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PAYROLL

Here's the Projected Pay Range for Seven Accounting and Tax Roles in 2024

The balance of power is tilting slightly back toward employers with the Great Resignation winding down, Randstad USA says.

Jason Bramwell • Sep. 13, 2023



Salaries for an accountant are expected to range, depending on experience, from \$57,719 to \$104,788 in 2024, as the balance of power tilts slightly back toward employers with [the Great Resignation winding down](#), according to the [2024 Salary Guide](#) from staffing agency Randstad USA.

“Recent years have seen a talent market dominated by rising salaries, candidate scarcity, and the vast majority of power sitting with the candidates themselves, rather than employers. That’s starting to change—albeit slowly,” Randstad said in the salary guide. “But just because your workforce may be more loyal today than they were a year or two ago doesn’t mean it’s time to take your eyes off of hiring and retention. The best lever for attracting and retaining talent is still competitive pay and benefits, and ensuring that your offers align or even exceed what the broader market is offering will continue to be crucial to finding and keeping the talent you need to compete in our changing business landscape.”

In the finance and accounting section of its 2024 Salary Guide, Randstad has pay ranges for 23 different accounting positions, 13 in banking, eight executive roles, seven in finance, four in internal audit, two in procurement/purchasing, three in tax, and three in treasury.

The salary information in the guide has been generated from Randstad’s proprietary data and insights combined with data from Lightcast.io, the U.S. Bureau of Labor Statistics, and other third-party sources.

Pay data is presented under three levels—low, mid, and high—to accommodate employees’ varying experience, expertise, time in a specific role, and market demand, according to Randstad.

The following are the projected 2024 salary ranges for seven roles—four in accounting and three in tax—and how they compare to [Randstad’s salary projections for those seven positions in 2023](#):

Accounting manager

Low level

2024: \$90,258 – \$109,920

2023: \$108,388 – \$119,797

Mid level

2024: \$109,920 – \$144,960

2023: \$121,859 – \$134,686

High level

2024: \$144,960 – \$173,342

2023: \$134,124 – \$148,243

Junior accountant

Low level

2024: \$57,719 – \$69,004

2023: \$55,825 – \$61,701

Mid level

2024: \$69,004 – \$88,525

2023: \$61,477 – \$67,948

High level

2024: \$88,525 – \$104,788

2023: \$66,606 – \$73,617

Senior accountant

Low level

2024: \$57,719 – \$69,004

2023: \$82,759 – \$91,470

Mid level

2024: \$69,004 – \$88,525

2023: \$99,398 – \$109,860

High level

2024: \$88,525 – \$104,788

2023: \$119,274 – \$131,829

Staff accountant

Low level

2024: \$57,719 – \$69,004

2023: \$64,885 – \$71,717

Mid level

2024: \$69,004 – \$88,525

2023: \$71,725 – \$79,275

High level

2024: \$88,525 – \$104,788

2023: \$77,952 – \$86,157

Tax director

Low level

2024: \$94,630 – \$115,659

2023: \$150,738 – \$166,604

Mid level

2024: \$115,659 – \$161,783

2023: \$190,641 – \$210,709

High level

2024: \$161,783 – \$201,452

2023: \$238,464 – \$263,566

Tax accountant

Low level

2024: \$64,235 – \$75,072

2023: \$66,871 – \$73,910

Mid level

2024: \$75,072 – \$92,512

2023: \$80,896 – \$89,412

High level

2024: \$92,512 – \$107,621

2023: \$94,560 – \$104,514

Tax manager

Low level

2024: \$104,424 – \$119,968

2023: \$123,884 – \$136,924

Mid level

2024: \$119,968 – \$142,496

2023: \$144,120 – \$159,290

High level

2024: \$142,496 – \$162,725

2023: \$170,616 – \$188,575

And if you're curious as to whether having a professional certification makes a big difference in pay, Randstad noted that having a CPA is valued at +12% to any range and a CMA (Certified Management Accountant) is valued at +8% to any range.

Randstad found that the most in-demand jobs in accounting and finance for 2024 are: accounts payable/accounts receivable clerk, accounting manager, controller, financial analyst, and staff accountant.

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