



Method



Salary Guide 2026

ACCOUNTING &
FINANCE

About this guide

This guide provides a strategic overview of Australia's Sales and Marketing talent market in 2026. Drawing on active search insights, market trends and real-time hiring activity across industries, it highlights how commercial capability is evolving and where competition for high-impact talent is strongest.

Designed for both business leaders shaping growth strategies and professionals seeking to make informed career decisions, it offers clarity on market movement, candidate expectations and the strategic considerations influencing hiring and progression in today's commercial landscape.

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About Method Recruitment Group

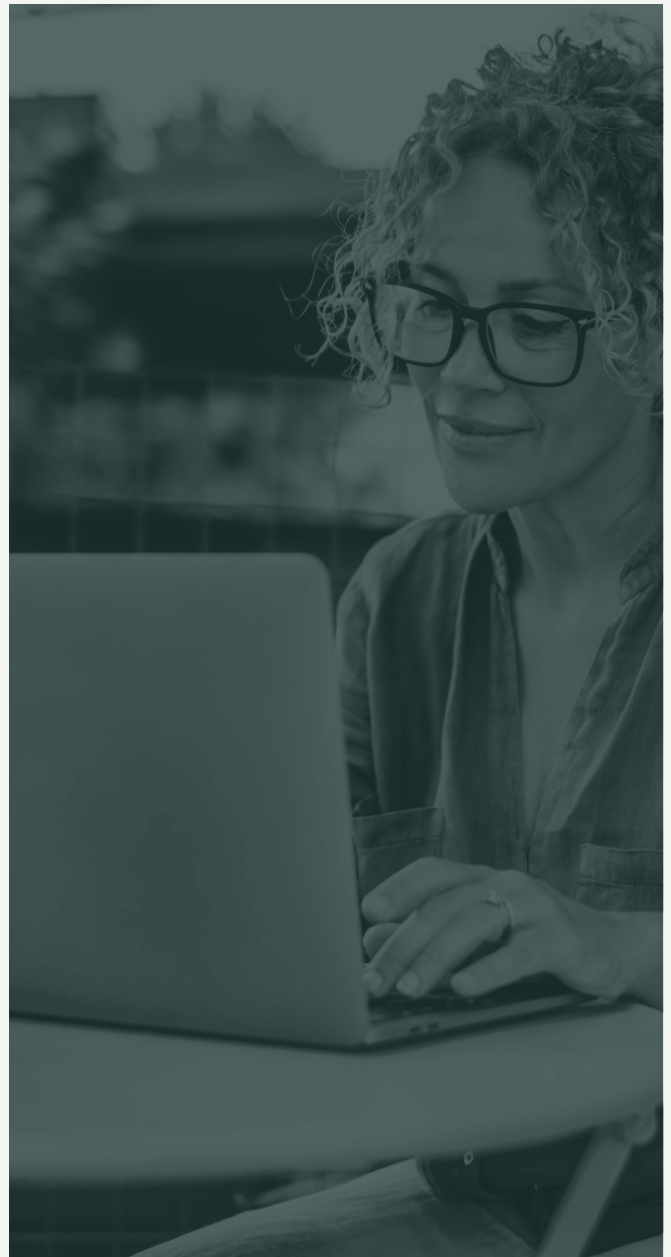
Method Recruitment Group was built on the belief that recruitment should be intentional, insights driven and strategically aligned – yet always uniquely human. We operate at the intersection of performance and partnership, aligning capability to business ambition and careers to long-term potential.

Across Technology, Accounting & Finance, Sales & Marketing, Business Support, HR, Risk and Executive engagements, our consultants are specialists by design. They work exclusively within their markets, combining deep commercial understanding with genuine relationship depth. That proximity gives our clients a competitive edge by way of access to informed advisory, calibrated market intelligence and talent networks built over years, not weeks.

Our vision is to be Australia's most trusted and impactful recruitment experience. Trust is earned through transparency. Impact is created through outcomes. Every brief we take on is approached with care, precision and a commitment to long-term success.

For clients, that means recruitment aligned to business performance.
For candidates, it means guidance, clarity and advocacy at pivotal career moments.

Recruitment done right isn't reactive. It's deliberate, refined and human at its core. That's our Method.



Growth doesn't
happen by accident.
Neither does great hiring.

Employment Market Overview

Accuracy is table stakes. Insight and influence define value in 2026 finance roles.

Finance functions across Australia have stabilised after years of volatility, with organisations now focusing on sustainable growth, disciplined cash flow management and improved forecasting. Hiring managers want finance professionals who can translate numbers into practical recommendations that directly support operational decisions. While candidate mobility has increased, high-calibre commercial talent remains selective, with top professionals fielding multiple opportunities.

There's a balancing act occurring with technical excellence and strategic influence. Automation and system modernisation are transforming transactional tasks, while expectations for commercial insight, scenario modelling and cross-department collaboration are rising.

High-performing teams now blend core accounting, operational finance and strategic advisory. Leaders of this cohort seek to make this blend seamless, ensuring finance does more than record history and actively shapes organisational outcomes.

Augmenting Finance with Technology

Automation and AI are shifting routine finance tasks toward faster, more accurate execution. Manual processing of transactions, reconciliations, and reporting is increasingly supported by intelligent systems, allowing finance professionals to focus on insight, risk management, and business partnering.

The most successful professionals combine technical expertise with digital fluency, analytical thinking and operational awareness, transforming finance into a value-generating function rather than a purely compliance-focused department.

Compliance, Governance & Regulatory Pressures

Your Finance team are your risk-control function, central to organisational governance and resilience. Mistakes are costly (financially, operationally and reputationally) and regulatory scrutiny continues to intensify.

KEY DYNAMICS SHAPING THE MARKET:

- **Payroll as a governance function:** Compliance with wage laws, superannuation, awards and EBAs is now recognised as critical to organisational integrity. Upcoming legislation like Payday Super (FY2027) heightens this responsibility, driving demand for payroll professionals who combine technical accuracy with operational judgment and confident stakeholder communication.
- **Tax as a strategic partner:** Tax teams are moving beyond compliance to influence pricing, supply chain structures and risk management. Real-time reporting, multi-jurisdiction oversight and audit readiness mean tax professionals now have a direct line to commercial and operational decision-making.

- **Finance oversight and enterprise risk:** Controllers, finance managers and CFOs are expected to maintain strong governance frameworks, ensure accurate reporting, and oversee system implementation and improvement. Automation and AI reduce manual errors but increase the need for judgment, analytical review and exception management.

IMPLICATIONS FOR EMPLOYERS:

- Finance, tax and payroll are no longer purely operational - they are value-protecting and strategically influential.
- Attracting and retaining top professionals requires organisations to offer meaningful responsibility, visibility in decision-making, and clear opportunities to influence governance and strategy.
- Roles that combine technical precision with commercial judgment and oversight capability are the ones that deliver both compliance and competitive advantage.

Salary & Reward Trends

Compensation for this cohort is increasingly tied to impact, influence and skill scarcity.

- **Role-level differentiation:** Transactional finance roles now command premiums for process improvement, system proficiency and proactive problem-solving. Qualified accountants and controllers are valued for commercial insight, forecasting and stakeholder engagement, while CFOs and senior leaders are rewarded for influence, transformation leadership and AI adoption.

- **Variable pay is standard:** Incentives and bonuses increasingly link to outcomes such as forecast accuracy, margin management, and risk mitigation, rather than hours worked.
- **Non-financial incentives matter:** Flexible work arrangements, access to strategic projects, exposure to senior leadership and structured career development are powerful differentiators for top-tier candidates.

2026 Hiring Takeaways

Hiring managers can expect continued demand for professionals who combine technical accuracy with commercial influence. Candidates move quickly and are highly selective, making clarity in role scope, expectations and influence critical.

Organisations that structure their recruitment process efficiently, give early access to decision makers, and communicate realistic first 90- to 180-day objectives are more likely to secure and retain top talent. Professionals who can interpret data, communicate effectively across functions and add strategic value will continue to be the most sought after.



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Accounting & Finance



Diversity:
49% Female



Tenure:
2.2 years



Demand:
Very High

The finance function across Australia is stabilising, but hiring managers are still feeling the squeeze. In 2026, high-calibre talent is selective: nearly 60% of mid-to-senior finance professionals are exploring opportunities, but only a fraction will move for roles without clear influence or growth. CFOs, controllers, analysts and business services teams are expected to deliver insight, not just reports, yet many teams struggle to define what that actually looks like.

Demand spans the hierarchy: CFOs and finance directors who can lead transformation, controllers and managers who translate data into business decisions, and accountants/analysts who combine accuracy with commercial awareness. The challenge? Organisations often understate role scope or fail to highlight impact, leaving candidates unclear on how they will contribute to strategy or decision-making.


Digital fluency is a must. ERP, BI and automation tools are now baseline expectations, yet hiring managers still report system proficiency gaps in nearly 40% of candidates. Coupled with tight timelines and competing offers, this makes recruitment a high-stakes game: top candidates move fast, and indecision or unclear processes can cost months.

To achieve desired growth, employers must be crystal clear on role influence, career trajectory and the problems the candidate will solve. Those who communicate this early, involve key stakeholders and define real-world impact are the ones we see secure and retain talent.

Role	Low Range	Mid Range	High Range	Contract Rate (Hourly)
Chief Financial Officer (CFO)	\$260k–\$280k	\$300k–\$320k	\$340k–\$360k	\$180–\$220
GM Finance	\$220k–\$240k	\$250k–\$270k	\$280k–\$300k	\$150–\$180
Head of Finance	\$180k–\$200k	\$210k–\$230k	\$240k–\$260k	\$130–\$160
Financial Controller	\$160k–\$180k	\$190k–\$210k	\$220k–\$240k	\$120–\$140
Finance Manager	\$130k–\$150k	\$150k–\$170k	\$170k–\$190k	\$80–\$100
System Accountant	\$110k–\$130k	\$130k–\$150k	\$150k–\$170k	\$80–\$100
Financial Accountant	\$90k–\$110k	\$110k–\$130k	\$130k–\$150k	\$65–\$75
Senior Financial Accountant	\$120k–\$140k	\$140k–\$160k	\$160k–\$180k	\$75–\$90
Management Accountant	\$95k–\$115k	\$115k–\$135k	\$135k–\$155k	\$65–\$75
Senior Management Accountant	\$120k–\$140k	\$140k–\$160k	\$160k–\$180k	\$75–\$90
Finance Business Partner	\$130k–\$150k	\$150k–\$170k	\$170k–\$190k	\$80–\$95
FP&A Manager	\$150k–\$170k	\$170k–\$190k	\$190k–\$210k	\$100–\$130
Financial Analyst	\$85k–\$105k	\$105k–\$125k	\$125k–\$145k	\$70–\$80
Commercial Analyst	\$95k–\$115k	\$115k–\$135k	\$135k–\$155k	\$70–\$90

Business Services

Role	Low Range	Mid Range	High Range
Graduate Accountant	\$60k–\$62.5k	\$62.5k–\$65k	\$65k–\$68k
Intermediate	\$65k–\$69k	\$69k–\$73k	\$73k–\$78k
Accountant	\$85k–\$92k	\$92k–\$98k	\$98k–\$105k
Senior Accountant	\$90k–\$98k	\$98k–\$105k	\$105k–\$115k
Assistant Manager	\$105k–\$110k	\$110k–\$115k	\$115k–\$120k
Manager	\$120k–\$130k	\$130k–\$140k	\$140k–\$150k
Senior Manager	\$140k–\$160k	\$160k–\$180k	\$180k–\$200k
Director	\$180k–\$200k	\$200k–\$225k	\$225k–\$250k
Salaried Partner	\$200k–\$220k	\$220k–\$240k	\$240k+

A man with glasses and a plaid shirt is sitting at a desk, looking down at a calculator. He is holding a piece of paper in his left hand. The background shows a window with blinds. The image is overlaid with a light green dot pattern and two dark green horizontal bars.

Australia is projected to face a shortage of around 25,000 finance professionals by 2030 as workforce demand continues to outpace supply.

Payroll & Part Qualified



Diversity:
75% Female



Tenure:
1.7 years



Demand:
High

Part-qualified finance and payroll roles remain some of the hardest positions for hiring managers to fill quickly, despite being foundational to finance operations. Accounts Payable, Receivable, Payroll Officers, Assistant Accountants and Bookkeepers keep organisations moving day to day – yet these roles are increasingly complex, system-driven and exposed to compliance risk.

Payroll in particular has shifted firmly into the governance spotlight. Wage compliance, superannuation accuracy and award interpretation continue to face scrutiny, with regulators and employees paying closer attention than ever. With Payday Super legislation coming into effect from FY2027, payroll teams are preparing for increased reporting expectations and tighter timelines, raising the stakes for technical accuracy and process control.

Demand is strongest in industries with large or complex workforces (healthcare, aged care, retail, hospitality, manufacturing and logistics) where shift work, EBAs and multi-site payrolls add layers of complexity. Hiring managers consistently report that candidates who can confidently manage system workflows, investigate discrepancies and communicate clearly with employees and managers are in shortest supply.

At the same time, automation is changing expectations. Routine invoice processing and reconciliations are increasingly supported by modern AP/AR platforms, meaning employers now look for professionals who can troubleshoot systems, resolve exceptions and improve processes, not just process transactions.

The challenge for many organisations is that these roles are still positioned as purely operational, while the reality is they carry financial, compliance and reputational risk. Hiring managers who clearly communicate system environments, complexity of payroll structures and opportunities for development are far more successful at attracting candidates who can stabilise and strengthen these functions.

Role	Low Range	Mid Range	High Range	Contract Rate (Hourly)
Accounts Payable Officer	\$65k–\$75k	\$70k–\$85k	\$80k–\$95k	\$35–\$50
Accounts Receivable Officer	\$65k–\$75k	\$70k–\$85k	\$85k–\$95k	\$32–\$50
Credit Controller	\$70k–\$75k	\$75k–\$90k	\$85k–\$100k	\$35–\$50
Payroll Officer	\$70k–\$80k	\$80k–\$95k	\$95k–\$120k	\$40–\$65
Payroll Team Lead or Manager	\$85k–\$100k	\$100k–\$110k	\$110k–\$200k	\$50–\$120
Assistant Accountant or Finance Officer	\$70k–\$75k	\$75k–\$90k	\$85k–\$95k	\$35–\$55
Bookkeeper	\$65k–\$75k	\$75k–\$85k	\$85k–\$100k	\$40–\$50

Tax - Industry & Services



Diversity:
49% Female



Tenure:
1.5 years



Demand:
Very High

Tax functions are undergoing a quiet but significant shift. Once viewed as periodic compliance checkpoints, tax teams are now expected to operate as year-round strategic advisors influencing pricing, supply chain structures and organisational risk management.

Regulatory expectations continue to increase. Real-time reporting, transparency measures and audit readiness are placing tax expertise closer to commercial decision-making than ever before. For hiring managers, this means the challenge is no longer simply finding technically capable professionals; it is finding individuals who can translate complex tax requirements into practical commercial guidance.

Demand remains particularly strong in industries with high transaction volumes or complex regulatory environments, including financial services, retail, healthcare, manufacturing and global organisations with cross-border operations. Indirect tax capability (particularly GST and FBT expertise within complex ERP environments) remains one of the most requested skill sets.

Professional services firms continue to invest heavily in developing graduate through to manager-level talent, yet the transition from professional services into commercial industry roles is creating strong competition for experienced tax professionals, especially at Senior Manager and Director level.

Hiring managers often face two recurring challenges: candidates with deep technical capability but limited commercial exposure, or commercially minded professionals who lack governance experience. The most sought-after individuals are those who can bridge both worlds - technical precision with business influence.

Organisations that position tax roles as part of a broader finance strategy, rather than purely compliance oversight, are the ones attracting professionals capable of proactively identifying risk, improving processes and supporting sustainable growth.

Role	Low Range	Mid Range	High Range
Graduate	\$60k–\$62.5k	\$62.5k–\$68k	\$68k–\$70k
Intermediate	\$63k–\$68k	\$68k–\$75k	\$75k–\$80k
Senior	\$85k–\$90k	\$90k–\$95k	\$95k–\$105k
Assistant Manager	\$105k–\$110k	\$110k–\$115k	\$115k–\$120k
Manager	\$120k–\$130k	\$130k–\$140k	\$140k–\$150k
Senior Manager	\$150k–\$165k	\$165k–\$180k	\$180k–\$195k
Director	\$195k–\$205k	\$205k–\$215k	\$215k–\$235k
Salaried Partner	\$250k+	\$250k+	\$250k+
Tax Accountant	\$100k–\$115k	\$115k–\$130k	\$130k–\$145k
Senior Tax Accountant	\$140k–\$145k	\$145k–\$155k	\$155k–\$165k
Tax Manager	\$170k–\$180k	\$180k–\$190k	\$190k–\$200k
Head of Tax	\$200k–\$235k	\$235k–\$270k	\$270k–\$300k

Hiring across other teams?

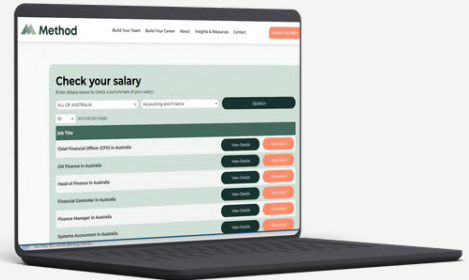


Workforce planning doesn't happen in isolation. If you are recruiting across other functions, our specialist salary guides provide detailed market insights across Technology, Data & AI, Accounting & Finance, Business Support, HR, and Risk & Compliance.

Scan the QR code to access our full Salary Guide library and explore market trends, remuneration benchmarks and hiring insights designed to support your planning decisions.



Benchmark With Our Salary Tool



Our Salary Checker Tool is based on real hiring activity and placements across Australia. While no tool can account for every variable, it provides a reliable market-aligned benchmark. Our specialist recruitment team updates this data quarterly or sooner if there are considerable market changes.





Scan the QR code to explore real-time market positioning.





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