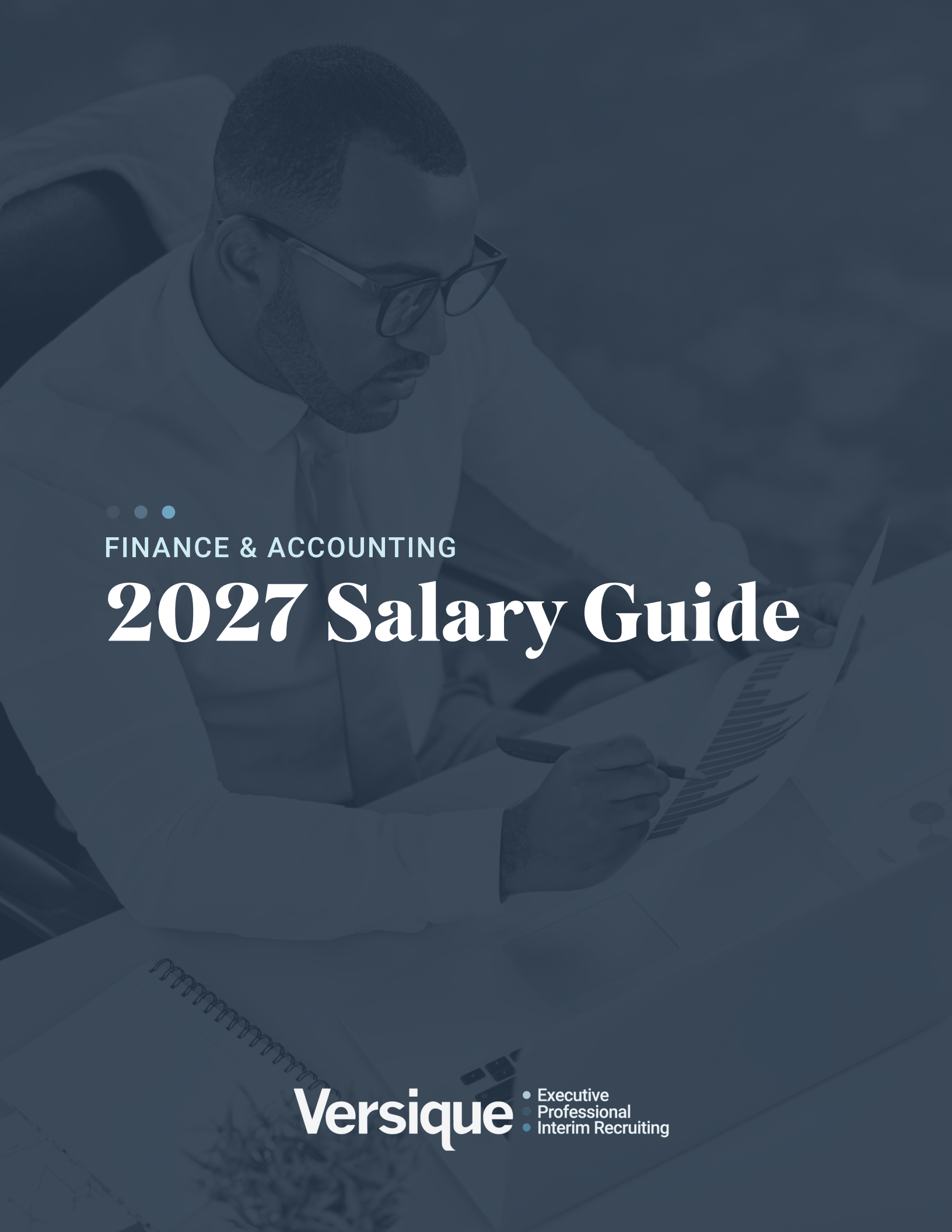


FINANCE & ACCOUNTING

2027 Salary Guide

Versique
Executive
Professional
Interim Recruiting

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Understanding Your Salary Guide

Versique is a Minnesota-based recruitment firm that places professionals in both interim and permanent roles within four core areas: Human Resources, Finance & Accounting, Information Technology, and Executive Leadership.

Working across all four areas gives us a broad view of the market, and it shows us that the challenges organizations face in 2027 rarely stay within one department. AI, budget pressure, and shifting leadership needs touch every function. In the pages ahead, each of our practice leaders shares what they're seeing in their area.

Following those perspectives, you'll find salary ranges for common Finance & Accounting positions across Minnesota and the broader Midwest. The data draws on three sources: hundreds of permanent and interim Finance & Accounting placements made by our recruiting and consulting teams, insights from thousands of finance and accounting professionals in our applicant tracking system (ATS), and market data from CompAnalyst. Together, they show where local compensation for base salaries falls between the 25th and 75th percentiles.

For employers, the guide shows how pay is shifting and how those shifts affect your ability to attract and retain strong finance and accounting talent. As competition grows in areas like financial planning and analysis, controllership, internal audit, treasury, and finance leadership, knowing current pay practices helps you make offers that hold up in the market.

For candidates, the guide offers a realistic picture of what to expect when weighing a new opportunity or negotiating compensation. With AI adoption, finance transformation, and evolving workplace expectations all shaping the market, understanding where your role fits gives you stronger footing for your next move.

Whether you are building a finance team or planning your next step, use this guide to make informed decisions with confidence.

Versique Executive Professional Interim Recruiting



LETTER FROM THE EDITOR

Leading Finance Through Transformation

Taylor Poston, President of Finance & Accounting Solutions

The role of Finance and Accounting leadership continues to grow. Today's F&A leaders still own financial reporting, compliance, and the close, but they are also expected to lead finance transformation, guide technology and AI decisions, manage risk, and serve as a strategic partner to the executive team. The question is no longer whether finance has a seat at the table. It's how finance leaders deliver on everything that seat now requires.

At the same time, many finance teams are being asked to do more with less. Budgets remain tight, headcount is often flat, and expectations keep rising. Leaders are responsible for managing every deliverable and function, from month-end close and audit readiness to forecasting, system implementations, and special projects, often with lean teams already working at capacity. When a key person leaves or a major initiative kicks off, the gaps show up quickly.

Artificial intelligence is changing how that work gets done. Many finance departments have moved past experimenting with AI and are now building it into daily workflows. So far, the impact has been a shift in the work rather than a reduction in people. As routine tasks become automated, organizations need Finance and Accounting professionals who can apply judgment, validate outputs, and turn data into decisions. The value of experienced, strategic talent continues to increase.

Finance transformation has become a top priority for many organizations. Looking ahead to 2027, finance leaders are focused on using AI and automation to streamline operations and on modernizing core systems such as ERP platforms, ahead of priorities like cost efficiency and capital allocation. Modernizing systems, automating processes, and rethinking how finance supports the business all require people with the right mix of technical, analytical, and leadership skills. Those professionals remain in short supply, particularly in Minnesota's competitive market.

Throughout 2026, demand for Finance and Accounting talent held steady despite ongoing economic uncertainty. Rather than pausing hiring altogether, many organizations focused their investments on mission-critical roles and on the skill sets needed to move transformation efforts forward.

The debate over in-office versus remote work also continued to shape the market in 2026. Many employers increased in-office expectations, emphasizing collaboration, training, and culture. Experienced finance professionals, however, still place a high value on flexibility, and many weigh it as heavily as compensation. Organizations with stricter office requirements are often finding they need to offer more elsewhere to stay competitive, while hybrid and remote roles continue to draw larger talent pools.

Looking ahead to 2027, the organizations best positioned for success will be those that plan their finance teams as deliberately as their budgets. That means identifying critical roles, deciding where automation can take on work, investing in the skills their teams need, and using flexible resources when it makes sense. With Minnesota's pay transparency requirements now well established, clear market data and informed compensation decisions matter more than ever.

At Versique Executive, Professional & Interim Recruiting, we work alongside Minnesota organizations to support Finance and Accounting hiring through permanent placement, executive search, and interim solutions, helping businesses access the right talent at the right time to meet today's needs and prepare for what's next.



HUMAN RESOURCES SOLUTIONS

Leading People Through the Speed of Change

Jenna Estlick, President of Human Resources Solutions

As artificial intelligence moves into nearly every function, Human Resources has become central to how organizations adopt new technology and how employees experience that change. Recruiting, compliance, benefits, and employee relations remain at the core of the work, but HR leaders are now also guiding organizational change, shaping culture, and helping the business prepare for the future of work.

The speed of that change is unlike anything most organizations have faced before. New AI tools emerge constantly, and the way work gets done is shifting alongside them. No organization has all the answers right now, which makes clear communication and transparency more important than ever. When leaders stay silent, speculation fills the gap. Employees don't expect leaders to predict the future, but they do expect honesty about what is known, what is still being figured out, and how decisions will be made.

AI's impact isn't limited to one department or level. It affects everyone from the executive leadership team to individual contributors, and each group experiences it differently. Executives are weighing strategy and risk, managers are adjusting workflows and expectations, and employees are wondering how their roles will change. HR sits at the center of it all, helping the organization move forward while keeping people informed and engaged.

At the same time, change fatigue is real. Many teams have spent years adapting to restructures, new systems, and shifting work models, and AI adds another layer on top. Organizations that move quickly without considering the human impact risk losing engagement, trust, and eventually their best people. Supporting employees through change takes intentional effort, from involving teams early to equipping managers to have honest conversations.

How organizations frame AI also matters. One helpful exercise is to think about your worst workday. What could AI take off your plate, and what would that create space for you to focus on instead? When AI is positioned to remove repetitive work and make room for more meaningful contributions, employees are more likely to engage with it rather than resist it. Human judgment remains essential, and skills like critical thinking, curiosity, and communication are becoming more valuable, not less.

Throughout 2026, HR teams balanced this work with significant operational demands. Minnesota's Paid Leave program launched in January, bringing new processes for managing absences and coverage, while many organizations also navigated tight budgets and shifting return-to-office expectations.

In 2027, the organizations that adopt AI well will treat it as a people strategy as much as a technology decision. They will move with speed while putting the right guardrails in place, communicate openly, invest in manager capability, and build HR teams with the experience to lead change.

At Versique Executive, Professional & Interim Recruiting, our Human Resources Solutions team works alongside Minnesota organizations to find HR leaders and professionals with experience in change management, employee engagement, and organizational development. Whether a business needs a permanent hire or fractional, interim, or project-based support, we help put the right people in place to guide their teams through change with clarity and care.



INFORMATION TECHNOLOGY SOLUTIONS

Looking to 2027

Sarah Lewis, Vice President of Information Technology Solutions

As we look ahead to 2027, Minnesota's IT market is entering a new chapter.

2025 was defined by rapid change and adaptation, while 2026 has been a year of greater intention. Organizations continued to invest in technology, but with more scrutiny around where those investments would create meaningful business value. Hiring became more selective, and technology leaders were increasingly expected to help determine where and how the business should invest.

That selectivity has changed where we're seeing the greatest demand. Throughout 2026, two areas consistently stood out in our work with Minnesota employers: IT leadership and data engineering.

Demand for technology leaders remained strong as organizations navigated executive transitions, retirements, modernization, M&A activity, and growing expectations around AI. Today's CIOs, VPs, and Directors need to bring business acumen alongside technical credibility. We've seen renewed demand for leaders who have stayed close enough to the tech to understand what's happening, make decisions, and drive execution. And, of course, AI strategy remains top of mind for executive hiring managers, adding another layer to what organizations expect from their technology leaders.

Data engineering, architecture, and governance became even more critical this year. As organizations moved beyond experimenting with AI and began figuring out how to use it at scale, many ran into the same challenge: AI is only as valuable as the data behind it. Companies need stronger data foundations, better architecture, and clearer governance to make those investments work. That's putting additional pressure on an already tight talent pool in these areas.

Heading into 2027, employers are taking a closer look at what expertise they truly need inside their organizations. Some capabilities can be developed internally, while consulting and interim talent can fill others. For the skills that are hardest to find and most important to the business, employers will need to be prepared to compete.

For IT professionals, business context matters more than ever. Technical depth remains important, but the professionals gaining the most traction are those who understand how their work connects to the larger organization and can help turn technology investments into results.

Through all of this change, one principle remains constant: talent leads the way. Technology only works when you have the right people behind it.

At Versique Executive, Professional & Interim Recruiting, our Information Technology Solutions team works alongside Minnesota organizations to find technology leaders and professionals across IT leadership, data engineering, architecture, and governance. Through permanent placement, executive search, and consulting and interim support, we help employers build the teams that turn technology investments into results.



VERSIQUE EXECUTIVE

What's Driving the Expansion of Middle-Market Leadership

Steve Yakesh, President of Versique Executive

Over the past several months, a pattern has emerged across nearly every executive search conversation we're having with middle-market leadership. Companies aren't just replacing leaders who leave. They're creating entirely new seats at the table.

Of our last 30+ executive searches, over 40% were for newly created positions. Not succession plans. Not backfills. Roles that simply did not exist in these organizations a year or two ago. That ratio says something important about where middle-market growth is heading in 2027.

GROWTH IS OUTPACING ORGANIZATIONAL STRUCTURE

For years, many middle-market companies operated with lean, founder-centric leadership teams. That structure worked well when the business was simpler to run. Growth has a way of outrunning the org chart that built it.

We're seeing this play out across several roles:

- Chief Information Officer
- Chief People Officer
- Chief Revenue Officer
- VP of Transformation
- VP of Product Management
- Chief Operating Officer

These aren't roles companies are filling because someone left. They're roles companies are filling because the business has changed shape and the existing leadership team has outgrown its original design.

WHAT'S DRIVING THE SHIFT

In nearly every case, the businesses creating these new roles have hit a similar inflection point. Revenue has doubled. Geographic footprint has expanded. M&A activity has accelerated. Technology has become mission-critical rather than supporting.

The leadership team that got the company here is not necessarily the one equipped to take it to the next stage. That is rarely a failure of the existing team. It's a natural consequence of growth outpacing structure, and it's becoming one of the clearest signals we look for when advising clients on executive planning.

A DIFFERENT QUESTION CEOS AND BOARDS ARE ASKING

The most effective leadership teams we work with have shifted the way they think about hiring. Instead of asking what leadership roles the business needs today, they're asking what leadership capabilities the business will need three years from now.

That distinction matters. It moves the conversation from reactive to strategic, and it changes the kind of candidate a search is built around. Rather than backfilling a job description, these searches are designed around where the company is headed, not where it currently stands.

WHAT THIS MEANS FOR MIDDLE-MARKET LEADERS

If your leadership team was built for a company half your current size, or for a business with a fraction of today's complexity, it may be time to ask the same question these CEOs and boards are asking. What capabilities will you need at the leadership table three years from now? Is your current structure equipped to get you there?

These conversations don't always start with a job description. Often, they start with a conversation about where the business is headed and what gaps that growth is likely to expose. The question is no longer just who fills the open roles. It's what kind of leadership the business will need next.

If you're thinking through how your leadership team needs to evolve to support the next phase of growth, our team can share what we're seeing in middle-market leadership and help you think through your options.

Most In-Demand F&A Roles Heading Into 2027

CFO (CHIEF FINANCIAL OFFICER)

Leads the organization's financial strategy, forecasting, and capital planning while advising executive leadership and the board on growth, risk, and long-term performance. Today's CFO is as much a business strategist and operator as a finance leader.

CONTROLLER

Oversees day-to-day accounting operations, financial reporting, and internal controls to ensure accurate and compliant financial statements. Controllers are the backbone of close processes, audits, and accounting team management.

ACCOUNT MANAGER (FINANCE/ACCOUNTING SERVICES OR CLIENT-FACING)

Serves as the primary point of contact for clients or internal stakeholders, managing relationships, expectations, and ongoing financial deliverables. Success depends on communication skills as much as financial acumen.

SNEIOR ACCOUNTANT

Handles complex accounting tasks such as reconciliations, month-end close, and financial analysis while supporting audits and improving processes. Often acts as the technical resource and informal mentor within the accounting team.

SENIOR COST ACCOUNTANT

Tracks, analyzes, and reports the financial expenses related to producing a company's goods or services to help management improve operational efficiency and profitability.

FP&A ANALYST

Builds financial models, budgets, and forecasts while analyzing performance trends to help leaders make operational decisions. This role translates financial data into actionable business insights.

FP&A MANAGER

Leads the planning, budgeting, and forecasting cycle and partners with department leaders on strategy and performance tracking. Often manages analysts and plays a key role in executive reporting and scenario planning.

TECHNICAL ACCOUNTING (SEC REPORTING, REVENUE RECOGNITION, REVENUE CYCLE MANAGEMENT)

Focuses on complex accounting guidance and compliance, including GAAP interpretation, SEC filings, and proper revenue treatment. These specialists are critical during audits, system changes, M&A activity, and regulatory scrutiny.

2027 F&A Salary Ranges

FINANCE & LEADERSHIP

Financial Analyst	$79,000 - $94,000
Senior Financial Analyst	$98,000 - $117,000
Treasury Manager	$129,000 - $161,000
Finance Manager	$130,000 - $160,000
Director of FP&A	$184,000 - $223,000
VP of Finance	$223,000 - $295,000
CFO	$245,000 - $404,000

AUDITING

Internal Auditor	$78,000 - $95,000
Senior Internal Auditor	$97,000 - $116,000
Internal Audit Manager	$135,000 - $165,000
Internal Audit Director	$187,000 - $225,000

ACCOUNTING

Staff Accountant	$73,000 - $90,000
Senior Accountant	$89,000 - $109,000
Manager of A/P-A/R	$103,000 - $136,000
Accounting Manager	$119,000 - $151,000
Cost Accounting Manager	$127,000 - $160,000
Assistant Controller	$157,000 - $202,000
Corporate Controller	$220,000 - $295,000

VERSIQUE EXECUTIVE, PROFESSIONAL & INTERIM RECRUITING

Finance & Accounting Solutions

Our Finance and Accounting Solutions team brings over 65 years of experience in search and recruiting, and nearly 100 years of practical experience within the Finance and Accounting industry. Typical positions filled include Chief Financial Officer, Director of Finance, Controller, Business Analyst, Cost Accounting Manager, and more.

MEET THE TEAM



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Why Hire a Consultant?

Hiring an interim consultant offers organizations the flexibility and expertise needed to navigate today's rapidly changing business environment. Whether facing unexpected talent gaps, tackling critical projects, or positioning for growth, consultants bring specialized skills and immediate impact without the long-term commitment of a permanent hire. Versique has a network of expert consultants across multiple functions to provide tailored services that meet the unique needs of your business.

Drive Better Business Outcomes Through Innovative Workforce Solutions

The Advantages

- Flexibility
- Specialized expertise
- Cost-effectiveness
- Speed

Talent Gaps

- Employee attrition
- Short- and long-term leaves of absence
- Internal promotions or role transitions
- Retirement or leadership exits

Projects & Initiatives

- Technology or system implementations
- Process improvement and optimization
- Change management and organizational redesign
- Analytics, modeling, or reporting projects

Growth & Scaling

- Mergers & acquisitions
- Private equity or venture-backed transitions
- Strategic planning and execution
- Accelerated hiring or reorganization efforts

Performance Optimization

- Building infrastructure and scalable processes
- Developing strategic roadmaps
- Optimizing systems and technology
- Driving operational efficiency

Leadership Change

- Succession planning
- Executive coaching or advisory support
- Guiding organizations through strategic shifts

Versique Executive Professional Interim Recruiting

400+
Professionals placed in interim and permanent roles in Minnesota annually

175+
Employees & consultants in Minnesota

We are a **Minnesota-based** recruitment firm that places professionals in both **interim** and **permanent** roles within four core areas: **Human Resources**, **Finance & Accounting**, **Information Technology**, and **Executive Leadership**.

OUR SERVICES

INTERIM PLACEMENT
- Project Based
- Staff Augmentation
- Fractional

PERMANENT PLACEMENT
- Retained
- Engaged
- Contingent

OUR EXPERTISE









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Partnering with Minnesota businesses for over 25 years
Trusted by more than 1,000 Minnesota companies
Locally owned and operated in the Twin Cities

MINNESOTA KEYSTONE PROGRAM℠ PARTICIPANT

MINNEAPOLIS/ST. PAUL BUSINESS JOURNAL
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2026 BEST PLACES TO WORK