

2026



Accounting Salary Guide



This guide helps finance and operations leaders benchmark the true monthly cost of hiring experienced remote accounting professionals.

It compares US total employer expenses with Philippine-based remote talent across mid to senior roles, factoring in years of experience, compliance responsibilities, and role complexity to support accurate budgeting and workforce planning.



Accounting Salaries

Role	Skills	Experience	 US Monthly Employer Cost	 PH Monthly Employer Cost	Estimated Savings
Accountant	Certifications, Accounting Principles (GAAP/IFRS), end-to-end accounting cycle, accounting software proficiency (Quickbooks, Xero, NetSuite, etc.)	Mid	\$5,833 – \$6,666	\$1,721 – \$2,177	55% – 70%
		Senior	\$6,625 – \$8,341	\$2,177 – \$2,634	57% – 68%
Staff Accountant	Certifications, Accounting Principles (GAAP/IFRS), end-to-end accounting cycle, accounting software proficiency (Quickbooks, Xero, NetSuite, etc.)	Mid	\$5,833 – \$6,666	\$1,721 – \$2,406	60% – 70%
		Senior	\$6,625 – \$8,341	\$2,406 – \$2,862	50% – 66%
Senior Accountant	Certifications, Accounting Principles (GAAP/IFRS), end-to-end accounting cycle, accounting software proficiency (Quickbooks, Xero, NetSuite, etc.)	Mid	\$6,308 – \$7,933	\$1,949 – \$2,634	52% – 69%
		Senior	\$8,800 – \$14,800	\$2,634 – \$3,661	55% – 75%
Accounting Manager	Certifications, Accounting Software Proficiency (Quickbooks, Xero, NetSuite, etc.), Financial Reporting, Budgeting, Tax Compliance, Auditing, Cost Analysis,	Mid	\$5,000 – \$7,500	\$2,634 – \$3,091	45% – 59%
		Senior	\$10,100 – \$17,800	\$3,091 – \$4,232	64% – 76%
Bookkeeper	Certifications, Accounting Software Proficiency (Quickbooks, Xero, etc.), Data Entry/Management , Accounting Principles (GAAP/IFRS)	Mid	\$4,583 – \$5,833	\$1,607 – \$2,177	57% – 65%
		Senior	\$4,716 – \$6,325	\$2,177 – \$2,748	48% – 57%
Accounts Payable Specialist/Officer	Accounting Software Proficiency (Quickbooks, Xero, etc.), Accounting Principles (GAAP/IFRS), Data Entry/Data Analysis, Accounts Payable process	Mid	\$2,000 – \$4,664	\$1,835 – \$2,406	8% – 48%
		Senior	\$3,200 – \$7,500	\$2,406 – \$2,862	25% – 62%
Accounts Receivable Specialist/Officer	Accounting Software Proficiency (Quickbooks, Xero, etc.), Accounting Principles (GAAP/IFRS), Data Entry/Data Analysis, Accounts Receivable process	Mid	\$2,500 – \$4,664	\$1,835 – \$2,406	27% – 48%
		Senior	\$3,200 – \$7,500	\$2,406 – \$2,862	25% – 62%

Experience Level: Mid (3-4 years), Senior (5+ years)

Note: US(United States), PH(Philippines). All estimates are set for FTE (Full-time Employment). **All salaries are in USD.**

Accounting Salaries

Role	Skills	Experience	 US Monthly Employer Cost	 PH Monthly Employer Cost	Estimated Savings
Accounting Specialist/Analyst	Accounting Software Proficiency (Quickbooks, Xero, etc.), Accounting Principles (GAAP/IFRS), Financial Statement Preparation	Mid	\$5,833 – \$6,666	\$1,721 – \$2,177	55% – 70%
		Senior	\$6,625 – \$8,341	\$2,177 – \$2,634	53% – 68%
Financial Analyst	Financial Software Proficiency (Sage Intact, Freshbooks, PowerBI, MS Excel), accounting principles (GAAP/IFRS), financial reporting, financial planning, financial analysis	Mid	\$7,500 – \$9,166	\$1,949 – \$2,406	57% – 74%
		Senior	\$10,833 – \$12,500	\$2,406 – \$3,091	58% – 78%
Finance Controller	Certifications, Accounting Principles (GAAP/IFRS), end-to-end accounting cycle, ERP software proficiency (e.g., SAP, Oracle) and financial reporting tools (Excel, Power BI).	Mid	\$8,333 – \$11,666	\$2,862 – \$3,547	58% – 70%
		Senior	\$13,200 – \$20,300	\$3,547 – \$4,917	60% – 76%
Finance Manager	Certifications, Accounting Principles (GAAP/IFRS), end-to-end accounting cycle, ERP software proficiency (e.g., SAP, Oracle) and financial reporting tools (Excel, Power BI).	Mid	\$7,083 – \$12,500	\$2,634 – \$3,091	60% – 75%
		Senior	\$14,800 – \$22,100	\$3,091 – \$4,232	75% – 80%
Tax Accountant	Certifications, Accounting Principles (GAAP/IFRS), end-to-end accounting cycle, tax processing knowledge, tax software proficiency (e.g., TurboTax, ProSeries, or TaxSlayer) and Excel.	Mid	\$5,833 – \$7,916	\$1,949 – \$2,406	63% – 70%
		Senior	\$7,500 – \$10,416	\$2,406 – \$3,091	63% – 70%
External /Internal Auditor	Certifications, Accounting Principles (GAAP/IFRS), end-to-end accounting cycle, audit software proficiency (Excel, ACL and SAP), Internal Controls Knowledge, Risk Management and Process Improvement.	Mid	\$4,791 – \$6,791	\$1,835 – \$2,177	55% – 68%
		Senior	\$6,750 – \$8,291	\$2,177 – \$2,634	50% – 68%
Audit Specialist	Certifications, Accounting Principles (GAAP/IFRS), end-to-end accounting cycle, audit software proficiency (Excel, ACL and SAP), Internal Controls Knowledge, Risk Management and Process Improvement.	Mid	\$4,791 – \$6,791	\$1,607 – \$1,949	64% – 71%
		Senior	\$6,750 – \$8,291	\$1,949 – \$2,406	57% – 71%

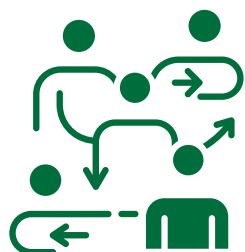
Experience Level: Mid (3-4 years), Senior (5+ years)

Note: US(United States), PH(Philippines). All estimates are set for FTE (Full-time Employment). **All salaries are in USD.**

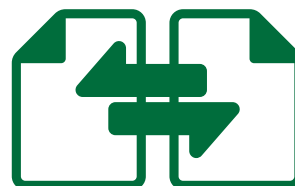
What These Salary Benchmarks Represent

Most salary benchmarks treat accounting roles as interchangeable. In practice, cost and risk are driven by scope of responsibility, reporting and compliance requirements, and experience, not job titles.

Rather than presenting a single “market number,” this guide provides realistic operating ranges to support defensible hiring and workforce planning decisions. This data is intended to help you:



Avoid under-scoping
critical remote
accounting roles



Compare accounting salary
ranges by role type, experience
tier, and functional scope



Evaluate cost tradeoffs
alongside compliance
and execution risk

Our Unique Advantage

We approach accounting talent offshoring as a sustainable operating model, not a staffing transaction.

This model is designed to convert offshore cost savings into long-term operational value.



Recruiting and placement
aligned to real accounting role
requirements



Retention and management
that protect continuity and
system knowledge



Training and upskilling
to sustain performance as
accounting environments
evolve

If you're evaluating how to structure, scale, or rebalance your accounting team, we can help you map these benchmarks to your current environment and future needs, factoring in role scope, experience requirements, and operational continuity.

Let's talk