

Ottawa-Toronto Salary Guide

FINANCE & ACCOUNTING

2025



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CHARTING INDUSTRY SALARIES FOR FUTURE SUCCESS

LRO Staffing is dedicated to equipping clients and candidates with up-to-date market intelligence to make informed employment decisions.

Our 2025 Finance & Accounting Salary Guide offers salary data based on placements in Ottawa and Toronto, compensation trends, and other labour market insights to support strategic planning. Our team is currently observing key trends in the Ontario job market, including a rise in long-term contracts and a focus on education, with more professionals pursuing additional designations. While hybrid work remains popular, more employers are transitioning to on-site roles. Companies are also investing in upskilling employees, enhancing both individual and organizational growth. Ultimately, the demand for Accounting and Finance professionals remains strong, especially for bilingual candidates open to on-site positions.

We hope the information in our 2025 Finance & Accounting Salary Guide empowers professionals and organizations with insights to navigate today's competitive landscape. If you are interested in data that is not included in the Salary Guide, please get in touch with our team who can share further insight at:

fasearch@lrostaffing.com



DESIGNING COMPENSATION PACKAGES FOR TALENT GROWTH

In today's competitive job market, a strong compensation package is crucial for attracting and retaining talent. Compensation extends beyond salary to include benefits that enhance employees' quality of life and financial security. Here's how to create a package that appeals to prospective and current employees alike.

CORE ELEMENTS OF A COMPENSATION PACKAGE



HEALTH BENEFITS



BONUSES



PAID TIME OFF



ADDITIONAL PERKS



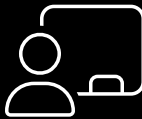
BASE SALARY



RETIREMENT PLANS



FLEXIBILITY



PROFESSIONAL DEVELOPMENT



TAILORING YOUR PACKAGE TO REMAIN COMPETITIVE

ANALYZE INDUSTRY STANDARDS:

Conduct a compensation analysis yearly to ensure packages align with market rates.

CONSIDER EMPLOYEE NEEDS:

Regular surveys to obtain employee feedback can help adjust benefits to what employees value most.

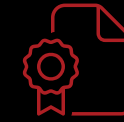
TIER BENEFITS:

Introduce perks that grow with employee tenure, which fosters loyalty and helps them see a path for growth within the company.

MAINTAIN TRANSPARENCY:

Clearly communicate the package's full value, so employees appreciate and understand its components.

By thoughtfully designing and consistently reviewing your compensation packages, you can build a strong foundation for attracting and retaining the best talent in your industry. When employees feel valued and supported in all aspects of their lives, they are more likely to be engaged, productive, and loyal to your organization for years to come.



DESIGNATIONS AND CERTIFICATIONS

- **Bachelor's degree or diploma** in Accounting, Finance or Business Administration
- **CPA** (Chartered Professional Accountant)
- **PCP** (Payroll Compliance Practitioner)
- **PLP** (Payroll Leadership Professional - formerly CPM)
- **CFA** (Chartered Financial Analyst)
- **CIA** (Certified Internal Auditor)
- **MBA** (Masters of Business Administration)

THE DUAL BENEFITS OF CONTRACT AND PERMANENT WORK

Professionals often weigh the benefits of contract or temporary work against those of permanent employment in today's dynamic workforce. Each type of employment offers unique advantages that cater to varying career goals and personal lifestyles.



BENEFITS OF CONTRACT WORK

Contract work appeals to those who **value flexibility and diverse experiences**. These roles enable professionals to work across industries, **gaining skills and boosting resumes**. Temporary roles are great for work-life balance, as they have clear start and end dates, allowing for breaks between assignments.

For newcomers to a city, contract work **provides industry experience** and helps establish them in a new job market. Additionally, it supports financial commitments while offering potential future opportunities. Contractors may even secure full-time offers if both parties find a good fit, offering a possible path to permanence.



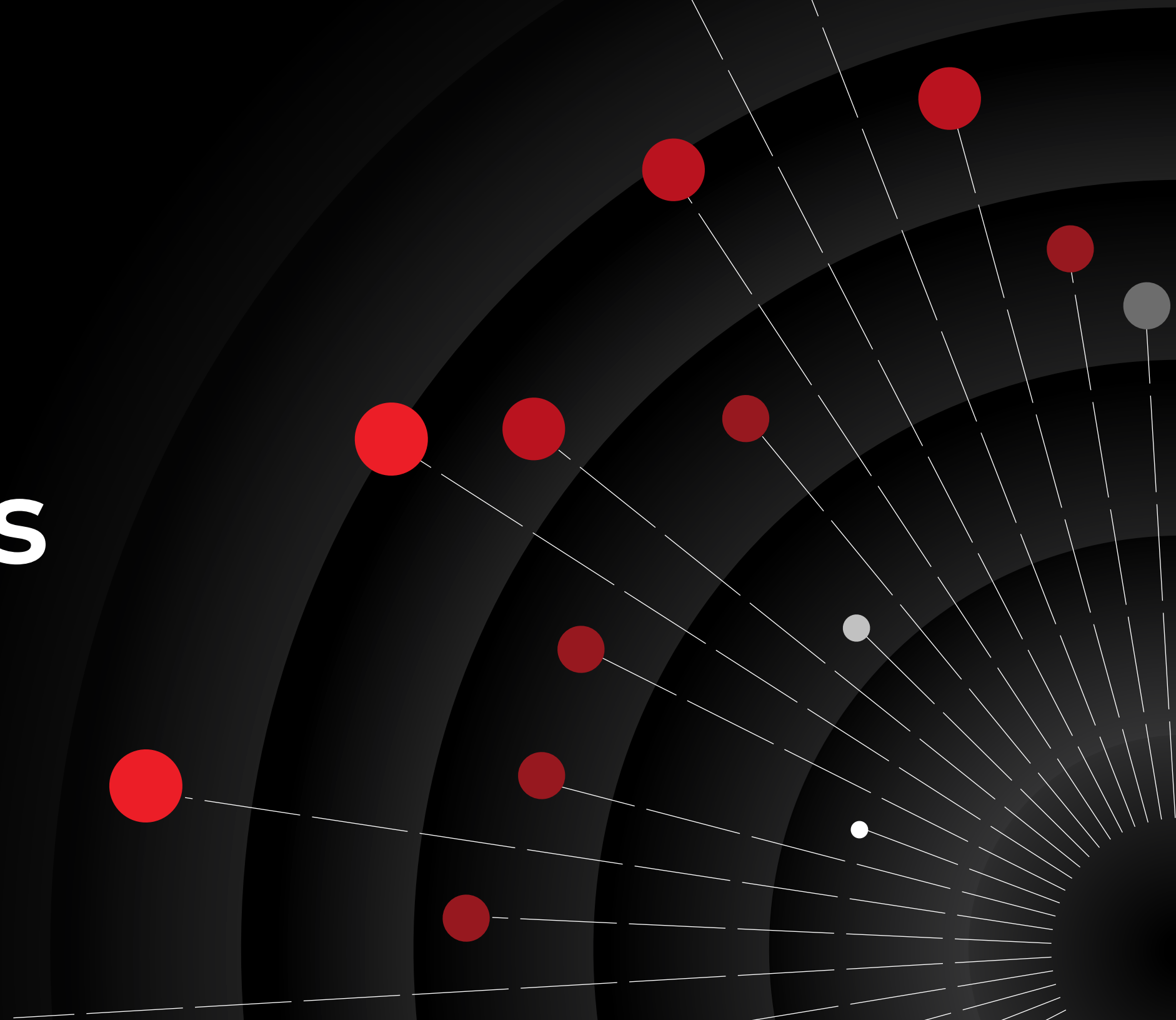
BENEFITS OF PERMANENT EMPLOYMENT

Permanent employment **provides stability and benefits** that support long-term financial security. Full-time employees often receive **health insurance, retirement plans, paid time off**, and other perks that enhance well-being.

These roles allow individuals to focus on long-term projects, take ownership of goals, and align with a company's mission. With **clearer paths for career growth**, permanent roles suit those seeking steady advancement within one organization. They are ideal for those valuing **security** and long-term commitment.

Salary Ranges

Ottawa



FINANCE & ACCOUNTING SALARIES

OTTAWA REGION

		SALARY RANGES		
		EXPERIENCE & SKILL LEVEL		
POSITION		LOW	MID	HIGH
CORPORATE ACCOUNTING				
CORPORATE ACCOUNTING	Chief Financial Officer	\$120,000	\$150,000	\$205,000
	Treasurer	\$90,000	\$110,000	\$135,000
	Vice President of Finance	\$115,000	\$140,000	\$180,000
	Director of Finance	\$110,000	\$140,000	\$160,000
	Director of Accounting	\$110,000	\$125,000	\$150,000
	Director of Financial Reporting	\$115,000	\$125,000	\$150,000
	Corporate Controller	\$100,000	\$125,000	\$150,000
	Assistant Controller	\$70,000	\$85,000	\$115,000
	Assistant Treasurer	\$65,000	\$80,000	\$95,000
	Tax Manager	\$90,000	\$110,000	\$130,000
COMPLIANCE				
	Chief Compliance Officer	\$133,000	\$157,000	\$189,000
	Compliance Director	\$114,000	\$130,000	\$144,000
	Compliance Officer	\$84,000	\$98,000	\$122,000
	Senior Compliance Analyst	\$83,000	\$100,000	\$121,000
	Compliance Analyst	\$73,000	\$85,000	\$97,000

FINANCE & ACCOUNTING SALARIES

OTTAWA REGION

		SALARY RANGES		
		EXPERIENCE & SKILL LEVEL		
	POSITION	LOW	MID	HIGH
	Chief Audit Executive	\$144,000	\$226,000	\$275,000
	Internal Auditor	\$88,000	\$104,000	\$125,000
ACCOUNTING	Financial Reporting Manager	\$80,000	\$100,000	\$130,000
	Financial Planning & Analysis Manager	\$80,000	\$100,000	\$130,000
	General Accounting Manager	\$75,000	\$85,000	\$100,000
	General Accountant	\$60,000	\$75,000	\$90,000
	Cost Accountant	\$65,000	\$80,000	\$90,000
	Tax Accountant	\$60,000	\$70,000	\$85,000
	Financial Analyst	\$60,000	\$70,000	\$90,000
	Budget Analyst	\$65,000	\$75,000	\$90,000
	Treasury Analyst	\$65,000	\$75,000	\$90,000
	Business Analyst	\$67,000	\$70,000	\$80,000
	Financial Manager	\$75,000	\$95,000	\$110,000
	Financial Officer/Administrator	\$50,000	\$60,000	\$80,000
	Property Accountant	\$55,000	\$65,000	\$80,000

FINANCE & ACCOUNTING SALARIES

OTTAWA REGION

		SALARY RANGES		
		EXPERIENCE & SKILL LEVEL		
	POSITION	LOW	MID	HIGH
CREDIT & COLLECTIONS	Credit Manager/Supervisor	\$60,000	\$70,000	\$90,000
	Assistant Credit Manager	\$55,000	\$65,000	\$80,000
	Credit/Collections Officer	\$55,000	\$60,000	\$75,000
BOOKKEEPERS	Full Charge Bookkeeper	\$55,000	\$65,000	\$75,000
	Bookkeeper	\$50,000	\$60,000	\$65,000
	Accounting Clerk	\$45,000	\$53,000	\$60,000
PAYROLL & OTHER	AR/AP Manager	\$65,000	\$70,000	\$85,000
	Billing Clerk	\$45,000	\$50,000	\$60,000
	Payroll Manager/Supervisor	\$65,000	\$80,000	\$105,000
	Payroll Coordinator/Administrator	\$55,000	\$60,000	\$70,000
	Payroll Clerk	\$50,000	\$55,000	\$60,000
	Purchasing Manager	\$75,000	\$85,000	\$95,000
	Inventory Analyst	\$45,000	\$55,000	\$65,000
	Inventory Clerk	\$40,000	\$45,000	\$50,000

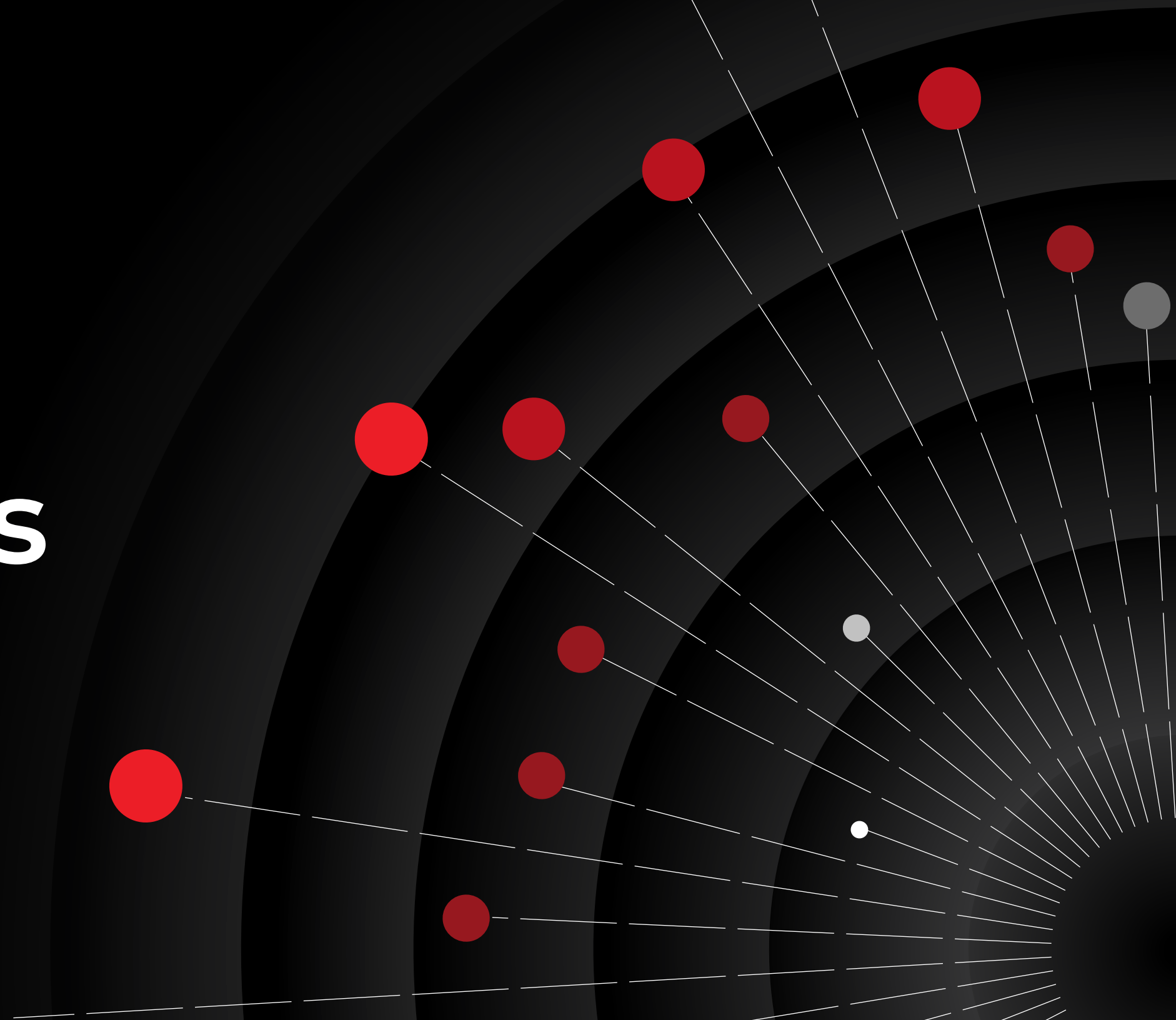
FINANCE & ACCOUNTING SALARIES

OTTAWA REGION

		SALARY RANGES		
		EXPERIENCE & SKILL LEVEL		
POSITION		LOW	MID	HIGH
PUBLIC ACCOUNTING				
TAX SERVICES	Manager	\$90,000	\$110,000	\$130,000
	Audit Assurance Services Manager	\$80,000	\$90,000	\$120,000
	Tax Accountant 5+ years	\$70,000	\$77,000	\$90,000
	Tax Accountant 3 to 5 years	\$55,000	\$60,000	\$65,000
	Tax Accountant 1 to 3 years	\$50,000	\$55,000	\$60,000
ACCOUNTING SERVICES	Staff Accountant 5+ years	\$60,000	\$70,000	\$80,000
	Staff Accountant 3 to 5 years	\$55,000	\$60,000	\$65,000
	Staff Accountant 1 to 3 years	\$50,000	\$55,000	\$60,000
	Hedge Fund Accountant	\$60,000	\$70,000	\$80,000
	Mutual Fund Accountant	\$60,000	\$70,000	\$80,000
	Internal Auditor - Manager	\$85,000	\$95,000	\$110,000
	Internal Auditor 3 to 5 years	\$65,000	\$75,000	\$85,000
	Internal Auditor 1 to 3 years	\$60,000	\$67,000	\$75,000

Salary Ranges

Toronto



FINANCE & ACCOUNTING SALARIES

TORONTO REGION

		SALARY RANGES		
		EXPERIENCE & SKILL LEVEL		
POSITION		LOW	MID	HIGH
CORPORATE ACCOUNTING				
CORPORATE ACCOUNTING	Chief Financial Officer	\$125,000	\$156,000	\$213,000
	Treasurer	\$94,000	\$114,000	\$140,000
	Vice President of Finance	\$120,000	\$145,000	\$187,000
	Director of Finance	\$115,000	\$145,000	\$166,000
	Director of Accounting	\$115,000	\$130,000	\$156,000
	Director of Financial Reporting	\$120,000	\$130,000	\$156,000
	Corporate Controller	\$104,000	\$130,000	\$156,000
	Assistant Controller	\$73,000	\$88,000	\$119,000
	Assistant Treasurer	\$68,000	\$83,000	\$100,000
	Tax Manager	\$93,000	\$114,000	\$135,000
COMPLIANCE				
	Chief Compliance Officer	\$138,000	\$163,000	\$197,000
	Compliance Director	\$118,000	\$135,000	\$150,000
	Compliance Officer	\$87,000	\$100,000	\$127,000
	Senior Compliance Analyst	\$86,000	\$104,000	\$126,000
	Compliance Analyst	\$76,000	\$88,000	\$100,000

FINANCE & ACCOUNTING SALARIES

TORONTO REGION

		SALARY RANGES		
		EXPERIENCE & SKILL LEVEL		
	POSITION	LOW	MID	HIGH
	Chief Audit Executive	\$150,000	\$235,000	\$286,000
	Internal Auditor	\$91,000	\$108,000	\$130,000
ACCOUNTING	Financial Reporting Manager	\$83,000	\$104,000	\$135,000
	Financial Planning & Analysis Manager	\$83,000	\$104,000	\$135,000
	General Accounting Manager	\$78,000	\$88,000	\$104,000
	General Accountant	\$62,000	\$78,000	\$94,000
	Cost Accountant	\$67,000	\$83,000	\$94,000
	Tax Accountant	\$62,000	\$72,000	\$88,000
	Financial Analyst	\$62,000	\$72,000	\$94,000
	Budget Analyst	\$67,000	\$78,000	\$94,000
	Treasury Analyst	\$67,000	\$78,000	\$94,000
	Business Analyst	\$70,000	\$74,000	\$83,000
	Financial Manager	\$78,000	\$98,000	\$114,000
	Financial Officer/Administrator	\$52,000	\$62,000	\$83,000
	Property Accountant	\$57,000	\$67,000	\$83,000

FINANCE & ACCOUNTING SALARIES

TORONTO REGION

		SALARY RANGES		
		EXPERIENCE & SKILL LEVEL		
	POSITION	LOW	MID	HIGH
CREDIT & COLLECTIONS	Credit Manager/Supervisor	\$62,000	\$73,000	\$94,000
	Assistant Credit Manager	\$57,000	\$68,000	\$78,000
	Credit/Collections Officer	\$57,000	\$63,000	\$78,000
BOOKKEEPERS	Full Charge Bookkeeper	\$57,000	\$67,000	\$78,000
	Bookkeeper	\$52,000	\$62,000	\$67,000
	Accounting Clerk	\$47,000	\$55,000	\$62,000
PAYROLL & OTHER	AR/AP Manager	\$67,000	\$73,000	\$88,000
	Billing Clerk	\$47,000	\$52,000	\$62,000
	Payroll Manager/Supervisor	\$67,000	\$83,000	\$109,000
	Payroll Coordinator/Administrator	\$57,000	\$62,000	\$73,000
	Payroll Clerk	\$52,000	\$57,000	\$62,000
	Purchasing Manager	\$78,000	\$88,000	\$98,000
	Inventory Coordinator	\$47,000	\$57,000	\$68,000

FINANCE & ACCOUNTING SALARIES

TORONTO REGION

		SALARY RANGES		
		EXPERIENCE & SKILL LEVEL		
POSITION		LOW	MID	HIGH
PUBLIC ACCOUNTING				
TAX SERVICES	Manager	\$93,000	\$115,000	\$135,000
	Audit Assurance Services Manager	\$83,000	\$93,000	\$125,000
	Tax Accountant 5+ years	\$72,000	\$80,000	\$94,000
	Tax Accountant 3 to 5 years	\$57,000	\$62,000	\$68,000
	Tax Accountant 1 to 3 years	\$52,000	\$57,000	\$63,000
ACCOUNTING SERVICES	Staff Accountant 5+ years	\$62,000	\$72,000	\$83,000
	Staff Accountant 3 to 5 years	\$57,000	\$62,000	\$68,000
	Staff Accountant 1 to 3 years	\$52,000	\$57,000	\$62,000
	Hedge Fund Accountant	\$62,000	\$72,000	\$83,000
	Mutual Fund Accountant	\$62,000	\$72,000	\$83,000
	Internal Auditor - Manager	\$88,000	\$98,000	\$114,000
	Internal Auditor 3 to 5 years	\$67,000	\$78,000	\$88,000
	Internal Auditor 1 to 3 years	\$62,000	\$69,000	\$78,000

EMPOWERING GROWTH THROUGH STRATEGIC WORKFORCE SOLUTIONS

At LRO Staffing, relationships are at the core of our work. Built on trust and respect, our strong connections with clients and candidates reflect our business approach.

This commitment keeps partners returning to us for staffing needs and confidently referring others. As a full-service staffing agency, we specialize in placing top talent in permanent and contract roles across Corporate Services, Finance & Accounting, Legal Services, Technology, and Construction & Development.

In a constantly evolving job market, finding quality candidates is increasingly competitive. Having the right staffing partner can make all the difference. If your organization is seeking top talent, LRO Staffing connects you with the best in the market. Contact us today to reach one of our experienced recruiters!

Contact Us Today

613-566-7048 | info@lrostaffing.com

