

Finance, Accounting & ESG Salary Guide 2025–26:

Strategic Hiring & Career Insights



Amid global uncertainty, rapid AI transformation and rising inflation, Australia's finance, accounting and Environmental Social Governance (ESG) sectors continue to show strength and resilience. While some businesses remain mindful of headcount, demand for skilled professionals — especially those with leadership and digital expertise — remains high. Hiring the right people is more important than ever to maintain progress and drive long-term success.

Our 2025-26 Salary Guide below outlines current salary data for finance, accounting and ESG roles, as well as essential insights into employment trends to help you make informed employment decisions.

Labour market overview

→ Wage Growth

Private sector wages rose by 3.3% in the private sector over the past 12 months to March 2025. The public sector's annual rise increased from 2.9% in the December quarter of 2024 to 3.6% in March 2024.¹

→ Labour Market

Remains tight with steady job numbers at 2.1%,² which is elevated compared to the pre-pandemic average of 1.4%. This indicates possible hiring mismatches and competition for professionals.

→ Key Insight

These trends show a relatively stable labour market underpinned by consistent wage growth and low unemployment. Hiring the right person remains critical to sustaining growth.

Gender pay gap

- **National gap:** Slightly improved at 11.9%.³
- **Earnings:** \$12,807.60 annual gap between men and women.³
- **Progress:** Ongoing improvement in both private and public sectors with work to still do.

In-demand finance and accounting skills

- **Mid to senior accountants:** In high demand due to candidate shortages.
- **FP&A & commercial finance:** Needed for strategic planning and decision support.
- **Leadership & technology:** Enterprise Resource Planning (ERP) and Business Intelligence (BI) tools expertise is essential (SAP, Oracle, Power BI).
- **Compliance roles:** Growth in tax, audit, and ESG due to increasing regulation.
- **Non-profits:** Require professionals with grant and government reporting experience.

"There is a rising demand for professionals who can drive sustainability, performance, and strategy while showing commercial agility, tech fluency, and strong business partnering."

— Senior Manager, Accountancy and Finance Recruitment, Emma Walsh

ESG sector trends

→ Growth drivers

Regulatory changes, investor expectations, and strategy alignment are continuing to drive ESG evolution in 2025.

→ Hiring focus

Due to mandatory climate-reporting frameworks, ESG professionals skilled in reporting, impact assessment, and sustainability strategy are in top demand.

→ Investment

90% of companies plan to boost ESG spend over three years.⁴

→ Skills gap

High demand for mid-senior ESG leaders is pushing salaries upward.

Tech transformation

- **AI & Machine Learning (ML):** Advancing technologies are increasingly powering ESG reporting, data validation, and real-time monitoring.
- **Strategic impact:** Supports more informed sustainability decisions while driving greater operational efficiency.



5 tips for smarter hiring

- 1** Align recruitment with your business purpose and values.
- 2** Identify role-specific skills and behavioural traits.
- 3** Showcase innovation and impact in your business.
- 4** Balance cultural fit and diversity with technical strength.
- 5** Partner with specialist recruiters who know your sector. Moir Group a strong track record of placing high-performing professionals in key roles.

¹ Australian Bureau of Statistics. Wage Price Index, Australia [Latest Release].

² Australian Bureau of Statistics. Labour Account Australia, Dec 2024.

³ Workplace Gender Equality Agency. ABS Gender Pay Gap Data.

⁴ KPMG. Designing Sustainability Organizations Ready for Reporting. KPMG US, 2024. Available here.

Finance, Accounting and ESG Salary Guide

Finance and Accounting — Inclusive of super

Position Title	Salary Range
Chief Financial Officer / Finance Director	From \$230,000+
Head of Commercial	From \$250,000 to \$300,000
Commercial Manager	\$180,000 to \$220,000
Commercial Finance Manager	From \$180,000 to \$240,000
Commercial Analyst	From \$110,000 to 140,000
Head of Tax / Treasury	From \$200,000 to \$300,000
Head of Financial Planning & Analysis	From \$200,000 to \$250,000
Head of Audit	From \$200,000 to \$300,000
Group Financial Controller	From \$240,000 to \$330,000
Transformation Strategy / Project	From \$180,000
Project Manager	From \$160,000 to \$250,000
FP&A Business Partner	From \$160,000 to \$200,000
Tax / Treasury Manager	From \$150,000 to \$200,000
FP&A Manager	From \$150,000 to \$200,000
Audit / Compliance Manager	From \$150,000 to \$200,000
Financial Controller	From \$200,000 to \$330,000
Payroll Manager	From \$150,000 to \$200,000
Finance Manager	From \$150,000 to \$190,000
Business Analyst	From \$110,000 to \$140,000
Tax / Treasury Accountant	From \$120,000 to \$150,000
Management Accountant	From \$120,000 to \$150,000
Financial Accountant	From \$120,000 to \$150,000
Compliance Manager	From \$130,000 to \$180,000
Credit Manager	From \$120,000 to \$160,000
Bookkeeper / Company Accountant	From \$100,000 to \$140,000
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 \$80,000 to \$110,000

Environmental Social Governance (ESG) — Inclusive of super

Position Title	Salary Range
Chief Impact / Sustainability Officer	From \$250,000 to \$400,000+
Head of ESG / Sustainability	From \$220,000 to \$360,000
Sustainability Manager	From \$160,000 to \$280,000
Sustainability Advisor / Senior Advisor	From \$90,000 to \$170,000
ESG Manager (Banking/Finance)	From \$155,000 to \$345,000
Junior–Senior ESG Analyst	From \$65,000 to \$244,000

Adapt, lead and succeed


Australia's finance, accounting and ESG sectors are transforming, creating new opportunities for forward-thinking leaders and professionals. Staying across emerging trends, regulatory changes, and the rise of purpose-led leadership is essential for success.

Explore the key trends sharpening 2025-26 here.



Contact Us

If you have any recruitment needs in your team on a permanent or temporary basis, we would be delighted to assist you.

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About Moir Group

Moir Group is a specialist finance, accounting and ESG recruitment company. We cover temporary and permanent roles from Financial Accountant to CFO level. We also recruit Sustainability and ESG Accountant positions across all industry sectors.