

ETHOS BEATHCHAPMAN

# Market Insights 2025



ACCOUNTING & FINANCE



# Table of Contents

## Accounting & Finance



Meet the Team



Market Insights



Salary Guide 2025

# Meet The Team

## Accounting & Finance



Accounting & Finance  
**Andrew McPherson**  
0451 183 658  
andrewm@ethosbc.com.au  
[Andrew's LinkedIn](#)



Strategy, M&A &  
Finance  
**Sam Thewlis**  
0416 791 812  
samt@ethosbc.com.au  
[Sam's LinkedIn](#)



Accounting & Finance  
**Stuart Soper**  
0400 466 728  
stuarts@ethosbc.com.au  
[Stuart's LinkedIn](#)





ETHOS BEATHCHAPMAN



# Market Insights

We surveyed 3,000 passive candidates who are in our specialised talent pool as well as in excess of 1000 Senior Leaders across Technology and Transformation, Risk Management, Audit and Finance.

[ethosbc.com.au](https://ethosbc.com.au)



## Job Satisfaction

**62%**

of respondents  
are satisfied with  
their current job



## Career Development



**57%**

of respondents are satisfied with the  
career development opportunities  
provided by their current employer

## Top 4 factors contributing to job satisfaction

- 1 Career development
- 2 Job security
- 3 Work life balance
- 4 Salary and compensation



## Working from home

On average per week most  
people work from home for

**3 Days**



## Diversity and Inclusion

**72%**

of respondents like their  
company's commitment to  
diversity and inclusion



Over the last  
12 months  
**Permanent  
Headcount  
Increased**

**42%**

**Contract  
Headcount  
Decreased**

**23%**



### What hiring trends leaders expect in 2025

- 1 Selective hiring for critical roles (62%)
- 2 Significant hiring for growth and transformation (18%)
- 3 Minimal or no hiring activity (10%)



**Apply Now**

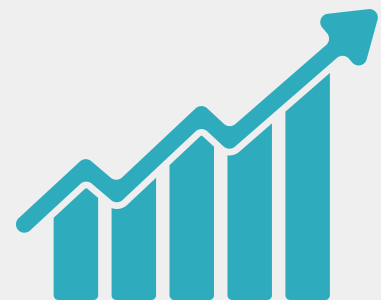
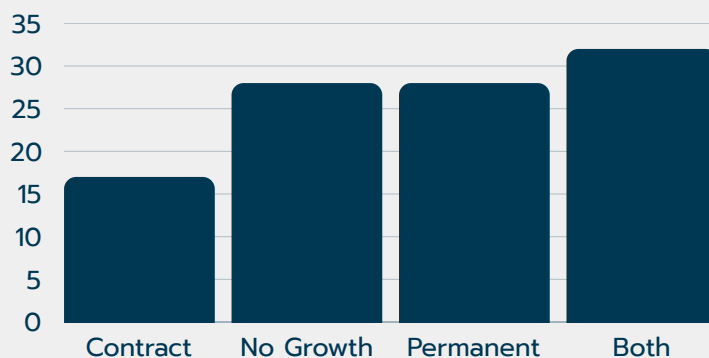


### Top 3 hiring constraints:

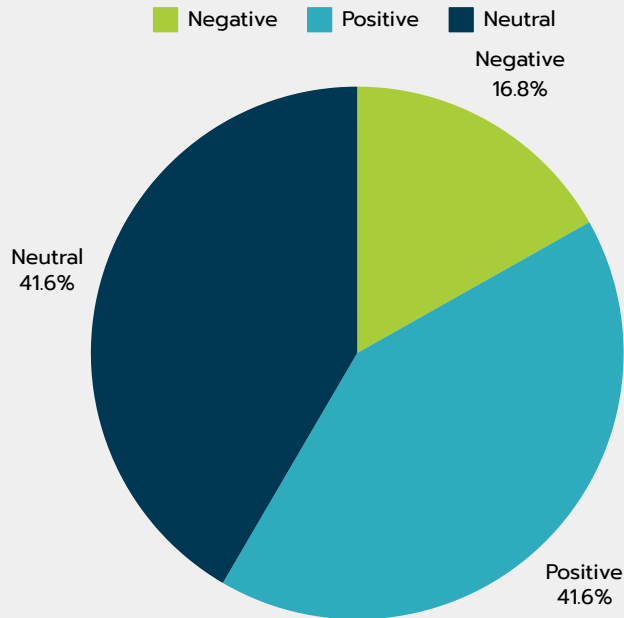
- 1 No budget for additional headcount
- 2 Couldn't find the right technical skill
- 3 Work life balance (WFH flexibility)



If you expect hiring growth, do you anticipate this will impact contract or permanent headcount?



## What is the overriding economic sentiment within your industry/business for 2025?



### **Positive - 41.6%**

Set to be a good, growth driven year

### **Neutral - 41.6%**

Not expecting to see much difference in conditions. Outlook and expectations remain the same

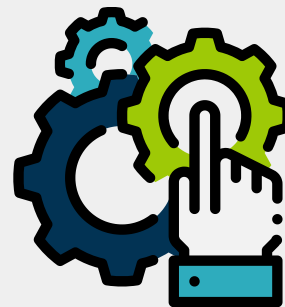
### **Negative - 16.8%**

2025 will be a challenging year focused on managing cost



## 3 biggest challenges in retaining top talent:

- 1 Budget constraints
- 2 Lack of career progression
- 3 Burnout



## Biggest strategic priorities in 2025

- 1 Cost optimisation
- 2 Technology modernisation
- 3 Automation and AI
- 4 Revenue & customer growth
- 5 Technology Simplification



# Salary Guide

## Accounting & Finance

Job Title	Perm (base)	Contract (base daily rate)
Chief Financial Officer	\$300K upwards	\$1,500 upwards
GM Finance/Finance Director/Head of Finance	\$250-\$300K	\$1,200-\$1,500
Financial Controller (10+yrs PQE)	\$180-\$250K	\$900-\$1,200
Finance Manager/Sen. Finance Man. (5-10yrs PQE)	\$150-\$180K	\$700-\$900
FP&A Manager/Senior Finance Business Partner (5-10yrs PQE)	\$150-\$180K	\$700-\$900
Sen. Financial Accountant/Sen. Financial Analyst (3-5yrs PQE)	\$130-\$150K	\$500-\$700
Financial Accountant/Financial Analyst (0-2yrs PQE)	\$100-\$130K	\$450-\$600





# Salary Guide

## Accounting & Finance

Job Title	Perm (base)	Contract (base daily rate)
Head of Regulatory Reporting	\$230K upwards	\$1,200 upwards
Senior Manager Regulatory Reporting (10+yrs PQE)	\$180-\$220K	\$900-\$1,100
Manager Regulatory Reporting (5-10yrs PQE)	\$150-\$180K	\$700-\$900
Senior Regulatory Accountant/Analyst (3-5yrs PQE)	\$130-\$150K	\$600-\$700
Regulatory Accountant/Analyst (0-2yrs PQE)	\$100-\$130K	\$450-\$600



# Salary Guide

## Accounting & Finance

Job Title	Perm (base)	Contract (base daily rate)
Head of Product Control	\$250K upwards	\$1,200 upwards
VP/Senior Manager Product Control (6-10yrs)	\$180-\$250K	\$800-\$1,200
AVP/Manager Product Control (3-6yrs)	\$130-\$180K	\$600-\$800
Product Controller (1-3yrs)	\$100-\$130K	\$450-\$600



# Salary Guide

## Accounting & Finance

Job Title	Perm (base)	Contract (base daily rate)
Head of Tax	\$250K upwards	\$1,200 upwards
Senior Tax Manager	\$200-\$250K	\$900-\$1,200
Tax Manager	\$160-\$200K	\$700-\$900
Senior Tax Accountant/Consultant	\$130-\$160K	\$600-\$700
Tax Accountant/Consultant	\$100-\$130K	\$450-\$600

# Discover more



Information  
Technology



Accounting  
& Finance



Risk &  
Compliance



Insurance



Audit &  
Technology  
Risk



Project  
Services



[ethosbc.com.au](http://ethosbc.com.au)