



**accountancy connect**

**SALARY GUIDE 2017/2018**



**accountancy connect**  
recruitment specialists

## INTRODUCTION

With our knowledge of the Melbourne accounting market, employment trends and forecasts, Accountancy Connect ('AC') are pleased to provide you with our Financial Year 2017/2018 Salary Guide.

While not being the only factor that determines employee satisfaction, salary certainly plays an important part in recruiting and retaining the best talent. Our Salary Guide, based on our research and experience, provides both senior accounting and accounting support professionals with an up to date insight into salary forecasts and expectations for all experience levels and business sizes within the Melbourne market.

Please contact our consulting team on 03 9585 2033 to organise a confidential salary assessment.

## UNDERSTANDING OUR SALARY GUIDE

The AC Salary Guide 2017 is an excellent resource for accounting professionals, employers and employees. This guide includes the most current information on starting salaries and provides information on market pay rates to assist, attract and retain quality professionals.

Our figures are based on our local insights into recruitment trends, data and analysis from filled positions and extensive candidate interviews by our consulting team. Our consultants have engaged independent workplace surveys with Chief Financial Officers (CFO's), Finance Directors, and Human Resources professionals based in Melbourne.

Salaries are based on annual base salary (excluding 9.5% superannuation and bonus/incentive schemes). Salary figures represented in this salary guide are based on the size of company, sector, employee skills and the organisation itself.

This salary guide should be used as a benchmark and salaries need to be customised based on the individual, incentives offered and the size of the company.

**The job market is always shifting.** With increased company pressures, cashflow constraints and global market conditions, employers are not only looking for high performers with top notch technical skills but also the all-important cultural fit to ensure they succeed in their organisation.

The identification of quality candidates is proving more difficult as fewer job seekers are actively looking. **The “passive” job seeker** predominantly looks for a job that offers a combination of job/technical stimulation, a respected mentor/business leader, market salary packages, flexibility, stakeholder engagement and a fun and harmonious working environment.

Businesses need to be ahead of their competitors in the provision of the job seeker requirements. Without doubt it is a **candidate driven market**.

In 2016/2017, the **Melbourne accounting employment market** saw a strong focus on qualified accounting professionals capable of providing business and financial analysis, strong budgeting and forecasting and exceptional stakeholder engagement to drive business performance.

CFO's, senior accounting professionals and Human Resource Managers engage Accountancy Connect to attract the best talent in the marketplace. **Senior qualified accounting** recruitment has seen clients identifying talent that have strong commercial skills to ensure effective business decisions and tight cash flow controls are in place.

The **accounting support** demand is still there with emphasis on superior communication and strong customer relationship skills more particularly for the credit positions.

For all position levels, candidates are requiring **flexible working conditions**. Organisations offering flexibility tap into attracting fresh new staff with strong technical skills and the right working attitude where “getting the job done the right way” is the key. This offer of flexibility in the workplace allows the candidate to achieve their work/life balance goals while ensuring they are using and at the same time improving their expertise. Professionals are seeking flexible working hours and proximity to home over increased salary packages to manage competing family and extracurricular activity pressures.

In terms of **remunerations trends** candidates seeking employment place a higher value on company culture and working environment rather than position title and remuneration package.

As we work our way through 2017/2018, the challenges of attracting top quality candidates remain core.

Fortunately, Accountancy Connect continues to identify high calibre accounting professionals for our loyal and long-standing clientele.

## COMMERCE & INDUSTRY

SIZE OF COMPANY	SMALL To \$10M T/O Less than 50 employees		MEDIUM \$10-\$50M T/O Less than 100 employees		LARGE \$50M + T/O Including ASX listed	
	Min	Max	Min	Max	Min	Max
<b>SENIOR MANAGEMENT</b>						
CFO/Financial Director	-	-	160	200	200	280+
Financial Controller	100	120	120	140	150	200+
Finance Manager	90	110	110	130	130	160+
Commercial Manager	100	110	120	130	130	160+
Financial & Reporting Manger	-	-	110	130	130	160+
<b>QUALIFIED FINANCIAL/CORPORATE ACCOUNTING</b>						
Company Accountant	70	85	85	100	100	120
Senior Financial Accountant	-	-	85	100	100	120
Financial Accountant	70	80	75	90	85	100
Assistant Accountant/Graduate	45	55	55	60	58	65
<b>QUALIFIED MANAGEMENT ACCOUNTING/BUSINESS ANALYSTS</b>						
Senior Management Accountant	-	-	90	110	120	130
Management Accountant	75	85	90	100	100	120
Cost Accountant	-	-	85	100	110	120
System Accountant/Manager	-	-	85	110	110	130+
Financial Planning & Analysis Manager	-	-	100	140	140	180+
Business/Financial Analysts	-	-	85	100	110	130
<b>INTERNAL AUDIT/TAX SPECIALISTS</b>						
Internal Audit Manager	-	-	110	130	130	180+
Internal Auditor	-	-	80	90	100	120
Tax Manager	-	-	120	150	150	180+
Tax Accountant	-	-	80	100	100	120

Please note: Salaries are based on annual base salary (excluding 9.5% superannuation and bonus/incentive schemes.)  
These salaries are approximate only as specific circumstances can apply to individual companies.

## TREASURY

SIZE OF COMPANY	SMALL To \$10M T/O Less than 50 employees		MEDIUM \$10-\$50M T/O Less than 100 employees		LARGE \$50M + T/O Including ASX listed	
	Min	Max	Min	Max	Min	Max
<b>TREASURY PROFESSIONALS</b>						
Treasury Manager	-	-	-	-	150	220+
Treasury Accountant	-	-	75	90	90	110+
Treasury Analyst	-	-	-	-	80	110+

## PROFESSIONAL PRACTICE – AUDIT & BUSINESS SERVICES

SIZE OF COMPANY	SMALL To \$10M T/O Less than 50 employees		MEDIUM \$10-\$50M T/O Less than 100 employees		LARGE \$50M + T/O Including ASX listed	
	Min	Max	Min	Max	Min	Max
<b>PROFESSIONAL PRACTICE – AUDIT &amp; BUSINESS SERVICES</b>						
Graduate	48	50	50	55	55	60
Senior/Qualified	60	65	65	80	80	100+
Manager	85	100	100	120	120	160+

## ACCOUNTING SUPPORT

SIZE OF COMPANY	SMALL To \$10M T/O Less than 50 employees		MEDIUM \$10-\$50M T/O Less than 100 employees		LARGE \$50M + T/O Including ASX listed	
	Min	Max	Min	Max	Min	Max
<b>OPERATIONAL ACCOUNTING SUPPORT</b>						
Bookkeeper	55	60	58	65	65	75
Accounts Officer	45	50	50	55	55	60
<b>ACCOUNTS PAYABLE</b>						
Accounts Payable Manager	-	-	80	100	100	120+
Accounts Payable Team Leader	-	-	70	80	80	90
Accounts Payable Officer	50	55	55	58	58	62

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<b>ACCOUNTS RECEIVABLE/CREDIT</b>						
Accounts Receivable/Credit Manager	-	-	80	100	100	120+
Accounts Receivable/Credit Team Leader	-	-	70	80	80	90
Accounts Receivable Officer	50	55	55	58	58	62
<b>PAYROLL</b>						
Payroll Manager	-	-	70	85	90	120+
Payroll Team Leader	-	-	65	75	75	90
Payroll Officer	50	55	55	60	65	75
<b>BUSINESS SUPPORT</b>						
Office Manager	55	60	60	75	75	90
Administration Officer	45	50	50	55	55	60+

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