

FINANCE AND ACCOUNTING

# Salary Guide

# 2023



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# Letter from the Editor



RANDY GALLATIN, PRACTICE DIRECTOR  
FINANCE AND ACCOUNTING DIRECT HIRE

As we enter 2023, finance and accounting (F&A) teams are more important than ever. Here are a few of my observations for this year.

It's no secret that by providing timely, accurate and actionable financial data, F&A teams partner with business leaders to make informed, data-driven decisions to increase revenue, reduce costs and grow the bottom line. But our industry has shifted from a traditional "back office" function to more active collaboration with business unit leaders. Today, F&A professionals are increasingly being seen and utilized as consultative service providers who create value across the enterprise. And this evolution is paving the way for bigger and better success.

Unemployment rates for degreed F&A professionals are at an all-time low. Talented professionals have taken a step back and examined what is truly important to them. Growth opportunity, culture and community involvement all play a bigger role than ever in a candidate's decision to join a new firm.

As we continue to emerge and recover from the pandemic, organizations with a clear financial plan with actionable goals are poised to win. With the guidance of strategic F&A leaders, they can ensure that not only does a plan grow revenue, but it also maximizes ROI. And those leaders who build excellent teams will continue to transform the F&A function and support functional leaders in driving growth in a deliberate, profitable manner.

Our passion and successful track record of matching impeccable F&A talent with roles that help recession-proof businesses and boost the economy with the best financial and accounting practices.

I hope you find this resource helpful in your compensation analysis—whether you're a job seeker considering how and where you'll make an impact next, or an employer seeking top-tier F&A talent to move your organization forward.

On behalf of the whole team at Versique, we wish you much success in the year ahead and look forward to serving you.

Sincerely,

Randy

# Understanding Our Salary Guide

The Minnesota Finance and Accounting Salary Guide from Versique is a comprehensive resource on compensation and hiring trends in the finance and accounting sectors. The information and figures in this guide are based on full-time placements made by our experienced finance and accounting recruiting professionals.

Our finance and accounting recruiters work with hiring managers and job seekers throughout Minnesota each day, giving them unique and comprehensive insight into Minnesota's finance and accounting compensation and hiring trends. In addition to our own data and recruiter insight, we've gathered information from hiring and finance experts to bring you the most complete guide to the finance and accounting functions. In each of our practice areas, we strive to bring you a salary guide as unique as our approach to recruiting.

Understanding the latest salary trends and hiring outlook is integral to attracting and retaining the top finance and accounting talent for your organization. Our Finance and Accounting Salary Guide gives you the local insight you need to meet Minnesota's emerging salary expectations to recruit, retain and engage your current talent and your future workforce.

# Finance and Accounting Interim/Consulting Roles to Watch in 2023







PAIGE BATCHA, CPA, VICE PRESIDENT  
FINANCE AND ACCOUNTING INTERIM SOLUTIONS

As the calendar flips to the new year, many of us reflect on how far we've come.

Our Finance and Accounting Interim Solutions team experienced extraordinary growth in 2022. In fact, we grew by 600 percent, and the coming year will continue that trend. The expertise we've gained is remarkable and includes many former F&A professionals, as well as seasoned executive recruiters.

Collectively, the team has had the opportunity to work across many industries on a variety of key roles, including:

-  **Interim Chief Financial Officer (CFO)**
-  **Interim Controller**
-  **Interim Process Mapping Consultant**
-  **Interim Tax Manager**

As a former CFO and active CPA, I cannot stress enough how imperative it is to have advisors in these critical capacities who truly understand the complexities of the ever-evolving F&A world. They must have an impeccable track record, good instincts and exceptional decision-making skills.

The Finance and Accounting Interim Solutions team at Versique comprehends these details and offers sound strategic direction on your staffing and recruiting needs.

We pride ourselves on being selflessly supportive of candidates and clients alike. And we're always happy to offer additional guidance and support above and beyond your interim solution needs.

Cheers to a profitable and productive 2023!

# The Most In-Demand Finance and Accounting Direct Hire Roles

## CHIEF FINANCIAL OFFICER (CFO)

Companies are increasingly looking for the right fit for their organization's top financial position. This role is responsible for tracking cash flow, financial planning and contributing a strategic viewpoint to inform the company's decision making and direction.

## CONTROLLER

Search volume has increased for the controller role, which, in addition to helping a company make sound strategic financial decisions, oversees the daily financial operations, from accounting to payroll.

## VP OF FINANCE

Recession proofing an organization requires sound executive guidance from a vice president of finance. This role oversees a company's financial matters, from the everyday operations to analyzing the market to identify trends and strategically respond.

## INTERNAL AUDIT MANAGER

Compliance is more critical than ever to an organization's current and future success. This means qualified internal audit managers are in high demand. This role assesses and mitigates risk by overseeing the auditing process and ensuring corporate regulatory compliance and the legality of company practices.

## FINANCE AND ACCOUNTING SALARY RANGES

Here are the average base salary ranges for various positions within the finance and accounting industry, broken down by overall function.

The salary ranges are based on full-time placements made by our executive finance and accounting recruiting professionals.

Note: These ranges represent the average base finance and accounting salaries across mid-sized companies (\$250-500M) in a variety of industries throughout Minnesota. These numbers will vary based on company size, ownership structure and complexity of the business model. Please contact Versique's finance and accounting team to discuss salaries relevant to your business.

While there are a number of non-monetary benefits which can cause salaries with the same or similar titles to fall outside these ranges due to companies varying compensation structures, these ranges are based solely on employee's base salaries and do not include any form of monetary or non-monetary incentives.

Non-monetary benefits can include compensation structure, retirement plan, tuition reimbursement, discounted parking, free snacks and beverages, a company discount, flexible and/or hybrid work environment and many others.

# 2023 Finance and Accounting Salary Ranges

## Roles We Fill

### FINANCE

<b>CFO</b>	<b>\$188,000 - \$240,000</b>
<b>VP of Finance</b>	<b>\$152,000 - \$194,000</b>
<b>Director of FP&amp;A</b>	<b>\$136,000 - \$169,000</b>
<b>Finance Manager</b>	<b>\$125,000 - \$142,000</b>
<b>Treasury Manager</b>	<b>\$100,000 - \$125,000</b>
<b>Senior Financial Analyst</b>	<b>\$98,000 - \$125,000</b>
<b>Financial Analyst</b>	<b>\$70,000 - \$91,000</b>

### INTERNAL AUDIT AND CONTROLS

<b>Internal Audit Director</b>	<b>\$155,000- \$200,000</b>
<b>Internal Audit Manager</b>	<b>\$120,000- \$155,000</b>
<b>Senior Internal Auditor</b>	<b>\$85,000- \$120,000</b>
<b>Internal Auditor</b>	<b>\$70,000 - \$85,000</b>

### ACCOUNTING

<b>Corporate Controller</b>	<b>\$142,000 - \$189,000</b>
<b>Assistant Controller</b>	<b>\$124,000 - \$142,000</b>
<b>Accounting Manager</b>	<b>\$98,000 - \$117,000</b>
<b>Cost Accounting Manager</b>	<b>\$103,000 - \$119,000</b>
<b>Manager of A/P-A/R</b>	<b>\$93,000 - \$111,000</b>
<b>Senior Accountant</b>	<b>\$81,000 - \$99,000</b>



# Meet The Team: Direct Hire

The finance and accounting team at Versique has a proven track record of exceeding our clients' expectations and creating amazing connections. The team is led by Joe Reardon, who spent more than two decades in the industry as a controller and chief financial officer. Joe found a new passion in recruiting more than 20 years ago, and since then has grown Versique's finance and accounting practice with successful client and candidate partnerships.



**RANDY GALLATIN**  
PRACTICE DIRECTOR

Randy is a former CFO and an experienced results-oriented finance and accounting professional with 15+ years of experience in accounting, finance, CRM implementation, strategic leadership, management, and M&A activity. As the Practice Director of Finance and Accounting at Versique, Randy now uses his practitioner experience to lead the firm's recruiting efforts within the industry.



**BRIAN JACKSON, CPA**  
DIRECTOR

Brian has more than 15 years of professional and leadership experience within internal audit and finance controls. He partners with audit and finance leaders to solve organizational design problems and fulfill staffing needs. As a former internal audit director at a global Fortune 500 technology leader, he draws on his extensive experience building and leading functions across the globe.



**CALVIN FREED**  
DIRECTOR

As a search consultant for our finance and accounting practice, Calvin brings his passion for networking and building relationships every day. Calvin attributes his business success to his blend of industry experience and strong work ethic. Before arriving at Versique, Calvin spent five years utilizing his CPA in public accounting working with construction and real estate companies.



**RIAN HEASLIP**  
SENIOR RECRUITER

Rian's specialty is solving problems and being a true partner for his clients and candidates. Having worked with technology, legal and automotive industries, Rian brings a diverse background to Versique to help clients solve their hiring challenges, while ensuring candidates are given the opportunity to explore the best fits for their next career move. With his personal touch and consultative approach, Rian quickly creates a unique connection with his clients and candidates.



**GABBY OPSAHL**  
RECRUITER

Gabby is a graduate of the University of St. Thomas, where she obtained a BA in Accounting. Versique is thrilled to add her prior experience working at a Big Four public accounting firm and incredible interpersonal skills to our team. As a finance Recruiter on the finance and accounting search team, Gabby provides her knowledge of accounting and finance, her very amiable personality along with her strong work ethic to help her clients hire with confidence.



# Meet The Team: Interim Solutions

Our finance and accounting search team pairs the brightest and most talented finance and accounting professionals with Minnesota’s best companies—from emerging firms to long-standing industry leaders. We do things differently than other staffing companies, and the result is a solution that delivers a precise technical and cultural fit for our clients’ business needs. Our professional team is comprised of both executive search experts and people with extensive experience working in many of the roles we fill. This gives the Versique team a uniquely informed point of view that helps us navigate this changing landscape on behalf of employers and job seekers.



**PAIGE BATCHA, CPA**  
VICE PRESIDENT

Paige partners with Presidents, CEOs, CFOs, and HR leaders to solve critical finance and accounting project and interim needs. She has worked in the technology, manufacturing, government and professional services industries for companies at a various stages—from public, private and multinational to high growth and Fortune 500. With more than 13 years of professional and leadership experience, Paige is a diligent, conscientious and caring leader and contributor who connects deeply with her team, clients and partners.



**ANN BOARMAN**  
MANAGING DIRECTOR  
OF RECRUITING

Ann’s superpower is connecting with people and matching them with the right career at the right time. With more than 12 years of talent acquisition leadership experience including recruiting for F&A positions at all levels for a variety of companies and industries, Ann specializes in creating a personalized recruitment experience for each candidate, partnering with business leaders to bring in top talent to meet their goals, and building diverse and inclusive recruitment initiatives.



**TATE HANSON**  
DIRECTOR,  
CLIENT PARTNERSHIP

Tate’s nearly four years in the F&A consulting industry has helped him grow a true passion for helping clients and candidates find success. Tate strives to make the talent acquisition process efficient, personalized and simplified. He prides himself on giving honest feedback through consistent communication—a key to the long-term success for candidates and clients. Tate’s motto is to “serve people, add value, and have fun,” and always with an entrepreneurial and forward-thinking mindset.



**JOHN NAUGHTIN**  
DIRECTOR,  
CLIENT PARTNERSHIP

John has more than 11 years of finance experience either doing the finance work himself or partnering with CFOs and controllers as his primary client contacts. He uses his real-world business and finance knowledge to build rapport and trust while priding himself on serving clients, colleagues and friends solving their challenges. If John doesn’t know the answer, chances are he knows who does.



**BEN DUPOINT**  
RECRUITER

Ben brings more than 10 years of experience practicing in senior-level finance and accounting roles. Ben’s background as a Senior Financial Analyst responsible for reporting, financial planning and analysis provides him with a wealth of corporate finance knowledge and business acumen. This combined with Ben’s warm personality helps him build strong connections and trust with each candidate.






# About Versique

## WE BELIEVE PEOPLE ARE THE ULTIMATE BUSINESS ADVANTAGE.

Versique is a high-performance recruiting firm that specializes in interim solutions, direct hire, and executive leadership search. Our team of experienced professionals and seasoned leaders across various areas of expertise and industries have been in your shoes. We can quickly assess your whole people picture and identify the elements that will take your business to the next level.

The Versique brand represents a powerful combination of “versatile” and “unique” as it hints at the concept of “search” in its pronunciation: ver-seek.

### OUR AREAS OF EXPERTISE:

-  Human Resources
-  Finance & Accounting
-  Demand Generation & Marketing
-  Information Technology
-  Engineering & Operations

### BROAD INDUSTRIES WE SERVE:

-  Healthcare Leadership
-  Banking & Financial Services
-  Consumer Packaged Goods
-  Manufacturing
-  Private Equity
-  Family-Owned

At Versique, we believe people are more than a resume. People invent, propel, unearth, and build. They transform teams, markets, industries, and bottom lines. People do more than just fill an open position. They open greater potential. We're here to help fill your human potential and build your human capacity. Let's find your people together. And make the best possible.


For the past four years, Versique has been recognized as a Star Tribune Top Workplace, and was awarded a Best Place to Work in 2022 by the Minneapolis/St. Paul Business Journal. Versique also ranks as one of the top 25 most socially/marketing engaged staffing firms in the country and #1 in Minnesota by LinkedIn.


## Contact OUR FINANCE AND ACCOUNTING TEAM

Give us a call today to find a new opportunity or start the search for top finance and accounting talent for your team.




Randy Gallatin, Practice Director  
Finance and Accounting Direct Hire


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