



Average Starting Salary for Accountants

What is the average starting salary for accountants? The information below was taken from the **Robert Half 2008 Salary Guide: Accounting & Finance**. 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 2007 and an extrapolation of current data into 2008.

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

Information Technology Auditor

Position	Small Company	Medium Company	Large Company
(0-1 year)	43,250 – 52,500	45,500 – 56,250	48,500 – 60,750
(1-3 years)	49,500 – 65,000	54,750 – 69,000	57,750 – 75,500
Senior	63,500 – 82,750	68,250 – 86,500	77,000 – 99,750
Manager	75,250 – 97,250	82,500 – 108,000	89,750 – 121,250

Internal Auditors

Position	Small Company	Medium Company	Large Company
(0-1 year)	38,500 – 46,000	40,000 – 49,750	42,250 – 50,500
(1-3 years)	41,750 – 56,500	47,000 – 59,750	50,500 – 64,250
Senior	53,250 – 67,250	58,250 – 74,500	65,000 – 84,000
Manager	64,250 – 81,500	71,250 – 91,500	81,500 – 109,500

Cost Accountants

Position	Small Company	Medium Company	Large Company
(0-1 year)	34,000 – 40,750	37,000 – 43,250	38,250 – 46,000
(1-3 years)	38,750 – 48,750	41,000 – 52,250	44,500 – 55,750
Senior	47,500 – 59,000	51,250 – 64,250	56,500 – 72,000
Manager	54,500 – 69,500	61,500 – 78,750	70,000 – 91,000

Tax Accountants

Position	Small Company	Medium Company	Large Company
(0-1 year)	34,000 - 39,750	37,250 - 43,750	38,250 - 46,250
(1-3 years)	38,750 - 47,250	42,250 - 52,500	43,750 - 57,500
Senior	47,500 - 59,000	48,750 - 67,000	58,250 - 74,000
Manager	54,000 - 69,500	63,000 - 81,750	72,000 - 97,000

Operational Accounting

Position	Small Company	Medium Company	Large Company
Credit Manager	40,750 - 54,000	49,000 - 64,250	61,250 - 83,250
Assist Credit Mgr	34,750 - 43,000	39,750 - 49,500	48,500 - 63,250
Collections Analyst	-	-	39,250 - 49,500
Collections Clerk	27,500 - 33,750	28,500 - 35,750	31,250 - 38,750
Bookkeeper	31,000 - 50,500	31,000 - 50,500	31,000 - 50,500
Accounting Clerk	26,750 - 34,500	26,750 - 34,500	26,750 - 34,500
AR/AP Manager	36,250 - 46,250	41,000 - 53,750	46,500 - 64,000
AR/AP Clerk	26,500 - 34,250	28,500 - 36,500	29,000 - 37,500
Payroll Manager	36,250 - 45,750	41,500 - 55,750	49,500 - 70,500
Payroll Clerk	27,000 - 33,500	29,000 - 36,750	29,750 - 37,250
Purchasing Mgr.	-	41,000 - 53,500	45,500 - 63,500
Inventory Clerk	-	27,000 - 34,000	28,250 - 35,500



Public Accounting

Audit, Tax & Management Services

Position	Small Firms	Medium Firms	Large Firms
(0-1 year)	40,000 - 47,250	41,500 - 51,000	47,500 - 57,500
(1-3 years)	44,750 - 53,250	48,750 - 59,500	54,500 - 66,250
Senior	52,000 - 66,500	57,500 - 76,250	64,000 - 83,000
Manager	66,250 - 82,000	74,250 - 93,500	80,000 - 106,250
Sr. Mgr./Director	80,750 - 105,500	88,250 - 129,250	98,750 - 151,500

Small companies/ firms = up to 25 million plus in sales;

Medium companies/ firms = 25 to 250 million in sales;

Large companies/ firms = 250 million plus in sales.



Advanced Careers

Position	Small Company	Medium Company	Large Company
CFO, Treasurer	91,000 – 138,250	121,250 – 170,250	177,750 – 370,500
V.P. of Finance	81,500 – 137,250	126,250 – 171,750	162,000 – 311,000
Director of Finance	82,500 – 119,750	97,500 – 132,500	114,500 – 191,500
Director of Acctg.	71,250 – 107,500	92,000 – 122,250	111,250 – 169,500
Controller	64,250 – 99,000	88,500 – 117,000	102,500 – 161,500
Tax Director	-	93,250 – 138,000	125,250 – 217,500
Tax Manager	-	71,500 – 95,250	88,500 – 123,750
Internal Audit Dir.	92,500 – 125,500	111,250 – 156,500	140,500 – 213,750
Compliance Officer	66,500 – 84,000	80,000 – 101,750	85,250 – 88,000



Regional Differences

The salaries for accountants working in the South Atlantic region (Delaware, District of Columbia, Florida, Georgia, Maryland, N. Carolina, S. Carolina, Virginia, W. Virginia) are typically higher-paying than the U.S. average. In larger cities such as Miami, the salary range is currently averaging up to 15% higher and in Orlando, 4% higher. Keep in mind that the smaller cities and rural areas typically fall below the U.S. average.

Fastest-Growing Industries in the South Atlantic:

- Healthcare
- Commercial real estate
- Financial services

Positions in Demand in the South Atlantic

- Internal auditor
- Staff accountant
- Senior accountant



Value of Certification

Having a professional certification such as a Certified Public Accountant (CPA) or graduate degrees can increase your salary by 10% to 15%.

The CPA designation remains the most in-demand accreditation for a variety of positions. The CPA credential paired with an MBA degree is a sought-after combination for controllers and chief financial officers as well as for senior financial analysts.

Employers also seek candidates with designations such as the certified credit executive (CCE), certified fraud examiner (CFE), certified internal auditor (CIA), certified information systems auditor (CISA), certified management accountant (CMA), and certified payroll professional (CPP).

In addition, businesses are hiring accountant who can assist the information technology (IT) department with projects such as systems conversions, enterprise resource planning (ERP), software implementations, and internal controls.



Getting the Job

Most Valuable Attributes for Entry-level Job Candidates:

(source: Robert Half survey of 1,400 CFOs)

- 50% - Internship experience
- 24% - Referral from trusted contact or employee
- 8% - College or university attended
- 5% - Grade point average
- 1% - Work experience / previous experience
- 10% - Other / don't know

Most Valuable Attributes between Competing Candidates with Similar Skills:

"If two candidates interviewing for an accounting or finance position had similar skills, which one of the following additional qualifications would you find most valuable?"

(source: Robert Half survey of 1,400 CFOs)

- 41% - Internship
- 33% - Software/ technology knowledge
- 15% - Certification or advanced degree
- 7% - Multi-lingual skills
- 3% - International experience
- 1% - Personality/ people skills



Source: *2008 Salary Guide: Accounting & Finance*
from Robert Half International ®

Compiled by: The Florida Institute of Certified Public Accountants, 2008.