



# 2026 SALARY GUIDE

 **The CSP Group**  
Finance & Accounting Recruitment

# 2026 SALARY GUIDE FOR SAN DIEGO FINANCE & ACCOUNTING PROFESSIONALS

(Salaries range widely depending on size of company, complexity of the business, and specific skills and knowledge required. Compensation ranges are base salary only and do not include incentive compensation such as annual bonuses, stock, and other long-term incentives.)

## ACCOUNTING

Title	Base Salary Range	Median Base Salary
Entry Level Staff Accountant	\$58-72k	\$65k
Staff Accountant	\$65-90k	\$78k
Property Accountant	\$70-99k	\$85k
Senior Accountant	\$84-115k	\$99k
Accounting Manager	\$100-130k	\$115k
Director of Accounting	\$133-192k	\$163k
Assistant Controller	\$100-150k	\$125k
Divisional Controller	\$125-185k	\$155k
Corporate Controller	\$160-225k	\$193k

## FINANCE

Title	Base Salary Range	Median Base Salary
Entry Level Financial Analyst	\$55-75k	\$65k
Financial Analyst	\$69-97k	\$83k
Senior Financial Analyst	\$91-124k	\$108k
Manager of Financial	\$105-148k	\$127k
Director of Financial	\$145-205k	\$175k
Vice President of Finance	\$177-\$265k	\$220k
CFO	\$200-\$340k	\$270k

## COST ACCOUNTING

Title	Base Salary Range	Median Base Salary
Cost Accountant	\$75-98k	\$87k
Senior Cost Accountant	\$88-112k	\$100k
Manager of Cost Accounting	\$103-135k	\$120k
Plant Controller	\$120-140k	\$130k

## DATA ANALYSIS

Title	Base Salary Range	Median Base Salary
Data Analyst	\$60-75k	\$67k
Senior Data Analyst	\$98-138k	\$118k
Manager of Data Analysis	\$125-170k	\$148k

## FINANCIAL REPORTING

Title	Base Salary Range	Median Base Salary
Financial Reporting	\$73-98k	\$85k
Senior Financial Reporting Accountant	\$85-110k	\$98k
Financial Reporting Manager	\$115-165k	\$140k
Financial Reporting Director	\$135-194k	\$165k
Financial Reporting Analyst	\$95-122k	\$108k
Financial Reporting Manager	\$125-170k	\$148k
Financial Reporting Director	\$170-210k	\$190k

## INTERNAL AUDIT

Title	Base Salary Range	Median Base Salary
Internal Auditor	\$72-105k	\$89k
Senior Internal Auditor	\$94-128k	\$112k
Manager of Internal Audit	\$120-165k	\$143k
Director of Internal Audit	\$150-240k	\$195k
IT Auditor	\$75-105k	\$90k
Senior IT Auditor	\$96-135k	\$115k
IT Audit Manager	\$125-176k	\$150k

## FP&A

Title	Base Salary Range	Median Base Salary
FP&A Analyst	\$75-92k	\$85k
Senior FP&A Analyst	\$90-115k	\$103k
FP&A Manager	\$110-165k	\$138k
FP&A Director	\$145-188k	\$167k

## TREASURY

Title	Base Salary Range	Median Base Salary
Treasury Analyst	\$67-98k	\$83k
Senior Treasury Analyst	\$83-120k	\$100k
Treasury Manager	\$103-150k	\$125k
Treasurer	\$150-265kk	\$208k

## TAX

Title	Base Salary Range	Median Base Salary
Tax Accountant	\$70-98k	\$84k
Senior Tax Accountant	\$90-120k	\$105k
Tax Manager	\$115-154k	\$135k
Tax Director	\$145-225k	\$185k

## CORPORATE DEVELOPMENT

Title	Base Salary Range	Median Base Salary
Corporate Development Analyst	\$90-130k	\$110k
Corporate Development	\$130-170k	\$150k
Corporate Development Director	\$160-250k	\$205k
VP of Corporate Development	\$200-375k	\$288k



# ABOUT THE CSP GROUP

We are San Diego’s Premier Finance & Accounting recruitment experts. With our clients, we achieve a higher level of consistent success together.

At The CSP Group, we believe that trust-based and transparent relationships can manifest amazing results. When you work with us, you gain more than access to the most sought-after finance and accounting talent—you gain a real partner.

## MEET THE TEAM



**James Cairns**  
Managing Partner  
Executive Search Consultant

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James is a former corporate accounting professional with Big 4 audit and controllership experience. He founded The CSP Group in 2014 and offers expertise in finance and accounting recruitment to both employers seeking talent and professionals seeking their next career move. James is a CPA (inactive) with a MAcc from Florida State University and a BS in Accounting from the University of Florida.

In his off-time, James is a sports fan, outdoorsman and amateur guitar player.



**Marc Godbold**  
Partner  
Executive Search Consultant

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Marc is a former United States Marine with over 14 years’ experience in professional communications and public safety. His focus now is finding the best talent for his network of hiring managers and providing candidates with the optimum opportunities that align with their career goals. He has over 5 years of recruiting experience in finance and accounting and is passionate about leaving a positive impression on everyone he works or connects with.

In his off-time, Marc is an avid sports fan that enjoys coaching youth sports, umpiring high school baseball, and playing golf.



# TRACK RECORD

Companies who use The CSP Group for talent acquisition experience faster candidate delivery, a higher offer-to-acceptance ratio, and a higher employee retention rate. On average, we deliver 3 qualified candidates within 12 business days, our offer-to-acceptance ratio is 90% (compared to the estimated industry average of ~75%), and 97% and 92% of our candidates remain in the job after one and two years, respectively.

## RECENTLY COMPLETED SEARCHES



### Executives

- **CFO**, \$300m International Manufacturer
- **CFO**, \$90m Cannabis Company
- **CFO**, MO Non-Profit Bond Issuance Facilitator
- **VP Finance**, \$30m Entertainment Company
- **CFO**, \$200m Construction General Contractor
- **CFO**, \$40m Distributor of Sporting Equipment
- **CFO**, \$20m Recreational Service Company
- **Treasurer**, \$1B Global Manufacturer

### Managers

- **Finance Manager**, Regional Real Estate Investment Firm
- **FP&A Manager**, \$150m Technology Company
- **FP&A Manager**, \$130m Data & Technology Company
- **Assistant Controller**, PE Owned Food Producer
- **Accounting Manager**, Local Accounting & Advisory Firm
- **Client Accounting Manager**, Fractional CFO Consulting Firm
- **Shared Services Manager**, Multi-Site Retail Company
- **Payroll Manager**, \$200m Construction General Contractor
- **Tax Manager**, Local Public Accounting Firm
- **M&A Integrations Manager**, \$2B Private Equity Owned Construction Company
- **Finance Manager**, Startup Metal Mining Company
- **FP&A Manager**, Startup Metal Mining Company
- **FP&A Manager**, \$2B Engineering Services & Software Company
- **Assistant Controller**, \$100m Equipment Leasing Company
- **Accounting Manager**, \$50m Fiber-to-Home Internet Provider
- **Financial Reporting Manager**, \$130m Wealth Management Firm
- **Payroll Manager**, \$130m Construction General Contractor
- **Tax Manager (International)**, \$1B Global Manufacturer
- **Corporate Development (M&A) Manager**, \$2B PE-Owned Construction Company
- **Data Analytics Manager**, \$750m Construction General Contractor

## Vice Presidents & Directors

- **Controller**, \$300m General Contractor
- **Controller**, \$100m General Contractor
- **Controller**, \$100m Manufacturer
- **Controller**, Private Equity Firm
- **Controller**, Start-Up Energy Company
- **Controller**, \$1B Global Manufacturer
- **Controller**, PE Owned Retailer
- **Director of Operations Accounting**, \$1B Global Manufacturer
- **Director of Finance & Accounting**, Startup Metal Mining Company
- **Controller**, \$100m International Manufacturer
- **Controller**, \$10m Pipe Distributor
- **Controller**, \$1B PE Owned Manufacturer
- **Controller**, \$150m PE Owned Equipment Rental Company
- **Controller**, \$200m General Contractor
- **Fund Controller**, \$500m Private Equity Firm
- **Director of Finance & Accounting**, PE Owned Wastewater Treatment Solutions Company
- **Director of FP&A**, \$1B Manufacturer

## Senior Staff/Associates

- **Sr Financial Analyst**, \$500m Manufacturer
- **Sr Financial Analyst**, Pre-IPO Startup Metals Mining Company
- **Sr Accountant**, PE Owned Automotive Company
- **Sr Accountant**, \$100m Holding Company
- **Senior Cost Accountant**, PE Owned Wastewater Treatment Solutions Company
- **Staff Accountant**, \$1B Manufacturing Subsidiary of a Public Company
- **Staff Accountant**, \$40m Real Estate Service Provider
- **Staff Accountant**, \$100m PE Owned Manufacturer
- **Corporate Accountant**, \$80m PE-Owned Tire & Lube Company
- **Property Accountant**, Regional Real Estate Investment Firm
- **Financial Analyst (Business Unit)**, \$300m International Manufacturer
- **Corporate Development/M&A Associate**, \$2B PE-Owned Construction Company
- **Sr Financial Analyst**, \$400m Aviation Company
- **Sr Finance Associate**, Large PE Firm
- **Sr Corp Accountant**, \$1B PE Owned Manufacturer
- **Sr Accountant**, \$200m Construction Company
- **Sr Tax Associate**, Local Public Accounting Firm
- **Staff Accountant**, PE Owned Retailer
- **Staff Accountant**, Local Public Accounting Firm
- **Staff Accountant**, \$300m Food Producer
- **Cost Accountant**, \$200m Construction General Contractor
- **Financial Analyst (Corporate)**, \$300m International Manufacturer
- **Tax Associate**, Local Public Accounting Firm
- **Federal Tax Analyst**, \$10b Publicly Traded Manufacturer






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