



Salary Guide

2024-2025

Finance, Accounting & ESG Salary Guide 2024-25: Insights To Empower Your Employment Decisions

While Australia's labour market may face challenges in the 2024-25 financial year due to economic headwinds, the finance, accounting, and ESG sectors are likely to remain resilient, with steady job opportunities and competitive wage growth. These trends reflect the critical importance of financial stability, regulatory compliance, and sustainable practices in today's business landscape.

"I have witnessed economic cycles over the past 35 years, and it is important to keep in mind that there are always good opportunities — the job market always jumps back quickly. Value yourself and your experience. Any organisation would be lucky to have you."

- Stephen Moir, Director

Overall Insights In Australia

Annual Salary Growth

Overall 4.1%

Private Sector vs Public Sector

4.1%

3.8%

Source: ABS Wage Price Index, Australia, May 2024

Gender Pay Gap

Overall 12%

Private Sector vs Public Sector

14.6%

10.4%

Source: Workplace Gender Equality Agency, November 2023

Key Trends We Are Seeing In The Market

Finance & Accounting

Top 3 in-demand soft skills



Companies value employees who can communicate with clarity, lead with an emphasis on inclusivity, and can collaborate effectively.

Source: Forbes Advisor, April 2024

- **Market Softening:** Senior-level activity has decreased over the past six months.
- **Technological Impact:** Automation, AI, and cloud computing are reshaping roles like Shared Service Managers and Payroll Managers, along with offshoring and outsourcing trends.
- **Skill Demand:** FP&A Business Partners are increasingly needed for budgeting and forecasting in non-profits. Tax Treasury Accountant roles are growing due to stricter government reporting and compliance.
- **Executive Responsibilities:** 85-90% of executive tasks involve replacing underperforming executives or upskilling the finance team, often during a first-time CFO hire.
- **Candidate Requirements:** Clients seek candidates experienced in challenging trading conditions with strategies to drive growth in tough economies.
- **Efficiency Focus:** Cutting costs and raising productivity are crucial. CFOs must achieve more with fewer resources.

Environmental Social & Governance (ESG)

Top sectors hiring ESG roles



1. Financial Services



2. Energy & Resources



3. Consulting & Professional Services

What matters most to an ESG professional?



Creating Positive Impact



Hybrid Work Arrangement



Professional Development

ESG investment: 90% of organisations will increase their ESG investment in the next 3 years.

Top areas of future investment are:

1. Dedicated ESG personnel (43%)
2. ESG-specific software (40%)
3. Employee training and education (38%)

Source: KPMG, ESG Organisation Survey 2024

- **Main Challenges:** Competing business priorities and talent attraction and retention
- **Main Priorities:** Climate change and developing a net zero pathway, followed by reporting and disclosures
Source: KPMG, ESG Organisation Survey 2024
- **Market is Growing:** 668,839 active jobs postings were reported for environment roles over the last year for mid and senior-level positions.
Source: Global Data 2024
- **Supply & Demand:** Projections show that in 5 years' time, demand will outstrip supply, meaning there is an urgent need for our workforce to level-up green skills
Source: LinkedIn Global Green Skills Report, 2022

Salary Snapshot 2024-25

Finance & Accounting

Chief Financial Officer / Finance Director	From \$230,000+
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Head of Commercial	From \$250,000 to \$350,000
Commercial Manager / Commercial Finance Manager	From \$150,000 to \$250,000
Commercial Analyst	From \$110,000 to \$160,000

Head of Tax / Treasury	From \$200,000 to \$350,000
Head of Financial Planning & Analysis	From \$175,000 to \$250,000
Head of Audit	From \$200,000 to \$400,000
Group Financial Controller	From \$220,000 to \$350,000
Transformation Strategy / Project	From \$180,000
Project Manager	From \$150,000 to \$300,000
FP&A Business Partner	From \$150,000 to \$200,000

Tax / Treasury Manager	From \$130,000 to \$200,000
FP&A Manager	From \$150,000 to \$200,000
Audit / Compliance Manager	From \$150,000 to \$200,000
Financial Controller	From \$160,000 to \$250,000
Payroll Manager	From \$120,000 to \$170,000
Shared Service Manager	From \$130,000 to \$180,000
Finance Manager	From \$120,000 to \$170,000
Business Analyst	From \$110,000 to \$130,000

Salary Snapshot 2024-25

Finance & Accounting Cont'd

Tax / Treasury Accountant	From \$110,000 to \$150,000
Management Accountant	From \$110,000 to \$150,000
Financial Accountant	From \$110,000 to \$140,000
Accounts Payable Manager	From \$100,000 to \$140,000
Credit Manager	From \$110,000 to \$140,000
Bookkeeper / Company Accountant	From \$70,000 to \$120,000
Systems Accountant	From \$110,000 to \$150,000
Procurement Manager	From \$120,000 to \$180,000

Payroll Officer	From \$90,000 to \$120,000
Assistant Accountant	From \$75,000 to \$100,000

Salary Snapshot 2024-25

Environmental Social & Governance (ESG)

(all roles excl. bonus/incentives)

Commerce

Sustainability Advisor / Senior Advisor	From \$90,000 to \$170,000
Sustainability Manager	From \$160,000 to \$280,000
Head of Sustainability / ESG	From \$220,000 to \$360,000
Environment Advisor / Senior Advisor	From \$100,000 to \$190,000
Environment Manager	From \$170,000 to \$210,000
Head of Environment	From \$265,000 to \$370,000
Chief Impact / Sustainability Officer	From \$250,000 to \$400,000+

Consulting

Partner	From \$400,000+
Principal Consultant / Director	From \$220,000 to \$310,000+
Senior Consultant	From \$114,000 to \$160,000
Consultant	From \$93,000 to \$106,000
Auditor / Audit Manager	From \$160,000 to \$200,000

Banking & Finance

Head of Team / Regional Head	From \$250,000 to \$800,000
ESG Manager / Senior Manager	From \$155,000 to \$345,000
Junior / Senior ESG Analyst	From \$65,000 to \$244,000