Transition Staffing Group

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Accounting & Finance



Salary Guide

Chief Financial Officer $250,000 to $350,000+

- Provides leadership, direction and management of the finance and accounting team.
- Manages the processes for financial forecasting and budgets and oversees the preparation of all financial reporting.
- Advises on long-term business and financial planning.

Vice President of Finance $225,000 to $275,000+

- Oversees all finance functions and policies.
- Key contact for strategic planning and assists corporate management with financial decisions.

Director of Finance $175,000 to $220,000+

- Manages all finance functions, including budgeting, forecasting, financial analysis and strategic planning.

Treasurer/Treasury Manager $120,000 to $160,000+

- Senior management executive concerned with long and short-term cash management issues.
- Reviews all budgets and financial statements; approves capital expenditures; arranges for outside financing, borrowing; advises on acquisitions and mergers.

Director of Financial Reporting $165,000 to $200,000+

- Oversees the external financial reporting function, including SEC reporting and other regulatory reporting as required, managing the internal and external review of these documents.
- Manages the timely identification of and compliance with evolving accounting guidance, provide GAAP interpretation and document issues in a clear, logical and comprehensive manner.
- Oversees the implementation and maintenance of Sarbanes-Oxley internal control certification requirements.

Financial Reporting Manager $140,000 to $170,000+

- Leads the external financial reporting function, including SEC reporting and other regulatory reporting as required, managing the internal and external review of these documents.
- Monitors and ensure timely identification of and compliance with evolving accounting guidance, provide GAAP interpretation and document issues in a clear, logical and comprehensive manner.
- Assists with implementation and maintenance of Sarbanes-Oxley internal control certification requirements.

Controller $155,000 to $200,000+

- Holds the highest line supervisory position in the financial division.
- Responsible for all financial reporting and record keeping functions.
- Has complete responsibility for the protection of the company's assets.
- Supervises, hires and oversees training of all financial accounting staff.

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Assistant Controller $125,000 to $150,000

- Responsibilities include controlling a significant sequence of divisional activities.
- Assists in the development of detailed budgets and cash forecasts.

Tax Manager $140,000 to $175,000

- Supervises the gathering, timely reporting and payment of all local, state and federal taxes.
- Audits internal data for compliance with company's own tax procedures and recommends changes in organizational methods to maximize tax reduction opportunities.

Finance Manager $125,000 to $155,000

- Supervises and coordinates all financial analysis within the department.

Accounting Manager $115,000to $140,000

- Responsible for the formulation and supervision of approved accounting practices.
- Provides accurate reporting of financial results.
- Typically supervises A/P, A/R Managers and Supervisors in addition to Senior Accountants, Staff Accountants and Clerks.

A/R Manager $95,000 to $110,000

- Supervises all accounts receivable and collections functions, transactions, entries and trial balances.
- Responsible for overseeing all entries of AR accounts on the general ledger.
- Handles all month-end duties related to the AR department.
- Supervises, trains and manages all AR Staff including the AR Supervisor, Processors and Collections professionals.

A/P Manager $90,000 to $145,000

- Supervises all accounts payable functions including transactions, entries and trial balances.
- Responsible for the overseeing all entries for AP accounts on the general ledger.
- Handles all month end duties related to the AP department.
- Supervises, trains and manages all AP Staff including the AP Supervisor and Accounts Payable Clerks/Specialists.

Payroll Manager $90,000 to $130,000

- Supervises payroll preparation and input of wage and deduction calculations.
- Reviews payroll and tax reports.
- Maintains benefit accruals and prepares pertinent journal entries.

Credit/Collections Manager $90,000 to $120,000

- Supervises the activities of employees who collect and compile data on prospective customers while establishing the financial risk involved.
- Maintains updated records on the current customer base and account status.
- Responsible for initiating collection efforts.
- Has input on investigative, collection and credit policy.

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Payroll Supervisor $80,000 to $95,000

- Verifies payroll staffs input of wage and deduction calculations.
- May assist with processing payroll and preparing journal entries.
- Assists with mentoring staff and providing feedback for reviews.

A/R Supervisor $70,000 to $90,000

- Supervises all accounts receivable transactions performed by AR Processors.
- Reviews AR Processors daily activities and assists with annual reviews.
- Assists with processing of AR when necessary due to work flow.
- Responsible for the accuracy of all journal entries and AR transactions on the general ledger.
- Updates credit department on account status.
- Assists with training and managing of AR Clerks.

A/P Supervisor $70,000 to $85,000

- Supervises all accounts payable transactions performed by AP Processors/Specialists.
- Reviews AP Processors daily activities and assists with annual reviews.
- Assists with processing of AP when necessary due to work flow.
- Responsible for the accuracy of all journal entries and AP transactions on the general ledger.
- Assists with training and managing of AP Clerks/Specialists.

Corporate Tax Senior $90,000 to $110,000

- Prepares the corporate tax provision in accordance with FAS 109 (ASC 740-10 & ASC 740-30).
- Prepares Federal and State income tax returns, estimated tax and extension payment computations.
- Reconciles actual current tax to current tax accrual (i.e. true-ups), reconcile current and deferred tax accounts, contact appropriate accounting staff to request basic accounting data, respond to notices from taxing authorities and assist in year-end reconciliations.

Senior Financial Analyst $90,000 to $115,000

- Responsible for assisting with financial planning and budgeting processes.
- Analyses financial statements and reports.
- Develops financial models, prepares projections and performs research and analysis for leadership.

Financial Analyst $80,000 to $90,000

- Applies principles of accounting to analyze past and present financial operations.
- Estimates future revenues and expenditures.
- Prepares budgets.
- Develops, manages and maintains budgeting systems.

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Senior Cost Accountant $90,000 to $110,000

- Works closely with Manufacturing, Production Control and Engineering to assist in the development of cost effective product structures.
- Develops functional budgets and establishes associated direct labor and overhead rates.
- Develops set standard costs and valuation methodologies annually.
- Analyzes and reports on manufacturing variances, and inventory costs.

Senior Accountant $85,000 to $110,000

- Typical functions include the preparation of financial statements and management reports.
- Perform extensive account analysis and general and specific project auditing.
- Assists heavily with month-end.
- May supervise Staff Accountants and Processors.

Senior Staff Accountant $75,000 to $90,000

- Typically has 5+ years experience with accounting degree.
- Responsible for journal entries, account analysis and month-end close.
- Typically handles the development of financial statements.

Staff Accountant $70,000 to $80,000

- Typically has 3+ years experience with accounting degree.
- Responsible for bank and account reconciliations.
- Posts journal entries.
- Assists with month-end close.
- Depending on the company may be responsible for financial statements.

Junior Accountant $60,000 to $65,000

- Recent graduate with 1 to 2 years experience with AP and AR.
- May assist with bank and account reconciliations.
- May be responsible for journal entries.

Full Charge Bookkeeper $72,000 to $93,000

- Responsibilities include general ledger through trial balances.
- Prepares monthly and yearly adjustments and accruals.
- Prepares financial statements with limited supervision.
- Staff Accountant without a Bachelor's degree in accounting.

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Payroll Specialist $65,000to $80,000

- Experience consists of a minimum of 3+ years.
- Processes high volume payroll or is an expert with payroll programs.
- Knowledge of wage garnishments and tax laws.
- May provide training to other Payroll Clerks or temporaries.

Accounts Payable Clerk/Specialist $60,000to $75,000

- Full cycle: matching, batching, coding of invoices.
- Process weekly check runs.
- Corresponds with vendors regarding invoices.
- Retrieves W9's from all vendors and responsible for year-end 1099's.

Accounts Receivable Clerk/Specialist $60,000to $75,000

- Mailing statements to clients/customers.
- Applies/posts payments to appropriate customer accounts.
- Reconciles accounts and makes adjustments in system.
- Communicates with customers regarding accounts.
- May be responsible for making collection calls.

Collections Specialist $52,000to $65,000

- Responsible for the day-to-day correspondence and telephone procedures relating to overdue accounts receivable.
- Strong collections background with expertise in credit care.
- Collections may be for commercial collections, business to business or consumer collections.

Director of Audit $160,000 to $200,000

- Leads all internal audit functions, including analysis of operational controls, effectiveness and compliance with laws and regulations.
- Ensures reliability of financial data recording and oversees inte rnal audit staff.

Manager of Internal Audit $135,000 to $170,000

- Supervises auditors engaged in performing operational and financial audits.
- Creates and assembles information in standard formats for analysis.
- Reports on deviations from established norms in procedures and practices.
- Recommends improvements in operations and financial positioning of the company.

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Senior Internal Auditor $100,000 to $130,000

- Organizes information provided by audit staff for analysis and reports.
- Responsible for accuracy of all information audited.
- Supervises staff activities on a day-to-day basis.

Internal Audit Staff $85,000 to $100,000

- Conducts independent financial and operational audits for management's review of purchasing, production control, inventory and accounting procedures.

Senior Property Accountant $85,000 to $105,000

- Typical functions include full-cycle accounting, financial statements preparation, GL maintenance, and budget preparation
- Extensive experience with various asset classes (Office, Industrial, Retail, Multi-family, etc.) and CAM reconciliations
- Lead and review work of other property accountants and assist with audit requests

Property Accountant $70,000 to $85,000

- Typically has 2+ years of real estate accounting experience
- Prepare all property financial reports for assigned portfolio
- Responsible for monthly bank account reconciliations and variance analysis
- Teams with Property and Asset Management to analyze A/R and Accounts Payable review

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10509 Vista Sorrento Parkway
Suite 300
San Diego, California 92121

858.404.9900 Phone
858.404.9901 Fax

The wide range of salaries listed are meant to accommodate companies of all sizes within both the public and private sectors.
For a tailored analysis of your current team or a specific position please contact us.
We provide market salary analysis as a complimentary service for our clients and candidates.