




2026 Salary Guide


Finance, Accounting & Human Resources

hirepointrecruiting.com



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LET'S GET STARTED!

Founded in 2022, Hire Point Recruiting specializes in direct, interim, and retained search solutions. We work with companies ranging from start-ups to Fortune 50, connecting them with top talent. Beyond recruitment, we offer strategic guidance to support both our clients and candidates.

Direct Hire

Interim Hire

Retained

Resume
Review/Rewrite

Career
Coaching

INDUSTRIES WE SERVE

- Retail & Wholesale
- All Manufacturing
- Marketing & Publications
- Supply Chain & Transportation
- Real Estate
- Private Equity Firms (M&A)
- Healthcare
- Biotechnology
- Pharmaceutical
- Renewable Energy
- Law Practices
- SaaS Companies





HIRE POINT
RECRUITING

Why Use a Salary Guide?



Anthony Carrea
Managing Partner

"Hire Point Recruiting's salary guide is built on real market data. Titles alone don't tell the full story. Compensation is driven by scope, reporting structure, and company size."

1

Build the skills and confidence to negotiate salaries by mastering market data.



2

Secure the salary insights needed to attract and keep top talent.



3

Strategize your staffing budget and financial plans for 2026 and beyond.



4

Explore the latest trends and labor market insights.

FORTUNE 500

(\$1B+ revenue | public, global, highly structured)

SALARY INFO

POSITION (Base Salary- NY Metro)	LOW-END	MID-POINT	HIGH-END
EVP/ Global Finance Executive	\$400,000	\$700,000	\$1M+
SVP/ VP of Finance	\$225,000	\$300,000	\$350,000
Senior Director	\$190,000	\$225,000	\$260,000
Director	\$160,000	\$195,000	\$230,000
Senior Manager	\$125,000	\$150,000	\$170,000
Manager	\$105,000	\$135,000	\$150,000
Senior	\$95,000	\$110,000	\$120,000
Staff	\$75,000	\$90,000	\$100,000
Entry Level	\$65,000	\$72,500	\$80,000
POSITION (Bonus)	LOW-END	MID-POINT	HIGH-END
Executive/ VP	30%	40%	50%
Director	25%	27.5%	35%
Senior Manager	20%	25%	30%
Manager	15%	17.5%	20%
Staff	5%	10%	15%

Hire Point Recruiting Insight:

Fortune 500 organizations operate within defined compensation bands. While base salary growth may be incremental, total rewards and long-term incentives are often stronger.

MID-CAP

(\$100M-\$1B revenue | PE-backed, scaling, multi-entity)

SALARY INFO

POSITION (Base Salary- NY Metro)	LOW-END	MID-POINT	HIGH-END
CFO/ Executive Finance Leader	\$275,000	\$375,000	\$500,000
SVP/ VP of Finance	\$200,000	\$260,000	\$325,000
Senior Director	\$180,000	\$215,000	\$250,000
Director	\$155,000	\$190,000	\$225,000
Senior Manager	\$120,000	\$150,000	\$175,000
Manager	\$110,000	\$130,000	\$150,000
Senior	\$90,000	\$105,000	\$120,000
Staff	\$70,000	\$85,000	\$95,000
Entry Level	\$60,000	\$67,500	\$75,000
POSITION (Bonus)	LOW-END	MID-POINT	HIGH-END
Executive/ VP	25%	32.5%	40%
Director	20%	25%	30%
Senior Manager	15%	20%	25%
Manager	10%	15%	20%
Staff	5%	7.5%	10%
Hire Point Recruiting Insight:	This is the most competitive segment of the market. Compensation is driven by growth pace, system complexity, and leadership responsibility.		

SMALL CAP

(< \$100M revenue | startup / founder-led / early PE-backed)

SALARY INFO

POSITION (Base Salary NY Metro)	LOW-END	MID-POINT	HIGH-END
Head of Finance/ CFO	\$200,000	\$275,000	\$350,000
VP of Finance/ Controller	\$170,000	\$210,000	\$250,000
Director	\$140,000	\$165,000	\$190,000
Senior Manager	\$115,000	\$135,000	\$155,000
Manager	\$100,000	\$120,000	\$135,000
Senior	\$85,000	\$100,000	\$110,000
Staff	\$65,000	\$80,000	\$90,000
Entry Level	\$55,000	\$62,500	\$70,000
POSITION (Bonus)	LOW-END	MID-POINT	HIGH-END
Executive/ VP	20%	25%	30%
Director	15%	17.5%	20%
Manager+	10%	12.5%	15%
Staff+	0%	5%	10%

Hire Point Recruiting Insight:

In small-cap environments, compensation is often balanced with equity, visibility, and accelerated career growth. Titles may be inflated, but scope is broad.



What other factors to consider?



Kate Donato
Managing Partner

“Evaluating compensation goes beyond base and bonus. Benefits, culture, flexibility, and long-term growth all play a role in the true value of an opportunity.”

1

Benefits

- 401k/ Equity
- Health/Dental
- Vacation



2

Flexibility

- Hours?
- In-office vs. remote
- Commute?



3

Career Growth

- Leadership?
- Future?
- Developing new skills?



4

Most important question?

- Are you happy?
- Excited about the product/ service?

ADJUST SALARY, BASED ON YOUR LOCATION

HPR's salary guide is based on the NY Metro, but if you're considering relocating to a lower-cost region, expect a salary adjustment of about 5-10%. With remote opportunities in high demand, companies often offer lower salaries due to the larger pool of available candidates.





reach your peak.