

HUDSON ACCOUNTING AND FINANCE

2019 Salary Guide



Discover great talent with Hudson

In this fast-changing world, an organisation's competitive advantage comes from having the best people.

Hudson helps organisations find and develop high performers with the right skills and experience – as well as the right motivational and cultural fit.

Hudson helps organisations achieve great performance by discovering talent and helping people realise their potential.

Find the best talent

In today's market where candidates are more passive than ever before, we use our extensive database of specialised talent pools, networks and multiple sourcing channels to find, engage and nurture outstanding candidates – quickly.

Rely on deep market knowledge

We understand the intricate needs of our clients and our candidates' niche skillsets, which ensures accuracy in our placements. Our specialist market knowledge of salaries, job titles and hiring trends helps us achieve the best outcome for your organisation at the appropriate remuneration.

Hire with confidence

Using data-driven and best practice talent profiling and assessment techniques, our solutions minimise the risk in hiring decisions and ensure you select high performers who will stay and grow.

We use rigorous recruitment processes and science-based psychometric assessment tools that give you in-depth insights into the skills, behaviours and motivational drivers of candidates. Which in turn helps you make an informed decision when it comes to the cultural fit, capabilities and potential of your people.

This salary guide is a compilation of salary and market information provided by Hudson consultants, clients, candidates and other sources across Australia. Information was gathered by drawing on the extensive knowledge of our specialist recruitment consultants across Hudson's specialist practice groups. Salary ranges are approximate guides only.

HUDSON ACCOUNTING AND FINANCE

Adelaide

SENIOR FINANCIAL MANAGEMENT

	Permanent (AUD/000)	Contracting (AUD/hr)
Chief Financial Officer	220 - 300 +	100 - 130
Finance Director	180 - 230 +	80 - 130

FEATURED ROLE

Chief Financial Officer

Permanent salary range (AUD/000)

220 - 300 +

About the role

A key member of the finance team, the Chief Financial Officer is responsible for providing technical accounting advice and support to the organisation.

Responsible for various financial reporting tasks including the preparation of balance sheet, profit and loss, statutory reporting, corporate governance, reconciliations, processing of journals, taxation knowledge, and audit liaison capabilities are a must in this role.

Key skills/attributes

- Ideally CA or CPA qualified with relevant tertiary qualifications and strong technical accounting knowledge
- Proven track record of effective leadership, responsibility for leading financial and corporate services
- Strong emphasis on commercial awareness
- Deep understanding of key performance drivers

HUDSON ACCOUNTING AND FINANCE

Adelaide

BUSINESS PARTNERING

	Permanent (AUD/000)	Contracting (AUD/hr)
Commercial Manager	130 - 180	65 - 100
Senior Finance Business Partner	120 - 170	60 - 100
Finance Business Partner	90 - 130	50 - 70
Finance and Business Analyst	80 - 120	50 - 70
Senior Management Accountant	110 - 130	50 - 70
Management Accountant	80 - 110	45 - 60

FEATURED ROLE

Finance and Business Analyst

Permanent salary range (AUD/000)

80 - 120

About the role

A Financial Analyst is responsible for preparing information on business management and providing commentary on the financial state of the business. This may include providing information on budgets, revenues, costs, operating profits and other key financial figures to guide the company's direction.

A Financial Analyst will focus on using historical figures to help produce forecast reports to assist business decision-makers with strategic business planning.

Key skills/attributes

- CA/CPA qualified
- Ability to build and maintain strong relationships with both internal and external stakeholders
- Strong technical skills across data analysis / manipulations, financial modelling and budgeting
- Ability to interpret financial reports and translate the findings to stakeholders from non-financial backgrounds

HUDSON ACCOUNTING AND FINANCE

Adelaide

FINANCIAL CONTROL

	Permanent (AUD/000)	Contracting (AUD/hr)
Financial Controller	140 - 180	60 - 90
Finance Manager	110 - 150	50 - 80
Senior Financial Accountant	100 - 120	50 - 60
Financial Accountant	70 - 100	40 - 50
Systems Accountant	90 - 130	60 - 100
Assistant Accountant	60 - 75	35 - 40

FEATURED ROLE

Senior Financial Accountant

Permanent salary range (AUD/000)

100 - 120

About the role

A key member of the finance team, the Senior Financial Accountant is responsible for providing advice and support to the organisation.

Responsible for various financial reporting tasks including the preparation of balance sheet, profit & loss, statutory reporting, corporate governance, reconciliations, processing of journals, taxation knowledge, and audit liaison capabilities are a must in this role.

Key skills/attributes

- Strong technical skills across financial reporting, statutory accounting and cash flow reporting
- Relevant experience coupled with CA/CPA/IPA qualifications
- Providing high quality technical accounting expertise in accordance with Australian Accounting Standards
- The development and refining of accounting policies, processes and controls
- Strong focus on accuracy and customer service

HUDSON ACCOUNTING AND FINANCE

Brisbane

SENIOR FINANCIAL MANAGEMENT

	Permanent (AUD/000)	Contracting (AUD/hr)
Chief Financial Officer	250 - 350	125 - 175
Financial Director	180 - 250	90 - 125

BUSINESS PARTNERING

	Permanent (AUD/000)	Contracting (AUD/hr)
Commercial Manager	150 - 200	75 - 100
Senior Business Partner	120 - 160	60 - 80
Finance Business Partner	90 - 120	45 - 60
Senior Management Accountant	100 - 130	50 - 65
Management Accountant	80 - 110	40 - 55
Senior Finance Analyst	100 - 140	50 - 70
Finance Analyst	80 - 120	40 - 60

FINANCIAL CONTROL

	Permanent (AUD/000)	Contracting (AUD/hr)
Financial Controller	180 - 250	125 - 175
Finance Manager	120 - 150	60 - 75
Senior Financial Accountant	100 - 120	50 - 60
Financial Accountant	80 - 100	40 - 50
Assistant Accountant	65 - 80	33 - 40
Systems Accountant	80 - 100	40 - 50

FEATURED ROLE

Financial Accountant

Permanent salary range (AUD/000)

80 - 100

About the role

Financial Accountant for ASX Ltd or large corporate.

Key skills/attributes

- Big 4 qualified with 3-5 years experience, seeking first or second role in the commercial sector are always in high demand
- Big 4 experience plus 1-2 years large corporate experience are in even higher demand especially in the \$80 - 100k bracket

HUDSON ACCOUNTING AND FINANCE

Canberra

BUSINESS PARTNERING

	Permanent (AUD/000)	Contracting (AUD/hr)
Management Accountant	85 - 115	60 - 85
Finance Business Partner	85 - 115	60 - 85
Financial Analyst	85 - 115	60 - 85
Commercial Manager	140 - 200	95 - 135

FINANCIAL CONTROL

	Permanent (AUD/000)	Contracting (AUD/hr)
Financial Accountant	85 - 115	60 - 85
Financial Controller	140 - 190	95 - 130
Finance Manager	95 - 140	65 - 90
Chief Financial Officer	140 - 220	95 - 150
Systems Accountant	85 - 115	65 - 90

HUDSON ACCOUNTING AND FINANCE

Melbourne

	Permanent (AUD/000)	Contracting (AUD/hr)
Chief Financial Officer / Finance Director	200 - 350	120 +
Financial Controller	160 - 210	80 - 110
Senior Financial Management	110 - 160	60 - 90
Business Partnering	90 - 150	50 - 80
Management Accountant	85 - 120	45 - 70
Financial Accountant	85 - 120	45 - 70
Financial / Commercial Analysis	90 - 150	50 - 80

FEATURED ROLE

Financial Business Partner

Permanent salary range (AUD/000)

90 - 150

About the role

Finance Business Partners work closely with business units providing financial support and analysis to ensure decision making has a sound commercial base. By providing financial support the FBP adds immediate value to Operational Management and central finance function.

Key skills/attributes

- CA/CPA, stakeholder management, financial analysis, building relationships
- Strong communication skills and the ability to challenge
- Be able to quickly get to grips with operations
- Ability to interpret financial data in a business story

HUDSON ACCOUNTING AND FINANCE

Newcastle

	Permanent (AUD/000)
Chief Financial Officer	180 - 250
Finance Director	181 - 230
Commercial Manager (Mid Weight)	110 - 150
Commercial Manager (Senior)	150 - 180
Financial Controller (Mid Weight)	120 - 140
Financial Controller (Senior)	150 - 170
Finance Manager (Mid Weight)	100 - 130
Finance Manager (Senior)	120 - 140
Systems Accountant (Junior)	70 - 80
Systems Accountant (Mid Weight)	90 - 120
Systems Accountant (Senior)	120 - 140
Finance Business Partner (Junior)	90 - 110
Finance Business Partner (Mid Weight)	100 - 120
Finance Business Partner (Senior)	130 - 160
Financial Accountant (Junior)	70 - 80
Financial Accountant (Mid Weight)	80 - 100
Financial Accountant (Senior)	100 - 120
Management Accountant (Junior)	80 - 100
Management Accountant (Mid Weight)	100 - 120
Management Accountant (Senior)	120 - 140

HUDSON ACCOUNTING AND FINANCE

Sydney

BUSINESS PARTNERING

	Permanent (AUD/000)	Contracting (AUD/hr)
Management Accountant / Financial Analyst / Commercial Analyst (Junior)	70 - 80	35 - 40
Management Accountant / Financial Analyst / Commercial Analyst (Mid Weight)	80 - 90	40 - 45
Management Accountant / Financial Analyst / Commercial Analyst (Senior)	90 - 100	45 - 50
Senior Management Accountant / Senior Financial Analyst (Junior)	90 - 110	45 - 55
Senior Management Accountant / Senior Financial Analyst (Mid Weight)	110 - 120	55 - 60
Senior Management Accountant / Senior Financial Analyst (Senior)	120 - 130	60 - 65
Senior Commercial Analyst (Junior)	90 - 110	45 - 55
Senior Commercial Analyst (Mid Weight)	110 - 120	55 - 60
Senior Commercial Analyst (Senior)	120 - 130	60 - 65
Finance Manager / Finance Business Partner / Commercial Finance Manager (Junior)	120 - 130	60 - 65
Finance Manager / Finance Business Partner / Commercial Finance Manager (Mid Weight)	130 - 140	65 - 70
Finance Manager / Finance Business Partner / Commercial Finance Manager (Senior)	140 - 150	70 - 75
Senior Finance Manager / Senior Finance Business Partner / Senior Commercial Manager (Junior)	140 - 150	70 - 75
Senior Finance Manager / Senior Finance Business Partner / Senior Commercial Manager (Mid Weight)	150 - 160	75 - 80
Senior Finance Manager / Senior Finance Business Partner / Senior Commercial Manager (Senior)	160 - 190	80 - 95
Head of Finance / GM - Finance / Head of Commercial Finance (Junior)	180 - 190	90 - 95
Head of Finance / GM - Finance / Head of Commercial Finance (Mid Weight)	190 - 220	90 - 110
Head of Finance / GM - Finance / Head of Commercial Finance (Senior)	220 - 250	110 - 125
Chief Financial Officer / Finance Director (Junior)	180 - 220	60 - 110
Chief Financial Officer / Finance Director (Mid Weight)	220 - 250	110 - 125
Chief Financial Officer / Finance Director (Senior)	250 +	125 +

HUDSON ACCOUNTING AND FINANCE

Sydney

FINANCIAL CONTROL

	Permanent (AUD/000)	Contracting (AUD/hr)
Financial Accountant / Corporate Accountant / Tax Accountant (Junior)	70 - 80	35 - 40
Financial Accountant / Corporate Accountant / Tax Accountant (Mid Weight)	80 - 90	40 - 45
Financial Accountant / Corporate Accountant / Tax Accountant (Senior)	90 - 100	45 - 50
Senior Financial Accountant / Group Accountant / Senior Tax Accountant (Junior)	90 - 100	45 - 50
Senior Financial Accountant / Group Accountant / Senior Tax Accountant (Mid Weight)	100 - 110	50 - 55
Senior Financial Accountant / Group Accountant / Senior Tax Accountant (Senior)	110 - 125+	55 - 60
Finance Manager / Tax Manager / Regulatory Reporting Manager (Junior)	90 - 110	45 - 55
Finance Manager / Tax Manager / Regulatory Reporting Manager (Mid Weight)	110 - 120	55 - 60
Finance Manager / Tax Manager / Regulatory Reporting Manager (Senior)	120 - 140	60 - 70
Senior Financial Manager / Financial Controller (Junior)	130 - 150	65 - 75
Senior Financial Manager / Financial Controller (Mid Weight)	140 - 160	70 - 80
Senior Financial Manager / Financial Controller (Senior)	160 - 190	80 - 95
Group Financial Controller / Head of Financial Control (Junior)	160 - 180	80 - 90
Group Financial Controller / Head of Financial Control (Mid Weight)	180 - 210	90 - 105
Group Financial Controller / Head of Financial Control (Senior)	210 - 250+	105 - 125+

Hudson's specialist recruitment consultants have the in-depth market knowledge of salaries, job titles and hiring trends to ensure you achieve the best outcome for your organisation at the appropriate remuneration.

We build highly nurtured and engaged pools of select talent so you can find the right person quickly. This means greater speed and precision in placements, and higher satisfaction for both clients and candidates.

Our proprietary assessment tools and techniques will help you find candidates with the right technical skills and capabilities for the role and for your team, so you can achieve.

Get in touch to see how we can help

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