Finance, Accounting & ESG Salary Guide 2026–27:

Strategic Hiring & Career Insights

Amid global uncertainty, rapid AI transformation and rising inflation, Australia's finance, accounting and Environmental, Social and 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 2026-27 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 3.2% over the past 12 months to March 2026. The public sector's wages rose 3.3% in the year to March 2026, down from 3.6% in the same period last year. [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.

In-demand finance and accounting skills

- **Financial Modelling & Faster Forecasting:** Finance teams must reforecast frequently, model scenarios quickly and deliver real-time insights.
- **AI, Automation & Data Literacy:** Leading teams are using AI to automate manual work, accelerate forecasting and identify risks while maintaining human judgement.
- **Communication, Clarity & Executive Presence:** Finance leaders must provide clarity through consistent messaging and strong cross-functional communication.

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

— Moir Group CEO, Emma Walsh

Tech transformation

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

Gender pay gap

- **National gap:** 11.5%.[3]
- **Annual gap:** An annual gap of $12,854.40 between men and women.[3]
- **Progress:** Ongoing improvement in both private and public sectors with work to still do.

5 tips for smarter hiring

1. Prioritise strong technical foundations.
2. Hire people who can operate in uncertainty.
3. Assess AI literacy, not coding.
4. Look for communication and clarity skills.
5. Value leadership and resilience.

[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.

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Finance and Accounting Salary Guide

All salary figures are inclusive of superannuation

Executive Roles

Role	Small	Lower Mid	Mid Market	Upper Mid	Large Listed
Chief Financial Officer (CFO)	260-330k	350–500k	400–600k	500–700k	600–800k+
Group Financial Controller	240–260k	250–280k	260–300k	280–320k	350–400k
Head of Commercial / Finance	250–260k	260–280k	270–290k	280–300k	300k+
Head of FP&A	200–220k	220–230k	230–240k	240–250k	250k+
Head of Tax / Treasury	200–230k	230–260k	260–280k	280–300k	300k+
Head of Audit / Risk	200–230k	230–260k	260–280k	280–300k	300k+
Head of Transformation	180–220k	200–240k	220–260k	240–280k	280–300k

Senior & Mid Level Roles

Role	Small	Lower Mid	Mid Market	Upper Mid	Large Listed
Financial Controller	200–220k	220–250k	250–280k	280–310k	300–330k
Finance Manager	150–160k	160–170k	170–180k	180–190k	190k+
FP&A / Commercial Manager	150–160k	160–180k	180–190k	190–200k	220k+
Tax / Treasury Manager	150–160k	160–180k	180–190k	190–200k	200k+
Audit / Compliance Manager	150–160k	160–180k	180–190k	190–200k	200k+
Payroll Manager	150–160k	160–180k	180–190k	190–200k	200k+
Procurement Manager	120–140k	140–160k	160–170k	170–180k	180k+
Project / Transformation Manager	160–180k	180–200k	200–220k	220–240k	240–250k

Qualified Accountants

Role	Small	Lower Mid	Mid Market	Upper Mid	Large Listed
Senior Financial Accountant	130–140k	140–150k	150–160k	160–170k	170k+
Financial Accountant	120–130k	130–140k	140–150k	150k+	150k+
Management Accountant	120–130k	130–140k	140–150k	150k+	150k+
Systems Accountant	110–130k	130–140k	140–150k	150k+	150k+
Tax / Treasury Accountant	120–130k	130–140k	140–150k	150k+	150k+
Senior Commercial Analyst	130–140k	140–150k	150–160k	160–170k	170k+
Analyst – FP&A / Business	110–120k	120–130k	130–140k	140k+	140k+

Operational Finance

Role	Small	Lower Mid	Mid Market	Upper Mid	Large Listed
Assistant Accountant	80–90k	90–100k	100–110k	110k+	110k+
Payroll Officer	90–100k	100–110k	110–120k	120k+	120k+
Credit Manager	120–130k	130–140k	140–150k	150–160k	160k+
Bookkeeper / Company Accountant	100–110k	110–120k	120–130k	130–140k	140k+

ESG Salary Guide

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Leadership Roles

Company Size	Small	Mid	Large
Chief Impact / Sustainability Officer	250K–280K	280K–320K	320K–400K
Head of ESG / Sustainability	220K–260K	240K–300K	280K–340K

Mid-Level Management

Company Size	Small	Mid	Large
Sustainability Manager	160K–190K	180K–220K	200K–260K
ESG Manager	150K–190K	180K–230K	220K–300K

Advisory Roles

Company Size	Small	Mid	Large
Sustainability Advisor / Senior Advisor	100K–120K	110K–140K	130K–170K

Entry to Early-Mid Level

Company Size	Small	Mid	Large
ESG Analyst (Junior → Senior)	70K–90K	80K–120K	100K–220K

ESG sector trends

Growth drivers

Regulatory changes, investor expectations, and strategy alignment are continuing to drive ESG in 2026.

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-to-senior ESG leaders is pushing salaries upward.

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 shaping 2026-27 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

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