



INTERNATIONAL
FINANCIAL
GROUP

2025 Salary Guide

About This Guide

The 2025 IFG Salary Guide for Accounting and Finance professionals provides salary information based on years of experience, across various sectors across Canada. All salary information is represented by annual base salaries and is not inclusive of bonuses, benefits, etc. Salary data was compiled from a variety of sources such as internally conducted surveys and actual salaries offered to IFG placed candidates.

Regional Salary Adjustment Rates

All salary information reported on the subsequent pages are based on compensation figures offered at a National Average. To adjust the salary figures for your area, increase or decrease the amounts reported by the percentage for your city.

Alberta

Calgary +4.5%

Manitoba

Winnipeg -2.0%

Quebec

Montreal +2.0%

Quebec City -4.0%

British Columbia

Vancouver +4.0%

Ontario

Ottawa +0.5%

Kitchener/Waterloo/Cambridge -0.0%

Greater Toronto Area +4.3%

Accounting

Job Title	Average	Low	High
CFO	\$ 232,500.00	\$ 177,000.00	\$ 288,000.00
VP of Finance	\$ 176,000.00	\$ 150,000.00	\$ 202,000.00
Controller	\$ 154,625.00	\$ 126,750.00	\$ 182,500.00
Assistant Controller	\$ 106,250.00	\$ 87,500.00	\$ 125,000.00
Director of Finance/Accounting	\$ 149,500.00	\$ 127,000.00	\$ 172,000.00
Accounting Manager	\$ 106,125.00	\$ 88,500.00	\$ 123,750.00
Senior Accountant	\$ 87,500.00	\$ 75,000.00	\$ 100,000.00
General/Intermediate Accountant	\$ 67,500.00	\$ 60,000.00	\$ 75,000.00
Junior Accountant	\$ 62,750.00	\$ 57,500.00	\$ 68,000.00
Senior Manager, Finance	\$ 136,250.00	\$ 117,500.00	\$ 155,000.00
Finance Manager	\$ 101,875.00	\$ 88,250.00	\$ 115,500.00
Manager, FP&A	\$ 127,125.00	\$ 105,000.00	\$ 149,250.00
Senior Financial Analyst	\$ 101,000.00	\$ 87,000.00	\$ 115,000.00
Financial Analyst	\$ 76,500.00	\$ 65,000.00	\$ 88,000.00
Director/Manager, Financial Reporting	\$ 151,500.00	\$ 128,000.00	\$ 175,000.00
Manager, Cost Accounting	\$ 112,000.00	\$ 96,000.00	\$ 128,000.00
Senior Cost Accountant	\$ 95,000.00	\$ 85,000.00	\$ 105,000.00
Cost Accountant	\$ 75,500.00	\$ 62,000.00	\$ 89,000.00
Property Accountant	\$ 74,875.00	\$ 62,000.00	\$ 87,750.00
Fund Accountant	\$ 76,250.00	\$ 65,000.00	\$ 87,500.00
Business Analyst - Functional	\$ 106,250.00	\$ 92,500.00	\$ 120,000.00
A/R & A/P Manager	\$ 80,500.00	\$ 64,500.00	\$ 96,500.00
A/R & A/P Clerk	\$ 53,625.00	\$ 46,250.00	\$ 61,000.00
Billing Coordinator/Administrator	\$ 51,250.00	\$ 45,000.00	\$ 57,500.00
Credit Manager/Supervisor	\$ 96,375.00	\$ 82,500.00	\$ 110,250.00
Collections Coordinator/Administrator	\$ 56,750.00	\$ 52,000.00	\$ 61,500.00
Payroll Manager/Supervisor	\$ 100,500.00	\$ 85,500.00	\$ 115,500.00
Payroll Coordinator/Administrator	\$ 67,500.00	\$ 60,000.00	\$ 75,500.00
Administrative/Reception	\$ 53,625.00	\$ 49,000.00	\$ 58,250.00
Executive Assistant	\$ 77,750.00	\$ 67,500.00	\$ 88,000.00
Full Charge Bookkeeper	\$ 65,250.00	\$ 55,000.00	\$ 75,500.00
Bookkeeper	\$ 58,500.00	\$ 52,000.00	\$ 65,000.00

Public Accounting

Job Title	Average	Low	High
Audit - Senior Manager	\$ 140,750.00	\$ 117,000.00	\$ 164,500.00
Audit - Manager	\$ 117,625.00	\$ 101,000.00	\$ 134,250.00
Audit - Senior	\$ 93,000.00	\$ 81,000.00	\$ 105,000.00
Audit - Staff	\$ 70,500.00	\$ 61,000.00	\$ 80,000.00
Tax - Manager	\$ 126,625.00	\$ 114,750.00	\$ 138,500.00
Tax - Senior	\$ 93,500.00	\$ 82,000.00	\$ 105,000.00
Tax - Staff	\$ 74,750.00	\$ 64,750.00	\$ 84,750.00

Audit

Job Title	Average	Low	High
Director/VP of Internal Audit	\$ 193,250.00	\$ 152,000.00	\$ 234,500.00
Manager, Internal Auditor	\$ 127,875.00	\$ 109,500.00	\$ 146,250.00
Senior Internal Auditor	\$ 111,750.00	\$ 95,250.00	\$ 128,250.00
Internal Auditor	\$ 81,875.00	\$ 72,250.00	\$ 91,500.00

IT Audit

Job Title	Average	Low	High
Manager, IT Audit	\$ 130,375.00	\$ 111,000.00	\$ 149,750.00
Senior IT Auditor	\$ 112,750.00	\$ 98,250.00	\$ 127,250.00
IT Auditor	\$ 86,500.00	\$ 76,000.00	\$ 97,000.00

Tax

Job Title	Average	Low	High
Director/VP of Tax	\$ 176,125.00	\$ 163,500.00	\$ 188,750.00
Senior Manager of Tax	\$ 140,000.00	\$ 125,000.00	\$ 155,000.00
Manager, Tax	\$ 135,975.00	\$ 119,500.00	\$ 152,450.00
Senior Tax Analyst/Accountant	\$ 104,500.00	\$ 89,750.00	\$ 119,250.00
Tax Analyst/Accountant	\$ 69,875.00	\$ 60,000.00	\$ 79,750.00

Treasury

Job Title	Average	Low	High
Director/VP, Treasury	\$ 216,750.00	\$ 152,500.00	\$ 281,000.00
Manager, Treasury	\$ 127,250.00	\$ 103,500.00	\$ 151,000.00
Senior Treasury Analyst	\$ 95,000.00	\$ 79,000.00	\$ 111,000.00
Treasury Analyst/Accountant	\$ 75,250.00	\$ 63,000.00	\$ 87,500.00