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2025 SALARY GUIDE

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INTRODUCTION



Texas continues to be a critical hub for professionals, driven by its thriving business environment, growing population, and diverse economy. As we head into 2025, the job market in this region shows no signs of slowing down. Major industries such as real estate, healthcare, technology, and energy are fueling demand for skilled professionals, while Texas' strategic location and business-friendly policies are attracting corporate relocations and expansions.

The robust demand for professionals is driving competitive salaries and benefits packages across Texas. The region's low cost of living, combined with high-quality job opportunities, continues to make it a top destination for both employers and employees seeking growth in not only the accounting and finance, but also the technology and human resource sectors.

Our goal is to help employers and job seekers navigate the current landscape, providing comprehensive insights into compensation trends, skills in demand, and market conditions. Whether you are a hiring manager seeking to attract top talent or a professional aiming to advance your career, understanding how salaries are influenced by factors such as location, industry, and specialization is crucial. *Our 2025 Salary Guide is designed to convey find information across a wide range of industries, throughout regions across Texas, including:*

- **Accounting**
- **Finance**
- **Tax**
- **Public Accounting**
- **Human Resources**
- **Technology**

The data within this guide reflects the latest information gathered from various surveys, industry reports, and compensation studies, offering a reliable resource for staying competitive in today's dynamic job market. With the right knowledge, professionals can position themselves for success, while organizations can craft compelling offers to retain and attract the best in the industry.

Whether you are an employer or a professional in the field, this analysis will offer valuable insights into navigating the opportunities ahead.

Trends over the last year

Texas continues to experience job growth that is outpacing the U.S.

10,700

Jobs added in financial activities in DFW

5.7%

Growth of Real GDP for Texas over the last year

6th

Largest Metropolitan area in the nation = Dallas-Fort Worth, TX

4th

Largest Metropolitan area in the nation = Houston, TX

Top 5

Rank for Austin, TX as most promising location for new grads/young professionals

The shift towards *hybrid and remote work models* has widened the talent pool, allowing companies in the region to recruit from a broader geographic base.



The **accountant shortage** is persisting and may get worse before it gets better. Overburdened professionals are increasingly leaving public accounting in search of a better work-life balance. In response, many companies are *raising salaries* and offering *more flexible work arrangements* to attract and retain talent. Plus, the addition of contractors, and more full-time employees are increasing as companies try to balance workloads.

WHAT TO EXPECT IN THE NEXT YEAR



KEY TRENDS FOR JOBS IN TEXAS

- **Rapid growth** across Texas has intensified the need for talent across all levels, from entry-level accountants, software developers, and experienced financial executives.
- **Artificial Intelligence (AI)** is here and coupled with the growing integration of technology and automation in workflows and business operations, companies are reassessing the skill sets that are needed.
- While accounting expertise will never go out of style, **proficiency in data analytics, financial modeling, and systems integration** is becoming a critical skillset.

ATTRACTING AND RETAINING TALENT

- **Increased Technology** - young professionals *want* to use it!
- Clear expectations for **career growth and development**
- **Flexible work arrangements** have become a necessity
- **Diversity and inclusion** efforts are imperative
- **Soft skills** are increasing in value (as technology handles transactional skills)



2025 Outlook

GROWTH IS THE DRIVING FORCE

35%

Projected Salary
increase for Assistant
Controllers

31%

Increase in demand
for Software
Developers

6%

Increase in number of
jobs over the next 10
years for Accountants

In 2025, the landscape will be defined by more job opportunities, heightened demand, and rising compensation across the board.



OTHER EXPECTATIONS - AI AND AUTOMATION

The use of AI will continue to help all professions work faster and smarter. Just a few of the ways we've seen this benefit companies:

- Access comprehensive, real-time data
- Extract key information from documents
- Analyze financial reports and detect anomalies
- Transcribe web-based meetings and phone calls

The use of Automation tools and functions are set to change the future of not only accounting, but numerous business processes and departments.

Why / How?

- Essential functions like payroll, compliance work, data entry, some communications, onboarding and planning can and WILL be automated.
- Less time spent on manual processes will inevitably save time, but also allow for more decision-making, problem-solving, and critical thinking.

PUBLIC ACCOUNTING

All Salaries listed in 000's

	DALLAS			HOUSTON			AUSTIN		
<u>AUDIT</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>
Audit Senior Manager	148	160	180	144	157	190	146	158	185
Audit Manager	112	122	138	108	120	135	110	120	136
Audit Senior	90	95	110	86	94	105	88	94	108
Audit Staff	70	75	84	70	74	82	68	75	84

	DALLAS			HOUSTON			AUSTIN		
<u>TAX</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>
Tax Senior Manager	160	185	205	155	180	200	155	185	205
Tax Manager	115	135	160	120	135	155	115	135	155
Tax Senior	85	97	110	85	97	110	85	98	110
Tax Staff	73	78	86	73	78	86	72	78	88

- *Compensation Factors:*
Based on National Firm
Base Salary Only

TAX

All Salaries listed in 000's

	DALLAS			HOUSTON			AUSTIN		
	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>
INCOME TAX									
SVP/VP of Tax	240	275	550	225	265	500	235	265	500
Tax Director	170	210	240	170	200	230	170	200	240
Tax Senior Manager	160	178	200	155	175	190	155	175	195
Tax Manager	120	140	160	120	135	155	120	140	160
Tax Senior	88	105	120	90	100	115	90	105	120
Tax Accountant	70	80	90	70	80	90	70	82	92
INDIRECT TAX									
Tax Director	160	175	200	155	170	185	155	170	190
Tax Senior Manager	145	160	175	140	155	165	145	160	175
Tax Manager	110	130	150	108	125	150	110	125	150
Tax Senior	83	93	110	85	95	108	83	92	105
Tax Accountant	65	75	85	65	75	85	65	75	85

ACCOUNTING & FINANCE

SMALL - MEDIUM COMPANY

Salary Guide

All Salaries listed in 000's

	DALLAS			HOUSTON			AUSTIN		
	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>
ACCOUNTING									
Corporate Controller	165	190	240	160	188	235	160	185	232
Accounting Director	150	180	195	140	165	190	148	170	192
Divisional Controller	125	160	188	122	157	185	122	156	182
Assistant Controller	115	145	190	110	138	185	112	145	185
Accounting Manager	105	130	150	102	126	150	102	128	148
Senior Accountant	82	95	110	80	90	108	84	97	112
Staff Accountant	68	80	92	66	78	90	63	76	93
SEC/FINANCIAL REPORTING									
Financial Reporting Director/VP	155	178	195	150	175	190	152	170	200
Financial Reporting Manager	130	145	160	125	142	158	126	145	165
Financial Reporting Senior	93	107	120	90	105	117	94	110	122
Financial Reporting Staff	78	93	101	75	90	97	73	96	105

- Small - Medium Company (Up to approximately \$500M Revenue)

All Salaries listed in 000's

	DALLAS			HOUSTON			AUSTIN		
	Low	Mid	High	Low	Mid	High	Low	Mid	High
FINANCE									
CFO	225	280	375	220	275	365	230	285	380
VP Finance	175	205	245	170	202	240	170	205	250
Finance Director	140	165	195	135	162	192	140	168	198
Finance Manager	115	132	165	112	130	160	112	133	161
Senior Financial Analyst	93	102	123	90	100	120	95	104	126
Financial Analyst	72	85	100	70	82	96	70	86	100
TREASURY									
Treasurer	158	200	240	153	195	235	160	202	245
Assistant Treasurer	103	140	170	100	135	165	102	140	165
Treasury Manager	92	115	135	90	112	130	93	115	135
Treasury/Cash Accountant	75	86	100	72	84	97	73	85	98

- Small - Medium Company (Up to approximately \$500M Revenue)

All Salaries listed in 000's

	DALLAS			HOUSTON			AUSTIN		
	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>
INTERNAL AUDIT									
Internal Audit Director/VP	162	185	205	160	181	200	165	185	204
Internal Audit Manager	125	145	165	122	143	160	126	145	165
Internal Audit Senior	90	100	116	88	98	112	92	102	118
Internal Audit Staff	70	80	92	68	78	90	71	82	94
IT AUDIT									
IT Audit Manager	130	145	168	125	142	165	133	146	170
IT Audit Senior	97	104	122	95	101	118	98	105	125
IT Audit Staff	79	88	102	76	85	98	80	90	104

- Small - Medium Company (Up to approximately \$500M Revenue)

All Salaries listed in 000's

	DALLAS			HOUSTON			AUSTIN		
	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>
COST/INVENTORY									
Cost Manager	97	120	140	95	117	137	95	122	138
Senior Cost Accountant	82	92	112	80	92	110	80	94	112
Cost Accountant	70	80	90	67	78	88	68	80	92
FIXED ASSETS									
Fixed Asset Manager	92	105	125	90	103	122	87	98	110
Senior Fixed Asset Accountant	72	82	92	70	80	90	72	83	93
Fixed Asset Accountant	62	71	80	60	69	78	60	72	80

- Small - Medium Company (Up to approximately \$500M Revenue)

ACCOUNTING & FINANCE

LARGE - VERY LARGE COMPANY

All Salaries listed in 000's

	DALLAS			HOUSTON			AUSTIN		
	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>
ACCOUNTING									
Corporate Controller	191	215	265	190	213	260	190	214	265
Accounting Director	167	192	220	165	189	215	165	190	220
Divisional Controller	148	174	228	146	172	224	145	174	228
Assistant Controller	152	178	212	150	175	210	150	176	210
Accounting Manager	115	135	165	112	133	162	115	134	165
Senior Accountant	89	102	116	88	100	115	90	100	115
Staff Accountant	75	85	94	73	83	92	75	85	95
SEC/FINANCIAL REPORTING									
Financial Reporting Director/VP	176	192	235	175	190	230	175	190	235
Financial Reporting Manager	132	152	170	130	149	170	130	150	170
Financial Reporting Senior	96	108	130	94	105	126	95	107	130
Financial Reporting Staff	86	92	100	84	90	98	85	90	99

- Large - Very Large Company (Approximately \$500M to \$1B+ Revenue)

All Salaries listed in 000's

	DALLAS			HOUSTON			AUSTIN		
	Low	Mid	High	Low	Mid	High	Low	Mid	High
FINANCE									
CFO	338	420	522	325	405	510	335	415	520
VP Finance	212	262	315	205	255	310	210	258	312
Finance Director	178	198	225	176	195	220	176	197	222
Finance Manager	124	135	165	121	133	160	122	135	165
Senior Financial Analyst	96	109	128	93	107	125	95	108	125
Financial Analyst	76	86	98	75	85	96	75	85	97
TREASURY									
Treasurer	186	220	270	186	218	267	188	220	270
Assistant Treasurer	123	150	185	120	146	180	120	147	180
Treasury Manager	108	122	160	106	120	158	107	120	158
Treasury/Cash Accountant	76	95	109	75	93	107	75	95	107

- Large - Very Large Company (Approximately \$500M to \$1B+ Revenue)

All Salaries listed in 000's

	DALLAS			HOUSTON			AUSTIN		
	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>
INTERNAL AUDIT									
Internal Audit Director/VP	172	205	245	170	200	240	170	205	242
Internal Audit Manager	130	142	168	127	140	165	130	140	165
Internal Audit Senior	93	100	126	91	98	123	93	100	124
Internal Audit Staff	78	87	98	75	85	96	76	85	97
IT AUDIT									
IT Audit Manager	135	146	188	132	144	185	133	145	186
IT Audit Senior	99	106	130	96	104	128	97	105	130
IT Audit Staff	79	85	98	77	83	96	78	85	98

- Large - Very Large Company (Approximately \$500M to \$1B+ Revenue)

All Salaries listed in 000's

	DALLAS			HOUSTON			AUSTIN		
	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>
COST/INVENTORY									
Cost Manager	112	135	153	110	133	150	110	135	152
Cost Senior Accountant	93	100	118	90	98	115	92	101	117
Cost Accountant	72	84	98	70	82	96	72	82	95
FIXED ASSETS									
Fixed Asset Manager	110	128	146	108	126	144	110	126	145
Senior Fixed Asset Accountant	80	86	99	78	84	98	80	85	99
Fixed Asset Accountant	71	79	89	71	78	88	71	79	89

- Large - Very Large Company (Approximately \$500M to \$1B+ Revenue)

HUMAN RESOURCES

All Salaries listed in 000's

		DALLAS		
		<u>Low</u>	<u>Mid</u>	<u>High</u>
HUMAN RESOURCES				
	VP HR	195	245	300
	HR Director	125	160	185
	HR Manager	95	115	145
	HR Generalist	70	80	100
RECRUITMENT				
	Manager of Talent Acquisition	80	95	120
	Talent Acquisition Specialist	58	70	80
	Recruiting Manager	90	120	140
	Recruiter	65	80	100
HRIS				
	HRIS Director	140	165	190
	HRIS Manager	120	140	165
	HRIS Senior Analyst	102	112	130
	HRIS Analyst	85	98	112

HUMAN RESOURCES

All Salaries listed in 000's

	DALLAS		
	<u>Low</u>	<u>Mid</u>	<u>High</u>
COMPENSATION AND BENEFITS			
Benefits Director	135	160	185
Benefits Manager	116	135	155
Benefits Senior Analyst	85	100	115
Benefits Analyst	70	80	90
Compensation Director	167	200	225
Compensation Manager	130	150	170
Compensation Senior Analyst	100	115	130
Compensation Analyst	68	90	100

TECHNOLOGY

All Salaries listed in 000's

	DALLAS		
	<u>Low</u>	<u>Mid</u>	<u>High</u>
EXECUTIVE LEADERSHIP			
Chief Information Officer (CIO)	245	280	365
Chief Information Security Officer (CISO)	215	250	310
Chief Technology Officer (CTO)	205	245	340
VP of Information Technology	180	215	265
VP - InfoSec	160	190	240
VP - Infrastructure	160	180	235
VP - Application Development	170	220	260
VP - PMO	165	200	265
VP - IT Audit	160	190	235
PMO			
Product Manager	125	155	185
Project Manager	120	135	165
Scrum Master	105	135	155
Business Analyst - Technology	95	125	145

TECHNOLOGY

All Salaries listed in 000's

	DALLAS		
	<u>Low</u>	<u>Mid</u>	<u>High</u>
MANAGEMENT			
Director of Information Technology	155	180	210
IT Manager	135	145	170
Applications Development Manager	140	160	180
Network Manager	120	155	175
Infrastructure Manager	100	120	160
Help Desk Manager	95	115	130
QA Manager	110	130	150
Software Development Manager	140	165	195
SECURITY			
Security Architect	150	175	195
Security Engineering Manager	150	180	210
Security Engineer II	125	160	185
Security Engineer I	60	80	115

TECHNOLOGY

All Salaries listed in 000's

		DALLAS		
		<u>Low</u>	<u>Mid</u>	<u>High</u>
DEVELOPMENT				
	Senior Software Engineer	135	165	200
	Software Engineer	115	130	160
	Software Developer	115	140	170
	Systems Analyst/Developer	105	135	160
	Systems Administrator	115	130	145
	DevOps Engineer	125	160	195
DATA				
	Data Architect	145	180	210
	Data Scientist	130	165	185
	Database Developer	120	150	170
	Database Manager	140	165	190
	Data Engineer	140	170	200
	Data Analyst	60	80	120
	Business Intelligence Analyst	115	140	160

TECHNOLOGY

All Salaries listed in 000's

	DALLAS		
	<u>Low</u>	<u>Mid</u>	<u>High</u>
NETWORK/CLOUD			
Network/Cloud Architect	150	190	225
Network/Cloud Manager	125	160	180
Network/Cloud Administrator	95	120	140
QUALITY ASSURANCE			
QA Analyst	70	95	115
OPERATIONS AND SUPPORT			
IT Operations Manager	130	160	190
Systems Engineer	110	135	165
Systems Administrator	85	105	130
Desktop Support	60	75	85
Help Desk	55	65	80

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