



FINANCE DIRECTOR SALARIES HIGH-GROWTH VS ASX LISTED



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The Finance Director role looks similar on paper across both environments

The compensation structure, the risk profile, and what drives candidates to choose one over the other are very different

This is where the real differences sit



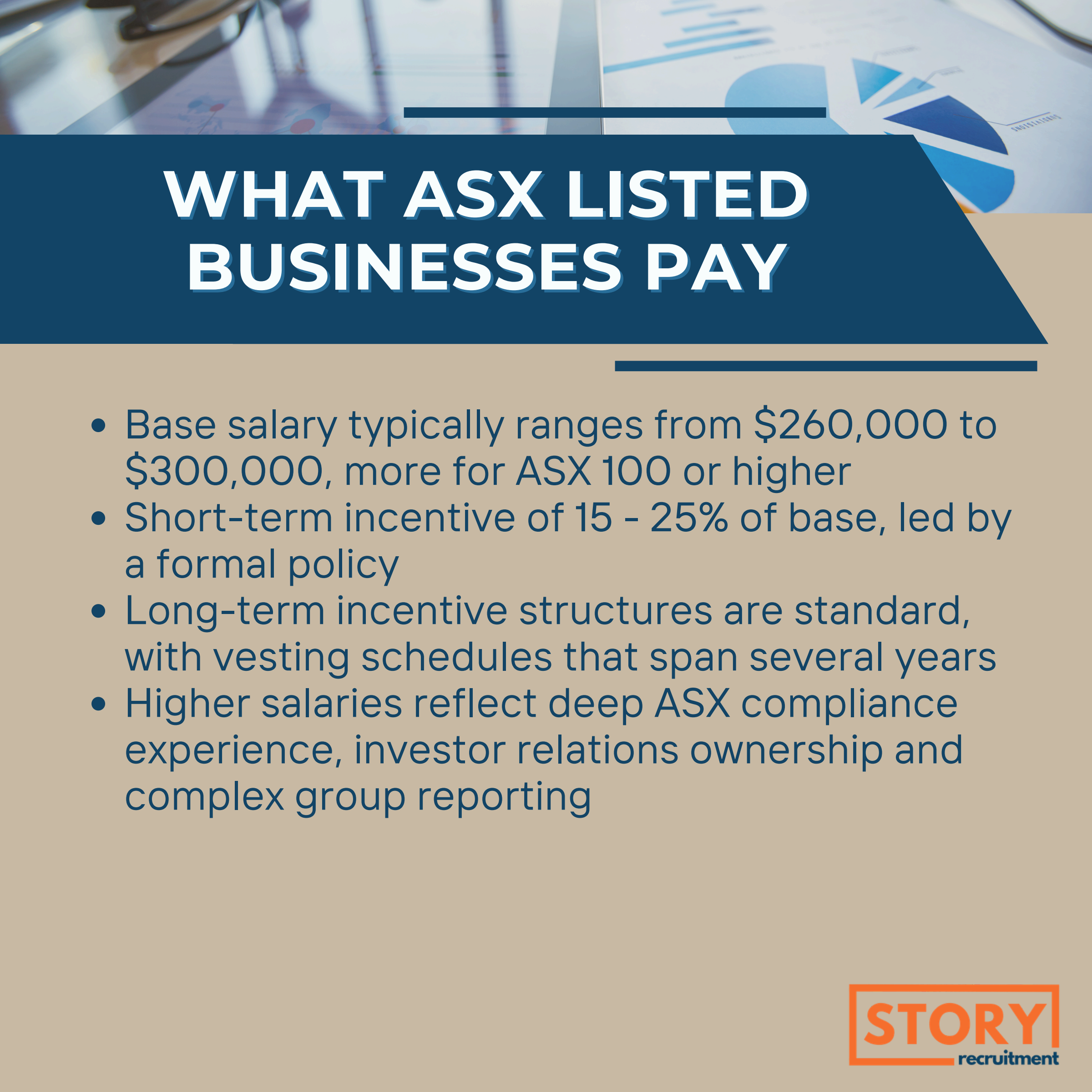
WHO THIS ROLE IS TYPICALLY FOR

- Usually a former Financial Controller or Head of Finance
- Reports into the CEO or CFO
- Found in either a Series C or PE-backed high-growth business or medium-large business and often in ASX listed companies



WHAT HIGH-GROWTH BUSINESSES PAY

- Base salary typically ranges from \$220,000 to \$260,000
- Short-term incentive of 20 to 30% of base is common in PE-backed environments
- Equity is standard at this level, usually in the form of options
- Higher salaries are driven by involvement in capital raises, board readiness and leading across multiple functions



WHAT ASX LISTED BUSINESSES PAY

- Base salary typically ranges from \$260,000 to \$300,000, more for ASX 100 or higher
- Short-term incentive of 15 - 25% of base, led by a formal policy
- Long-term incentive structures are standard, with vesting schedules that span several years
- Higher salaries reflect deep ASX compliance experience, investor relations ownership and complex group reporting



WHY CANDIDATES CHOOSE ONE ENVIRONMENT OVER THE OTHER

ASX listed roles offer structure, governance depth and a public market profile that appeals to technically strong Finance Directors

High-growth roles offer equity upside, broader commercial ownership and faster career progression

When equity is factored in, total compensation in high-growth can often exceeds ASX listed equivalents

But the potential upside doesn't always eventuate. So weighing up the risk vs reward is a big part of the decision



The Finance Director market is competitive in both environments

ASX businesses are losing candidates to VC/PE-backed roles on equity opportunity. High-growth businesses struggle to retain Finance Directors once a liquidity event has passed

If you want to understand what the Finance Director market looks like right now, shoot me a message

I'm always happy to share what I'm seeing



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