

BROOK

FINANCE & ACCOUNTING

# SALARY GUIDE

2026/2027

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# MARKET OUTLOOK

Finance has become one of the most influential functions within modern business.

Economic uncertainty, technological advancement and increasing commercial expectations have transformed the role of finance professionals. Today's organisations are looking for leaders who not only understand the numbers but can translate them into meaningful business decisions.

Artificial intelligence is reshaping financial reporting, forecasting and analysis, allowing professionals to spend less time processing information and more time creating strategic value. The most successful finance professionals will be those who combine technical expertise with commercial judgement, curiosity and strong communication.

Every conversation we have with clients reinforces the same message: performance matters. Organisations are investing in finance professionals who influence strategy, embrace innovation and drive business performance.

This guide brings together BROOK's market insights, recruitment expertise and salary data to support informed hiring and career decisions across Finance & Accounting.



# WHO WE ARE

For almost two decades, BROOK has partnered with some of Australia's most respected organisations to connect exceptional talent across Finance & Accounting, Human Resources, Business Support & Executive Assistants, Sales & Marketing and corporate leadership.

Our expertise extends far beyond recruitment. Through thousands of placements, long-standing client partnerships, and our growing B.Networks executive community, we've developed deep market intelligence and a genuine understanding of what drives successful businesses and high-performing careers.

We believe recruitment is about more than filling vacancies. It's about identifying individuals who will create lasting impact, strengthen culture, and contribute to long-term organisational success.

Whether you're building your team, benchmarking salaries, or exploring your next career move, our experienced consultants are here to provide trusted advice and market insight every step of the way.

We would love to start the conversation.

[connect@brookrecruitment.com.au](mailto:connect@brookrecruitment.com.au)  
0481 727 058 / (03) 9500 2797



# B.FINANCE

Over the years, we've had the privilege of working closely with Finance and Accounting professionals at every stage of their careers.

Through these relationships, one thing has become clear: There is a strong appetite for connection, shared learning, and genuine community within the industry. That's why we have created a space for our network to come together.

The B.Finance Network is our dedicated community for Finance and Accounting professionals across Australia.

It brings together high-performing individuals who are looking to:

- ① Connect with peers across industries
- ② Share insights and experiences
- ③ Learn from others navigating similar career paths

Whether you're an emerging professional or an experienced leader, the network provides a platform to build relationships that extend beyond the day-to-day.



# PARTNERSHIPS

BR00K partners with organisations that share our commitment to building stronger businesses, meaningful relationships and exceptional professional communities.

Our partners play an integral role in bringing B.Networks to life, supporting premium events, thought leadership and relevant connections that inspire collaboration and help shape the future of work.

We are proud to welcome Corporate Traveller as our Gold Partner for the 2026/27 Salary Guide and B.Networks.

## CORPORATE TRAVELLER

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FINANCE

| ROLE                        | 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 | 110 | 120 | 130 | 140 | 150 | 160 | 170 | 180 | 190 | 200 | 210 | 220 | 230 | 240 | 250 | 260 | 270 | 280 | 290 | 300 |  |               |
|-----------------------------|---|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|--|---------------|
| Junior Paraplanner          |   |    |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |  | (70k - 75k)   |
| Client Services Officer     |   |    |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |  | (70k - 90k)   |
| Accounts Payable            |   |    |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |  | (70k - 90k)   |
| Accounts Receivable         |   |    |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |  | (70k - 90k)   |
| Payroll Officer             |   |    |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |  | (75k - 90k)   |
| Accounts/Finance Manager    |   |    |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |  | (110k - 160k) |
| Bookkeeper                  |   |    |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |  | (75k - 100k)  |
| Senior Bookkeeper           |   |    |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |  | (85k - 110k)  |
| Accounts Receivable Manager |   |    |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |  | (100k - 130k) |
| Client Investor Relations   |   |    |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |  | (90k - 130k)  |
| Paraplanner                 |   |    |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |  | (90k - 120k)  |
| Financial Planner           |   |    |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |  | (90k - 125k)  |
| Accounts Payable Manager    |   |    |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |  | (100k - 130k) |
| Senior Financial Planner    |   |    |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |  | (120k - 160k) |
| Financial Analyst           |   |    |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |  | (100k - 145k) |
| Payroll Manager             |   |    |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |  | (110k - 150k) |
| Finance Manager             |   |    |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |  | (110k - 160k) |
| Financial Planner Manager   |   |    |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |  | (130k - 190k) |
| Financial Controller        |   |    |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |  | (140k - 220k) |
| Chief Financial Officer     |   |    |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |  | (180k - 300k) |
| Investor Relations Manager  |   |    |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |  | (150k - 250k) |

\*\*All salaries listed are base annual salary (excl. Super) \$'000

FINANCE TASK BREAKDOWN

Junior Paraplanner70 – 75 (excl. Super)

- Support the delivery of quality financial advice by preparing accurate, compliant documentation & assisting advisers throughout the advice process.
- Prepare Statements of Advice (SOAs), Records of Advice (ROAs), & supporting documentation
- Conduct research to support client strategies & financial recommendations
- Gather & analyse client information to assist in developing advice solutions
- Ensure advice documentation is accurate, compliant, & completed within required timeframes
- Liaise with advisers, clients, & product providers to progress client matters
- Maintain accurate client records & contribute to continuous improvement of advice processes

Client Services Officer70 – 90 (excl. Super)

- Provide exceptional administrative & client support to ensure the efficient delivery of financial advice & a positive client experience
- Manage client enquiries & coordinate appointments, communications, & follow-up activities
- Prepare & process client documentation, ensuring accuracy, compliance, & timely completion
- Maintain accurate client records & update information across internal systems
- Assist with implementing financial advice recommendations & tracking outstanding requirements
- Support day-to-day practice operations by contributing to efficient administrative processes & service delivery

Accounts Payable70 – 90 (excl. Super)

- Manage outgoing payments & ensure invoices are processed.
- Review & process invoices for accuracy, ensuring approvals obtained pre-payment
- Manage payment schedules, optimising cash flow
- Maintain relationships with vendors, addressing enquiries & issues
- Maintain accurate records of all AP transactions, assisting with audits
- Regularly reconcile vendor statements & resolve discrepancies, ensuring accuracy
- Prepare reports on AP metrics, including outstanding payments & trends

Accounts Receivable70 – 90 (excl. Super)

- Manage incoming payments, maintaining accurate records.
- Generate & issue invoices, ensuring accuracy & adherence to policies
- Monitor customer accounts for overdue payments & following up with reminders & collections
- Reconcile customer accounts regularly, ensuring payment recording & discrepancies resolved
- Prepare reports on AR status, including aging reports & cash flow projections
- Work with team to establish credit policies & ensure adherence to terms
- Provide customer support regarding billing enquiries & issues

Payroll Officer75 – 90 (excl. Super)

- Manage company payroll processing, maintaining compliance & address compensation queries.
- Prep & process payroll on scheduled basis, ensuring accuracy in wages, deductions, bonuses
- Ensure compliance with regulations, incl. tax laws & employment standards
- Maintain accurate payroll records, ensuring confidentiality of employee info
- Address payroll-related enquiries from employees, providing timely & accurate info
- Prepare payroll reports, highlighting trends & discrepancies
- Assist in internal & external audits to payroll processes

Accounts / Finance Manager110 – 160 (excl. Super)

- Oversee all accounting & financial management functions, ensuring accurate reporting, regulatory compliance, & effective financial operations.
- Manage day-to-day accounting operations, including accounts payable, accounts receivable, payroll, & general ledger activities
- Prepare monthly, quarterly, & annual financial reports, budgets, & forecasts
- Ensure compliance with financial regulations, taxation requirements, & accounting standards
- Monitor cash flow, financial performance, & business expenditure to support informed decision-making
- Coordinate month-end & year-end processes, including reconciliations & audit requirements
- Develop & improve financial systems, processes, & internal controls to enhance efficiency & accuracy

\*\*All salaries listed are base annual salary (excl. Super) \$'000

FINANCE TASK BREAKDOWN

|            |                        |
|------------|------------------------|
| Bookkeeper | 75 - 100 (excl. Super) |
|------------|------------------------|

- Maintain accurate financial records, recording transactions, managing accounts & providing reporting.
- Record daily financial transactions, ensuring data is accurate & complete
- Reconcile bank statements regularly, resolving any discrepancies
- Prepare basic financial reports for management, summarising financial activity & status
- Track & categorise expenses, ensuring adherence to budgetary guidelines
- Maintain organised financial files, including receipts & invoices, for easy retrieval during audits
- Provide support to accountants in preparing for audits & compiling financial data

|                   |                        |
|-------------------|------------------------|
| Senior Bookkeeper | 85 - 110 (excl. Super) |
|-------------------|------------------------|

- Oversee day-to-day bookkeeping functions, ensuring accurate financial records, compliance, & efficient financial operations.
- Manage daily financial transactions, ensuring accuracy & completeness across all accounts
- Perform complex bank, balance sheet, & general ledger reconciliations, resolving discrepancies
- Prepare management reports, cash flow summaries, & financial information to support business decisions
- Oversee accounts payable, accounts receivable, payroll, & month-end processing activities
- Ensure compliance with accounting standards, taxation requirements, & internal financial procedures
- Support & mentor bookkeeping staff while identifying opportunities to improve financial processes & controls

|                             |                         |
|-----------------------------|-------------------------|
| Accounts Receivable Manager | 100 - 130 (excl. Super) |
|-----------------------------|-------------------------|

- Manage the accounts receivable function, ensuring timely collection of outstanding payments, accurate financial records, & effective credit management.
- Oversee the end-to-end accounts receivable process, including invoicing, collections, & account reconciliations
- Monitor outstanding debtor balances & follow up overdue accounts to minimise aged receivables
- Resolve customer account enquiries & payment discrepancies in a timely & professional manner
- Ensure compliance with company policies, financial controls, & credit management procedures
- Prepare accounts receivable reports & reconciliations to support month-end & financial reporting processes
- Support, mentor, & coordinate the accounts receivable team to achieve service & performance objectives

|                           |                       |
|---------------------------|-----------------------|
| Client Investor Relations | 90 -130 (excl. Super) |
|---------------------------|-----------------------|

- Manage communication between company & investor.
- Develop effective communication strategies to engage with investors & stakeholders
- Prep & present financial results & strategies at meetings & conferences
- Monitor market trends & investor sentiment, providing insights for planning
- Ensure financial regulation compliance & reporting standards
- Manage relationships with investors, responding to enquiries & facilitating meetings
- Prep quarterly & annual reports - highlighting key metrics & strategic initiatives

|             |                        |
|-------------|------------------------|
| Paraplanner | 90 - 120 (excl. Super) |
|-------------|------------------------|

- Prepare high-quality, compliant financial advice documentation & provide technical support to advisers to deliver tailored client solutions.
- Prepare Statements of Advice (SOAs), Records of Advice (ROAs), & supporting documentation
- Conduct research & strategy analysis to support financial planning recommendations
- Analyse client financial information to develop appropriate advice strategies & outcomes
- Liaise with advisers, client service staff, & product providers to progress client matters efficiently
- Monitor legislative, regulatory, & product changes to ensure advice remains current & compliant

|                   |                        |
|-------------------|------------------------|
| Financial Planner | 90 - 125 (excl. Super) |
|-------------------|------------------------|

- Provide strategic financial advice & develop tailored solutions to help clients achieve their financial goals and objectives.
- Build strong client relationships by understanding financial needs, goals, & personal circumstances
- Develop & present comprehensive financial plans, including investment, superannuation, retirement, & risk management strategies.
- Conduct client reviews, assessing progress & recommending adjustments to financial strategies as required
- Ensure all advice provided is compliant with regulatory requirements, legislation, & professional standards
- Collaborate with paraplanners & support staff to prepare accurate & timely advice documentation
- Maintain strong knowledge of financial products, markets, & industry changes to deliver informed recommendations

\*\*All salaries listed are base annual salary (excl. Super) \$'000

FINANCE TASK BREAKDOWN

Accounts Payable Manager100 - 130 (excl. Super)

- Manage the accounts payable function, ensuring timely, accurate, & compliant processing of supplier payments while maintaining strong vendor relationships.
- Oversee the end-to-end accounts payable process, ensuring invoices are accurately processed & approved
- Manage supplier payments, reconciliations, & account enquiries in accordance with payment terms
- Monitor accounts payable workflows, resolving discrepancies & improving processing efficiency
- Ensure compliance with company policies, financial controls, & regulatory requirements
- Prepare accounts payable reports & reconciliations to support month-end & financial reporting processes
- Support, mentor, & coordinate the accounts payable team to achieve service & performance objectives

Senior Financial Planner120 - 160 (excl. Super)

- Provide strategic financial advice & leadership, delivering complex client solutions while supporting the growth and quality of financial planning services.
- Manage complex client relationships, developing tailored financial strategies aligned with client goals & objectives
- Prepare & present comprehensive advice across investments, superannuation, retirement planning, & wealth management
- Conduct detailed client reviews, analysing financial positions & recommending strategic improvements
- Ensure all advice meets regulatory requirements, legislative obligations, & professional standards
- Mentor & support junior financial planners, paraplanners, & advice staff to enhance capability & service delivery

Financial Analyst100 - 145 (excl. Super)

- Analyse financial data, reporting insights to support strategic decision making.
- Collect, analyse & interpret financial data to identify trends, variances & improvement opportunities
- Create & maintain financial models to forecast performance
- Prep comprehensive reports, summarising findings & recommendations
- Assist in budgeting, providing revenue & expenditure trends
- Track financial performance against targets, highlighting opportunity & concern

Payroll Manager110 - 150 (excl. Super)

- Oversee the payroll function, ensuring accurate processing, regulatory compliance, & effective management of employee remuneration processes.
- Manage end-to-end payroll operations, ensuring accurate processing of wages, deductions, bonuses, & employee entitlements
- Review & approve payroll processing, maintaining accuracy & resolving complex payroll issues
- Maintain payroll systems & records, ensuring data integrity, confidentiality, & accessibility
- Coordinate payroll audits, ensuring documentation is accurate & processes align with internal controls
- Lead & support payroll staff, promoting efficient processes & continuous improvement

Finance Manager110 - 160 (excl. Super)

- Oversees financial operations, budgeting, & reporting, ensuring the organisation's financial health & compliance with regulations.
- Develop financial plans & budgets that align with organisational objectives
- Monitor financial performance & provide analysis on variances from budgets
- Lead & mentor finance team members, ensuring professional development
- Ensure compliance with financial regulations & standards, preparing necessary documentation for audits
- Prepare financial reports for management & stakeholders, providing insights into financial status

Financial Planner Manager130 - 190 (excl. Super)

- Lead the financial planning function, ensuring quality advice delivery, strong client relationships, & effective management of advice operations.
- Oversee financial planning strategies, ensuring advice aligns with client goals & objectives
- Manage & support financial planners to maintain high standards of advice quality & compliance
- Review complex advice strategies across investments, superannuation, retirement planning, & wealth management
- Ensure compliance with regulatory requirements, legislation, & internal advice processes
- Drive continuous improvement across advice delivery, client service, & operational efficiency

\*\*All salaries listed are base annual salary (excl. Super) \$'000

FINANCE TASK BREAKDOWN

Financial Controller

140 - 220 (excl. Super)

- Oversee all accounting & financial reporting functions, ensuring accuracy, compliance, & efficiency within financial operations.
- Manage all accounting operations, ensuring accurate preparation of financial statements
- Ensure compliance with all financial regulations & reporting standards, including tax & audit requirements
- Develop & implement internal controls to safeguard the organisation’s assets & ensure accuracy in financial reporting
- Coordinate internal & external audits, preparing documentation & addressing auditor inquiries
- Conduct financial analysis to identify trends, risks, & opportunities for improvement
- Prepare comprehensive financial reports for senior management, highlighting key performance indicators and insights

Chief Financial Officer

180 - 300 (excl. Super)

- Lead the organisation's financial strategy, overseeing all financial operations and managing relationships with investors and stakeholders.
- Develop & execute comprehensive financial strategies that align with long-term goals, ensuring financial sustainability & growth
  - Oversee the financial planning process, including budgeting, forecasting, & financial modelling
  - Manage the company’s capital structure, including debt & equity financing strategies
  - Assess financial risks, implementing strategies to mitigate risks related to cash flow, investments, & performance
  - Establish KPIs to monitor financial health & efficiency
  - Develop & maintain strong relationships with investors, analysts, & financial institutions
  - Ensure compliance with all financial regulations, accounting standards, & corporate governance. Lead the organisation in adhering to ethical financial practices
  - Coordinate with auditors to facilitate financial audits. Address findings & implement necessary changes to improve financial controls & processes
  - Lead finance team, fostering a culture of improvement & professional development
  - Evaluate potential mergers, acquisitions, & investment opportunities
  - Oversee the implementation of financial systems & technology solutions to enhance reporting accuracy & operational efficiency
  - Develop contingency plans to manage financial challenges & economic downturns, ensuring resilience in fluctuating market conditions

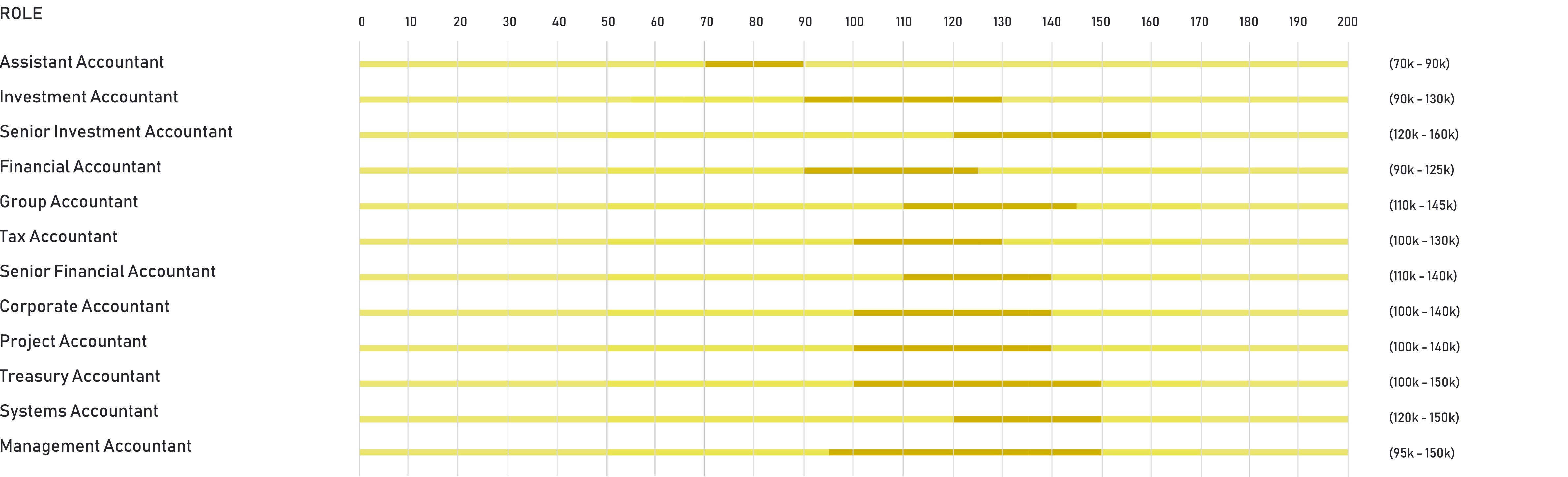
Investor Relations Manager

150 - 250 (excl. Super)

- Manage investor relationships & communications, ensuring transparent engagement, strong stakeholder confidence, & effective delivery of investor information.
- Develop & maintain relationships with investors, shareholders, & key stakeholders
- Prepare investor reports, presentations, & communications to support informed decision-making
- Coordinate investor meetings, updates, & engagement activities
- Monitor market trends, investor feedback, & industry developments to identify opportunities & risks
- Ensure compliance with disclosure requirements, governance standards, & reporting obligations
- Collaborate with finance & leadership teams to support investor strategy & communication

\*\*All salaries listed are base annual salary (excl. Super) \$'000

ACCOUNTING



\*\*All salaries listed are base annual salary (excl. Super) \$'000

ACCOUNTING TASK BREAKDOWN

Assistant Accountant70 – 90 (excl. Super)

- Support the Accountant in managing processes and accuracy of financial records.
- Record transactions such as invoices, payments & expenses in the accounting system
- Reconcile bank accounts & statements
- Assist in preparing supporting documents for financial reporting
- Assist in preparing tax returns, BAS statements, and other compliance documents
- Reconcile AR & AP, identifying discrepancies in records, flagging them to Accountant
- Organise & prepare documentation for audits, responding to queries
- Maintain organised financial records & filing system
- Assist with payroll and provide basic financial support/reports

Investment Accountant90 – 130 (excl. Super)

- Oversee accounting of investment portfolios, ensuring compliance & accurate reporting.
- Manage the accounting for investment portfolios, ensuring accurate recording
- Prepare performance reports for investment portfolios, analysing returns & providing insights for management
- Ensure compliance with investment regulations & reporting standards
- Reconcile investment accounts regularly, ensuring accuracy
- Work with investment managers to understand portfolio strategies & financial implications
- Assist with audits related to Investment acivities, providing necessary documentation & explanations

Senior Investment Accountant120 – 160 (excl. Super)

- Supervise investment accounting functions, while mentoring staff.
- Oversee the accounting for complex investment portfolios, ensuring compliance
- Mentor & train junior investment accountants, providing guidance
- Manage & review complex investment transactions, ensuring proper accounting treatment
- Conduct in-depth analysis of investment performance, providing insights for strategic decision-making
- Prepare detailed investment reports for senior management
- Lead audit processes for investment activities, liaising with auditors & ensuring documentation is accurate & complete

Financial Accountant90 – 125 (excl. Super)

- Prepare financial statements & reports, ensuring compliance, & manage general ledger activities.
- Prepare monthly, quarterly, & annual financial statements in accordance with accounting principles
- Maintain & accurately reconcile the general ledger
- Ensure compliance with financial regulations & reporting standards, preparing necessary documentation for audits
- Conduct variance analysis to identify discrepancies & recommend corrective actions
- Assist in the preparation for audits by providing documentation & responding to auditor inquiries
- Maintain accurate financial records, ensuring easy access for reporting & audits

Group Accountant110 – 145 (excl. Super)

- Manage financial reporting & compliance for multiple entities within organisation, consolidating financial info, ensuring accuracy.
- Prepare consolidated financial statements for the group, ensuring compliance with accounting standards and regulations
- Manage & reconcile inter-company transactions, ensuring accuracy & completeness in reporting
- Prepare regular financial reports for group management, providing insights into financial performance across entities.Ensure compliance with local & international accounting regulations for all group entities
- Work with finance teams across different entities to ensure accurate financial reporting & data integrity

Tax Accountant100 – 130 (excl. Super)

- Focus on preparing and filing tax returns, ensuring compliance with laws & regulations, providing advice to minimise liabilities.
- Prepare & file federal, state & local tax returns for individuals and businesses, ensuring accuracy & compliance
- Develop tax strategies to optimise liabilities, taking legislation & potential changes into account
- Stay updated on changes to tax laws and regulations, ensuring that the organisation adheres to all requirements
- Assist with tax audits, providing documentation & explanations to tax authorities
- Provide tax advice to clients or internal stakeholders, helping them understand the tax implications of business decisions
- Maintain accurate & detailed records of all tax-related documentation for audit & compliance purposes

\*\*All salaries listed are base annual salary (excl. Super) \$'000

ACCOUNTING TASK BREAKDOWN

Senior Financial Accountant110 – 140 (excl. Super)

- Supervise accounting operations, ensuring the accuracy & integrity of financial reporting while mentoring junior staff.
- Oversee the preparation of financial statements & reports, ensuring compliance with accounting standards
- Mentor & train junior accountants, providing guidance on accounting practices & professional development
- Manage & review complex accounting transactions, ensuring proper treatment and reporting
- Evaluate & enhance internal control processes to improve accuracy & efficiency
- Prepare detailed financial reports for management, highlighting key metrics & insights for decision-making
- Lead audit processes, liaising with auditors & ensuring all documentation is accurate and complete

Corporate Accountant100 – 140 (excl. Super)

- Manage financial activities of the organisation, ensuring accurate reporting & compliance with accounting standards & regulations.
- Prepare & analyse financial statements, ensuring compliance
- Assist in the preparation & monitoring of budgets, providing insights into variances & financial performance
- Implement and maintain internal controls to safeguard company assets & ensure accurate financial reporting
- Perform regular reconciliations of accounts to ensure accuracy & completeness
- Support internal & external audits by providing necessary documentation & explanations
- Work with leaders to ensure financial data is accurate & aligned with organisational goals

Project Accountant100 – 140 (excl. Super)

- Manage financial aspects of projects, ensuring accurate tracking throughout the project lifecycle.
- Monitor & report on project costs, ensuring adherence to budgets & financial forecasts
- Prepare project financial reports, analysing variances & providing insights for management
- Prepare project budgets, working with project managers to align financial goals.
- Manage invoicing processes, ensuring accurate billing to clients.
- Work closely with project managers & teams to ensure financial aspects of projects are understood & managed.
- Ensure compliance with financial policies & procedures related to project accounting.

Treasury Accountant100 – 150 (excl. Super)

- Manage the organisation's cash flow & liquidity, ensuring effective cash management & funding strategies.
- Monitor & analyse cash flow, preparing forecasts to ensure liquidity & financial stability
- Reconcile bank statements & manage relationships with financial institutions
- Assist in managing the organisation's investments, ensuring alignment with financial objectives
- Develop & implement funding strategies to meet the organisation's financial needs
- Identify & mitigate financial risks related to cash management and investments
- Prepare treasury reports for management, summarising cash positions & forecasting needs

Systems Accountant120 – 150 (excl. Super)

- Manage the integration & optimisation of financial systems, ensuring processes are effective.
- Oversee the implementation of financial systems & software, ensuring alignment with accounting practices
- Identify & implement process improvements within financial systems to enhance efficiency
- Ensure data integrity within financial systems, conducting regular audits & reconciliations
- Provide training & support to finance staff on financial systems & tools
- Develop automated reporting tools & dashboards to facilitate real-time financial reporting
- Work with IT & finance teams to align system capabilities with business needs & accounting requirements

Management Accountant95 – 150 (excl. Super)

- Focusing on internal financial processes, providing analysis and reporting to support strategic management.
- Develop & manage the budgeting process, working closely with managers
- Analyse financial performance against budgets, identifying variances and trends
- Conduct cost analysis to identify areas for efficiency improvements and savings
- Prepare key detailed reports for management, highlighting key metrics & insights
- Provide financial insights to support strategic planning & operational decisions
- Work across all departments to ensure financial goals align with business objectives

\*\*All salaries listed are base annual salary (excl. Super) \$'000

# WHAT'S NEXT

For almost 20 years, BROOK has built trusted relationships with Australia's leading organisations and exceptional professionals. Those relationships continue to shape the insights, opportunities and connections that define our business today.

Whether you're looking to hire exceptional talent, benchmark salaries, explore your next career opportunity or gain market insight, our experienced team is here to help.

At BROOK, we believe the best outcomes begin with a conversation. Whether you're building a high-performing team, advancing your career, or looking for strategic recruitment advice, we'd love the opportunity to support your journey.

Let's start the conversation.

The Como Centre  
Level 2, 299 Toorak Road, South Yarra

[connect@brookrecruitment.com.au](mailto:connect@brookrecruitment.com.au)  
0481 727 058 / (03) 9500 2797  
[@brookrecruitment](#)

