



FINANCE & ACCOUNTING IN NEW ENGLAND SALARY GUIDE

Q1 2025

TABLE OF CONTENTS

WHY USE A SALARY GUIDE? 3

HOW OUR DATA WAS DERIVED 5

2025 SALARY ESTIMATES 6

 Accounts Payable 6

 Accounts Recievable 7

 Collector 8

 Financial Analyst 9

 Payroll 10

 Staff Accountant 11

AVERAGE SALARY OFFERS IN NEW ENGLAND 12

NEW ENGLAND METRO SALARY COMPARISONS 21

IN-DEMAND ACCREDITATIONS AND SKILLS 22

TOP TIPS FROM KBW RECRUITERS 25

RECOMMENDED NEXT STEPS 26

ABOUT KBW FINANCIAL STAFFING & RECRUITING 27

WHY USE A SALARY GUIDE?

For employers, hiring and retaining top talent has become increasingly challenging in today's competitive job market. Offering a competitive salary is just as important as providing an engaging company culture, opportunities for growth, and meaningful work. Even an employer with an exciting lineup of positions and a positive work environment can undermine its own hiring efforts if they fail to offer competitive compensation.

At the same time, job seekers should have a clear understanding of current market compensation trends for the jobs they're applying for. Negotiating starting pay and raises can be stressful, and a job seeker with realistic salary expectations can negotiate more effectively and is more likely to be satisfied with their job.





This salary guide is meant to empower both job seekers and employers in the New England accounting and finance fields. Here's an overview of what you'll find:

- The first half of this guide will look at 2025 salary projections for six major roles in finance and accounting, with estimated salaries for placement in Massachusetts and New Hampshire.
- The second half will compare median salaries for all of the job positions KBW placed in 2024 across all of New England.

If you have any questions about these values, or would like to know about a position that we haven't covered in this guide, [contact our job placement experts](#) for our most updated information.



HOW OUR DATA WAS DERIVED

Since 2005, KBW Financial Staffing & Recruiting has been connecting local employers with accounting and finance professionals across the Greater Boston and Southern New Hampshire markets. Over the years, we have gathered extensive recruiting data specific to New England, informed by rigorous research, data analysis, and industry expertise.

This data is based on the permanent placements we've made throughout the region, the job orders received from our clients, and our insights into the current talent supply and expected demand.

The salaries listed in our tables represent starting compensation for individuals newly hired into the indicated positions. Factors such as company size, industry, and the availability of remote work options can influence these figures, which do not account for bonuses, benefits, or other perks.



2025 SALARY ESTIMATES

Accounts Payable

An accounts payable professional ensures accurate tracking of supplier invoices, processes payments, and verifies proper approvals. They play a key role in maintaining accurate accounts payable records, which are critical for producing an accurate balance sheet and supporting financial operations.

Accounts Payable — Entry Level

	25th Percentile	50th Percentile	75th Percentile	90th Percentile
Massachusetts	\$48,100	\$52,800	\$58,700	\$64,000
New Hampshire	\$45,900	\$50,300	\$55,900	\$60,900

Accounts Payable — Level 2*

	25th Percentile	50th Percentile	75th Percentile	90th Percentile
Massachusetts	\$53,900	\$59,400	\$66,000	\$72,000
New Hampshire	\$51,400	\$56,600	\$62,900	\$68,700



Accounts Receivable

An accounts receivable professional manages incoming payments, ensuring the company receives funds for goods and services. They record transactions, track invoices, monitor outstanding balances, and follow up on overdue accounts to maintain accurate financial records and support cash flow management.

Accounts Receivable — Entry Level

	25th Percentile	50th Percentile	75th Percentile	90th Percentile
Massachusetts	\$46,200	\$51,600	\$57,600	\$63,100
New Hampshire	\$44,000	\$49,100	\$54,900	\$60,900

Accounts Receivable — Level 2*

	25th Percentile	50th Percentile	75th Percentile	90th Percentile
Massachusetts	\$50,100	\$55,600	\$62,000	\$67,800
New Hampshire	\$47,700	\$53,000	\$59,100	\$64,600



Collector

Collections specialists are responsible for resolving overdue bills and collecting payments from the individuals or businesses responsible for the debt. They must locate those responsible for unpaid bills and set up acceptable terms of repayment to protect the financial assets of their employer.

Collector — Entry Level

	25th Percentile	50th Percentile	75th Percentile	90th Percentile
Massachusetts	\$41,600	\$46,700	\$52,100	\$57,000
New Hampshire	\$39,000	\$44,500	\$49,600	\$54,200

Collector — Level 2*

	25th Percentile	50th Percentile	75th Percentile	90th Percentile
Massachusetts	\$46,900	\$52,700	\$59,200	\$65,100
New Hampshire	\$44,700	\$50,200	\$56,400	\$62,000



Financial Analyst

A financial analyst gathers and organizes data, analyzes historical results, and creates forecasts and projections. They develop Excel models, reports, and presentations to support decision-making. Analysts typically specialize in either expense/cost or sales/revenue, providing insights and recommendations to improve financial performance.

Financial Analyst — Entry Level

	25th Percentile	50th Percentile	75th Percentile	90th Percentile
Massachusetts	\$68,800	\$74,700	\$81,000	\$86,800
New Hampshire	\$65,600	\$71,200	\$77,200	\$82,700

Financial Analyst — Senior Level*

	25th Percentile	50th Percentile	75th Percentile	90th Percentile
Massachusetts	\$80,000	\$88,000	\$96,000	\$104,000
New Hampshire	\$77,000	\$84,000	\$92,000	\$99,000



Payroll

A payroll professional processes employees' paychecks by collecting their payroll data and timesheets (physical or digital). Their duties include verifying employees' work hours and payment through the payroll system, issuing deductions, earnings, and other statements to employees and updating payroll records regularly.

Payroll — Entry Level

	25th Percentile	50th Percentile	75th Percentile	90th Percentile
Massachusetts	\$51,600	\$57,000	\$64,400	\$71,700
New Hampshire	\$49,100	\$54,300	\$61,300	\$67,700

Payroll — Level 2*

	25th Percentile	50th Percentile	75th Percentile	90th Percentile
Massachusetts	\$55,200	\$62,200	\$70,500	\$78,000
New Hampshire	\$52,600	\$59,300	\$67,200	\$74,300



Staff Accountant

A staff accountant manages financial records, prepares budgets, maintains ledgers, handles billing, and performs general bookkeeping. They may specialize in areas such as tax or cost accounting and typically work under the supervision of a controller, assistant controller, or accounting manager, ensuring accurate financial reporting and compliance.

Staff Accountant — Entry Level

	25th Percentile	50th Percentile	75th Percentile	90th Percentile
Massachusetts	\$65,000	\$71,300	\$78,400	\$84,900
New Hampshire	\$61,900	\$67,900	\$74,700	\$80,900

Staff Accountant — Level 2*

	25th Percentile	50th Percentile	75th Percentile	90th Percentile
Massachusetts	\$75,300	\$83,200	\$92,100	\$100,000
New Hampshire	\$71,700	\$79,300	\$87,700	\$95,400

*Requirements for higher-level positions will vary by organization. Generally, Level 2 positions require 2-5 years of experience within the role. Senior level positions may require 5+ years of experience.

AVERAGE SALARY OFFERS IN NEW ENGLAND

Based on Median Salary of 2024 Permanent Placement Positions

Accounts Payable / Receivable

Accounts receivable and accounts payable positions manage cash flow by handling incoming and outgoing payments. Higher-level positions oversee invoicing accuracy, recover overdue payments, or manage vendor payments, ensuring compliance with financial policies and deadlines.

100% Remote Accounts Receivable Specialist	\$58,240
Accounts Payable / Accounts Receivable Assistant	\$52,000
Accounts Payable Associate	\$60,000
Accounts Payable Clerk	\$46,800
Accounts Payable Manager	\$75,000
Accounts Payable Specialist	\$63,200
Accounts Payable Staff Accountant	\$80,000
Accounts Receivable / Billing Specialist	\$70,000
Accounts Receivable Clerk	\$42,000
Accounts Receivable Specialist	\$60,000
Billing Manager	\$82,500
Billing Specialist	\$52,000
Cash Receipts Specialist	\$55,000

Accounts Payable / Receivable

Client Accounting Services	\$95,000
Client Billing Specialist	\$62,000
Collections Specialist	\$55,290
Credit & Collections Analyst	\$80,000
Credit & Collections Coordinator	\$58,240
Credit & Collections Specialist	\$60,320
Senior Accounts Payable Specialist	\$85,000
Senior Accounts Receivable Lead	\$90,000
Senior Cash Applications Clerk	\$57,000

Accounting

Accounting positions focus on recording, analyzing, and reporting financial transactions to ensure accurate financial records, compliance with regulations, and informed decision-making. Roles range from bookkeeping to specialized areas such as tax, cost, and financial analysis, all of which contribute to budgeting, auditing, and overall financial management within an organization.

100% Remote Accounting Specialist	\$50,000
Accountant	\$58,240
Accountant (Entry-Level)	\$55,000
Accounting Administrator	\$80,000
Accounting & Finance Manager	\$150,000
Accounting & Financial Reporting Manager	\$140,000
Accounting Assistant	\$52,000

Accounting

Accounting Clerk	\$48,000
Accounting Manager	\$117,285
Accounting Operations Manager	\$85,000
Accounting Specialist	\$60,000
Cost Accountant	\$90,000
Finance Operations Specialist	\$65,000
Financial Reporting Analyst	\$110,000
Financial Reporting & Payment Manager	\$125,000
Lead Finance Business Partner	\$135,000
Lead Financial Analyst	\$130,000
Project Accountant	\$80,000
Property Accountant	\$85,000
Revenue Accounting Manager	\$135,000
Revenue Manager	\$135,000
SEC Reporting & Technical Accounting Manager	\$155,000
Senior Accountant	\$95,826
Senior Accounting Manager	\$165,000
Senior Corporate Accountant	\$115,000
Senior General Ledger Accountant	\$115,000
Senior Manager of Financial Planning & Analysis	\$163,333
Senior Revenue Accountant	\$118,333
Senior Revenue Manager	\$150,000

Accounting

Senior Tax Accountant	\$110,000
Senior Technical Accountant	\$120,000
Senior Treasury Analyst	\$105,000
Senior Cost Accountant	\$115,000
Staff Accountant	\$72,242
Staff Accountant (Part-Time)	\$37,440
Staff Development Accountant	\$70,000

Audit and Compliance

Audit and compliance positions ensure an organization's financial activities adhere to regulations, internal policies, and ethical standards. They conduct audits, assess risks, verify accuracy, and recommend improvements to mitigate non-compliance. These roles safeguard financial integrity and foster transparency, supporting regulatory compliance and organizational accountability.

100% Remote Accounting Specialist	\$50,000
Accountant	\$58,240

Bookkeeping

Bookkeeping positions focus on recording and organizing financial transactions, maintaining accurate ledgers, and reconciling accounts. They ensure financial records are up-to-date and support the preparation of financial reports. Bookkeepers play a critical role in tracking income, expenses, and cash flow, providing a foundation for accurate financial management and decision-making.

Bookkeeper	\$62,476
Full Charge Bookkeeper	\$74,000
Part-Time Bookkeeper	\$24,960

Finance and Financial Management

Finance and financial management positions focus on planning, analyzing, and overseeing an organization's financial health. They manage budgets, forecast trends, allocate resources, and optimize investments to achieve strategic goals. These roles ensure efficient financial operations, risk management, and informed decision-making, driving profitability and long-term growth.

Finance Assistant	\$65,500
Finance Manager	\$150,000
Financial Analyst	\$77,600
Pricing Analyst	\$65,000
Program Finance Manager	\$135,000
Program Financial Analyst	\$95,000
Senior Finance Business Partner	\$140,000
Senior Finance Manager / Assistant Treasurer	\$160,000
Senior Financial Analyst	\$110,000
Treasury Analyst	\$90,000
Treasury Controller	\$170,000
Treasury Manager	\$160,000

Human Resources and Payroll

Human resources (HR) and payroll positions handle employee compensation, benefits, and compliance with labor laws. They process payroll, manage tax withholdings, maintain accurate employee records, and ensure timely payments. These roles bridge HR and finance, supporting workforce management, budgeting, and organizational compliance with financial and employment regulations.

Office Administrator	\$76,960
Payroll Administrator	\$85,000
Payroll Accounting Clerk	\$60,320
Payroll & Accounts Payable Manager	\$125,000
Payroll Manager	\$115,000
Payroll Specialist	\$74,333
Senior Payroll Specialist	\$80,000

Investment Management

Investment management positions focus on managing assets and portfolios to maximize returns while minimizing risk. They analyze financial markets, develop investment strategies, allocate resources, and monitor performance. These roles ensure optimal growth, aligning investment decisions with organizational or client goals, and often involve advising on stocks, bonds, real estate, and other financial instruments.

Fund Accountant	\$65,000
Investor Relations/Client Services	\$70,000
Investment Operations Analyst	\$80,000
Investment Trade Analyst	\$75,000
Portfolio Accountant	\$80,000
Portfolio Manager Assistant	\$95,000

Operations and Administration

Operations and administration positions in finance and accounting ensure smooth organizational workflows by managing daily tasks, maintaining financial records, and overseeing compliance with policies. They support budgeting, reporting, and process optimization, bridging the gap between financial planning and execution to enhance efficiency and uphold accurate financial operations.

Business Administrator	\$117,000
Claim Administrator	\$52,000
Client Service Manager	\$75,000
Cost Estimator	\$68,666
Operations Manager	\$145,000
Production Manager	\$135,000
Sales Operations Analyst	\$85,000

Procurement

Procurement positions manage purchasing activities, ensuring the organization acquires goods and services efficiently and cost-effectively. They negotiate contracts, evaluate suppliers, track budgets, and maintain compliance with financial policies. These roles optimize spending, support operational needs, and contribute to financial planning by aligning procurement strategies with organizational goals.

Assistant Buyer	\$60,000
Buyer	\$65,000
Procurement and Administration Coordinator	\$55,000

Senior / Executive Management

Senior and executive management positions in finance and accounting oversee strategic planning, financial performance, and organizational compliance. They guide budgeting, investment decisions, and risk management while ensuring alignment with business goals. These roles provide leadership, drive growth, and influence key decisions, shaping the organization's financial health and long-term success.

Assistant Controller	\$113,750
Associate Director of Finance	\$165,000
Chief Financial Officer	\$250,000
Chief Operating Officer	\$210,000
Controller	\$150,000
Corporate Controller	\$225,000
Digital Finance Leader	\$230,000
Director of Accounting	\$190,000
Director of Accounting Operations	\$185,000
Director of Corporate Accounting	\$175,000
Director of Credit & Collections	\$150,000
Director of Credit Collections & Disbursements	\$165,000
Director of Finance	\$163,000
Director of Investment Operational Accounting Governance	\$150,000
Divisional Controller	\$152,500

Senior / Executive Management

Finance Director	\$180,000
Plant Controller	\$145,000
Senior Director of Commercial Finance	\$220,000
Senior Director of SEC Reporting	\$225,000
Senior Manager (Finance)	\$160,000
Senior Manager (Revenue Recognition)	\$160,000
Senior Manager (Tax)	\$185,000
Senior Manager (Technical Accounting)	\$155,000
Senior Vice President (Global Controller)	\$285,000
Vice President (Corporate Controller)	\$250,000
Vice President (Financial Planning and Analysis)	\$230,000

Tax Specialists

These positions ensure compliance with tax laws while optimizing tax strategies. They prepare and file tax returns, analyze regulations, minimize liabilities, and manage audits or oversee planning, reporting, and policy implementation to ensure alignment with financial goals and mitigating risks associated with changing tax codes.

Corporate Tax Manager	\$140,000
Senior Tax Analyst (Sales and Use)	\$100,000
Tax Associate	\$65,000
Tax Director	\$175,000
Tax Preparer	\$60,000
Tax Senior / Tax Manager	\$130,000



NEW ENGLAND METRO SALARY COMPARISONS

Factors such as cost of living, talent availability, and business needs can significantly influence median salary expectations across various regions. The values below illustrate the differential in median salary between the major New England metropolitan areas hiring for financial positions based on placements KBW made in 2024.

Accounting Manager

Massachusetts	\$118,705
Maine	\$120,000
New Hampshire	\$108,333

Controller

Massachusetts	\$155,444
Maine	\$130,000
New Hampshire	\$135,000

Senior Accountant

Massachusetts	\$97,878
Maine	\$85,000
New Hampshire	\$91,313

Staff Accountant

Massachusetts	\$75,581
Maine	\$80,000
New Hampshire	\$69,393

IN-DEMAND SKILLS AND CERTIFICATIONS

Every finance position requires expertise in specific skills, familiarity with certain programs, and relevant financial certifications. While each position is unique, these are the top skills and certifications KBW observed in 2024 and expects to remain in high demand for 2025.

TECH AND SOFTWARE PROGRAMS



CLOUD-BASED SYSTEMS

Oracle Fusion Cloud ERP

SAP S/4HANA Cloud

Microsoft Dynamics 365 Finance

NetSuite ERP



DATA ANALYTICS & VISUALIZATION SOFTWARE

Microsoft Power BI

Tableau



ENTERPRISE RESOURCE PLANNING SYSTEMS

Microsoft Dynamics 365

Oracle Netsuite ERP

Workday Financial Management



INDUSTRY-SPECIFIC SOFTWARE

Excel

Blackbaud

QuickBooks

Yardi



CERTIFICATIONS

CERTIFIED PUBLIC ACCOUNTANT (CPA)

Valued for expertise in auditing, taxation, and regulatory compliance, ensuring financial integrity and adherence to laws. CPA certification is essential for accounting professionals who are looking to take the next step in their careers.

CERTIFIED INTERNAL AUDITOR (CIA):

Sought after for proficiency in risk management, internal controls, and governance. This certification is extremely valued by employers because it demonstrates that recipients have a high proficiency in auditing concepts and principles and adhere to a high ethical standard.

CERTIFIED MANAGEMENT ACCOUNTANT (CMA):

Recognized for strategic financial planning and management expertise. This designation signifies that an individual has experience in both financial accounting and strategic management principles and can support larger decision-making efforts in addition to their regular accounting duties.

CHARTERED GLOBAL MANAGEMENT ACCOUNTANT (CGMA):

This globally recognized distinction for CPAs certifies that holders consistently demonstrate advanced competency in the areas of finance, operations, strategy, and management. This certification puts an emphasis on developing strategic decision-making and leadership skills development, both of which are valued in today's business world.

FINANCIAL RISK MANAGER (FRM):

Financial risk manager is a top professional distinction awarded by the Global Association of Risk Professionals (GARP). Individuals with this certification are better equipped to assess risk in real-world scenarios, enjoy greater advancement opportunities, and possess in-depth knowledge of risk management

CERTIFIED FINANCIAL PLANNER (CFP):

The CFP is to financial planning as the CPA is to accounting — the gold standard. A CFP demonstrates to potential clients that an advisor is held to an exacting set of professional standards and is committed to acting as a fiduciary — meaning that they legally must make decisions in their clients' best interest.

CHARTERED ALTERNATIVE INVESTMENT ANALYST (CAIA):

The CAIA is intended for financial professionals who wish to work in an alternative investment space, such as hedge funds and private equity, or anyone working in non-traditional roles within traditional financial institutions. It is issued by the CAIA Association, a respected global leader in alternative investment education.



TOP TIPS FROM KBW RECRUITERS

If you're a recruiter looking to hire top talent, keep the following tips in mind from our top KBW recruiters:

Invest in Employee Development:

Many prospective employees are concerned about their future and want to make sure they're making the right investment. Offer training and development programs to help employees build new skills and advance their careers, demonstrating your commitment to their growth.

Partner with Hiring Professionals:

There's a lot of time and energy that goes into finding and securing top talent. Utilize recruitment agencies or experts to simplify the hiring process, help you conduct background checks, and streamline the process of finding the right candidates.

Streamline the Hiring Process:

Make things easier on yourself by defining clear roles and responsibilities for each stage of hiring. Look for ways to leverage technology to automate repetitive tasks, ensuring a more efficient and organized approach.

Prioritize Cultural Fit:

Emphasize your organization's unique culture, benefits, and growth opportunities to attract top talent that's more likely to stay with the company long-term. Many employees leave organizations due to cultural issues or burnout. Prioritize hiring individuals who align with your culture and understand that you'll train them for specific roles.



For job-seekers who want to successfully compete for top positions, keep the following recommendations in mind:

Master Financial Software and Tools:

Always look for opportunities to train and retain your skills with popular financial programs. Proficiency in key platforms such as QuickBooks, SAP, and advanced Excel are always highly valued in the industry, so learn them on your own time if you have to.

Stay Informed on Industry Changes:

Stay ahead of other job seekers by keeping up-to-date with evolving financial regulations, tax laws, and accounting standards to remain competitive and prepared for industry demands. Resources such as this salary guide are useful tools to keep on hand.

Expand Your Professional Network:

Build connections with finance and accounting professionals through LinkedIn, networking events, and professional organizations to uncover opportunities and gain insights into the field. Partnering with staffing and recruiting firms will also ensure that you're always receiving the latest information about career opportunities.

Pursue Relevant Certifications:

It is vitally important to enhance your qualifications with certifications such as an CPA, CFA, or CMA, all of which demonstrate expertise and increase your marketability.

RECOMMENDED NEXT STEPS

If you are interested in discussing these market trends or your business needs in further detail, we encourage you to reach out to a KBW representative. Our talent professionals are skilled in helping job seekers advance their careers and working with hiring managers to find skilled candidates.

We've placed thousands of job candidates with hundreds of employers throughout Greater Boston and New England — and we have all the tools to help you achieve your hiring or career goals.

CONTACT US

ABOUT KBW FINANCIAL STAFFING & RECRUITING

KBW Financial Staffing & Recruiting is a proud member of the BANKW Staffing family. With offices in Boston, MA, Bedford, NH, Portsmouth, NH, Woburn, MA, Westborough, MA, and Springfield MA, we have cultivated an outstanding reputation for connecting talented financial professionals with leading local employers since 2005. These partnerships have enabled thousands of employers and talented professionals to achieve their goals of growth and success.

Unlike most staffing firms, everything we do at KBW is powered by personal touch and a well-recognized commitment to our communities. We don't just send resumes; we thoroughly interview every candidate for professional experience, technical expertise, and soft skills before presenting them to our clients. We also personally qualify every employer before presenting an opportunity to a job seeker. Our only goal is to make sure we're what's best for all our clients and partners.

We've placed thousands of job candidates with hundreds of employers throughout Greater Boston and New England — and we have all the tools to help you achieve your hiring or career goals.



For Job Seekers

Ready for your next opportunity?

[Submit Your Resume »](#)

For Employers

Need top-tier talent?

[Request Talent »](#)

Not sure where to start?

We're here to help.

[Contact Us »](#)