



2006 Finance & Accounting Salary Survey

We are delighted to release the results of our 2006 Finance & Accounting Salary Survey for Toronto. Salaries have marginally increased and reflect the economic upswing. Recruitment activity across all sectors has escalated in recent months and we have witnessed an increased demand for Chartered Accountants.

There is additional focus on analysis, reporting, corporate governance, due diligence, strengthening internal controls due to SOX/Bill 198 creating a growing need for more auditors. Accountants are seeking new challenges and growth

opportunities. Furthermore, those feeling trapped in current jobs are also exploring new opportunities creating a demand for backfills.

There is a huge demand for jobs in middle management and overall shortage of qualified accountants with candidates in the driver's seat. In public practice, tax, audit and risk are high-demand areas. We have witnessed a growing trend for signing bonuses, relocation packages and counter offers to attract and retain talent.

PUBLIC PRACTICE

JOB TITLE	BASE SALARY
Director/Senior Manager	\$100-160K
Manager/Supervisor	\$75-110K
Senior Associate	\$60-80K
Associate/Staff Accountant	\$45-65K

INDUSTRY & COMMERCE / FINANCIAL SERVICES

JOB TITLE	BASE SALARY
CFO	\$150K+
VP/Director	\$130-200K
Controller	\$90-150K
Manager	\$75-110K
Analyst/Specialist	\$55-90K

The above figures are based on average base salaries and represent only a snapshot of the market. Should you require more detailed information for budgeting or benchmarking purposes, we would be happy to arrange for one of our specialist consultants to meet with you.

Professional, Connected, Non-Commissioned...

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