2024
Salary Guide

Insights, Hiring Trends & More

CFS

A Note From
CFS' President & COO

Hiring top talent has become increasingly challenging in today's competitive job market. As organizations seek the best candidates to drive innovation and success, they face a scarcity of skilled professionals in key industries. Attracting and retaining top talent demands not only competitive compensation but also a compelling company culture and opportunities for growth.

Here at CFS, we believe in empowering both job seekers and employers with a multitude of knowledge. Our complimentary salary guide is testament to this commitment. Whether you're an employer seeking top talent or a job seeker aiming to navigate the current hiring landscape, it's essential to understand the latest salary data, job market and hiring trends.

Through rigorous research, data analysis and industry expertise, we have crafted a salary guide that goes beyond mere numbers. It embodies our mission to educate our customers and to foster an environment where talents are rewarded fairly. To discuss your hiring needs or assistance with your job search, contact our team today.

Regards,

Gary Irwin

Gary Irwin, President & COO

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About Us

Creative Financial Staffing (CFS) and our CFS Technology Division provide qualified accounting, finance and technology professionals on a temporary and permanent basis across a broad range of industries. Our extensive network provides us with resources that help us better understand our client's needs, attract a higher caliber of candidates, and assess candidate potential. We are proud to be the industry's leading employee-owned staffing firm.

CFS Quality Guarantee
Client and recruit satisfaction are the most important part of our business, and we work hard to ensure that each placement we make is the absolute best. Our promise of excellence applies to all of our temporary and direct hire services. We stand by our word and strive to exceed every expectation.

Our Services

Temporary Staffing

We have a network of talent across a variety of industries, available for short-term, long-term, temp-to-hire and remote assignments. We provide solutions for peak periods, special projects, leaves of absence and staff vacancies.

Each CFS consultant and temporary employee is phone screened, interviewed, and referenced in order to make the best possible placement.

CFS staffs all levels, from operational support to senior management.

Project Support & Interim Management

We provide scalable support for interim management, compliance and technical projects. With 30 years of experience in the staffing industry, we know how to fit the right person into the right environment.

Our consultants are highly skilled professionals with diverse experience, thereby enabling them to tackle complex projects and adapt to your business climate. Our staff is available for both on-site and remote assignments.

Executive Search

We are committed to recruiting top talent. We offer the following services to customize your search based on your unique needs:
- At length discussions to determine the skills, knowledge, and abilities required for the position
- Assistance with defining a compensation plan
- A rigorous screening process involving personal interviews, employment and degree verification, and professional reference checks
- Assistance with making the final offer

State of the Workforce

In today's ever-evolving world of business, the success of an organization heavily relies on the dedication and productivity of its employees. However, beneath the surface of many well-functioning workplaces is a silent yet infectious phenomenon known as 'quiet quitting'. This subtle departure of employees is characterized by their increased stress and dissatisfaction, posing a significant challenge for leaders across the nation.

To retain top talent, consider the following statistics and key takeaways.

Employee Engagement	
Quiet Quitting	**Loud Quitting**
52%	**17%**
Not engaged	Actively disengaged
Job Climate	**Intent to Leave**
71%	**47%**
Good time to find a job	Watching/actively seeking
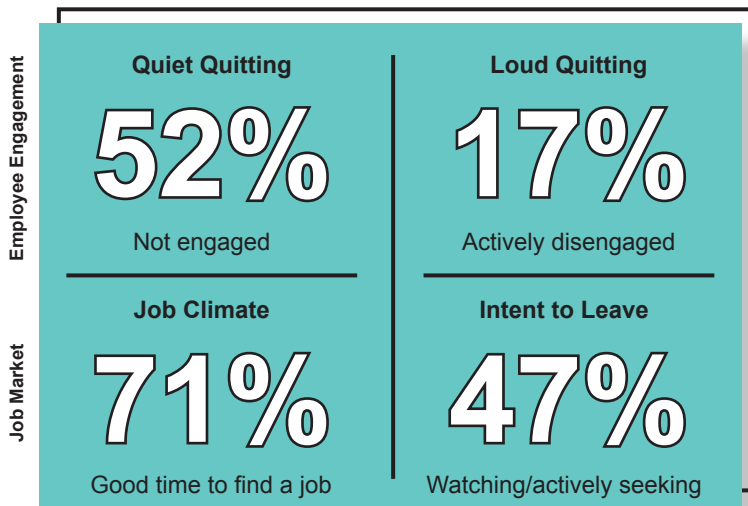
Data from the State of the Global Workplace 2023 Report

Key Takeaways for Leaders:

1. **Foster a Healthy Work-Life Balance:** Encourage employees to disconnect after work hours and take time off when needed. Lead by example and prioritize a culture that values the well-being of its employees.

2. **Recognize & Appreciate Employees:** Regularly acknowledge and reward employees for their hard work and achievements. A little recognition can go a long way in boosting morale and engagement.

3. **Provide Opportunities for Growth:** Invest in training and development programs to help employees acquire new skills and advance their careers within the organization.

4. **Communicate Effectively:** Keep the lines of communication open with your employees. Encourage them to voice their concerns and actively listen to their feedback. Show empathy and take action when necessary.

5. **Offer Competitive Compensation & Benefits:** Ensure that your compensation package is competitive within your industry and region. A fair compensation plan attracts and retains top talent.

By embracing these principles, organizations can not only build a better workplace but also set themselves up for future success. Remember, a motivated workforce is the foundation of a thriving organization.

Top Trends Shaping 2024

Navigating the complex employment landscape can be challenging. Shaped by technological advancements, societal changes, and economic shifts, the workforce is continuously evolving. As we step into 2024, our goal is to equip you with the latest trends and insights. To maintain your competitive edge, consider the following trends:

What's In

- Implementing Pay Transparency
- Enhancing Onboarding Processes
- Skills-First Hiring
- Investing in Technology and Automation
- Encouraging Professional Development
- Building a Positive Brand Image

What's Out

- Sticking to Traditional Perks
- Returning to Pre-Pandemic Workplace Norms
- Resisting Change and Innovation
- Ignoring the Candidate Experience
- Overlooking Short-Term Hires
- One-Size-Fits-All Solutions

Benefits of On-site Tech Support

Many of our clients have the same question, "Should we outsource our technology needs or implement an internal IT support system?" To assist with your decision, our team has compiled a list of the many benefits that come with an internal system in place.

- **Quick Response Time** – Support is provided immediately (compared to an external ticket system).
- **Accessibility** – Easy to reach (same hours, same communication channels, existing inter-department relationships, etc).
- **Enhanced Customer Support** – An internal employee has better relationships within the company and an enhanced understanding of company procedures. Knowing the intricacies of the organization allows for more efficient troubleshooting.
- **Scalability** – Internal support can assess the growing needs of your organization and will know when additional resources are needed/operations need to be scaled up.
- **Management and Oversight** – One dedicated representative can tackle employee questions, manage external vendors, and oversee confidential data.
- **Cybersecurity** – In case of emergency, there are minimal delays in operation. On-site network access allows for a quick response to cybersecurity threats and ensures that data is safeguarded.

Whether you are looking to fill a gap in your internal IT department or need assistance with a special project, CFS Technology is here to help. Our team has a pool of qualified candidates, ready to tackle all your technology needs. To learn more, contact us today!
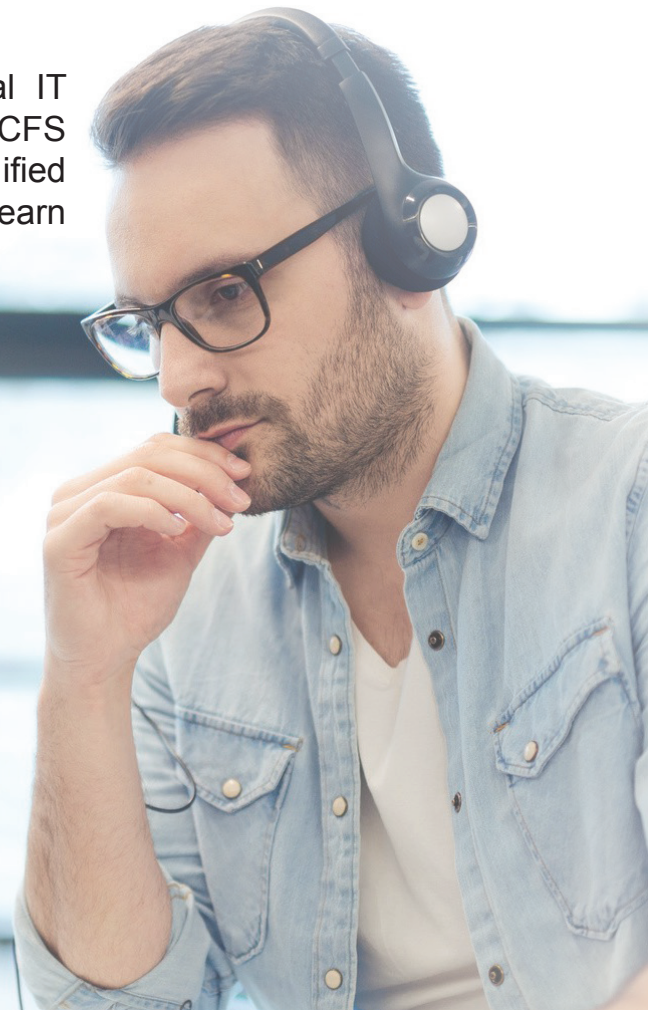
The Costly Consequence of Lengthy Hiring Processes

Did you know top-tier candidates are generally off the market within ten days, according to Builtin.com? In today's highly competitive job market, attracting and securing top talent is a critical objective for organizations striving to stay ahead of the game. However, many companies unknowingly sabotage their chances of landing the best candidates by subjecting them to lengthy and cumbersome hiring processes. According to the Society for Human Resource Management (SHRM), the time-to-hire rate is about 40 percent higher than pre-pandemic levels with the average range extending up to 66 days. While it's essential to ensure a thorough evaluation of potential new hires, drawn-out processes can result in losing highly qualified candidates to your competitors.

In this article, we'll delve deeper into the impact of a slow hiring process and provide invaluable tips to help you optimize and refine your hiring strategy.

1. The High-Stakes Talent Game

In the competitive world of accounting, finance, and technology, top candidates stand out like diamonds in the rough. These professionals boast a wealth of expertise, skills, and accomplishments that can significantly impact an organization's growth and success. However, with their exceptional abilities comes a multitude of opportunities, and they are highly sought after by multiple employers.

When embarking on a job search, candidates expect a hiring process that respects their time and recognizes their value. According to a survey conducted by Glassdoor, 58% of job seekers reported losing interest in a position if the hiring process took longer than two weeks. A lengthy and tedious recruitment journey can leave them discouraged and actively seeking alternative opportunities.

2. The Impact of the Competition

In-demand candidates often receive multiple offers from different companies, providing them with the luxury of choosing their preferred employer. When a hiring process drags on for an extended period, organizations risk losing their top choices to competitors who can move faster and provide a more streamlined candidate experience. It becomes a race against time, and the company with the most efficient hiring process is more likely to secure the best talent.

3. The Art of Efficiency

Creative Financial Staffing (CFS) acknowledges that the key to successful hiring lies in maximizing efficiency. To secure top talent, employers must streamline their hiring processes, optimizing each step without compromising the quality of candidate evaluation.

A swift and well-organized recruitment process not only attracts the best candidates but is also pivotal in shaping your employer brand. According to FinancesOnline, 75% of candidates accepted a job offer because of their positive experience during the hiring process. On the contrary, a survey conducted by CareerBuilder found that 42% of job seekers would not apply to a company again after having a negative experience during the hiring process. Additionally, the same survey revealed that 72% of job seekers would share their negative experience with others, either in person or online.

The Costly Consequence of Lengthy Hiring Processes Cont.

4. The Invisible Costs

Lengthy hiring processes not only discourage top candidates but also inflict hidden costs on organizations. Prolonged job vacancies can strain existing staff, leading to reduced productivity and potentially impacting morale. By optimizing the hiring process, organizations can attract top talent, alleviate the workload of current employees, and foster a more positive work environment.

The Society for Human Resource Management (SHRM), reports that the average cost to hire a new employee is nearly $5,000. Yet, this price doesn't factor in the cost of leaving positions unfilled for extended periods or the additional costs associated with training and onboarding a new hire. Inefficient hiring processes that lead to candidate withdrawals can drive this cost up.

Crafting a Winning Strategy

To remain competitive in today's talent-driven landscape, Creative Financial Staffing (CFS) strongly advocates implementing the following strategies to attract and retain top-tier candidates:

Strategize & Optimize: Streamline the hiring process by defining clear roles and responsibilities for each stage and utilize technology to automate repetitive tasks.

Communicate Transparently: Keep candidates informed about the hiring timeline, the stages involved, and provide feedback promptly.

Showcase Company Culture: Highlight the organization's unique work culture, benefits, and growth opportunities to create a compelling value proposition for top candidates.

CFS recognizes that a prolonged vacancy drains resources that could have been invested elsewhere. Our project support and interim management services offer an effective and immediate solution, alleviating the burden of the hiring process while ensuring you find the right candidates for your needs. Contact our team today to learn more.

Understanding the Data

As experts in the accounting, finance and technology staffing sectors, we've assembled this guide as a tool to assist with all of your salary needs. Whether it's creating a competitive offer or helping with your salary negotiations, CFS is here to help.

CFS salary data is based on:
- Placements we've made across the country
- Job orders we've received from clients
- Valuable information from professionals we've interviewed
- The current supply of talent & expected demand

To discuss these salary trends and the current employment landscape, connect with a CFS professional today.

What category does the candidate fall under?

First 20%: Most often reflects candidates who are still developing their skills and/or are newer to the role. May be a smaller organization or less competitive market.

Middle 60%: Reflects candidates with average experience and the skill set required for the role. Competition in this market will likely be moderate.

Upper 20%: These candidates possess a high level of expertise and may hold certifications/other advanced degrees. The role will likely be in a complex business environment and in a highly competitive market.

How is company size determined?*

Small Companies: Revenues up to $100 Million

Medium Companies: Revenues between $100 Million and $500 Million

Large Companies: Revenues in excess of $500 Million

Only applicable to Accounting & Finance salaries

Local Market Multipliers

It's important to note that starting salaries differ in each major market. See below for a list of **local market multipliers**, derived from independent research and data from local CFS professionals.

California
Bakersfield	0.98
Fresno	1.00
San Francisco	1.38

Colorado
Denver	1.14

Connecticut
Hartford	1.15
New Haven	1.12
Stamford	1.34

District of Columbia
DC Metro	1.29

Florida
Fort Lauderdale	1.07
Jacksonville	0.97
Miami	1.10
Orlando	1.02
Tampa	1.02

Georgia
Atlanta	1.05

Illinois
Chicago	1.22

Indiana
Fort Wayne	0.90
Indianapolis	0.97
South Bend	0.89

Maryland
Baltimore	1.03

Massachusetts
Boston	1.31
Springfield	1.01

Michigan
Grand Rapids	0.92

Minnesota
Minneapolis	1.04

New York
Long Island	1.25
New York	1.38
White Plains	1.30

New Jersey
Woodbridge	1.25

North Carolina
Charlotte	1.03
Raleigh-Durham	1.03

Ohio
Akron	0.94
Canton	0.85
Cincinnati	0.97
Cleveland	0.95
Columbus	0.96
Dayton	0.87

Oregon
Portland	1.09

Pennsylvania
Pittsburgh	0.97

Tennessee
Nashville	1.02

Texas
Austin	1.15
Houston	1.09
San Antonio	1.00

Washington
Seattle	1.25

Wisconsin
Madison	0.99

To calculate local market salary data, multiply the national salary by your local market multiplier***

2024 Accounting & Finance Salaries

Large Companies

	First 20%	Middle 60%	Upper 20%
Corporate Accounting			
CFO/Treasurer*	Under $298,000	$298,000 - $448,000	Over $448,000
VP of Finance*	Under $222,250	$222,250 - $371,000	Over $371,000
Controller*	Under $188,000	$188,000 - $263,500	Over $263,500
Assistant Controller*	Under $135,500	$135,500 - $195,250	Over $195,250
General Accounting			
Accounting Manager	Under $120,000	$120,000 - $150,000	Over $150,000
Senior Accountant	Under $97,250	$97,250 - $112,750	Over $112,750
Staff Accountant (1-3 years)	Under $75,250	$75,250 - $90,000	Over $90,000
Staff Accountant (up to 1 year)	Under $60,250	$60,250 - $75,000	Over $75,000
Tax			
Director of Tax*	Under $239,250	$239,250 - $298,000	Over $298,000
Tax Manager	Under $157,500	$157,500 - $202,000	Over $202,000
Tax Senior	Under $113,000	$113,000 - $135,500	Over $135,500
Tax Accountant (1-3 years)	Under $82,500	$82,500 - $105,750	Over $105,750
Tax Accountant (up to 1 year)	Under $67,500	$67,500 - $82,250	Over $82,250
Cost Accounting			
Cost Accounting Manager	Under $127,500	$127,500 - $157,750	Over $157,750
Senior Cost Accountant	Under $98,250	$98,250 - $113,000	Over $113,000
Cost Accountant (1-3 years)	Under $82,500	$82,500 - $98,250	Over $98,250
Cost Accountant (up to 1 year)	Under $67,250	$67,250 - $82,250	Over $82,250

Bonuses & incentives are a significant part of overall compensation at these levels and are not included in reported salaries

2024 Accounting & Finance Salaries

Large Companies

	First 20%	Middle 60%	Upper 20%
Internal Audit			
Internal Audit Director	Under $254,250	$254,250 - $313,500	Over $313,500
Internal Audit Manager	Under $150,000	$150,000 - $187,750	Over $187,750
Internal Audit Senior	Under $101,250	$101,250 - $135,000	Over $135,000
Internal Auditor (1-3 years)	Under $82,500	$82,500 - $105,500	Over $105,500
Internal Auditor (up to 1 year)	Under $67,500	$67,500 - $82,250	Over $82,250
Analysis			
Manager of Cost, Financial or Budget Analysis	Under $135,000	$135,000 - $165,500	Over $165,500
Senior Cost, Financial or Budget Analyst	Under $98,250	$98,250 - $127,750	Over $127,750
Cost, Financial or Budget Analyst	Under $82,500	$82,500 - $98,250	Over $98,250
Operations			
AP/AR Manager	Under $82,250	$82,250 - $105,250	Over $105,250
Payroll Manager	Under $91,750	$91,750 - $119,750	Over $119,750
Billing Manager	Under $82,250	$82,250 - $105,250	Over $105,250
AP/AR Clerk	Under $56,250	$56,250 - $63,750	Over $63,750
Payroll Clerk	Under $52,250	$52,250 - $59,500	Over $59,500
Billing Clerk	Under $52,250	$52,250 - $60,250	Over $60,250
Credit & Collections			
Credit & Collections Manager	Under $89,500	$89,500 - $119,750	Over $119,750
Commercial Collector	Under $52,250	$52,250 - $78,250	Over $78,250

"When asked 'Tell me about yourself' in an interview, share relevant experiences showcasing your skills, recent achievements, and alignment with the company's values."

- Executive Recruiter

2024 Accounting & Finance Salaries

Medium Companies

	First 20%	Middle 60%	Upper 20%
Corporate Accounting			
CFO/Treasurer*	Under $224,000	$224,000 - $373,000	Over $373,000
VP of Finance*	Under $185,250	$185,250 - $296,750	Over $296,750
Controller*	Under $165,000	$165,000 - $232,500	Over $232,500
Assistant Controller*	Under $127,750	$127,750 - $173,250	Over $173,250
General Accounting			
Accounting Manager	Under $105,500	$105,500 - $135,500	Over $135,500
Senior Accountant	Under $89,750	$89,750 - $105,500	Over $105,500
Staff Accountant (1-3 years)	Under $67,500	$67,500 - $82,500	Over $82,500
Staff Accountant (up to 1 year)	Under $52,500	$52,500 - $67,250	Over $67,250
Tax			
Director of Tax*	Under $209,000	$209,000 - $268,750	Over $268,750
Tax Manager	Under $135,000	$135,000 - $180,250	Over $180,250
Tax Senior	Under $101,250	$101,250 - $123,500	Over $123,500
Tax Accountant (1-3 years)	Under $75,000	$75,000 - $89,750	Over $89,750
Tax Accountant (up to 1 year)	Under $60,250	$60,250 - $75,000	Over $75,000
Cost Accounting			
Cost Accounting Manager	Under $112,500	$112,500 - $142,000	Over $142,000
Senior Cost Accountant	Under $89,500	$89,500 - $105,000	Over $105,000
Cost Accountant (1-3 years)	Under $74,750	$74,750 - $89,500	Over $89,500
Cost Accountant (up to 1 year)	Under $59,500	$59,500 - $74,500	Over $74,500

Bonuses & incentives are a significant part of overall compensation at these levels and are not included in reported salaries

2024 Accounting & Finance Salaries
Medium Companies

	First 20%	Middle 60%	Upper 20%
Internal Audit			
Internal Audit Director	Under $224,250	$224,250 - $262,000	Over $262,000
Internal Audit Manager	Under $131,000	$131,000 - $169,000	Over $169,000
Internal Audit Senior	Under $98,500	$98,500 - $120,500	Over $120,500
Internal Auditor (1-3 years)	Under $75,250	$75,250 - $90,000	Over $90,000
Internal Auditor (up to 1 year)	Under $60,250	$60,250 - $75,000	Over $75,000
Analysis			
Manager of Cost, Financial or Budget Analysis	Under $119,500	$119,500 - $149,500	Over $149,500
Senior Cost, Financial or Budget Analyst	Under $89,500	$89,500 - $119,500	Over $119,500
Cost, Financial or Budget Analyst	Under $74,500	$74,500 - $89,250	Over $89,250
Operations			
AP/AR Manager	Under $67,250	$67,250 - $86,750	Over $86,750
Payroll Manager	Under $82,250	$82,250 - $97,250	Over $97,250
Billing Manager	Under $74,750	$74,750 - $89,500	Over $89,500
AP/AR Clerk	Under $52,500	$52,500 - $60,250	Over $60,250
Payroll Clerk	Under $49,000	$49,000 - $56,250	Over $56,250
Billing Clerk	Under $48,750	$48,750 - $56,250	Over $56,250
Credit & Collections			
Credit & Collections Manager	Under $82,250	$82,250 - $97,250	Over $97,250
Commercial Collector	Under $49,000	$49,000 - $67,250	Over $67,250

"In an interview, demonstrate your research by mentioning key findings from LinkedIn, such as career progression and company news, to emphasize your interest in the position."

- Staffing Manager

2024 Accounting & Finance Salaries

Small Companies

	First 20%	Middle 60%	Upper 20%
Corporate Accounting			
CFO/Treasurer*	Under $186,250	$186,250 - $297,500	Over $297,500
VP of Finance*	Under $149,500	$149,500 - $223,750	Over $223,750
Controller*	Under $135,500	$135,500 - $173,250	Over $173,250
Assistant Controller*	Under $105,750	$105,750 - $135,750	Over $135,750
General Accounting			
Accounting Manager	Under $90,000	$90,000 - $105,750	Over $105,750
Senior Accountant	Under $82,500	$82,500 - $98,250	Over $98,250
Staff Accountant (1-3 years)	Under $60,500	$60,500 - $75,250	Over $75,250
Staff Accountant (up to 1 year)	Under $52,500	$52,500 - $60,250	Over $60,250
Tax			
Tax Manager	Under $112,750	$112,750 - $157,500	Over $157,500
Tax Senior	Under $89,750	$89,750 - $112,750	Over $112,750
Tax Accountant (1-3 years)	Under $67,500	$67,500 - $82,250	Over $82,250
Tax Accountant (up to 1 year)	Under $60,250	$60,250 - $71,500	Over $71,500
Cost Accounting			
Cost Accounting Manager	Under $97,000	$97,000 - $127,250	Over $127,250
Senior Cost Accountant	Under $82,000	$82,000 - $97,000	Over $97,000
Cost Accountant (1-3 years)	Under $67,250	$67,250 - $82,000	Over $82,000
Cost Accountant (up to 1 year)	Under $52,250	$52,250 - $67,000	Over $67,000

Bonuses & incentives are a significant part of overall compensation at these levels and are not included in reported salaries

2024 Accounting & Finance Salaries

Small Companies

	First 20%	Middle 60%	Upper 20%
Internal Audit			
Internal Audit Director	Under $165,000	$165,000 - $209,500	Over $209,500
Internal Audit Manager	Under $113,000	$113,000 - $150,250	Over $150,250
Internal Audit Senior	Under $90,000	$90,000 - $113,250	Over $113,250
Internal Auditor (1-3 years)	Under $67,500	$67,500 - $82,500	Over $82,500
Internal Auditor (up to 1 year)	Under $60,250	$60,250 - $71,750	Over $71,750
Analysis			
Manager of Cost, Financial or Budget Analysis	Under $105,250	$105,250 - $135,000	Over $135,000
Senior Cost, Financial or Budget Analyst	Under $82,250	$82,250 - $112,500	Over $112,500
Cost, Financial or Budget Analyst	Under $67,000	$67,000 - $82,000	Over $82,000
Operations			
Full Charge Bookkeeper	Under $67,250	$67,250 - $79,500	Over $79,500
Bookkeeper	Under $52,250	$52,250 - $61,000	Over $61,000
AP/AR Manager	Under $59,500	$59,500 - $74,750	Over $74,750
Payroll Manager	Under $71,500	$71,500 - $89,500	Over $89,500
Accounting Clerk	Under $44,750	$44,750 - $60,250	Over $60,250
AP/AR Clerk	Under $44,750	$44,750 - $52,500	Over $52,500
Payroll Clerk	Under $44,750	$44,750 - $52,250	Over $52,250
Billing Clerk	Under $44,750	$44,750 - $52,250	Over $52,250
Credit & Collections			
Credit & Collections Manager	Under $71,500	$71,500 - $89,500	Over $89,500
Commercial Collector	Under $44,750	$44,750 - $59,500	Over $59,500

"Don't hesitate to ask thoughtful questions during a job interview. This demonstrates genuine interest, engagement, and curiosity about the culture, team dynamics, and the interviewer's experience."

- Director, Business Development

2024 Technology Salaries

	First 20%	Middle 60%	Upper 20%
Administration			
Chief Information Officer (CIO)	Under $171,500	$171,500 - $289,000	Over $289,000
Chief Security Officer (CISO)	Under $147,750	$147,750 - $261,000	Over $261,000
Chief Technology Officer (CTO)	Under $147,500	$147,500 - $259,000	Over $259,000
Director of Technology	Under $120,000	$120,000 - $201,500	Over $201,500
IT Manager	Under $97,500	$97,500 - $163,000	Over $163,000
Vice President of Information Technology	Under $139,500	$139,500 - $235,500	Over $235,500
Quality Assurance (QA) & Testing			
QA Associate/Analyst	Under $62,000	$62,000 - $104,250	Over $104,250
QA Engineer - Automated	Under $70,500	$70,500 - $120,000	Over $120,000
QA Engineer - Manual	Under $59,000	$59,000 - $98,500	Over $98,500
QA/Testing Manager	Under $81,250	$81,250 - $137,750	Over $137,750
Consulting & Systems Integration			
Director	Under $117,750	$117,750 - $197,500	Over $197,500
Project Manager/Senior Consultant	Under $111,500	$111,500 - $188,000	Over $188,000
Staff Consultant	Under $60,750	$60,750 - $112,000	Over $112,000
Web Development			
DevOps Engineer	Under $90,250	$90,250 - $158,500	Over $158,500
E-Commerce Analyst	Under $82,500	$82,500 - $139,250	Over $139,250
Front-End Web Developer	Under $71,000	$71,000 - $123,000	Over $123,000
Senior Web Developer	Under $100,000	$100,000 - $168,000	Over $168,000
UI/UX	Under $71,500	$71,500 - $110,000	Over $110,000
Web Administrator	Under $67,500	$67,500 - $115,750	Over $115,750
Web Designer	Under $73,750	$73,750 - $123,750	Over $123,750
Web Developer	Under $83,250	$83,250 - $140,750	Over $140,750

2024 Technology Salaries

	First 20%	Middle 60%	Upper 20%
Application Development			
Application Development Manager	Under $106,000	$106,000 - $182,500	Over $182,500
Applications Architect	Under $112,250	$112,250 - $190,750	Over $190,750
Business Systems Analyst	Under $79,000	$79,000 - $133,750	Over $133,750
Cloud Computing Analyst	Under $75,500	$75,500 - $139,000	Over $139,000
CRM Business Analyst	Under $81,000	$81,000 - $136,250	Over $136,250
CRM Technical Developer	Under $89,750	$89,750 - $151,000	Over $151,000
Developer/Programmer Analyst	Under $87,000	$87,000 - $147,000	Over $147,000
ERP Business Analyst	Under $83,750	$83,750 - $142,750	Over $142,750
ERP Technical Developer	Under $95,750	$95,750 - $161,250	Over $161,250
ERP Technical/Functional Analyst	Under $90,750	$90,750 - $154,000	Over $154,000
Lead Applications Developer	Under $104,000	$104,000 - $176,250	Over $176,250
Mobile Applications Developer	Under $111,000	$111,000 - $189,000	Over $189,000
Project Manager	Under $93,000	$93,000 - $156,750	Over $156,750
Systems Analyst	Under $76,750	$76,750 - $130,750	Over $130,750
Technical Writer	Under $55,750	$55,750 - $93,750	Over $93,750
Software Development			
Full Stack Developer	Under $104,000	$104,000 - $172,500	Over $172,500
Product Manager	Under $102,000	$102,000 - $170,500	Over $170,500
Software Developer	Under $98,000	$98,000 - $165,750	Over $165,750
Software Engineer	Under $103,250	$103,250 - $173,250	Over $173,250

"Maintain a professional online presence on social media platforms, especially LinkedIn. Ensure your profile is up-to-date and showcases your skills and accomplishments."

- Technology Recruiter

2024 Technology Salaries

	First 20%	Middle 60%	Upper 20%
Help Desk & Operations			
Business Continuity Analyst	Under $87,250	$87,250 - $147,250	Over $147,250
Cable Technician	Under $38,750	$38,750 - $59,750	Over $59,750
Desktop Support Analyst	Under $50,750	$50,750 - $86,250	Over $86,250
ERP Administrator	Under $75,000	$75,000 - $135,000	Over $135,000
Hardware Analyst	Under $61,000	$61,000 - $103,500	Over $103,500
Help Desk Manager	Under $82,000	$82,000 - $138,750	Over $138,750
Help Desk Tier 1	Under $38,250	$38,250 - $54,000	Over $54,000
Help Desk Tier 2	Under $42,500	$42,500 - $64,500	Over $64,500
Help Desk Tier 3	Under $51,000	$51,000 - $82,250	Over $82,250
Instructor/Trainer	Under $57,750	$57,750 - $96,750	Over $96,750
Mobile Device Support Analyst	Under $57,500	$57,500 - $96,250	Over $96,250
Product Support Specialist	Under $46,250	$46,250 - $78,500	Over $78,500
Systems Administrator	Under $67,500	$67,500 - $115,000	Over $115,000
Systems Engineer	Under $86,250	$86,250 - $145,250	Over $145,250
Networking/Infrastructure			
Network/Cloud Administrator	Under $76,000	$76,000 - $128,000	Over $128,000
Network/Cloud Architect	Under $116,250	$116,250 - $197,250	Over $197,250
Network/Cloud Engineer	Under $94,000	$94,000 - $156,500	Over $156,500
Network/Cloud Manager	Under $96,500	$96,500 - $162,750	Over $162,750
NOC Technician	Under $52,500	$52,500 - $90,500	Over $90,500
Telecommunications Manager	Under $80,000	$80,000 - $134,500	Over $134,500
Telecommunications Specialist	Under $59,250	$59,250 - $100,750	Over $100,750
Wireless Network Engineer	Under $104,000	$104,000 - $175,250	Over $175,250

2024 Technology Salaries

	First 20%	Middle 60%	Upper 20%
Security			
Data Security Analyst	Under $107,750	$107,750 - $180,000	Over $180,000
Information Systems Security Manager	Under $118,750	$118,750 - $201,500	Over $201,500
IT Auditor	Under $94,750	$94,750 - $159,750	Over $159,750
Network Security Administrator	Under $95,500	$95,500 - $161,250	Over $161,250
Network Security Engineer	Under $101,000	$101,000 - $170,750	Over $170,750
Systems Security Administrator	Under $96,250	$96,250 - $162,500	Over $162,500
Data/Database Administration			
Big Data Engineer	Under $127,250	$127,250 - $218,250	Over $218,250
Business Intelligence Analyst	Under $86,000	$86,000 - $155,250	Over $155,250
Data Analyst/Report Writer	Under $81,750	$81,750 - $137,250	Over $137,250
Data Architect	Under $111,500	$111,500 - $185,750	Over $185,750
Data Modeler	Under $79,250	$79,250 - $143,250	Over $143,250
Data Reporting Analyst	Under $59,000	$59,000 - $107,750	Over $107,750
Data Scientist	Under $102,750	$102,750 - $173,500	Over $173,500
Data Warehouse Analyst	Under $81,750	$81,750 - $147,000	Over $147,000
Database Administrator	Under $76,750	$76,750 - $137,500	Over $137,500
Database Developer	Under $98,000	$98,000 - $166,000	Over $166,000
Database Manager	Under $108,250	$108,250 - $180,750	Over $180,750

"Networking is essential. Attend industry events, join professional associations, and connect with other professionals. Personal connections can often lead to job opportunities."

- Senior Managing Division Director

Software Skills In Demand for Accounting & Finance Professionals

- Cloud Based Systems
  - ◊ NetSuite
  - ◊ OneStream
  - ◊ Workday
- Data Analytics & Visualization
  - ◊ Alteryx
  - ◊ Microsoft Power BI
  - ◊ Microsoft SQL Server
  - ◊ Tableau
- ERP Systems
  - ◊ JD Edwards
  - ◊ Lawson
  - ◊ Microsoft Dynamics 365
  - ◊ Oracle
  - ◊ SAP

- Excel (Pivot Tables, LOOKUPs, Macros)
- Industry & Company Specific Software:
  - ◊ Blackbaud
  - ◊ Deltek
  - ◊ QuickBooks (for small businesses)
  - ◊ Timberline/Sage 300
  - ◊ Yardi

Certifications In Demand*

- CPA – Certified Public Accountant
- CA – Chartered Accountant
- CIA – Certified Internal Auditor
- CFA – Chartered Financial Analyst
- CISA – Certified Information Systems Auditor
- CMA – Certified Management Accountant
- CFE – Certified Fraud Examiner
- CTP – Certified Treasury Professional
- CPP – Certified Payroll Professional
- CFP – Certified Financial Planner
- CFFA – Certified Forensic Financial Analyst

According to data from local CFS professionals

Technical Skills In Demand for Technology Professionals

- .NET
- Amazon Web Services
- Angular
- Apache Hadoop
- Apache Spark
- Artificial Intelligence and Machine Learning
- Blockchain
- C#
- C++
- Cloud and SaaS
- CSS
- Cybersecurity
- HTML

- Java
- JavaScript
- Linux
- Microsoft Power BI
- Microsoft SQL Server
- PHP
- Python
- React/React Native
- Ruby on Rails
- SAS
- Scrum
- Swift
- Virtualization

Certifications In Demand*

- Agile and Scrum
- AWS Certified Solutions Architect
- CEH: Certified Ethical Hacker
- CISSP: Certified Information Systems Security Professional
- CCNA: Cisco Certified Network Associate
- CCNP: Cisco Certified Network Professional
- CompTIA
- ITIL: IT Infrastructure Library
- ITSM: IT Service Management
- MCSE: Microsoft Certified Solutions Expert
- PMP: Project Management Professional

According to data from local CFS professionals

Interview Question Toolkit

Strong interview questions are the cornerstone of a successful hiring strategy. These questions not only help assess a candidate's qualifications and skills but also delve into their character, problem-solving abilities, and cultural fit within the organization.

As a job seeker, taking a proactive approach to the interview process can significantly impact your performance and ultimately your career prospects.

See below for our top rated interview questions to implement and/or prepare for:

Motivation Based

- What initially attracted you to this position and our company?
- What type of work or projects do you find most fulfilling, and why?
- What goals, personal and professional, have you set for yourself?
- What has been your greatest triumph in your current role?
- How would you define "success" for your career?
- Tell me about a time where you went above and beyond the call of duty to accomplish a specific goal.

Communication

- Tell me about a situation where you had to be persuasive and sell your idea to someone else.
- Tell me about a time when you had to solve a complex customer issue.
- Give an example of a time when you had to communicate complex information to a non-technical audience. How did you ensure understanding?
- Can you describe your approach to communication in the workplace?

Interview Question Toolkit

Problem Solving

- Describe for me a situation where you may have missed an obvious solution to a problem.
- Tell me about a time when you anticipated potential problems and developed preventative measures.
- Tell me about a time when you overcame a major obstacle.
- Tell me about a time you disagreed with a colleague. How did you handle it?
- Describe a problem that required you to collaborate with colleagues from different departments or backgrounds. How did you navigate this cross-functional collaboration to find a solution?

Leadership Skills

- Tell me about a time when you were able to step into a situation, take charge, and achieve results.
- Can you provide an example of a project or initiative you led that resulted in significant improvements or achievements for your team or organization?
- If I were to interview the people who have reported to you in the past, how would they describe your management style?
- As a manager or supervisor, one of your responsibilities is to provide direction and leadership. Describe how you have accomplished this in the past.
- How do you effectively manage and motivate a remote workforce?

Frequently Asked

- Why are you looking to change positions?
- What do you feel is missing in your current role that this position can provide for you?
- Describe what you have done on major projects/audits.
- Can you rate your Excel knowledge? What is the most technical task you have had to complete?
- How have you previously been evaluated by your superiors, peers, subordinates, and clients?
- What have you done that has caused you to stand out amongst your peers?
- How have you increased revenue, saved money/time, or increased workflow in your department?
- Tell me about a time when you had to change work mid-stream because of changing organizational priorities.
- What are your greatest professional strengths? What do you consider to be your weaknesses?
- What is your preferred management or leadership style?

*To request our full Interviewing Guide, visit our website

Career Advice:

"Always strive for growth, seek mentors, connect with industry leaders, and embrace learning opportunities from your peers."

- Director, Executive Recruiting

"Don't be afraid to venture outside your comfort zone. Success and failure teach valuable lessons, which makes us stronger."

- Business Development Manager

"Update your contact info and clear your voicemail to stay accessible to hiring managers. Don't miss out on great opportunities!"

- Managing Director, Staffing

"At the end of the interview, express your interest and inquire about any immediate concerns or feedback that would affect the next steps."

- Technology Recruiter

"A polished resume is crucial. Keep it concise, use keywords, highlight education, experience, and software skills."

- Senior Managing Director, Staffing

"Don't underestimate the power of a positive mindset! It's the key to growth and development and can open doors to future success."

- Director, Technology Recruiting

"During an interview, share measurable achievements to highlight your experience and leave a lasting impression on the interviewer(s)."

- Area Director

"Focus on what you can control, trust the process, be consistent, and have confidence in your work."

- Director, Business Development

Excel Shortcuts

If you work in accounting, finance, or technology, you understand the importance of utilizing keyboard shortcuts. However, given the abundance of shortcuts to remember, keeping track of them all can be challenging. To help you navigate with ease, here's a list of popular Excel shortcuts.

- **F2** Edits the active cell, putting the cursor at the end
- **Shift + F2** Inserts or edits a cell comment (Insert > Comment)
- **Ctrl + F9** Minimizes the size of the active workbook or window
- **Ctrl + F10** Maximizes the size of the active workbook or window
- **Alt + F1** Creates a chart (on a chart sheet) using the highlighted range
- **Alt + F4** Closes all workbooks (saving first) and exits Excel (File > Exit)
- **Ctrl + 1** Displays the Formatting dialog box
- **Ctrl + C** Copies the current selection to the clipboard
- **Ctrl + F** Displays the Find dialog box
- **Ctrl + G** Displays the GoTo dialog box
- **Ctrl + H** Displays the Replace dialog box
- **Ctrl + I** Italicizes the current selection
- **Ctrl + U** Underlines the current selection
- **Ctrl + V** Pastes the entry from the clipboard
- **Ctrl + X** Cuts the current selection to the clipboard
- **Ctrl + Z** Undo the last workbook action
- **Ctrl + Shift + F** Activates the Font tab of the format cells window
- **Ctrl + Shift + P** Activates the Font Size tab of the format cells window
- *Ctrl + ;* Enters the current date into the active cell
- **Delete** Deletes the selection or one character to the right
- **Shift + Delete** Cuts the selection to the clipboard
- **Backspace** Deletes the selection or one character to the left
- **Ctrl + Spacebar** Selects the current column
- **Shift + Spacebar** Selects the current row
- **Shift + Enter** Moves to the cell directly above (opposite direction to Enter)
- **Shift + Tab** Moves to the cell directly to the left (opposite direction to Tab)

- **Home** Moves to the first column in the current row
- **Ctrl + Home** Moves to cell "A1" on the active sheet
- **Shift + Home** Extends the selection to the first column
- **Ctrl + Shift + Home** Extends the selection to the beginning of the worksheet
- **Page Down** Moves to the next screen of rows down
- **Shift + Page Down** Extends the selection down one screen
- **Page Up** Moves to the previous screen of rows up
- **Shift + Page Up** Extends the selection up one screen
- **Ctrl + Tab** Moves to the next open workbook or window
- **Alt + Tab** Moves to the next application open on your computer
- **Alt + Shift + Tab** Moves to the previous application open on your computer
- **Ctrl + End** Moves to the last used cell on the active worksheet
- **Ctrl + Shift + End** Extends the selection to the last used cell on the worksheet
- **Shift + Arrow Key** Extends the selection by one cell in that direction
- **Ctrl + Shift + Arrow Key** Extends the selection to the next cell adjacent to a blank cell in that direction
- **Ctrl + Up Arrow** Moves to the first row in the current region
- **Ctrl + Down Arrow** Moves to the last row in the current region
- **Ctrl + Left Arrow** Moves to the first column in the current region
- **Ctrl + Right Arrow** Moves to the last column in the current region

Trending CFS Resources

We're here to support you every step of the way! From hiring and retention strategies to interview tips – we have all the tools you need to excel.

The Power of Employee Ownership: How it Affects Our Customers

Discover the power of employee ownership and experience exceptional customer service.

Click here to view

Revolutionizing The Way We Connect Talent with Opportunities

Skills-first hiring is transforming the recruitment landscape and ensures a more inclusive hiring process.

Click here to view

Tips for Shaking Your Job Interview Jitters

Before your next interview, take a deep breath, relax, and master these six tips to conquer your job interview jitters.

Click here to view

How to Perfect Your LinkedIn Profile

Need help crafting the perfect LinkedIn profile? Check out our top tips to ensure that your profile stands out.

Click here to view

5 Key Signs of a Great Workplace

Selecting the right employer is crucial for your career and well-being. These green flags indicate a great workplace.

Click here to view

CFS Client Interviewing Guide

Use this guide to fully evaluate candidate skills, experience, motivation, behavior and cultural fit.

Click here to view

THE PREMIER CAREER CONNECTION FOR ACCOUNTING, FINANCE & IT PROFESSIONALS

CFS is one of the nation's leading, employee-owned accounting, finance & technology staffing companies.

EXPLORE JOB OPPORTUNITIES

FIND EXCEPTIONAL TALENT