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# THE 2019 RESEARCH TRIANGLE FINANCE & ACCOUNTING SALARY GUIDE

As one of the leading and largest high-technology research and science regions in North America, the Research Triangle is booming and with this so are the Finance and Accounting opportunities. Additionally, the Raleigh metropolitan area was named as one of [USA Today's top 20 best cities to live in](#). Let's take a look at what differentiates Research Triangle, as well as detailed industry salary figures for a number of positions in the area.

# RESEARCH TRIANGLE: THE BIG PICTURE

The Research Triangle has set itself apart from other areas. With investments in education and developments in world-class research centers, The Triangle has attracted talented Finance and Accounting workers as well as leading-edge organizations.

The Triangle is one of the fastest growing metropolitan areas in the nation with a highly desirable quality of life. The area attracts some of the country's smartest minds. Duke University, University of North Carolina at Chapel Hill, and North Carolina State University are all part of the Triangle and with more than 8,500 annual graduates, over 50% of the area's population has a bachelor's degree<sup>1</sup>.

As a result of the high quality of life and excellent talent pool, high profile organizations are moving to the area as well. While they are creating more job openings, it's also creating competition between organizations to attract the

best talent. Coupled with a record low unemployment rate – just 3.2%, an entire percentage lower than the national average<sup>2</sup> – it's becoming increasingly difficult to find talent in The Triangle region.

While more difficult, it's not impossible to attract top talent here. The high demand and low unemployment rate make quick hiring decisions and determining the right salary to offer Finance and Accounting professionals integral to achieving success.

It's also important to align yourself with a full-service staffing partner like Highmark. Our extensive network of Finance and Accounting professionals, knowledge of the market and deep understanding of our client's needs, allows us to find the right talent, when you need it.

# 2019 RESEARCH TRIANGLE FINANCE & ACCOUNTING SALARIES



		AVERAGE	75TH PERCENTILE	90TH PERCENTILE
<b>Executive Roles</b>				
	Chief Financial Officer	\$223,600	\$283,400	\$308,800
	Chief Accounting Officer	\$165,400	\$198,500	\$216,300
	Chief Audit Executive	\$164,100	\$196,900	\$214,600
<b>Financial Accounting</b>				
	Controller	\$145,100	\$174,300	\$190,000
	Assistant Controller	\$106,900	\$125,400	\$136,700
	Accounting Manager	\$91,300	\$102,900	\$112,100
	Senior Accountant	\$71,200	\$78,900	\$85,900
	Staff Accountant	\$56,600	\$62,600	\$68,000
<b>Operational Accounting</b>				
	Accounts Payable Manager	\$69,100	\$77,400	\$84,400
	AR/Credit Manager	\$70,000	\$79,200	\$86,400
	Payroll Manager	\$66,700	\$73,300	\$79,900
	Payroll Administrator	\$52,700	\$58,600	\$63,900
	Payroll Clerk	\$38,800	\$43,800	\$47,700
	Accounting Clerk (AP/AR)	\$33,300	\$37,100	\$40,500

		AVERAGE	75TH PERCENTILE	90TH PERCENTILE
<b>Corporate Finance</b>				
	Director of Finance	\$159,800	\$193,000	\$210,400
	Manager, FP&A	\$110,500	\$125,600	\$136,900
	Senior FP&A Analyst	\$78,000	\$86,000	\$93,700
	FP&A Analyst	\$63,400	\$71,000	\$77,300
<b>Corporate Tax</b>				
	Tax Director	\$154,600	\$174,500	\$192,600
	Tax Manager	\$111,200	\$128,200	\$143,700
	Senior Tax Accountant	\$75,000	\$84,400	\$92,000
	Tax Accountant	\$62,500	\$70,800	\$77,100
<b>Internal Audit</b>				
	Director, Internal Audit	\$142,400	\$161,100	\$175,700
	Manager, Internal Audit	\$112,900	\$130,700	\$142,500
	Senior Internal Auditor	\$77,900	\$85,200	\$92,900
	Internal Auditor	\$63,100	\$71,600	\$78,100
	IT Auditor	\$77,900	\$84,600	\$92,200

		AVERAGE	75TH PERCENTILE	90TH PERCENTILE
<b>Financial (SEC) Reporting</b>				
	Director of Financial Reporting	\$125,600	\$138,000	\$150,500
	Financial Reporting (SEC) Manager	\$107,200	\$121,800	\$132,700
	Senior Financial Reporting Accountant	\$79,100	\$87,000	\$94,800
	Financial Reporting Accountant	\$62,600	\$71,100	\$77,400
<b>Revenue Recognition</b>				
	Director of Revenue Accounting	\$149,000	\$180,500	\$196,700
	Manager, Revenue Accounting	\$103,600	\$118,800	\$129,600
	Senior Revenue Accountant	\$73,400	\$80,800	\$88,100
	Revenue Accountant	\$58,100	\$65,500	\$71,300
<b>Cost Accounting</b>				
	Cost Accounting Manager	\$99,400	\$118,000	\$128,600
	Senior Cost Accountant	\$77,100	\$84,500	\$92,100
	Cost Accountant	\$65,000	\$71,700	\$78,200

# ABOUT HIGHMARK COMPANIES

Highmark Companies LLC is a North Carolina limited liability company established in 1999. We are headquartered in the Research Triangle area of North Carolina and have additional offices in Washington, DC, San Diego, Dallas, and Salt Lake City metropolitan areas.

Highmark provides full-service recruiting and staffing services to our clients. We deliver well-credentialed executives, managers, and professionals to a client base that are among the most successful companies and organizations in the country. Our reach extends nationwide – with placements in every region of the country.

We have three integrated businesses that specialize in the following areas:



**FINANCE &  
ACCOUNTING  
PROFESSIONALS**



**CREATIVE  
TALENT**



**TECHNOLOGY  
PROFESSIONALS**

To discuss your hiring needs, reach out to us at:

**Raleigh, NC**

(919) 779-3055

**Washington, D.C.**

(703) 822-7500

**San Diego, CA**

(858)-391-1017

**Park City, UT**

(801) 415-9321

Or visit [www.highmarkcompanies.com](http://www.highmarkcompanies.com)



# SOURCES

1. <https://www.rtp.org/>
2. [https://www.bls.gov/eag/eag.nc\\_raleigh\\_msa.htm](https://www.bls.gov/eag/eag.nc_raleigh_msa.htm)