

FINANCE MANAGER SALARIES

**START-UP VS
SCALE-UP VS
MULTINATIONAL**



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The Finance Manager role is one of the most common in Australian Accounting and Finance market.

But the salary, the equity on offer, and what the role actually needs can look completely different depending on the type of business you are in.

This is what i see most consistently

FINANCE MANAGER IN A START-UP (SEED TO SERIES A)

- Base salary typically sits between \$140,000 and \$160,000, often constrained by limited cash runway
- Equity in the form of options is common
- Bonus structures come up, but not as frequently
- The most important qualities in a hire are breadth of skill, resilience and comfort working in an unstructured environment

FINANCE MANAGER IN A SCALE-UP (SERIES B TO D OR PE-BACKED)

- Base salary moves to between \$150,000 and \$170,000 as the business matures and structure begins to form
- Equity is more defined, often through a structured ESOP
- Bonuses of 10 - 20% are common and linked to EBITDA or specific growth milestones
- The hire needs to be capable of building process and leading a team, often at the same time

FINANCE MANAGER IN A MULTINATIONAL

- Base salary ranges from \$150,000 to \$170,000, sometimes more depending on the sector and scope of the role
- Equity is rarely offered at this level in most multinational structures
- Bonuses of 10 - 15% are frequent, but not standard. Often led by the global policy
- The priority in the hire is accounting depth, manage stakeholders and likely managing a team

WHAT THE MARKET IS DOING RIGHT NOW

- Finance Managers are moving from multinationals to scale-ups in search of LTI and potential upside
- Start-ups are finding it harder to close strong candidates on base salary alone without a compelling equity story
- Scale-up businesses sit in the most competitive position, able to offer elements of both environments
- Multinationals need to build a stronger career development and business growth story to retain their most ambitious Finance Managers

The Finance Manager conversation has moved well beyond base salary

Candidates at this level are weighing up base, equity, scope, and trajectory before they make a decision

If you want to know what the Finance Manager market looks like across these three environments right now, send me a message

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



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