-\$98,000	\$98,000-\$109,000	\$119,000+
Staff Accountant	\$67,000-\$78,000	\$78,000-\$88,000	\$88,000+
Jr. Accountant	\$57,000-\$62,000	\$66,000-\$72,000	\$72,000+

SUPPORT

Full Charge Bookkeeper	\$68,000-\$78,000	\$78,000-\$88,000	n/a
Bookkeeper	\$57,000-\$68,000	\$68,000-\$78,000	n/a
Payroll Specialist	\$57,000-\$67,000	\$67,000-\$78,000	\$78,000+
AR/Credit and Collections Specialist	\$52,000-\$62,000	\$62,000-\$72,000	\$72,000+
AP Specialist	\$52,000-\$57,000	\$57,000-\$67,000	\$67,000+
Billing Specialist	\$46,000-\$57,000	\$57,000-\$67,000	\$67,000+
Accounting Assistant	\$41,000-\$52,000	\$52,000-\$62,000	\$62,000+





HUMAN RESOURCES

	SMALL (<\$50M)	MID (\$50-\$350M)	LARGE (\$350M+)
EXECUTIVE & MANAGEMENT			
CHRO	n/a	\$220,000-\$260,000	\$260,000+
HR Director	\$90,000-\$100,000	\$104,000-\$135,000	\$156,000+
Director of Talent Acquisition	n/a	\$135,000-\$172,000	\$203,000+
HR Manager	\$78,000-\$88,000	\$88,000-\$114,000	\$122,000+
STAFF & SUPPORT			
HR Business Partner	\$95,000-\$115,000	\$115,000-\$135,000	\$155,000+
Compensation Analyst	\$90,000-\$110,000	\$110,000-\$125,000	\$140,000+
Benefits Analyst	\$72,000-\$88,000	\$88,000-\$100,000	\$115,000+
Sr. TA/Sourcer/ Recruiter	n/a	\$88,000-\$120,000	\$125,000+
HR Generalist	\$62,000-\$73,000	\$73,000-\$83,000	\$83,000+
Corporate TA/ Recruiter/Sourcer	\$62,000-\$68,000	\$73,000-\$88,000	\$96,000+
HR Assistant/ Coordinator	\$47,000-\$57,000	\$57,000-\$62,000	\$66,000+

Finding the **right HR talent** makes all the difference.

CONTACT US!

opportunities@vanderhouwen.com



TAILORED hiring solutions ALIGNED with your vision

Resources

We have a variety of resources for hiring managers and job seekers on our website. *Choose an option below for more information.*

- › Hiring Best Practices
- › Job Interview Guide
- › Job Search Tips
- › Job Alert
- › VanderHouwen Mobile App



MISSION: We provide outstanding customer service in a straightforward, ethical, personal, and responsive manner.

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