



2019-2020

Vaco New Jersey Salary Survey

Category & Title Low* High*

ACCOUNTING

Accounting Manager	\$80,000	\$135,000
Accounting Systems Administrator	\$85,000	\$140,000
CFO	\$150,000	\$300,000
Controller	\$90,000	\$175,000
Cost Accountant / Senior	\$60,000	\$95,000
Internal Audit - IT - Manager / Director	\$125,000	\$175,000
Internal Audit - IT - Staff	\$75,000	\$94,000
Internal Audit - Manager / Director	\$110,000	\$150,000
Internal Audit - Staff	\$65,000	\$90,000
Inventory Analyst	\$45,000	\$75,000
Senior Accountant	\$65,000	\$100,000
Staff Accountant	\$45,000	\$75,000
Tax - Manager / Director	\$125,000	\$150,000
Tax - Staff / Senior	\$60,000	\$95,000
Treasury - Analyst	\$70,000	\$90,000
Treasury - Manager / Director	\$110,000	\$180,000

PUBLIC ACCOUNTING

Audit - Manager / Director	\$115,000	\$165,000
Audit - Staff/Senior	\$60,000	\$92,500
Tax - Manager / Director	\$100,000	\$175,000
Tax - Staff /Senior	\$60,000	\$90,000

ACCOUNTING OPERATIONS

A/P Manager	\$65,000	\$100,000
A/P Staff	\$41,500	\$62,750
A/R, Collections & Chargebacks Staff	\$43,500	\$65,000
A/R, Collections & Chargebacks Manager	\$65,000	\$105,000
Billing Manager	\$55,000	\$88,000
Billing Staff	\$35,000	\$70,000
Bookkeeper	\$45,000	\$72,000
Contracts Manager / Director	\$110,000	\$153,000
Distribution/Warehouse Manager	\$62,500	\$125,000
Investor Relations Administrator	\$60,000	\$85,000
Mortgage Processor	\$40,000	\$70,000
Operations & Supply Chain - Manager	\$70,000	\$105,000
Operations & Supply Chain - Staff	\$45,000	\$70,000
Payroll - Manager	\$60,000	\$95,000
Payroll - Staff	\$48,500	\$60,000
Property Manager	\$50,000	\$75,000
Purchasing - Manager	\$65,000	\$85,500
Purchasing - Staff	\$42,000	\$70,000

Category & Title

Low*

High*

FINANCE

Financial Analyst, Staff / Senior	\$60,000	\$95,000
Financial Business Analyst, Staff / Senior	\$65,000	\$110,000
Financial Planning and Analysis Manager / Director	\$125,000	\$200,000

ADMINISTRATIVE

Administrative Assistant	\$41,500	\$60,000
Customer Service - Manager	\$60,000	\$90,000
Customer Service - Representative	\$35,000	\$55,000
Executive Assistant	\$60,000	\$90,000
Office Manager	\$58,500	\$85,000

HUMAN RESOURCES

Human Resources - Director	\$115,000	\$200,000
Human Resources - Generalist	\$60,000	\$90,000
Human Resources - Manager	\$90,000	\$140,000

INFORMATION TECHNOLOGY

IT - Application Support	\$45,000	\$70,000
IT - DBA	\$70,000	\$85,000
IT - Corporate IT Manager	\$110,000	\$150,000
IT - Systems Administrator	\$65,000	\$90,000
IT - Business Analyst	\$65,000	\$120,000
IT - Software Engineer	\$75,000	\$125,000
IT - Project Manager	\$90,000	\$120,000
IT - DevOps	\$110,000	\$150,000
IT - QA	\$60,000	\$85,000
IT - Software Architect	\$110,000	\$150,000
IT - Systems Specialist	\$80,000	\$125,000
IT - Network Engineer	\$75,000	\$150,000

MARKETING

Marketing - Manager	\$70,000	\$125,000
Marketing - Staff	\$45,000	\$75,000

*Salary Survey Guidance

Salary data considers a combination of the following variables for contingency searches:

- Actual salaries offered to Vaco placed/converted candidates
- Actual Vaco client requisition ranges
- Actual Vaco candidate salary ranges
- Guidance from Vaco New Jersey permanent placement team
- Certifications such as CPA, MBA, CFP, SHRM, CPP, etc.
- Combines company industries, revenue sizes, and various geographic locations in New Jersey.
- Salary information is base annual salary; it does not include annual bonuses, profit sharing, etc.
- Average Salary is rounded to nearest \$500.00

For more market information on any position above, please reach out to your local Vaco New Jersey representative.

New Jersey Office Locations

1140 Route 22 East, Suite 302, Bridgewater, NJ 08807
 100 Passaic Ave, Suite 140A, Fairfield, NJ 07004
 101 Crawfords Corner Rd, Suite 4305, Holmdel, NJ 07733

By Appointment: Isles, Cranford, Freehold, East Brunswick, Princeton, Newark, Short Hills

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Vaco is an international talent & solutions firm, providing boutique level service with global reach in the areas of consulting, executive search permanent placement, and strategic staffing. Vaco's New Jersey offices specialize in strategic staffing and permanent placement solutions, boasting a team of 25+ employees with more than 200 years of combined recruiting experience.

Since its founding in 2002, Vaco has grown to 40+ offices across the globe, more than 920+ employees, 5,100 consultants and \$500M in revenue. Vaco has been named to Inc. magazine's list of the fastest-growing private companies for the past 12 years and was recently named to Forbes' 2018 List of America's Best Recruiting Firms.