
Average Starting Salary for Accountants



What is the average starting salary for accountants? The information below was taken from the *Robert Half and Accountemps 2009 Salary Guide*. This information is based on thousands of job searches conducted through the US offices of Robert Half International. The salary ranges are based on actual starting compensation for 2008 and an extrapolation of current data into 2009.

These starting salary ranges are representative but may vary from those in your geographic area. Factors that affect salaries are type of industry, company size, the local economy, employee benefits offered, and the education and experience of the job candidate.



CORPORATE ACCOUNTING General Accountants

Position	Small Company	Medium Company	Large Company
Corporate Accounting (0-1 Year)	\$29,500 - \$35,250	\$32,000 - \$38,250	\$33,250 - \$41,000
Corporate Accounting (1-3 Years)	\$34,250 - \$43,000	\$36,250 - \$46,000	\$39,000 - \$50,250
Senior Accounting (4-6 Years)	\$41,500 - \$52,500	\$45,500 - \$57,000	\$49,750 - \$65,000
Manager Accounting (6 Years and Up)	\$49,250 - \$64,250	\$53,500 - \$70,250	\$64,250 - \$85,500



PUBLIC ACCOUNTING Audit/Assurance Services

Position	Small Firms	Medium Firms	Large Firms
Public Accounting (0-1 Year)	\$41,000 - \$49,000	\$42,500 - \$53,000	\$49,000 - \$59,250
Public Accounting (1-3 Years)	\$46,000 - \$56,000	\$50,500 - \$62,250	\$55,500 - \$69,250
Senior Accountant	\$53,750 - \$69,750	\$59,250 - \$78,750	\$66,250 - \$85,500
Manager	\$69,000 - \$86,250	\$76,750 - \$98,000	\$82,750 - \$111,750
Sr. Manager/Director	\$83,750 - \$110,750	\$91,750 - \$135,250	\$102,500 - \$159,500

*Small Companies/Firms = up to \$25 million in sales;
 Medium Companies/Firms = \$25 to \$250 million in sales;
 Large Companies/Firms = \$250 million plus in sales.*

Note: Add up to 10% for graduate degrees or professional certifications, such as a CPA.



Advanced Careers

Position	Small Company	Medium Company	Large Company
Chief Financial Officer	\$94,250 - \$125,750	\$125,750 - \$175,750	\$183,250 - \$255,000
Vice President of Finance	\$84,750 - \$113,250	\$130,250 - \$177,500	\$169,000 - \$246,750
Director of Finance	\$84,500 - \$104,750	\$101,250 - \$136,250	\$118,500 - \$166,750
Director of Accounting	\$73,750 - \$97,500	\$96,000 - \$125,250	\$115,000 - \$157,250
Controller	\$66,000 - \$86,750	\$91,750 - \$120,500	\$108,000 - \$142,500
Tax Director	N/A	\$97,000 - \$143,750	\$133,250 - \$221,250
Tax Manager	N/A	\$74,250 - \$100,250	\$92,250 - \$130,250
Internal Audit Director	N/A	\$96,000 - \$129,500	\$115,500 - \$162,000



Regional Variance (West North Central Region)

The West North Central region, where St. Louis is located, is typically right on the pay scale target. However, in other West North Central cities such as Minneapolis, the salary range is currently averaging up to 10% higher than those reflected above.

Fastest Growing Industries

- Financial Services
- Healthcare
- Manufacturing

Positions in Demand

- Senior Accountant
- Financial Analyst
- Staff Accountant



What Skills & Experience Are Employers Looking For?

“Employers continue to place a high value on candidates who have earned the certified public accountant (CPA) designation, which remains the most frequently requested professional accreditation for accounting and finance positions.

Job seekers who have earned a master’s degree in business administration (MBA) also have an edge in obtaining senior corporate finance positions.

Technology expertise is in strong demand as well. Advanced knowledge of Microsoft Excel and Access is a common requirement, as is familiarity with ERP and enterprise risk management applications.

Soft skills, including communication and leadership abilities, remain a critically important hiring consideration...some employers are even asking candidates to take personality assessments before extending an offer.”