

# KEY TRENDS SHAPING FINANCE HIRING AND SALARIES IN 2025

2025 Insights

What candidates are considering  
when selecting a job



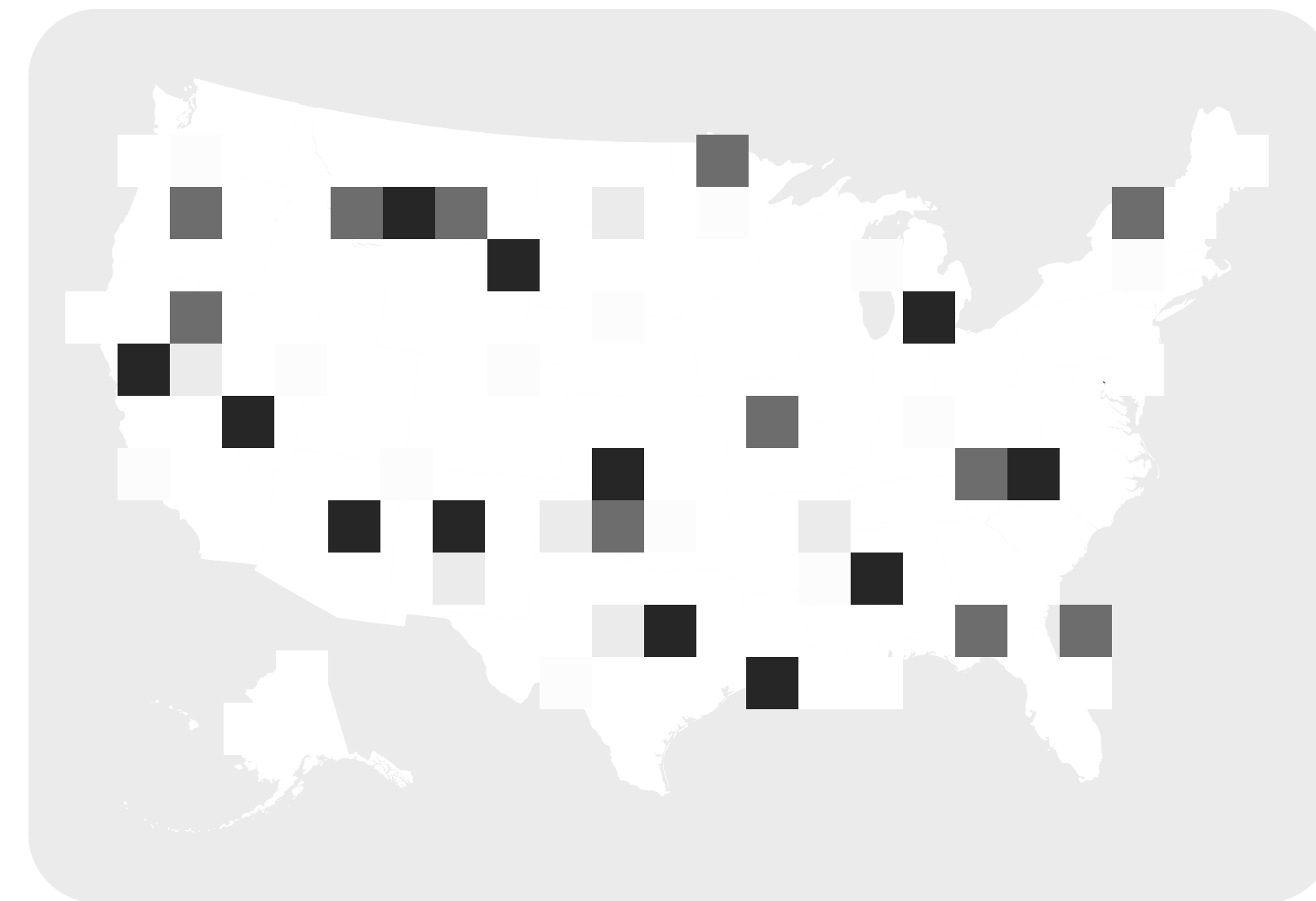
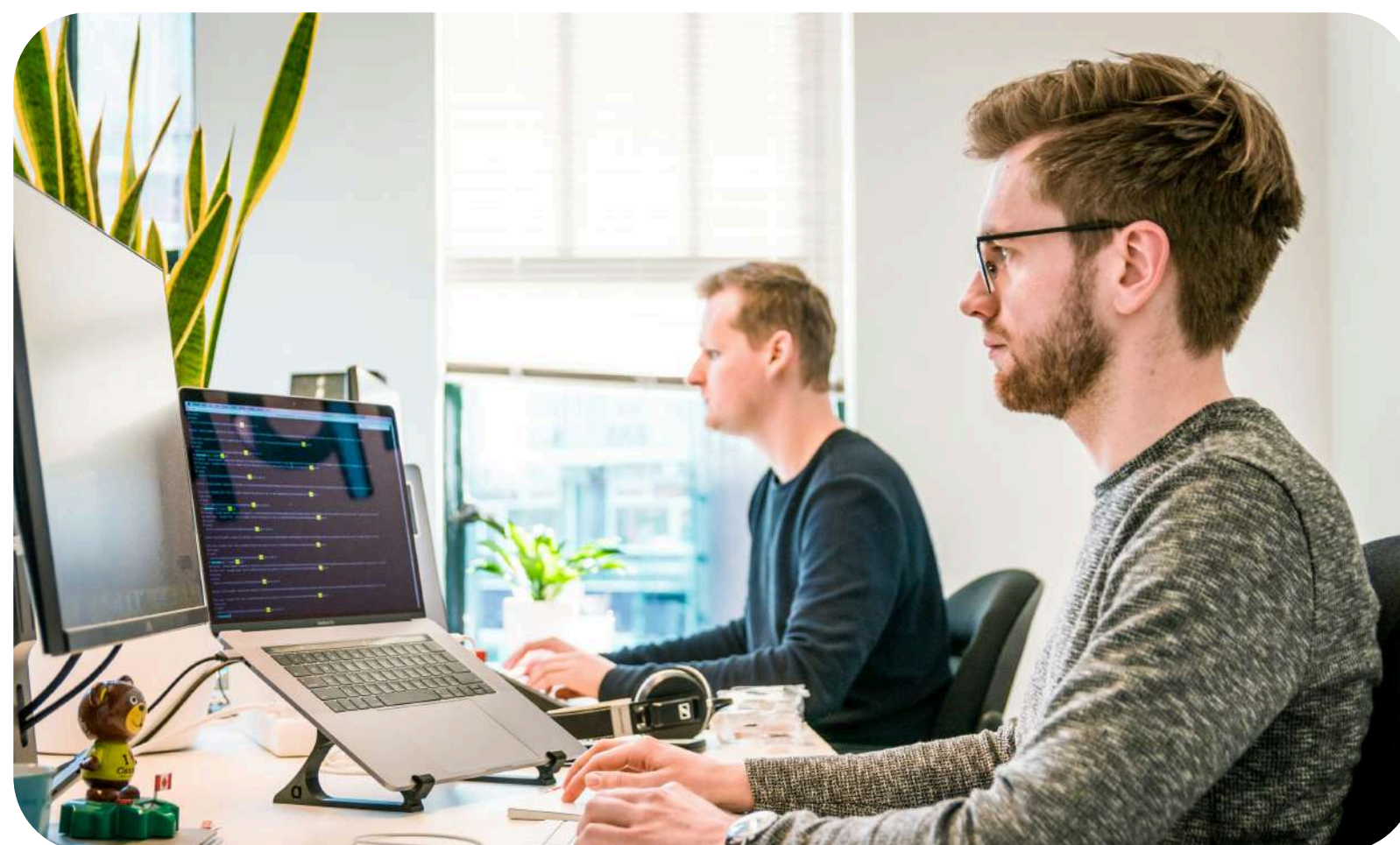
The focus:

# FINANCE SECTOR

Top-20 professions

This research presents data  
collected in

# 2025



Geography:

# UNITED STATES

# Finance Hiring Struggles: Talent Shortages and Shifting Work Models

**93%**

of finance and accounting leaders report difficulties securing qualified professionals.

**59%**

of new finance and accounting job postings are for on-site positions, 25% for hybrid, and 16% for fully remote roles.

**76%**

of US CFOs report facing a significant talent shortage within their finance and accounting teams.



# 18 DAYS

Average job posting lifetime for finance roles

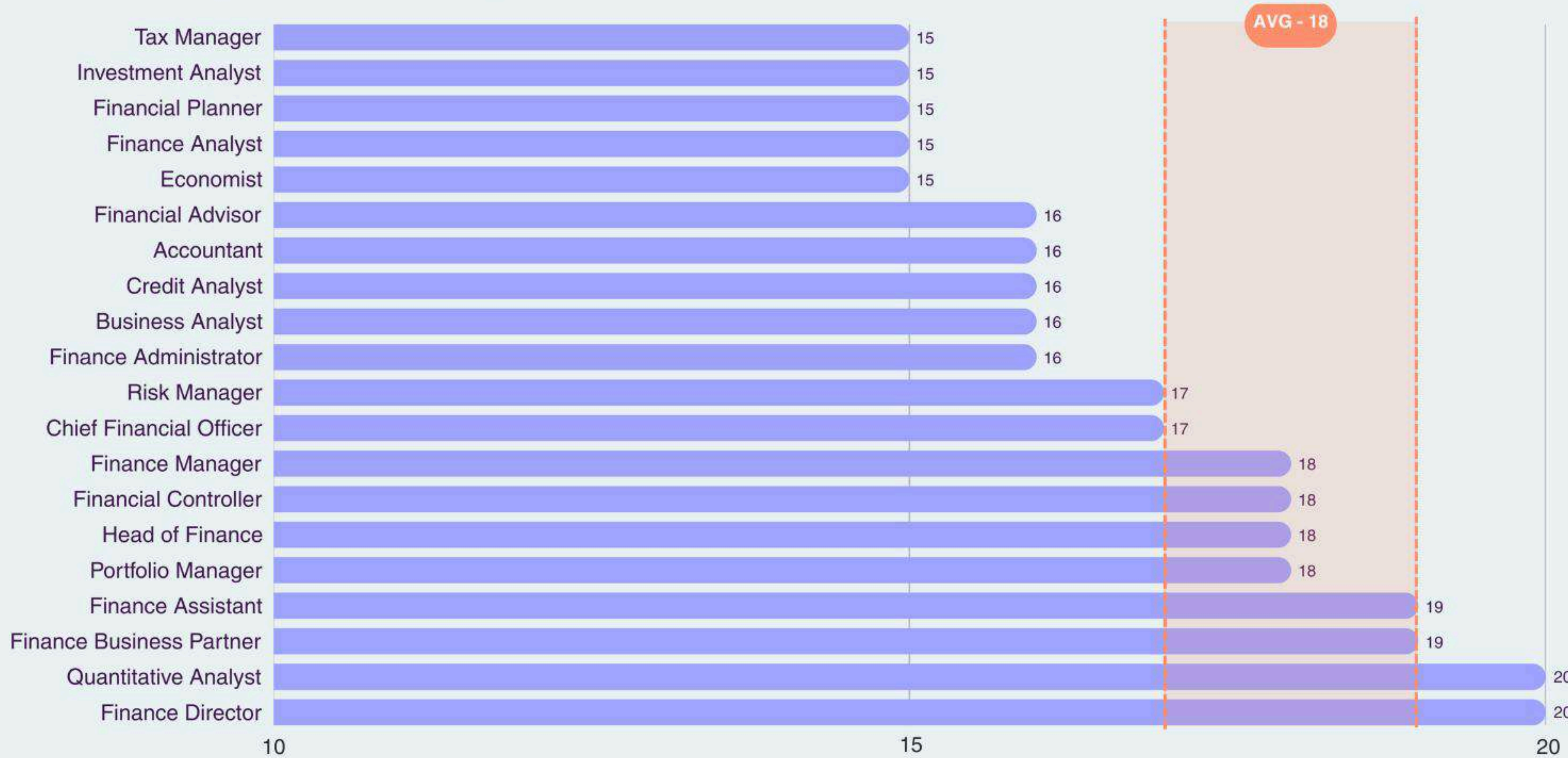
Entry-level finance roles fill the fastest

# 2 WEEKS

CFO and senior leadership roles take the longest to fill

# 1 MONTH

### Job Posting Lifetime by Position, Days



65%

Of finance jobs offer salaries  
above \$100,000

\$133K

California

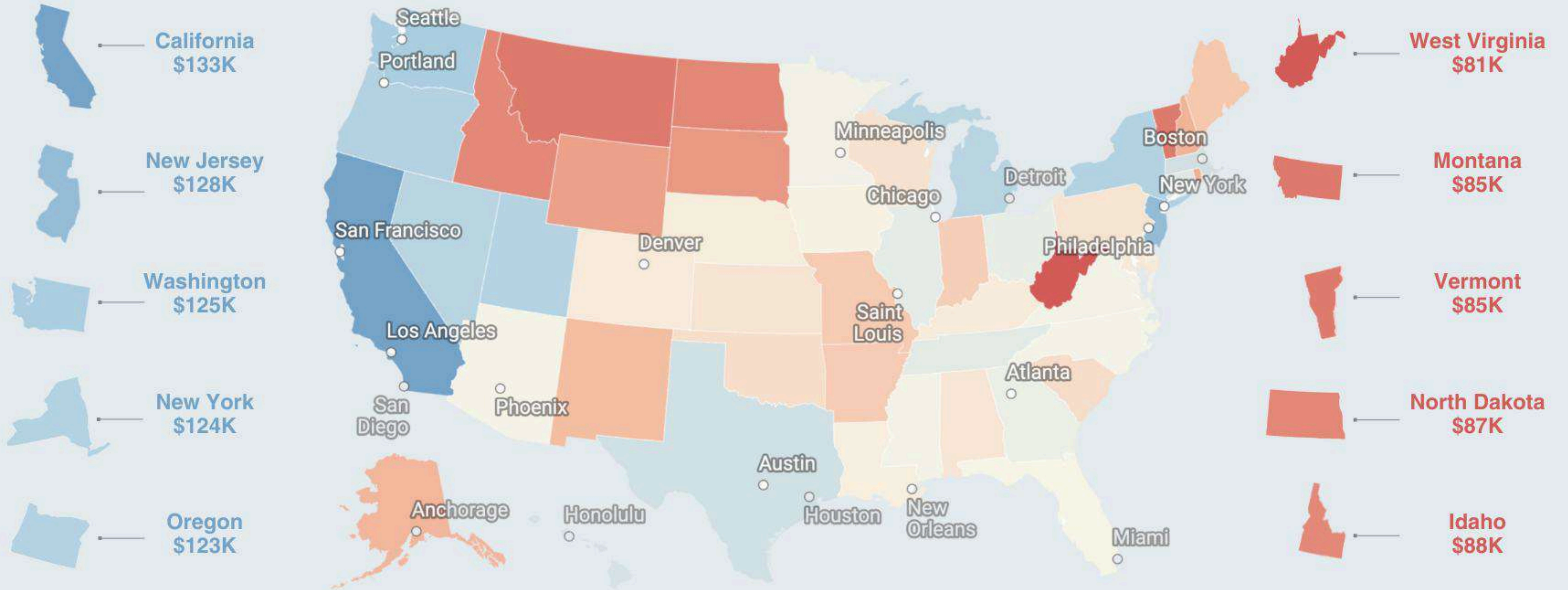
Highest-paying state

\$81K

West Virginia

Lowest-paying state

# Average Salary – Finance – USA – 2024



Finance salaries grow with position

40-60%

~50%

Salary growth from junior to senior finance roles

Salary increase when transitioning from finance manager to finance director or CFO

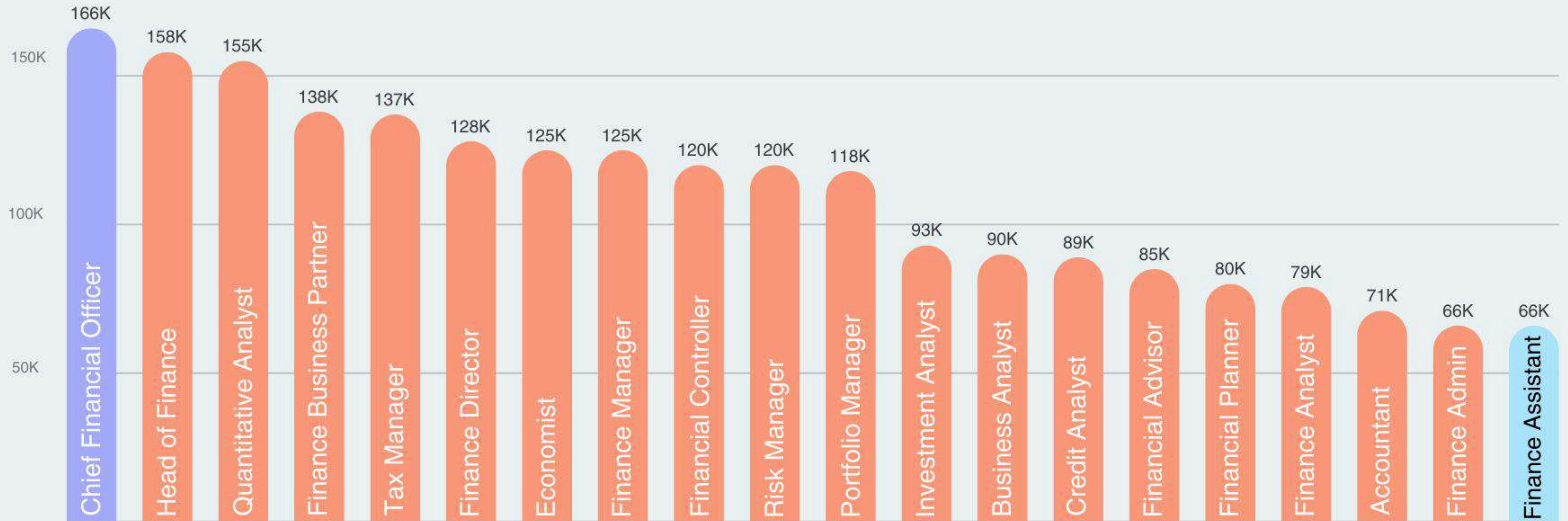




 **Salary by Position and Grade, USD**



 **Average Salary by Position, USD**



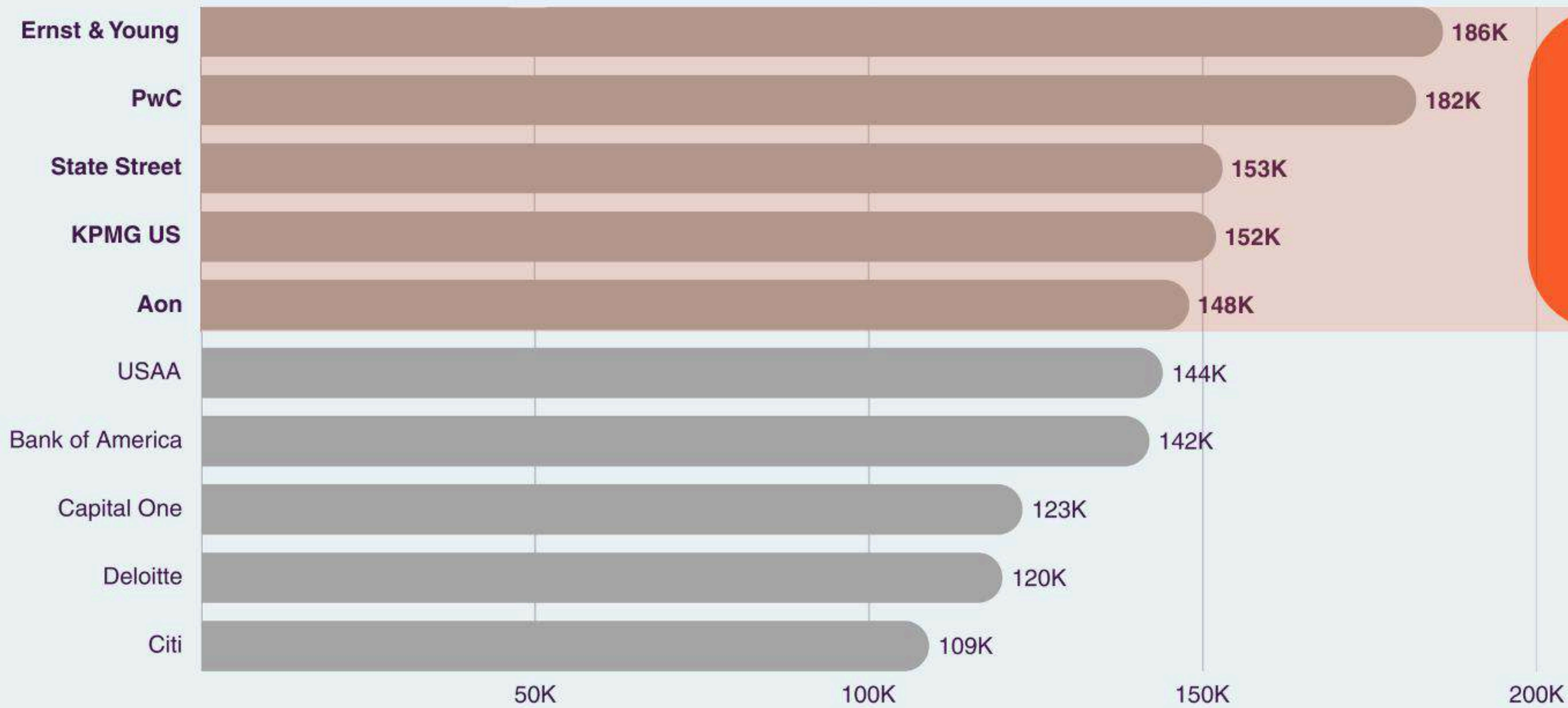
# TOP-5

Companies with best salary motivation





## TOP 10 US Companies by Average Salary in Finance, USD



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