

FINANCE AND ACCOUNTING

Salary Guide

2024



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Letter from the Editor



RANDY GALLATIN
VICE PRESIDENT
FINANCE & ACCOUNTING DIRECT HIRE

I'm thrilled to present Versique's 2024 Finance and Accounting Salary Guide to you. This guide will help shape your budgets and forecasts for 2024, offer insight into trending roles, and provide a framework for a high-functioning finance and accounting department.

As we prepare to close the books on 2023, it's important to take a moment and reflect on what we learned throughout the year:

- **The near-zero unemployment rate among degreed finance and accounting professionals** suggests a competitive job market, making it crucial for your roles to stand out to attract the best talent.
- **The gap between the number of new accounting and finance graduates and the number of professionals retiring** implies potential recruitment challenges, highlighting the importance of effective talent acquisition and development strategies.
- **The shift back to hybrid or in-office work models from fully remote positions** requires businesses to reconsider and possibly update their workplace policies to align with evolving employee expectations and preferences.
- **The high demand for forward-looking finance roles** emphasizes the need for companies to focus on developing advanced skills and strategic thinking to maintain a competitive edge.
- **Candidates are prioritizing total compensation packages over salary alone**, indicating a shift in the job market towards a greater need for comprehensive, well-rounded benefits to effectively attract and retain skilled professionals.

As we venture into 2024, the demand for top talent remains high, while supply stays limited—meaning it's more important than ever for finance and accounting leaders to have a solid strategy not just for hiring, but also for retaining these valuable team members. This salary guide is designed to be your cornerstone in planning and budgeting for your team's needs.

Our industry experts offer a unique perspective in client and candidate relations, drawing from our own experiences in various accounting and finance roles. We take pride in our ability to match exceptional F&A talent with roles that not only contribute to recession-proofing businesses but also play a part in energizing the economy through top-notch financial and accounting practices. We'd be happy to support you in this way in 2024 and beyond.

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





Finance and Accounting Interim/Consulting Roles to Watch in 2024



ANN BOARMAN,
MANAGING DIRECTOR OF RECRUITING
FINANCE & ACCOUNTING INTERIM SOLUTIONS

Heading into 2024, Versique's Finance and Accounting Interim Solutions team is excited and ready for the new year of opportunities ahead. We're looking forward to building stronger, more meaningful partnerships and helping companies like yours achieve their strategic goals. Reflecting on our significant growth in 2023, we're more energized than ever to bring our expertise to your business challenges.

This year, our focus is on several key roles:

-  **Interim CFO**
-  **Interim Controller**
-  **Interim Finance & Accounting Operations Leader**
-  **Interim Senior Accountant**

Our team is a unique blend of former finance and accounting professionals and seasoned executive recruiters. This combination allows us to not just understand your needs but to meet them with precisely the right interim talent.

Why Choose Interim Solutions?

- 1. Seamless Continuity in Times of Transition:** In the face of unexpected staff changes, interim professionals step in to ensure immediate and seamless continuity in critical roles. They bring the high-level expertise required to keep your operations stable and effective.
- 2. Specialized Skills for Project-Specific Needs:** Interim talent is perfect for specialized, time-bound projects. They bring targeted skills to manage complex and critical projects, without the need for a long-term employment commitment.
- 3. Strategic Insights for Crucial Business Phases:** Beyond filling vacancies, interim consultants provide strategic insights during essential business phases, such as organizational restructuring or strategic shifts, to help your business grow and thrive.
- 4. Precision in Financial Projects:** For intricate financial tasks, such as budgeting, financial modeling, or detailed accounting work, interim experts offer the precision and skill necessary to execute these projects successfully.

At Versique, we understand that interim solutions are not just about filling a gap. They're about adding value, providing strategic insights, and delivering critical skills when and where your business needs them. We take pride in being more than a recruitment service—we're your strategic partners, committed to your success.

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.

Let's make the new year a great one!

The Most In-Demand Finance and Accounting Direct Hire Roles

CHIEF FINANCIAL OFFICER (CFO)

Operationally sound, strategic CFOs continue to be in high demand. The ability to collaborate with a diverse leadership to create, plan and act upon the vision of the company has never been more important. The CFO role will continue to evolve and those that can flex to the needs of the company will have sustained success.

CONTROLLER

Attracting and retaining talented accounting professionals has never been more difficult. A controller with a sound accounting base coupled with the ability to manage a team and grow the individuals on that team is crucial to creating and maintaining a high functioning team. The controller duties are expanding beyond the presentation of financial data to include a role in budgeting, forecasting, and strategic decision making.

DIRECTOR OF FINANCE

The increased activity involving private equity firms has driven the demand for finance leadership to an all-time high. Heavily reliant on data, the finance leader is charged with budgeting, forecasting, cash-flow analysis among other crucial forward-looking metrics and reports.

DIRECTOR OF INTERNAL AUDIT AND ENTERPRISE RISK MANAGEMENT

Organizations are adapting and looking forward more than ever in terms of risk management and mitigation. The focus on Enterprise Risk Management programs is becoming commonplace, driving a focus on structured, consistent practices to identify, evaluate, and manage risk across the company. This dual role oversees the Internal Audit department with an additional responsibility of evaluating and overseeing the enterprise-wide risk management program.

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.

Understanding Our Salary Guide

Versique's Minnesota Finance and Accounting Salary Guide is your definitive source for insights on compensation and recruitment trends within 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 recruiters collaborate with hiring managers and job candidates every day across Minnesota to provide them with an unparalleled view into the state's finance and accounting remuneration and recruitment patterns. This guide also incorporates insights from leading hiring and finance professionals to offer a comprehensive look at the finance and accounting landscape. Our commitment in each practice area is to deliver a salary guide reflecting our distinct recruitment philosophy.

Staying updated on prevailing salary benchmarks and recruitment forecasts is crucial to secure and sustain top finance and accounting professionals for your team. With this guide, you'll be equipped with the localized knowledge required to address Minnesota's evolving salary standards to ensure you effectively attract, retain, and engage current and prospective talent.

2024 Finance and Accounting Salary Ranges

Roles We Fill

FINANCE

CFO	\$219,000 - \$369,000
VP of Finance	\$206,000 - \$307,000
Director of FP&A	\$165,000 - \$224,000
Finance Manager	\$114,000 - \$145,000
Treasury Manager	\$116,000 - \$152,000
Senior Financial Analyst	\$89,000 - \$108,000
Financial Analyst	\$74,000 - \$92,000

INTERNAL AUDIT AND CONTROLS

Internal Audit and ERM Director	\$175,000- \$225,000
Internal Audit Manager	\$125,000- \$156,000
Senior Internal Auditor	\$90,000- \$108,000
Internal Auditor	\$72,000 - \$88,000

ACCOUNTING

Corporate Controller	\$163,000 - \$223,000
Controller	\$140,000 - \$182,000
Accounting Manager	\$111,000 - \$141,000
Cost Accounting Manager	\$117,000 - \$149,000
Manager of A/P-A/R	\$93,000 - \$123,000
Senior Accountant	\$83,000 - \$101,000
Staff Accountant	\$58,000 - \$71,000

Meet The Team: Direct Hire



STEVE YAKESH,
PRESIDENT, DIRECT
HIRE & EXECUTIVE
LEADERSHIP SEARCH

As President, Direct Hire & Executive Search, Steve leads Versique's award-winning permanent placement division with more than 20 years of experience. Additionally, he guides strategy for Versique's twelve practice areas, including IT, HR, Finance & Accounting, Engineering & Operations, Sales, CPG, Digital Marketing, Executive Retained Search, Healthcare, Manufacturing, Family Owned and Demand Generation. His diverse background and wide breadth of expertise add considerable value to Versique's executive retained search team.



RANDY GALLATIN
VICE PRESIDENT,
FINANCE & ACCOUNTING
DIRECT HIRE

Randy is an experienced and 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 Vice President of Finance and Accounting Direct Hire at Versique, Randy now uses his practitioner experience to lead the firm's recruiting efforts within the industry.



BRIAN JACKSON,
DIRECTOR, FINANCE
& ACCOUNTING
DIRECT HIRE

As Director of Finance & Accounting Direct Hire, Brian partners with Audit and Finance leaders to solve organizational design problems and fulfill staffing needs. Drawing on his extensive experience from his tenure as an Internal Audit Director for a Global Fortune 500 technology leader, he has built and led functions worldwide. He holds an active CPA, a BS in Accounting from the University of Wisconsin La Crosse, and holds a COSO Internal Controls certificate.



RIAN HEASLIP
SR. RECRUITER,
FINANCE & ACCOUNTING
DIRECT HIRE

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



GABBY OPSAHL
SR. RECRUITER,
RECRUITING CENTER OF
EXCELLENCE (THE HUB)

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



CHRIS DARDIS,
PRESIDENT, INTERIM
SOLUTIONS

Chris Dardis serves as the President of Versique's Consulting division, boasting over 19 years of experience spanning corporate HR leadership roles and the executive search and consulting sectors. With his unique blend of corporate leadership and agency recruiting expertise, Chris excels in identifying his clients' human capital needs, offering strategic solutions tailored to each challenge. His unparalleled HR network in the Twin Cities adds immense value for both candidates and clients alike.



ANN BOARMAN
MANAGING DIRECTOR OF
RECRUITING, FINANCE &
ACCOUNTING INTERIM
SOLUTIONS

With over 12 years of Talent Acquisition leadership under her belt, Ann specializes in personalized recruitment experiences. She has an adept skill in matching top Finance and Accounting talents with optimal opportunities across various industries. Ann is passionate about fostering diverse and inclusive recruitment initiatives, emphasizing the importance of authenticity in the workplace. Renowned as an innovative and genuine leader, her innate ability lies in connecting individuals with the right career paths at pivotal moments in their journey.



KEVIN VIG, DIRECTOR,
CLIENT PARTNERSHIPS,
FINANCE & ACCOUNTING
INTERIM SOLUTIONS

Kevin has 11+ years of experience working within financial services. Earlier in his career, Kevin worked primarily on the business/operations side to help support Finance functions within organizations. Before joining Versique, he spent over 6 years as an HR leader supporting the growth and development of talent as well as managing several external vendor relationships. Kevin brings a positive energy, industry knowledge and a client first mentality to every encounter and is determined to help in any way he can.



JOHN NAUGHTIN
DIRECTOR, CLIENT
PARTNERSHIPS, FINANCE &
ACCOUNTING INTERIM
SOLUTIONS

John is the Director of Client Partnerships for Finance & Accounting Interim Solutions. John has 11+ years of finance experience and has spent his entire career either doing the finance work himself or partnering with CFOs and Controllers as the primary contacts of his clients. He uses his real-world business and finance knowledge to build rapport and trust with clients. John prides himself on being able to serve clients, friends and others by solving their challenges or getting them closer to the solutions they are seeking—if he isn't the guy with the answer, he expects to know the person that does.



BEN DUPONT
SR. RECRUITER,
FINANCE & ACCOUNTING
INTERIM SOLUTIONS

As Recruiter for Finance & Accounting Interim Solutions, Ben is dedicated to pairing elite Finance and Accounting professionals with optimal roles. Boasting a decade in senior finance positions and an accounting degree from the University of St. Thomas, his previous role as a Senior Financial Analyst at Imagine enriched him with robust corporate finance insights. This foundation, coupled with his personable nature, empowers him to cultivate genuine connections and trust with every 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-seeek.

OUR AREAS OF EXPERTISE:

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

BROAD INDUSTRIES WE SERVE:

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

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 quickly assess your whole people picture and identify key elements that will take your business or your career to the next level.


In 2023, Versique made the Inc. 5000 list of fastest growing private companies, along with the Minneapolis-St. Paul Business Journal's Fast 50 list. Additionally, in the last 4 years, Versique was recognized as a Star Tribune Top Workplace, and awarded a Best Place to Work in 2022 by the Minneapolis /St. Paul Business Journal, which speaks to the incredible culture we've fostered. We believe people are the ultimate business advantage. Let's find your people or your next career opportunity together and make the best possible.


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.





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