



2025 SPRING FINANCE & ACCOUNTING COMPENSATION REPORT



WELCOME & THANK YOU!

Charles Aris is proud to present our 2025 Spring Finance & Accounting Compensation Report, which includes valuable hiring data from real offers we helped our clients extend last year.

We'd like to thank each of our client partners for the ongoing collaboration that makes this report possible. Our team is confident the data will be useful to both hiring authorities and candidates in the finance and accounting landscape.

In 2024, our practice completed just under 60 searches across various industries. These searches primarily focused on four key seats: CFOs, strategic finance / FP&A, controllers and revenue cycle management.

Our team dubbed 2024 as the "year of the controller," with our group completing more controller searches for private equity-backed companies than any year prior.

Please reach out to any of our finance and accounting practice leaders if we can answer questions or support your career or hiring goals.

Thank you,

The Charles Aris Finance & Accounting Leadership Team

Visit CharlesAris.com or contact any member of our team to learn more!



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CHARLES ARIS EXECUTIVE SEARCH

HISTORY & PROFILE

Charles Aris is an international executive search firm celebrating 56 years in business. Our full-time team consists of nearly 100 professionals who completed **243 searches** in 2024.

- Full-service executive search firm founded in 1969
- Formal candidate-to-hire ratio of **6.65:1**
- Clients choose to interview **92%** of candidates
- Three-year candidate retention rate of **80%**



- The most advanced and thorough recruiting process in the executive recruiting industry
- Customized deliverables for every search
- No geographical boundaries, with proven reach as the sole United States representative of global executive search alliance InterSearch
- A shared-risk approach to partnership with every client

FUNCTIONAL PRACTICES

- CEO, President & Board
- Engineering & Operations
- Finance & Corporate Development
- Strategy & Go-to-Market

FAST FACTS

Below you will find assorted non-cash compensation and hiring insights we have consolidated from the offers we helped clients extend in 2024:

84 the percentage of **offers accepted** by Charles Aris candidates issued from Charles Aris clients

34 the percentage of completed searches that were fully in-office roles

82 the percentage of Charles Aris searches where the client was **private equity backed**

30 the percentage of finance and accounting offers that were closed in more than 100 days

75 the median search cycle time across all functions

30 the percentage of finance and accounting offers that were closed in less than 60 days

72 the difference in days to fill for controller searches that were remote vs. in office

30 the percentage of Charles Aris searches where offers included a sign-on bonus

55 the percentage of searches that were hybrid

29 the percentage of non-CFO carried equity / LTI (FP&A, controller and RCM)

52 the percentage of winning candidates that were CPAs (60% of CFOs placed were active CPAs in 2024)

11 the percentage of searches that were fully remote

46 the percentage of finance and accounting offers that were closed in less than 75 days

2024 FINANCE & ACCOUNTING OFFERS (ALL)

Our consolidated finance and accounting offer data is based on all offers our firm helped clients extend in 2024 (regardless of industry, location, EBITDA, candidate seniority or company size).

CFO

	25%	50%	75%
Base Salary	\$247,500	\$275,000	\$320,000
Annual Bonus	\$73,500	\$85,000	\$140,000
Equity Payout	\$1M	\$2M	\$4M
Total Cash	\$321,000	\$360,000	\$460,000

FINANCE/FP&A

	25%	50%	75%
Base Salary	\$185,000	\$222,500	\$250,000
Annual Bonus	\$34,500	\$62,500	\$80,250
Equity Payout	\$250,000	\$500,000	\$1M
Total Cash	\$219,500	\$285,000	\$330,250

CONTROLLER

	25%	50%	75%
Base Salary	\$175,000	\$190,000	\$207,500
Annual Bonus	\$18,094	\$28,500	\$46,750
Equity Payout	\$0	\$250,000	\$500,000
Total Cash	\$193,094	\$218,500	\$254,250

RCM

	25%	50%	75%
Base Salary	\$168,750	\$172,500	\$223,750
Annual Bonus	\$12,375	\$24,750	\$53,625
Equity Payout	\$0	\$350,000	\$750,000
Total Cash	\$181,125	\$197,250	\$277,375

HEALTHCARE & LIFE SCIENCES

Healthcare and life sciences continue to be highly active sectors for private equity investment, thanks to their resilience and the growing demand for specialized services.

In 2024, our team observed a marked increase in controller and revenue cycle management searches within the private equity-backed healthcare space.

SUBSECTOR COVERAGE



- Provider
- Payor
- RCM
- HCIT
- CRO/CDMO
- R&D Services
- Tools & Diagnostics
- Instrumentation
- Testing, Inspection & Certification



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SELECT 2024 SEARCH PARTNERS

ALTAS

WARBURG PINCUS



GRYPHON
INVESTORS



COMPASS GROUP
EQUITY PARTNERS

PRINCETON
EQUITY GROUP



TECHNOLOGY

In the technology sector, we've seen a sharp rise in controller searches as companies seek finance leaders who can thrive in remote-first environments.

There's also a growing demand for strategic finance professionals who bring more than just budgeting and planning expertise, like operational strategy, growth support and cross-functional partnership.



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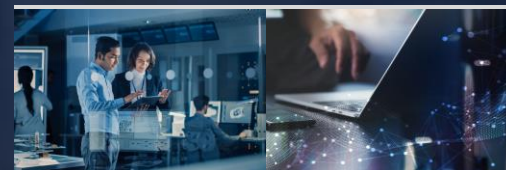


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SUBSECTOR COVERAGE



- BPO
- Cybersecurity
- EdTech
- FinTech
- Hardware
- IT Services
- MSP
- SaaS
- Software
- TMT

SELECT 2024 SEARCH PARTNERS



Hellman & Friedman



WARBURG PINCUS

INDUSTRIALS

In the industrials sector, private equity portfolio companies are increasingly turning to dynamic FP&A leaders to support strategic finance and corporate development.

Rather than hiring separate corporate development teams, many organizations are finding that the right FP&A hire, particularly one with CFO ambitions, can model, structure and execute acquisitions while also driving internal alignment around the company's financial narrative.



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SUBSECTOR COVERAGE



- Aerospace & Defense
- Construction & Engineering
- Infrastructure
- Heavy Machinery
- Distributors
- Transportation
- Chemicals
- Energy
- Building Products
- Automotive

SELECT 2024 SEARCH PARTNERS

KKR



GRYPHON
INVESTORS



ARCLINE

NMS | CAPITAL



BUSINESS & CONSUMER SERVICES

In business and consumer services, controllers were in high demand throughout 2024, while FP&A leaders are emerging as the hot hires in 2025.

Private equity-backed companies, especially in sectors like HVAC, plumbing and restoration, are seeking finance professionals who can assist with M&A strategy, integrations and emerging platforms.



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SUBSECTOR COVERAGE



- Fire Services
- Landscaping
- Engineering Services
- Environmental Services
- HVAC
- Auto Services
- Roofing & Construction
- Restoration
- Insurance
- Wealth Management
- Employee Benefits

SELECT 2024 SEARCH PARTNERS

PERCHERON
CAPITAL

Morgan Stanley
CAPITAL PARTNERS

|| Charlesbank ||

KKR

LITTLEJOHN & Co.

CALERA
CAPITAL

WARREN
EQUITY PARTNERS

Ridgmont
EQUITY PARTNERS

WARBURG PINCUS

Hellman & Friedman

RECENTLY COMPLETED SEARCHES

2024 Median Search Cycle Time (All Closed Searches): **108 Days**

CFO											
Company extending offer	Annual Revenue	Offer Details							Candidate Details		
		Title	Total Cash (Base + Bonus)	Base Salary	Annual Bonus	Equity*	Sign-On	Remote?	Title at time of offer	Company at time of offer	Result
PE Portfolio	\$200M	CFO	\$520,000	\$400,000	\$120,000	\$9M	No	Hybrid	CFO	Public	Accepted
PE Portfolio	\$100M	CFO	\$487,500	\$325,000	\$162,500	\$2M	No	No	CFO	Private	Accepted
Public	\$25M	CFO	\$465,000	\$315,000	\$150,000	N/A	No	No	Head of Finance/Strategy	Private	Accepted
PE Portfolio	\$60M	CFO	\$455,000	\$325,000	\$130,000	\$2M	No	No	CFO	Private	Accepted
Private	\$150M	CFO	\$450,000	\$300,000	\$150,000	\$1.5M	No	Hybrid	CFO	PE Portfolio	Accepted
Private	\$150M	CFO	\$450,000	\$300,000	\$150,000	\$1.5M	No	Hybrid	CFO	Private	Declined
Private	\$200M	CFO	\$425,000	\$340,000	\$85,000	\$2.5M	\$10,000	No	CFO	Private	Accepted
PE Portfolio	\$65M	CFO	\$357,000	\$275,000	\$82,500	\$2M	\$45,000	No	CFO	PE Portfolio	Accepted
PE Portfolio	\$15M	CFO	\$350,000	\$250,000	\$100,000	\$1M	No	Yes	VP, Finance	PE Portfolio	Accepted
PE Portfolio	\$70M	CFO	\$333,325	\$250,000	\$83,325	\$3.5M	\$15,000	Hybrid	CFO	PE Portfolio	Accepted
PE Portfolio	\$50M	CFO	\$330,000	\$255,000	\$75,000	\$575K	No	Yes	CFO	PE Portfolio	Accepted
PE Portfolio	\$55M	CFO	\$312,000	\$240,000	\$72,000	N/A	No	No	CFO	Private	Accepted
PE Portfolio	\$55M	CFO	\$306,250	\$245,000	\$61,250	\$900K	\$15,000	No	CFO	PE Portfolio	Accepted
Private	\$52M	CFO	\$287,500	\$230,000	\$57,500	N/A	No	No	Senior Director, Finance	Private	Accepted
PE Portfolio	\$20M	CFO	\$279,500	\$215,000	\$64,500	\$1M	No	No	CFO	Private	Accepted

*Equity assumptions can vary greatly but most are standardized at a 3X MOIC at the time of transaction.

RECENTLY COMPLETED SEARCHES

2024 Median Search Cycle Time (All Closed Searches): **73 Days**

FINANCE											
Company extending offer	Annual Revenue	Offer Details							Candidate Details		
		Title	Total Cash (Base + Bonus)	Base Salary	Annual Bonus	Equity*	Sign-On	Remote?	Title at time of offer	Company at time of offer	Result
Public	\$13B	Area Director, Finance	\$399,000	\$285,000	\$114,000	\$30K	\$62,000	Hybrid	VP, Finance	PE Portfolio	Accepted
PE Portfolio	\$800M	VP, Strategic Finance	\$390,000	\$300,000	\$90,000	\$800K	\$75,000	Yes	Senior Director, Finance	Public	Accepted
PE Portfolio	\$1B	VP, FP&A	\$375,000	\$250,000	\$125,000	\$800K	\$75,000	Hybrid	VP, FP&A	PE Portfolio	Accepted
PE Portfolio	\$400M	VP, RCM	\$357,500	\$275,000	\$82,500	\$750K	No	Yes	VP, RCM	PE Portfolio	Accepted
PE Portfolio	\$300M	VP, Finance	\$357,000	\$255,000	\$102,000	N/A	\$75,000	No	Director, Operational Finance	Public	Accepted
PE Portfolio	\$800M	VP, Finance	\$338,000	\$260,000	N/A	\$600K	No	Hybrid	Director, Finance	Public	Declined
PE Portfolio	\$100M	Director, Finance	\$336,000	\$240,000	\$96,000	N/A	No	No	Director, Finance	Public	Declined
PE Portfolio	\$800M	Director, Strategic Finance	\$312,500	\$250,000	\$62,500	N/A	N/A	Yes	Director, FP&A	PE Portfolio	Accepted
PE Portfolio	\$250M	VP, Strategic Finance	\$312,500	\$250,000	\$62,500	\$500K	No	Hybrid	CFO & SVP, Operations	PE Portfolio	Accepted
PE Portfolio	\$800M	VP, FP&A	\$292,500	\$225,000	\$67,500	\$1.5M	N/A	Yes	Interim CFO	Private	Accepted
PE Portfolio	\$75M	VP, Accounting & Finance	\$288,000	\$240,000	\$48,000	N/A	No	Yes	VP, Finance & Accounting	Private	Accepted
Private	\$10B	Sr. Director, Finance	\$270,000	\$200,000	\$70,000	N/A	\$10,000	No	Sr. Manager	Public	Accepted
Public	\$350M	Director, FP&A	\$264,000	\$220,000	\$44,000	N/A	\$20,000	Yes	Director, FP&A	PE Portfolio	Accepted
PE Portfolio	\$1B	Finance Business Partner	\$242,000	\$220,000	\$22,000	N/A	No	Yes	Director, Finance	Private	Accepted
PE Portfolio	\$180M	Director, FP&A	\$231,250	\$185,000	\$46,250	\$150K	No	Yes	Head of FP&A	PE Portfolio	Accepted
PE Portfolio	\$1B	Director, Treasury	\$222,000	\$185,000	\$37,000	N/A	\$5,000	Hybrid	Director	Private	Accepted
PE Portfolio	\$50M	VP, Finance	\$218,750	\$175,000	\$43,750	\$250K	No	Hybrid	VP, Finance	Private	Accepted
PE Portfolio	\$1B	Senior Manager, FP&A	\$192,000	\$160,000	\$32,000	N/A	\$15,000	No	Manager, FP&A	Private	Accepted
Private	\$50M	VP, Finance	\$190,500	\$190,500	N/A	N/A	No	No	Financial Controller	Private	Accepted
PE Portfolio	\$50M	Sr. Director, RCM	\$189,750	\$165,000	\$24,750	N/A	\$10,000	Yes	Director, RCM	Private	Accepted
PE Portfolio	\$60M	Director, RCM	\$172,500	\$172,500	N/A	N/A	No	Yes	Director, RCM	Private	Accepted
PE Portfolio	\$100M	Finance Director	\$136,800	\$114,000	\$22,800	N/A	\$10,000	No	Regional Director, Controlling	Public	Accepted

*Equity assumptions can vary greatly but most are standardized at a 3X MOIC at the time of transaction.

RECENTLY COMPLETED SEARCHES

2024 Median Search Cycle Time (All Closed Searches): **65 Days**

CONTROLLER											
Company extending offer	Annual Revenue	Offer Details							Candidate Details		
		Title	Total Cash (Base + Bonus)	Base Salary	Annual Bonus	Equity*	Sign-On	Remote?	Title at time of offer	Company at time of offer	Result
PE Portfolio	\$150M	Corporate Controller	\$325,000	\$250,000	\$75,000	\$480K	No	Yes	Corporate Controller	PE Portfolio	Accepted
PE Portfolio	\$250M	SVP, Corporate Controller	\$322,000	\$230,000	\$92,000	N/A	No	No	SVP, Controller	PE Portfolio	Accepted
PE Portfolio	\$250M	Controller	\$300,000	\$250,000	\$50,000	\$700K	No	Yes	Controller	Private	Accepted
Private	\$75M	Controller	\$281,250	\$225,000	\$56,250	\$1.5M	No	No	Director, Accounting	PE Portfolio	Accepted
PE Portfolio	\$800M	Sr. Director, Technical Accounting	\$275,000	\$250,000	\$25,000	N/A	\$15,000	No	Director	Private	Accepted
PE Portfolio	\$100M	VP, Controller	\$247,000	\$190,000	\$57,000	\$50K	No	Yes	Controller	PE Portfolio	Accepted
PE Portfolio	\$100M	VP, Controller	\$270,000	\$200,000	\$70,000	\$50K	No	Yes	VP, Accounting & Finance	PE Portfolio	Declined
PE Portfolio	\$60M	VP, Controller	\$222,000	\$185,000	\$37,000	\$300K	No	Hybrid	VP, Controller	PE Portfolio	Accepted
PE Portfolio	\$50M	Controller	\$218,750	\$190,000	\$28,750	\$250K	\$15,000	Hybrid	Controller	Private	Declined
PE Portfolio	\$50M	Controller	\$218,500	\$190,000	\$28,500	\$250K	No	Hybrid	Controller	Private	Accepted
PE Portfolio	\$50M	Controller	\$218,500	\$190,000	\$28,500	\$250K	\$15,000	Hybrid	Controller	Private	Declined
PE Portfolio	\$50M	Controller	\$218,500	\$190,000	\$28,500	\$250K	\$15,000	Hybrid	Controller	Private	Declined
PE Portfolio	\$60M	Controller	\$210,000	\$210,000	N/A	\$100K	\$15,000	Yes	Controller	PE Portfolio	Accepted
Private	\$750M	Assistant Controller	\$201,250	\$175,000	\$26,250	N/A	No	No	Senior Manager, Reporting	Public	Accepted
Private	\$5B	Executive Director, Internal Controls	\$195,000	\$170,000	\$25,000	N/A	No	No	Assurance Manager	Public	Accepted
Nonprofit	\$100M	Controller	\$192,500	\$175,000	\$17,500	N/A	No	No	Controller	Private	Accepted
Nonprofit	\$100M	Controller	\$192,500	\$175,000	\$17,500	N/A	No	No	Controller	Public	Declined
PE Portfolio	\$235M	Controller	\$192,500	\$175,000	\$17,500	N/A	No	No	Director, Corporate Accounting	PE Portfolio	Accepted
PE Portfolio	\$70M	Controller	\$192,000	\$160,000	\$32,000	N/A	No	Yes	Assistant Controller	PE Portfolio	Accepted
Nonprofit	\$100M	Controller	\$175,000	\$175,000	N/A	N/A	No	No	Controller	Private	Accepted
PE Portfolio	\$50M	Controller	\$159,500	\$145,000	\$14,500	N/A	No	No	Manager, Accounting	PE Portfolio	Accepted
PE Portfolio	\$70M	Manager, Financial Reporting	\$152,375	\$132,500	\$19,875	N/A	No	Yes	Manager, Senior Accounting	Private	Accepted

*Equity assumptions can vary greatly but most are standardized at a 3X MOIC at the time of transaction.

Reach out to anyone on our team to learn more about our executive search services and how we can add A-level talent to your organization.

Would you like to stay in touch? We actively produce a series of newsletters where we discuss the latest news, trends and opportunities we're seeing across our practices:

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