



# 2026 SALARY GUIDE

COMPENSATION & TALENT INTELLIGENCE DETAILING HOW:

- ❖ | PEOPLE ARE POWERING THE NEXT ERA OF TRANSFORMATION
- ❖ | HUMAN POTENTIAL IS EXPANDING AS AI AND DATA OPEN NEW DOORS
- ❖ | VERSATILE, GROWTH-MINDED TALENT IS RISING ABOVE THE REST
- ❖ | LEADERS WHO CONNECT AND INSPIRE ARE SHAPING THE FUTURE



The Charlotte Region is entering a new era, one defined by rapid growth, expanding opportunity, and a shifting workforce landscape. With 157 people moving here every day, the region continues to attract both companies and professionals who see **Charlotte as a place where possibility meets ambition.**

Businesses are expanding, new organizations are planting roots, and the market's momentum shows **no signs of slowing.**

For **talent**, this is a moment rich with potential. Charlotte remains one of the most dynamic markets in the country, offering a wide range of paths for advancement across numerous skill sets. While some roles remain highly competitive, many employers are benefiting from an active pool of skilled professionals who are ready for their next challenge. Soft skills like adaptability, curiosity, and the ability to navigate change are emerging as key differentiators.

For **employers**, the landscape continues to evolve. Success now depends on how strategically and swiftly you engage the right talent and not just to fill roles, but to fuel long-term growth. Organizations that leverage innovative workforce strategies from executive search to project-based consulting and interim staffing are positioning themselves to move faster and smarter as business needs shift. More companies are also adopting talent intelligence to guide hiring decisions, workforce planning, and competitive benchmarking.

Whether you're building the next great team or planning the next step in your career, **AccruePartners** is here to equip you with the insights, clarity, and salary data you need to move forward with confidence.

*Andy Pace*

*P.J. S. Conner*

Click on the section titles to jump to the salary data and trends information you want to see.



-  Trends Shaping the Talent Landscape
-  Accounting & Finance
-  Human Resources
-  Marketing, Digital, & Creative
-  Corporate Operations
-  Information Technology
-  Project Consulting
-  Trends in Work Styles

## Relationships Matter

[Companies](#) that invest in long-term relationships with strategic recruiting partners gain far more than transactional support. They gain consistency, trust, and a powerful extension of their brand in the talent market. This connection expands their reach and accelerates hiring when it matters most.

For [candidates](#), sustained relationships with recruiters open doors to roles they might never see publicly. Staying connected keeps them top of mind for career-changing opportunities and creates a sense of partnership on their professional journey.

## Creative Compensation to Entice Top Talent

With uncertainty still influencing workplace decisions, many professionals are choosing stability over change. This means the most in-demand skillsets often exist within passive talent and [companies](#) must think creatively to inspire them to make a move. Compensation now goes beyond salary; it requires thoughtful, compelling packages that speak to a candidate's life, goals, and growth.

For [candidates](#), the moment is ripe to look beyond pay alone. Non-traditional benefits, continuous learning, career mobility, and work-life balance can reshape a role into a long-term investment one that aligns with both ambition and well-being.

## Interim Staffing as a Strategic Advantage

[Companies](#) leveraging interim staffing aren't simply filling gaps they're gaining immediate access to specialized talent that brings clarity, momentum, and measurable value. Interim experts help organizations maintain continuity, accelerate progress, and remain resilient through uncertainty or transition.

For [candidates](#), interim roles offer the chance to stay engaged, sharpen their skillset, expand their network, and experience new industries and technologies. These assignments often become catalysts for long-term growth and unexpected career paths.

## Hiring for Key Skillsets

Even without large-scale hiring plans, [companies](#) are zeroing in on critical skillsets that can move the business forward. They're looking for individuals who not only bring expertise but also elevate teams with versatility, insight, and the ability to contribute to a changing environment.

For [candidates](#), soft skills are becoming the true differentiator. Employers are watching for curiosity, adaptability, and the confidence to learn and evolve. These traits that signal lasting success in dynamic workplaces.

# Trends Shaping the Talent Landscape

As technology, PE investment, and shifting workforce dynamics reshape the landscape, **Accounting & Finance** has become a critical engine of organizational performance. The companies winning today are doubling down on high-impact talent and future-focused capabilities and talent intelligence that helps them understand market demand and emerging skills.



### **Accounting Talent in High Demand**

Organizations are investing heavily in their Accounting & Finance teams, with accounting roles seeing particularly strong demand as businesses navigate growth, compliance, and transformation. Finance talent remains vital, but accounting professionals are experiencing increased mobility and expanded career options.

### **Increase in Acquisition by Private Equity Firms**

Private equity activity in the Carolinas is accelerating. PE firms are acquiring local businesses, installing leadership teams, and expanding or relocating headquarters to the region. This movement is driving demand for high-caliber accounting and finance talent to support integration, stabilization, and rapid-growth initiatives.

### **Using AI for Operations**

AI is rapidly transforming core accounting functions. AP, AR, and expense management platforms can now process invoices, reconcile transactions, and identify discrepancies with unprecedented speed and precision. This shift is reducing reliance on lower-level transactional roles and elevating the need for tech-enabled, analytical accounting talent.

### **Increase in Backfilling Strategic Key Roles**

Confidential and strategic backfills are on the rise as companies use favorable market conditions to quietly upgrade their accounting and finance teams. This approach allows organizations to elevate talent, strengthen leadership benches, and position themselves for future growth without disrupting current operations.

# In Demand Accounting & Finance Roles

- Director of Finance
- Controller/Accounting Manager
- Senior Accountant
- Senior Financial Analyst

Finance	Low	High
CFO	\$250K	\$300K+
VP of Finance	\$200K	\$230K+
Director of Finance/FP&A	\$160K	\$190K
Financial Systems Manager	\$145K	\$160K
FP&A Manager	\$125K	\$140K
Senior Analyst	\$90K	\$115K
FP&A Analyst	\$70K	\$85K
Accounting	Low	High
VP, Corporate Controller	\$225K	\$250K
Controller	\$130K	\$180K
Assistant Controller	\$130K	\$145K
Accounting Manager	\$115K	\$130K
Senior Accountant	\$85K	\$100K
Staff Accountant	\$65K	\$75K
AP/AR Specialist	\$55K	\$65K
Tax	Low	High
Chief Tax Officer	\$250K	\$300K
Tax Director	\$185K	\$225K
Senior Tax Manager	\$160K	\$180K
Tax Manager	\$130K	\$150K
Senior Tax Analyst	\$85K	\$110K
Tax Analyst/ Accountant	\$70K	\$80K

# Accounting & Finance

“

In today's dynamic hiring environment, having a partner like AccruePartners is invaluable.

Their deep understanding of market compensation and talent trends provides the clarity we need to remain competitive and attract top talent. They consistently bring forward insights that help us make smarter, faster decisions. Their expertise has become a key component of our overall talent strategy.

*Keith Weidman, CFO  
Amerit Fleet*

Treasury	Low	High
VP of Treasury	\$180K	\$200K
Director of Treasury	\$160K	\$185K
Treasury Manager	\$130K	\$145K
Senior Treasury Analyst	\$85K	\$100K
Treasury Analyst	\$70K	\$80K
Audit	Low	High
Audit Manager	\$130K	\$150K
Senior Auditor	\$90K	\$105K
Internal Auditor	\$75K	\$85K
Payroll	Low	High
Director of Payroll	\$140K	\$165K
Payroll Manager	\$120K	\$150K
Payroll Supervisor	\$85K	\$100K
Payroll Analyst	\$70K	\$80K
Payroll Specialist	\$60K	\$70K

Human Resources is evolving at an unprecedented pace, powered by new technology, stronger leadership development, and a renewed focus on the skills that drive performance. Organizations are increasingly turning to talent intelligence to forecast needs, shape workforce planning, and guide decisions around capability building. The organizations leaning into these trends are creating workplaces where people feel connected, supported, and ready to thrive.



### **The Move to Modern Technology**

Companies are rapidly shifting to modern, integrated HR technology and transforming onboarding, analytics, and day-to-day operations through automation. This tech evolution isn't just about efficiency; it's redefining how HR leads to the employees' experience and fueling real-time talent intelligence that strengthens hiring and retention decisions.

### **Investments in Training**

Organizations are doubling down on leadership and manager training, recognizing that strong leaders are the key to engagement, retention, and performance especially in hybrid and distributed environments. HR is driving this investment as a commitment to building healthier, higher-performing workplaces.

### **Addressing Skills Gaps**

Leading companies are reimagining roles and career paths around the skills that matter most. Instead of hiring strictly by job titles, they're adopting flexible, skills-based strategies that close capability gaps faster and create clearer growth paths for employees. This includes rising demand for Total Rewards, Compensation, and Benefits professionals who can design competitive, future-ready programs that attract and retain talent. Talent Intelligence is central to identifying where these shortages exist and how companies can stay competitive.

### **Focus on Communication & Accountability**

Talent may be staying put for now, but expectations for leadership have never been higher. Organizations are sharpening communication and accountability to build stronger teams and deeper trust, and HR is driving that transformation. As administrative tasks become automated or outsourced, HR's value is shifting toward strategy. Today's HR leaders are expected to translate talent data into business decisions, shape culture, strengthen leadership capability, and partner with the C-suite to navigate change. Companies that recognize HR as a strategic engine, not an administrative function, are the ones gaining a real competitive advantage impacting the business.

### **Change Management Becomes a Core Training Capability**

Organizations are moving through continuous waves of transformation driven by AI, automation, and new digital tools. HR is now expected to lead structured change management helping employees adapt, maintaining morale, and ensuring that technology enhancements don't outpace people readiness.

# In Demand HR Roles

- Human Resources Business Partner
- HR Project Manager/Transformation Lead
- HRIS Manager/HRIS Lead
- Payroll Specialist/Payroll and Benefits

99

Accrue delivers on both candidate and client experience. As a candidate, they prepared me exceptionally well and communicated clearly through the process. Now as a client, I appreciate their responsiveness and collaborative style.

*Onna O'Meara, CHRO  
Miller Environmental Group*

Human Resources	Low	High
CPO/CHRO	\$250K	\$300K+
Vice President	\$175K	\$250K
Director	\$140K	\$175K
Talent Management/L&D Manager	\$110K	\$140K
Business Partner/Manager	\$100K	\$150K
Learning & Development Specialist	\$80K	\$110K
Specialist/Generalist	\$70K	\$95K
Instructional Design	\$70K	\$90K
HRIS	Low	High
Director of Payroll	\$140K	\$165K
Payroll Manager	\$120K	\$150K
HRIS Manager	\$120K	\$150K
HRIS Specialist/Analyst	\$80K	\$110K
Talent Acquisition	Low	High
Vice President	\$200K	\$275K
Director	\$150K	\$200K
Manager	\$120K	\$150K
Recruiter/Talent Acquisition Role	\$75K	\$110K
Recruiting Coordinator	\$60K	\$75K
Total Rewards / Benefits / Compensation	Low	High
Vice President	\$185K	\$275K
Director	\$150K	\$200K
Manager	\$125K	\$165K
Analyst/Specialist	\$90K	\$110K

---

**Marketing, Digital & Creative** is evolving at lightning speed, driven by AI innovation, elevated consumer expectations, and tighter data ethics. Brands that adapt boldly with authenticity, intelligence, and seamless user experiences are winning attention and trust. Brands are increasingly relying on talent intelligence to understand emerging digital skillsets, competitive hiring trends, and evolving org-design needs.

---



### **The Modern CMO**

The CMO sits at the intersection of growth, data, and customer experience. No longer focused solely on brand, they are responsible for revenue, analytics, digital innovation, and cross-functional alignment. Their scope now ranges from marketing and comms to product marketing, CX, RevOps, and sometimes even sales enablement reflecting the expanding strategic influence of the role. Modern CMOs are now using Talent Intelligence to guide hiring, align revenue functions, and structure high-performing teams.

### **Scaling with AI**

AI is redefining what's possible in marketing accelerating content creation, personalization, and campaign optimization at a pace humans alone can't match. Marketers are harnessing these tools to create smarter, faster, more dynamic experiences with dramatically less manual effort

### **Marketing Operations**

Marketing Operations has exploded from a niche capability into one of the most influential functions in modern marketing and it's reshaping the org chart as we know it. As marketing becomes more automated, data-driven, and accountable for revenue, companies are building deeper operational layers beneath the CMO. New roles in automation, RevOps, analytics, CRM, and attribution are emerging as core pillars, shifting marketing from a creative-led structure to a balanced engine of creativity, data intelligence, and operational precision.

### **Focus on the User Experience**

User experience is everything right now. Brands are working hard to create connected, frictionless journeys across web, mobile, and in-store—and they're backing it up with ethical, transparent data practices as cookies disappear. First-party data is now the advantage because it builds trust while still enabling smart personalization. Layer on top the need for honest, consistent communication and values that actually mean something, and you've got the brands people stick with long-term.

# **Trends in Marketing, Digital & Creative**

# In Demand Marketing, Digital & Creative Roles

Growth/Performance Marketing

Product Marketing

Marketing Analytics

SEO/Organic Search Specialist

“

Partnering with AccruePartners brought a level of market intelligence that truly elevated our search for a Director of Marketing & Communications. They provided detailed compensation benchmarking, insights into how comparable roles were structured across the aviation sector, and a clear perspective on candidate expectations in a highly competitive market. Their guidance helped us calibrate the role internally and approach the search with confidence.

– *Andrew Mastrogiovanni*  
PSA Airlines

## Marketing/Communications

**Low**

**High**

CMO	\$250K	\$300K+
VP of eCommerce	\$200K	\$250K
VP of Marketing	\$185K	\$225K
Director of Marketing	\$140K	\$200K
Marketing Analytics Manager	\$130K	\$160K
Product Manager	\$115K	\$150K
eCommerce Manager	\$90K	\$140K
Product Marketing Manager	\$90K	\$140K
Communications Manager	\$85K	\$140K
Marketing Manager	\$85K	\$125K
Consumer Insights Analyst	\$75K	\$115K
Marketing Analyst	\$75K	\$115K
Marketing Specialist	\$60K	\$85K

## Digital

**Low**

**High**

Chief Digital Officer	\$250K	\$300K+
Director of Growth	\$175K	\$225K
CRM Manager	\$115K	\$150K
Paid Media Manager	\$90K	\$130K
Email Marketing Manager	\$90K	\$130K
Digital Content Strategist	\$85K	\$125K
SEO Specialist	\$90K	\$110K

## Creative

**Low**

**High**

Art Director/Creative Director	\$140K	\$185K
UX/UI Designer	\$115K	\$150K
Graphic Designer	\$75K	\$100K
Copy Writer	\$70K	\$90K

**Corporate Operations** roles are transforming rapidly, fueled by AI innovation, rising expectations for strategic partnership, and the need for real-time business insight.

The professionals who embrace this evolution are becoming indispensable drivers of organizational clarity, speed, and success. Talent intelligence is helping organizations determine which roles to elevate, automate, or redesign for maximum impact.



### **Chief of Staff and Executive Assistants Moving Beyond Execution**

Executive Assistants and Chiefs of Staff are evolving into influential strategic partners. No longer limited to task execution, they are becoming decision enablers, connectors, and culture carriers across the organization in shaping alignment, communication, and leadership effectiveness.

### **Real-Time Supply Chain Visibility**

Organizations are racing to gain real-time visibility across their supply chains as AI and automation reshape how data is captured, analyzed, and acted upon. Teams that can interpret and operate this intelligence are becoming critical to business continuity and competitive advantage.

### **Legal Becoming a Business Enabler**

Legal teams are stepping far beyond the traditional "cost center" perception and emerging as strategic partners in risk, compliance, user experience, and corporate governance. Counsel and legal operations are focusing on business enablement helping companies move faster, smarter, and more confidently.

### **AI Handling Routine Tasks**

AI is eliminating the administrative burden of routine tasks from triage to baseline responses and sentiment analysis. As automation takes over repetitive work, Corporate Operations professionals are stepping into higher-value responsibilities that center on strategy, relationship-building, and cross-functional impact. Talent intelligence provides insight into which roles can be upskilled versus automated.

# In Demand Corporate Operations Roles

- Executive Assistant/Chief of Staff
- Customer Success Manager
- Corporate Paralegal
- Supply Chain Analyst

“ Partnering with the Accrue team during our Assistant General Counsel search was an exceptional experience. The benchmarking and market intelligence you provided were precise, current, and instrumental in shaping a competitive and compelling offer. The execution was seamless from start to finish --highly responsive, consultative, and incredibly efficient given the urgency, uniqueness and seniority of the role. You are and continue to be a truly valued partner, and I would most confidently recommend your services to any organization navigating a critical search like this.

*Ashley Yacoub, HR Director  
Adaptive Health*

Administrative	Low	High
Chief of Staff	\$140K	\$200K
Executive Assistant	\$75K	\$115K
Administrative Assistant	\$65K	\$75K
Office Manager	\$60K	\$90K
Customer Service/Care/Success	Low	High
Vice President	\$200K	\$275K
Director	\$140K	\$185K
Manager	\$90K	\$140K
Specialist/Associate	\$55K	\$80K
Supply Chain	Low	High
VP of Supply Chain/Logistics	\$185K	\$275K
Senior Director/Director of Supply Chain/Logistics	\$150K	\$220K
Supply Chain/Logistics Manager	\$120K	\$150K
Purchasing Manager	\$90K	\$120K
Senior Buyer	\$75K	\$105K
Purchasing Specialist	\$65K	\$85K
Supply Chain/Logistics Support	\$65K	\$85K
Buyers	\$65K	\$85K
Legal	Low	High
General Counsel/VP of Legal	\$225K	\$300K
Corporate Counsel	\$185K	\$225K
Employment and Labor Counsel	\$165K	\$210K
Contracts Manager	\$90K	\$140K
Paralegal	\$80K	\$110K

Information Technology is now the engine accelerating business performance, and data is its fuel. As AI moves from pilots to full-scale execution, companies are doubling down on data talent, modernization, and operational alignment, positioning IT teams as critical drivers of speed, efficiency, and competitive advantage.



### **AI Moves from Pilots to Productivity**

AI is shifting from experimentation to enterprise execution, and organizations are racing to operationalize automation, analytics, and decision intelligence. This shift is creating explosive demand for data engineers, data analysts, and AI-ready talent who can build the infrastructure and models that turn pilots into measurable business value.

### **Tech Modernization Meets Cost Discipline**

Modernization is accelerating, but with a sharper business lens. Instead of costly system overhauls, companies are maximizing existing ERP, CRM, and infrastructure investments while layering on automation, analytics, and stronger security. This targeted approach is increasing agility, reducing risk, and delivering modernization with measurable ROI.

### **The Convergence of IT and Operations**

The line between IT and operations is disappearing as businesses connect plant systems, field technology, and enterprise applications into unified digital ecosystems. This convergence is unlocking real-time insights, operational efficiency, and faster decision-making driving demand for talent who can bridge both worlds with ease.

### **Selective, Skills-Based Hiring**

IT hiring remains active and highly strategic. Companies are prioritizing professionals who bring cross-functional strength, adaptability, and the ability to drive transformation, not just maintain systems. Versatile technologists who can deliver business impact are becoming the most sought-after hires.

### **The Surge in Data Talent Demand**

As companies push AI into full-scale execution, the demand for data professionals, data engineers, analysts, architects, and AI modelers is skyrocketing. Organizations are prioritizing strong data foundations, recognizing that without the right people building, governing, and interpreting their data, AI cannot deliver meaningful business impact.

**Trends in Information Technology**

# In Demand Information Technology Roles

- Infrastructure Engineers
- Data Engineers
- Cyber Security Analysts/Engineers
- Data Analytics and Reporting

IT Corporate Leadership	Low	High
CIO/CTO	\$240K	\$500K
CISO	\$225K	\$400K
VP of IT	\$190K	\$275K
VP of Data & Analytics/BI	\$190K	\$225K
Director of IT	\$165K	\$190K
Data Management & Analytics	Low	High
Data Scientist	\$150K	\$200K
Data/BI Architect	\$135K	\$180K
Data Engineer/BI Developer	\$110K	\$150K
Database Admin	\$95K	\$130K
Data/BI Analyst	\$90K	\$130K
Core Infrastructure / Tech Service	Low	High
IT Service Manager	\$120K	\$150K
Systems Administrator/Engineer	\$110K	\$140K
Network Administrator/Engineer	\$110K	\$140K
Desktop Support/ Help Desk Analyst	\$55K	\$90K

# Information Technology

”

Working with the Accrue team on a brand new role for our team, and our company, was extremely valuable. We were unsure of the market, and the type of talent we were looking for, and were able to pinpoint skillsets and talent level with the help of Accrue. The teammate we ended up onboarding was much MUCH different than how our initial search began, and I'm grateful we took the time and effort to partner with Accrue.

*Holly Dwyer, Sr Director, Commission Programs  
Sunbelt Rentals, Inc*

Engineering/Development/Architecture	Low	High
Solutions Architect	\$140K	\$175K
Software Engineering Manager	\$130K	\$160K
DevOps Engineer	\$130K	\$160K
Software Developer/Engineer	\$110K	\$140K
Cybersecurity	Low	High
Cybersecurity Manager/ Director	\$140K	\$180K
Security Architect	\$140K	\$180K
Security Analyst	\$95K	\$135K
Agile Delivery	Low	High
Product Owner	\$125K	\$170K
SCRUM Master	\$120K	\$160K
Product Owner	\$110K	\$135K
ERP, Techno/Functional Resources	Low	High
Program Leader	\$160K	\$220K
Work Stream Leader	\$120K	\$150K
ERP Implementation	\$130K	\$180K

Organizations are entering a new cycle of transformation driven by AI, modernization, and renewed M&A activity along with the demand for expert project consultants that has never been stronger. Talent intelligence plays a pivotal role in helping companies identify the consulting skills needed to execute complex initiatives. [Project Consulting Solutions](#) talent is becoming a strategic force, enabling companies to execute faster, integrate smarter, and deliver meaningful business outcomes.



### **AI Moves from Pilots to Practical Use**

AI is shifting from experimentation to everyday execution across PMO, Finance, HR, and Supply Chain. Companies are now using AI to automate reporting, enhance forecasting, streamline data analysis, and improve decision-making and risk management. This shift is accelerating delivery timelines and boosting the need for consultants who can operationalize AI-enabled processes. Talent Intelligence helps pinpoint the niche expertise required for successful adoption.

### **Platform/Packaged Software Upgrades Become Continuous**

The era of one-and-done system overhauls is fading. Companies are adopting continuous improvement cycles for ERP, HR, and CRM systems driven by cloud releases, AI-powered upgrades, and faster innovation timelines. This shift requires consultants who can manage ongoing waves of enhancements, testing, deployment, and organizational adoption with precision and speed.

### **M&A Transactions Pick Up Again**

After several slower years, mergers and acquisitions are accelerating heading into 2026. As activity rises, organizations are prioritizing faster, more seamless integrations to capture value quickly. Consultants with experience in integration management, data consolidation, system alignment, and complex transition planning are already seeing heightened demand and that trend will continue to grow.

### **The Rise of the Hybrid PMO**

As organizations balance Agile and Waterfall delivery, PMOs are evolving into hybrid, strategic engines. They are moving beyond oversight to become enablers of alignment, reporting, automation, and enterprise-wide transformation. With digital initiatives driving ERP, AI, and automation programs, challenges around governance, capacity planning, and cross-functional collaboration are creating high demand for adaptable PMO and project leadership talent.

## **Trends in Project Consulting**

# In Demand Project Consulting Roles

Project Managers

Change Manager

Business/Finance Transformation Professional

Training Consultant

”

As we work through a major Google Suite to Microsoft 365 migration, having a consulting partner like AccruePartners has been invaluable.

They quickly provided a specialist with the technical depth and business understanding needed to move the initiative forward. Their insight into market compensation and consulting talent gives us confidence that we're securing the right expertise at the right time. AccruePartners has become a trusted extension of our team and a key partner in how we plan and execute complex IT initiatives.

*Ken Murphy, Sr Director of IT  
Parkdale Mills*

## Project & Transformation Leadership

	Low	High
PMO Director	\$175K	\$300K
Business Transformation Leader	\$170K	\$290K
Finance Transformation Leader	\$160K	\$275K
Program Manager	\$150K	\$260K
Project Manager	\$130K	\$225K
Finance Transformation Manager/Director	\$120K	\$220K
Business Transformation Manager/Director	\$115K	\$205K
Project Coordinator	\$80K	\$140K

## Functional Leadership

	Low	High
Risk & Compliance Leader	\$150K	\$270K
Finance & Accounting Project Leader	\$135K	\$225K
Organizational Change Management (OCM) Leader	\$120K	\$220K
OCM Manager/Director	\$120K	\$210K
Risk & Compliance Manager/Director	\$110K	\$210K
Finance & Accounting Project Manager/Director	\$110K	\$195K

## Technology Leadership

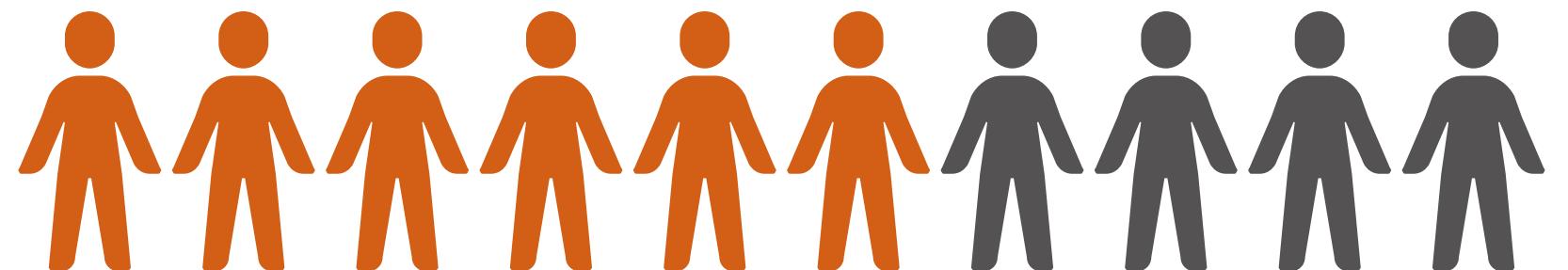
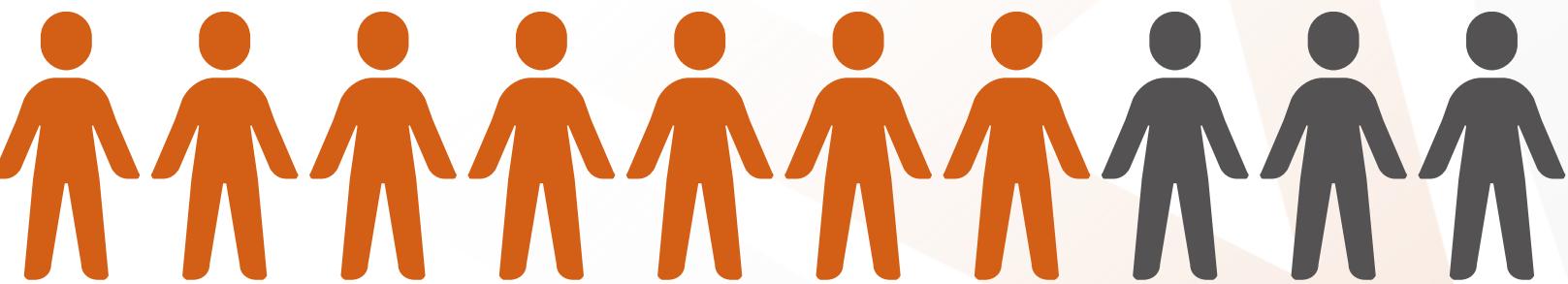
	Low	High
Data & Analytics Leader	\$150K	\$260K
Business Technology Leader	\$140K	\$260K
Data & Analytics Manager/Director	\$125K	\$210K
Business Technology Manager/Director	\$110K	\$200K
Quality Assurance & Testing Professionals	\$95K	\$200K



Our 2025 placement data reveals a decisive shift in how work gets done, underscoring the evolving expectations of both employers and talent. With the majority of placed talent operating fully in-office and only 16% in hybrid roles, organizations are clearly prioritizing on-site collaboration, faster decision-making, and deeper cultural integration. Yet the 22% working remotely signals that flexibility remains essential for roles where output and specialization outweigh the need for physical presence.

---

**71%** of search placements  
are working in-office.



**62%** of interim roles are  
working in-office.



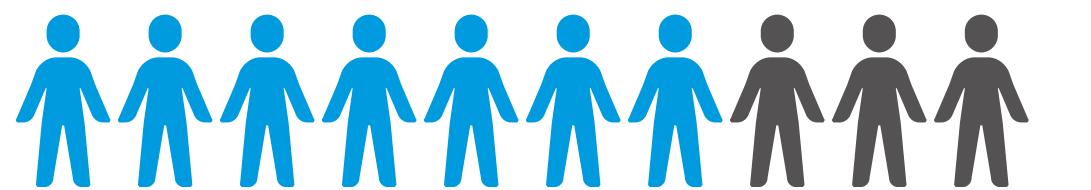


Across all of our divisions, from [Accounting and Finance](#), and [Corporate Operations](#), and [HR](#) roles working in-office, to [IT](#) and [Marketing, Digital & Creative](#) operating in hybrid and remote environments, work style is becoming a strategic indicator of how teams drive performance. These patterns offer powerful talent intelligence for employers: revealing where in-office presence fuels impact, where hybrid models unlock effectiveness, and where remote capability continues to thrive.

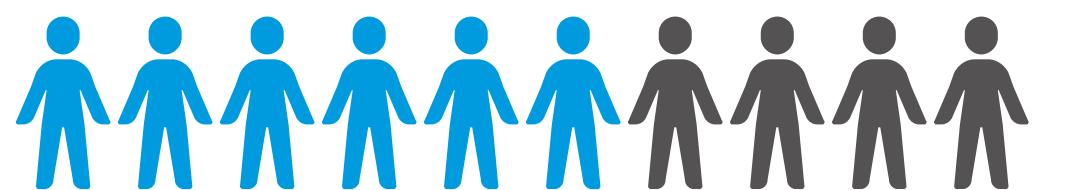
### Working In-office



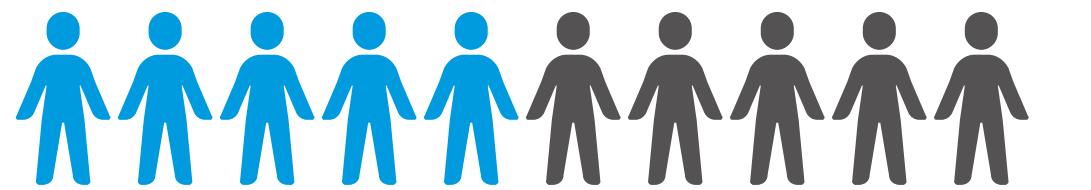
Over  
**70%**  
of Accounting & Finance



Over  
**60%**  
of Corporate Operations



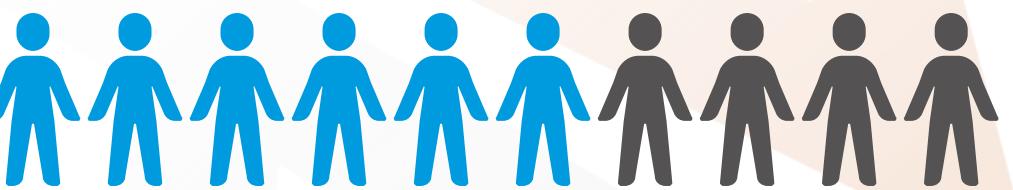
**50%**  
of Human Resources



### Working Remote



**60%**  
of Information Technology



**70%**  
of Marketing, Digital & Creative





Our 2026 Salary Guide reflects what AccruePartners does best. Providing talent intelligence and insight to ensure our clients' and candidates' continued success.

For more than two decades, our team has delivered results through flexible talent solutions:

[Interim Staffing](#) to ensure productivity and continuity.

[Direct Hire & Retained Search](#) to secure high-performing talent.

[Project Consulting](#) to address and overcome business challenges.

Our mission is Building People, Companies, and Careers, and that is what we spend our days doing. [Connect with our team](#) to learn how leading companies and top talent benefit from our award-winning service and commitment to precision and excellence.